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NOTE FROM FOUNDERS
Our dear Mahatma Gandhi once said, “Dreams at first seems impossible, then seem improbable, and finally when we commit ourselves, become inevitable.”

This year we set out on our journey to work on the creation of a platform for scaling livelihood for persons with disability. I like to use the analogy that the roadways are on its way, let’s start creating a railway system. Railway system with various platforms with resources and tools and trains stopping at the platform for people with disability and stakeholders to get onto the train towards economic independence of their choice and viability.

Enable Academy (enableacademy.org), India’s first collaborative community initiative for mainstreaming livelihood for persons with disability was launched on 20th November 2015 as an alpha release. The beta release was launched on 29th February 2016, a BIG leap for the sector in the leap year. 16 years of Enable India’s work has been showcased to the world as open source, to use and share. The next phase is to socialize the sharing of best practices from other sector leaders and stakeholders. This will cascade into partnerships, collaborations and aggregation to foster livelihood for persons with disability.

I believe that the development sector, and specifically the livelihood for persons with disability requires stakeholders to think big, but be grounded in reality. In order to catalyze economic independence and dignity for persons with disability at the grassroots, Namma Vaani, a mobile social network using the regional language (Kannada) was launched in the state of Karnataka. Within 8 weeks this platform scaled to a call every 4 minutes, with people listening, sharing, liking and recording stories of their own.

While we scaled our direct training and placement numbers, we were able to introduce new
models like the first ever Virtual job fair for persons with disability in the country. A yearlong internship model for persons with multiple or severe disability was conducted in partnership with EMC². Our Autism program continued with SAP labs, also we conducted one mixed batch with non-computer backgrounds as well. Collaborative trainings were conducted in partnership with a corporate and a mainstream technical training institution. As a placement cell for the state of Karnataka we were able to cover all the districts by conducting a job fair, Employability Foundation course and/or Entrepreneurship Development Program. Our career awareness and employability at University Connect, enabled us to create a peer leadership model to help mentoring and livelihood opportunity for university students.

When we talk about disability or diversity, inclusion becomes paramount. We have been forging ahead with our State Bank of India (SBI) partnership. We have covered most of Southern and Northern parts of India by conducting trainings for SBI employees who are visually impaired, along with field implementation and sensitization of colleagues and peers.

For the first time a computer training was conducted for employees of the State institute of Rural Development (SIRD), Government of Karnataka in regional language.

Our vision is to scale via partners and in this endeavor we have been conducting multiple Training of Trainers programs for Employability Trainers and Employment Officers. We have also created standardized courses, content and manuals. Our Jobs compendium which catalogues and explains the various jobs done by persons with disabilities, in different sectors and with associated workplace solutions, has been a big hit.

I thank all our funders and partners who have made our journey and vision to forge ahead possible. We are very proud to have a wonderful and passionate staff, without which such bullish growth would not be possible. We have been working on building our leadership strength, some of the existing staff have taken this role and we have hired few senior members from the corporate and the development sector. We were very proud to receive the Best NGO in the Sector Award from the State of Karnataka. Also, very humbled to serve on the governing council of the National Fund of Persons with Disability and the Sector Skills council for Persons with disability.

Jai Hind!!

Pranesh Nagri
Honorary Director and Operations Head

For the first time a computer training was conducted for employees of the State institute of Rural Development (SIRD), Government of Karnataka in regional language.

Dipesh Sutariya
Co-founder and Trustee
Bhanita is a totally blind girl from Assam who had absolutely no knowledge of English and computers when she joined Enable India. Today, she can speak basic English, handle computers and is a fairly independent and confident individual. She has picked up various skills as a result of the extensive training at Enable India and in fact is now a passionate believer of the fact that Enable India can change lives and expose people with disabilities to a completely new world! Her background in B.A. coupled with her training has enabled Bhanita to work successfully as a Trainer.
LAUNCH OF ENABLE ACADEMY
Enable Academy is a cloud based collaborative platform which is a solution integrator. It is India’s first online collaborative community platform to mainstream livelihoods for persons with disability.

Namma Vani is a mobile based collaborative platform where people can learn, support others, share their stories. Persons with disabilities, NGOs, parents and other stakeholders can use this platform for knowledge sharing.

Top 5 questions answered in pages created for persons with disability
100+ bite sized videos showcased
Top 4 questions answered for employers
20+ videos / 30+ documents exclusively for employers

Developed 75+ audio stories

25+ publications for order
4+ tools for order
50+ knowledge base docs
100+ videos to view
5 tutorials
10+ courses
Online job database with 272 job roles
“I want to keep going and never give up”, says Mahendra, a totally blind and ambitious young boy from Bangalore. Mahendra comes from a very protective family and as a result, grew up as an introvert. After completing his Master of Arts, Mahendra realized that it would be difficult to find employment since most jobs need basic computer skills; which he lacked. He approached Enable India with the sole intention of learning computers for employment; but ended up learning much more than that. Participating in different projects and interacting with a lot of people, helped him build confidence. Today, Mahendra works at Allegis and it wouldn’t be an exaggeration to say that his life has completely changed and he is a much more confident, ambitious and outgoing young boy ready to change the world!
LAST YEAR AT A GLANCE
Employability training conducted in Kanpur, Ghaziabad, Mysore and Bangalore

1574 candidates trained across disabilities

25 new job roles with salary 7K to 60K per month

Last Year At A Glance

Livelelihood

Wage Employment 350 Candidates
Self - Employment 383 Candidates

762 candidates placed across disabilities

How much are persons with disability earning?

<table>
<thead>
<tr>
<th>Disability</th>
<th>Number Placed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physical Disability</td>
<td>519</td>
</tr>
<tr>
<td>Hearing Impairment</td>
<td>132</td>
</tr>
<tr>
<td>Vision Impairment</td>
<td>87</td>
</tr>
<tr>
<td>Developmental delay</td>
<td>15</td>
</tr>
<tr>
<td>Cerebral Palsy</td>
<td>7</td>
</tr>
<tr>
<td>Deaf Blind</td>
<td>1</td>
</tr>
<tr>
<td>Learning Disability</td>
<td>1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SALARY RANGE (per month)</th>
<th>Number of candidates placed</th>
</tr>
</thead>
<tbody>
<tr>
<td>₹ 0 to ₹ 5000</td>
<td>200</td>
</tr>
<tr>
<td>₹ 5001 – ₹ 10,000</td>
<td>295</td>
</tr>
<tr>
<td>₹ 10,001 – ₹ 15,000</td>
<td>107</td>
</tr>
<tr>
<td>₹ 15,001 – ₹ 20,000</td>
<td>26</td>
</tr>
<tr>
<td>₹ 20,001 – ₹ 30,000</td>
<td>47</td>
</tr>
<tr>
<td>&gt; ₹ 30,000</td>
<td>13</td>
</tr>
</tbody>
</table>

Highest salary: ₹1,25,000 per month. This person has 8+ years of work experience. Currently working as Software Quality Engineer. He has completed B.E. He is deaf.

Reached out to 250+ college students

100+ employees with hearing impairment and 200+ employees with vision impairment underwent training at State Bank of India (SBI) centers across India

122 employees from the States Institute of Rural Development (SIRD), Karnataka completed basic foundation course in computers for 45 days in Kannada

Reached out to 660+ persons with disabilities across 20+ districts in Karnataka to raise awareness about entrepreneurship

Disability Awareness Workshops conducted in Bangalore, Chennai and Noida to 1200+ people.
Bipin is deaf. He has completed his diploma from Kerala and was working as a painter before he joined the BPO employability training at Enable India. Post the training, many of his colleagues got placed in good companies and Bipin’s expectations were also high. While he was waiting for the right offer, Bipin interned at Enable India. He finally got placed as a Back office Executive with Capgemini and is thoroughly enjoying his new job now.
ENABLE INDIA FOOTPRINTS
Recognition of Enable India

Enable India in the Media

Visitors at Enable India

Enable India Staff at Events
Recognition of Enable India

Enable India won the State Award for Outstanding Contribution in the area of Disability, on International Disabilities Day by the Government of Karnataka!

Shanti Raghavan, founder of Enable India received the National Association for the Blind, Sarojini Triloknath National level award at NAB Delhi on Dec 1, 2015 for her service to persons with vision impairment over the years.

Shanti Raghavan was featured in the 3rd edition of Women of Pure Wonder: Vision, Valour, Victory published by Roli Books, published in March 2016. Women of Pure Wonder celebrates the lives and journeys of sixty remarkable women who have met life’s challenges with courage, and have emerged winners.

Sandesh H. R. got the Rotary Best Teacher Award conferred by the Rotary Club of Bangalore, Sep 7, 2015. He was also awarded the Nation Builder Award.

Moses Chowdary G was selected to join the 2015 American Express India Leadership Academy held in Gurgaon, from 23-27 November 2015.
Enable India in the Media

Jul 2015: SAP India's challenge in hiring people with autism – Live Mint

Aug 2015: Gowribidanuru Job Fair - Vijaya Vaani

Sep 2015: Disability no bar at this job fair
Dec 2015: Subbiah interviewed by Jaago Re on World Disabilities Day

Jan 2016: Subbiah’s interview on Jaago Re - 5 Steps to make workplaces accessible for persons with disabilities

Dec 2015: Avinash, person with cerebral palsy and Muthu, workplace solutions expert were interviewed by Janshri news on World Disability day.

Jan 2016: Challenging life’s challenges with grit – AsiaBiz
Jan 2016: Disrupting Disability – DNA epaper

Feb 2016: Dipesh is quoted in business world

Mar 2016: News coverage about Career Workshop conducted at AITH, Kanpur
Justice Venkatachaliah visited in August 2015 by invitation to see our work. At the end of the visit, he shared, “It is not always seeing is believing, believing is seeing.”

The Chairman of Thriveni Foundation along with the leadership team visited Enable India for 1-day orientation of training and employment process for visually impaired.

Spanish Munich Foundation team visited Enable India to understand work of Enable India and discuss potential partnership and support for Rural Development Trust (RDT), Andhra Pradesh for placing persons with disability post training. Persons with physical disability are specially trained in Spanish language.

Team from Rural Society Organization (RSO) and Association of People with Disabilities (APD) came to Enable India to learn about employment of persons with disability.

Volunteer Services Overseas (VSO), sent IBM volunteers from U.S.A., Brazil and Mexico to create maturity model for inclusion and diversity in employers. They spent 6 weeks with Enable India.

25+ students from Kelley School of Business from Indiana University came for exposure visit to understand more about the disability sector.

Accenture leadership team visited to learn about employability and work of Enable India in May 2015.

The CEO, Head of CSR and Head of Investment of the Oman LNG team from the Middle East came through APPI for an exposure visit and learn about how leading NGOs work in India.
Presentation to the Hon’ble Mrs Fazila Jeewa-Daureeawoo, Minister of Social Security in Mauritius. Met Hon. Alain Cheong, Ministry of Labor and Civil Service along with Dipendra Manocha, Head of Saksham and Ashoka fellow in November 2015.

Session at IIM Udaipur’s Summer School Program for Future Leaders in Development on July 2, 2015.

Inclusive and Adaptive Leadership workshop for top management at Allegis. The workshop talked about how to deal with diversity and creating profit with a purpose.

Shanti spoke at Equality +20 Conference in Delhi in December 2015

Shanti was a moderator/speaker on employment issues for PWD at 3rd National Convention for Youth with Disabilities convened by NCPEDP in April 2015.

Shanti spoke about employment opportunities for persons with Spinal Cord Injury (SCI) at the First Mela for Persons with Spinal Cord Injury in Bangalore organized by Spinal Foundation of India and Association for People with Disabilities (APD) in August 2015

Spoke at “Samartha – 2016”, An Inclusive Summit on Employing the Differently Abled” in Mysore
Dipesh Sutariya and Shanti were part of the panel discussion at the Conference on EngageAbility, hosted jointly by the CII and the Disability NGO Alliance (DNA) in August 2015.

Dipesh and Shanti were invited to attend the prestigious Skills India Mission: National Skill Policy launch on Jul 15th inaugurated by PM Narendra Modi. July 15, 2015

Dipesh was part of the panel discussion about inclusion and employment of PWD at Wipro. This session was webcast to the entire Wipro community.

Moses Chowdari G
Program Manager

Spoke along with Lord Colin, and Richard Orme from Royal National Institute of Blind (RNIB) at Mauritius Council of Social Service (MACOSS), an umbrella of organizations in Mauritius in April 2015

Moses presented at the 2nd Indo-US conference on assistive technology for visually impaired held at IIT Delhi on integrated solutions for skill development of persons with vision impairment in Feb 2016.

Santhosh Kumar Y
Program Manager

Santhosh attended the New Skills at Work India in Delhi on March 2016 and spoke about the University Model during a panel discussion

http://tinyurl.com/hpupuso
Vidya and Shanti presented a paper on how to adapt best practices from disability sector to empower persons with psycho-social conducted by NIMHANS in Sep 2015. They were also part of the panel discussion.

Made a presentation about the livelihood model at HANS Foundation in Delhi in Dec 2015.

On the panel discussion about employment opportunities for persons with disability in the private sector organized Open Society Foundation in Delhi in Dec 2015.

Spoke at an event in NIMHANS on World Disability Day. The event was held by the psychiatric rehabilitation department on world disability day, to understand inclusion.

Spoke at Skill Salad - An Event by Capability Development Team & HR Team of Accenture to learn different aspects of Volunteering. Dinesh talked about impact which can be created by volunteers in the journey of a Person with Disability. Event was held at Accenture on Oct 31, 2015.

Vidya Rao
Account Manager

Vidya Rao
Account Manager

Shruti Nedungadi
Trainer

Srihari Nedungadi
Trainer

Dinesh at Skill Salad
Spoke at Vijayanagar 1st Grade PU College, Bangalore in March 2016.

Met Karnataka Chief Minister Mr. Siddaramaiah to present about the important 1000 laptop project. Gave a demo on how the visually impaired use laptops. Then, the Chief Minister gave message to all the visually impaired that they should use the laptop for education etc.

Spoke at 28th Kerala Science Congress organized by Kerala State Council for Assistive Technology (KSCAT) and Kerala State Council for Science Technology and Environment. The Science Congress is one of the premiere programs which provides a forum for young researchers, academicians, technologists and others across the country to exchange knowledge and share advances in their research.

Reena and team presented a paper on assistive technology at The fifth edition of Techshare India - 2 day accessibility & assistive technology conference and exhibition, held in March 2016, at the India Habitat Center, New Delhi.

www.techshare.barrierbreak.com

Subbiah spoke at the leadership training for HR leaders in the country – session on diversity focusing on disability organized by NHRD at Nasik. Subbiah was also part of a panel discussion at NHRD event, Bangalore

Resource speaker for the MOOC on EdX – course conducted by IIMB Prof. Vasanthi Srinivasan - “Introduction to People Management”. Topic: “Evaluating and Assessing Employees”

https://www.youtube.com/watch?v=u85Pxj4dguA
https://www.youtube.com/watch?v=NCZG8jISAQU
Asha Sreedhar is a person with Autism Spectrum Disorder and she joined Enable India for employability training. Her background is in Diploma and today she works successfully as a Tester. Asha believes that one of her key takeaways from the extensive training she underwent at Enable India is learning how to be an effective team player. This has helped her a lot in her personal and professional life. Asha today is a far more confident team member.
Kindling Passions and Potential through Training
We believe everybody has potential. With the right triggers and a supportive environment, every individual has the opportunity to discover his/her interests and abilities.

1574 candidates trained through different training models

<table>
<thead>
<tr>
<th>Employability Methodologies</th>
<th>318</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technical Training for Visually Impaired</td>
<td>99</td>
</tr>
<tr>
<td>Collaborative Models</td>
<td>41</td>
</tr>
<tr>
<td>Increasing productivity of working professionals</td>
<td>456</td>
</tr>
<tr>
<td>Entrepreneurship Development Programme</td>
<td>660</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1574</strong></td>
</tr>
<tr>
<td><strong>University Connect</strong></td>
<td><strong>253</strong></td>
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</tbody>
</table>

Total trained - disability breakup

<table>
<thead>
<tr>
<th>Physical Disability</th>
<th>750</th>
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<tbody>
<tr>
<td>Vision Impairment</td>
<td>539</td>
</tr>
<tr>
<td>Hearing Impairment</td>
<td>253</td>
</tr>
<tr>
<td>Developmental delay</td>
<td>13</td>
</tr>
<tr>
<td>Autism Spectrum Disorder</td>
<td>8</td>
</tr>
<tr>
<td>Cerebral Palsy</td>
<td>7</td>
</tr>
<tr>
<td>Deaf Blind</td>
<td>3</td>
</tr>
<tr>
<td>Learning Disability</td>
<td>1</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>1574</strong></td>
</tr>
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Employability Methodologies: Developing necessary skills and attitude to be successful in the work environment

Technical training for visually impaired: Holistic training model that entails mobility skills, computer skills with employability fundamentals

University connect: Helping college students to set a career goal for themselves

Collaborative models: Tripartite partnership between employer, mainstream institution and NGO to train candidates with specific skills to suit employer needs

Increasing productivity of working professionals: Building confidence and aspirations for persons with disability who are already employed

Entrepreneurship development program: Awareness and training for persons with disability to become self-employed with the help of government schemes
Employability Methodologies

Enable India conducts employability training to kindle aspiration and hunger for success through experiential learning, project work, volunteer work and more with the primary goal of developing necessary skills and attitude to be successful in the work environment.

Employability Foundation Course (EFC) is conducted across disabilities.

10 days EFC conducted in May 2015 at JSS, Mysore for 85 candidates with different disabilities

45 days EFC conducted in May 2015 at Kanpur for 55 candidates with physical disability

45 days EFC conducted in December 2015 at Ghaziabad for 25 candidates with physical disability

45 days EFC conducted in March 2016 at Bangalore for 22 candidates with hearing impairment

6 months EFC conducted from November 2015 at Bangalore for 12 candidates with Autism

Employability elements are integrated with Career Centric Computer Training (CCCT) conducted for 63 candidates with vision impairment

Internship Model Continues at EMC² for Persons with Multiple Disabilities

EMC² started an internship program for persons with multiple disabilities in 2014. 10 candidates with profound disability such as deaf blindness, cerebral palsy with scoliosis and others successfully completed one year of internship during which they underwent employability training and skills training specific to their job role. This internship program was extended for 8 candidates last year for one more year. The candidates were more focused on on-the-job training in the last year along with a 50% increase in their monthly stipend.

With the success of the first batch, Enable India began training for the 2nd batch of profound candidates through a "Virtual Classroom" where candidates attended career awareness training through Skype. Enable India has collaborated with Raksha Society, Kochi to source candidates for training.
Applying skills through internships

“Set small goals because, reaching them would keep you motivated and charged up, to finish the task at hand.”

9 candidates with a degree in Special Education were selected to do an internship for 3 months at different NGOs to get experience and exposure. These candidates with physical disability completed employability training at Lucknow in February 2015. Enable India collaborated with the following NGOs: SPARC India, Lucknow, Akshay Pratisthaan, Delhi, National Association for the Blind, Delhi, Amar Jyothi Charitable Trust, Delhi.

The internship program helped candidates to live independently away from home, and interact with different types of people. The work experience increased their confidence level.

“I got selected for the accessibility testing project. The internship helped me utilize and enhance my technical skills and knowledge. I also learnt the art of providing daily status updates. I also learnt the importance and way of communication through the course of this internship.” - Kiran, person with vision impairment, intern at Enable India

18 candidates with vision impairment, as part of the CCCT training, were assigned different roles such as candidate coordinator, volunteer coordinator, transcriptionist, accessibility tester, etc. within Enable India as part of their internship. One candidate did an internship at Allegis as a recruiter for 2 weeks.

The internship helped candidates learn how to share status of work with their manager and improve work as per feedback given.

“I had a good experience doing the internship in Enable India office for two weeks as I got an idea of how work is actually done in a company. I learnt various types of software testing and also learnt about various android versions. I also learnt how to finish my work within the given time and also working under pressure.” – Mahendra Kumar, candidate with Autism

3 candidates with Autism were assigned a two-week internship program within Enable India to build their skills in software testing. This included black-box testing, white-box testing and functional testing. The candidates tested a few websites, different versions of Android systems and were also required to create a website.

The impact of this was that the candidates had a chance to apply their knowledge of software testing and understand the actual process. It also helped them work better in a team and learn about responsibility, meeting deadlines, etc.

“After teaching the visually impaired students, I became so happy and before that never thought practically. I learned how to include the visually impaired students in sports or cultural program.” – Kaushal Kishore, person with physical disability, intern at NAB, Delhi
Building leadership skills through peer leader model

Post placement support is vital for a person with disability. Some challenges at the workplace need to be addressed which include login issues, transportation issues, understanding company process, etc. Trainers from Enable India help candidates through initial handholding and mentoring. This support plays a critical role in building the confidence of the candidates. When we place candidates outside Bangalore, initial handholding for the team in Bangalore becomes a challenge. In order to overcome the geographical constraints of the trainer, we identified a peer to take initiative and help the others. We piloted this in HCL.

Of the 10 candidates placed at HCL, Noida, one of the peers, Vipin Pal was identified as a peer leader to help in problem-solving and initial hand-holding of all the candidates. Vipin took the initiative to discuss and understand challenges faced by his peers and with the guidance of Enable India trainers, set out to find a solution. For example, several of his peers had problems in getting the official ID card. Vipin spoke with another team member at HCL to understand the complete process after which ID card was issued. This continued for six months and ensured that all the candidates placed in HCL were settled in their jobs. The peer leader model provides a good opportunity for trained candidates to develop leadership skills and give back to the community. This is a good post placement model that NGOs can use to scale their ecosystem.

Problem solving through art therapy

To develop life-skills for a batch of heterogeneous candidates with Autism, Enable India conducted weekly sessions of art therapy and yoga sessions. Each week the art sessions had a different theme (based on specific candidate issues) and issue were resolved using art and drama. For example, we worked on an issue regarding communicating with the opposite gender using social stories.

“The Art session helped me in my professional life as I am seeing things from a different point of view. As I tend to think in a technical way, the art session changed my perspective. Moreover, I learnt that the work done by some of the corporates does not involve specialized skills but requires a very creative approach.” - Rahul R, person with Autism interning with SAP

“The Art session helped me in my professional life as I am seeing things from a different point of view. Even when someone is shouting, I will speak softly. This helped me solve problems.”

In addition, there was a yoga teacher who came in twice a week wherein he taught the candidates basic breathing exercises and asanas. The yoga sessions helped the candidates relax and overcome anxiety related issues.

“Yoga helped me relax. I have started doing yoga at home as well and my stress levels have reduced.” – Mahendra K, person with Autism

“Yoga helped me relax. I have started doing yoga at home as well and my stress levels have reduced.” – Mahendra K, person with Autism
Highlights of our training methodologies across different disabilities:

Developing dynamic personalities through project work

22 candidates with hearing impairment headed out in groups to talk to people around the Enable India office to spread awareness about Swachh Bharat. They designed charts and went to shops and residences to communicate the importance of waste segregation at source.

The weekly hobby club provided an opportunity to visually impaired candidates to take care of their emotional quotient and to cultivate interests for active leisure. The hobby club showcased hobbies like instrumental music, piano, guitar, pan pipe, vocals, karate, chess, quiz on GK and current affairs, etc.

To build social interaction skills, candidates with Autism cooked different items like vegetable sandwich and bhel puri and sold it to the staff at Enable India. Some of the candidates also helped serve lunch to staff for a week. As a result, there has been a lot of awareness and exposure for both staff and the candidates. Our staff has had a chance to interact with the candidates and understand more about Autism as a disability.

20+ candidates with vision impairment set up a Santhe (entrepreneurship fair) with various stalls for a whole week.

Besides the idea of self-employment, they picked up various life skills like handling customers, handling money, team work, sharing responsibility, negotiation skills etc. This was an innovative project using existing resources and making the candidates action oriented – they learn by doing and in the process discover their strengths and weaknesses.

“I was a new experience for me to communicate with the hearing impaired customer through sign language. I learnt many things from this project like business strategies for improving business, how to interact with customer, how to bargain with shop-keeper etc. The experience at the Santhe has made me confident to say that I can even look at self-employment even if I do not get a regular job.” – Manjunath, person with vision impairment

“The CCCT Facebook page was launched on 1st November, 2016 to take the CCCT training to the world. This project pushed the candidates to improve their English skills as they shared information about company visits, volunteer activities and other training updates through Facebook.

“There were many challenges during the creation of the page e.g. coordination with many people, designing of the CCCT logo etc. However, through this entire experience, I have learnt leadership skills and how to motivate others to work together to complete a task.” – Brahmanand Roy, person with vision impairment

“I have learnt leadership skills and how to motivate others to work together to complete a task.”

– Brahmaand Roy, person with vision impairment
Career Centric Computer Training: 9-month training aims at a holistic development of candidates including English, mobility, life skills, employability, internship projects, etc.

Need based training: Customized for working professionals, this training helps candidates to resolve issues such as familiarity with the application, efficiency and quality challenges at work.

Basic workshop: 3-month training for college students with focus on basic computers such as MS Word, MS Excel, file/folder creation, etc. and basic employability skills like note-taking, mobility, etc.

Training Certification Course for trainers: This course aims to enable trainers impart quality computer education to visually impaired candidates.
Enable India has been conducting computer training for the visually impaired for 15+ years. Last year, we focused on strategies to help scale the program with quality as described below:

Scaling impact despite lack of experts

“When I came here, I was so confident about my way of teaching. I thought that I am a really good teacher, but after a month I have known I need to improve my way of teaching.”

Developing individuals to be beacons to lead the community

“Now I have the confidence with me that I can do anything for people with disability. I will try my level best to make better India.”

Every year, we conduct capacity building programs with the aim of reaching out to many more persons with vision impairment. In the last year, we tried different methods to scale our ToT (Training of the Trainers) programs without compromising on quality.

For trainers to learn how to train visually impaired candidates, Enable India has developed a 6-month trainer certification course. This course equips trainers with proven teaching methods/aids and boosts their confidence to train other candidates.

To understand how best practices of teaching visually impaired works during training, Enable India has started to offer an internship program as a pilot for trainers from other organizations.

Varsha, a visually impaired computer instructor at National Association for Blind (NAB), Delhi spent two months at Enable India to get hands on experience. She completed her masters and B.Ed from Delhi University. She passed diploma in computer and access technology with A-grade from NAB in July 2014.

“I was impressed, there were many things to learn. I used their ‘Student manual, trainer manual, spelling tool’ and ‘Eye tool’ I like time management of Enable India. We know everything, but we don’t apply those things in our life. When I came here, I was so confident about my way of teaching. I thought that I was a really good teacher, but after the internship I have known I need to improve my way of teaching. I should change something according to need of my candidates. I want to apply these things in my personal way of teaching.” - Varsha, computer instructor at NAB, Delhi

There is a growing demand of good trainers for the development of persons with vision impairment. At Enable India, we opened up an internship program to tap the potential of candidates interested in becoming trainers. 2 out of the 4 candidates who completed the internship were absorbed by Enable India and 1 was deputed to a partner NGO.

“I started my journey at Enable India as a 2014-2015 CCCT batch candidate. When I came to Enable India as a student, I was unaware of many things like mobility, English, Employability etc. Then I slowly started my journey at Enable India. When I saw myself after 6 months, I was able to talk in English, was able to work on Computers and started moving around independently. After this my parents are very happy about this. After 6 months, I continued in skilled employability training. Then I got the opportunity to do the trainer internship at Enable India. Internship was a very delightful time for me. After that I joined into CCCT has a computer trainer. Now I have the confidence with me that I can do anything for people with disability. I will try my level best to make better India.” - Shailesh, Computer Trainer at Enable India
University Connect: Building an Employable Candidate Pool

“I had to wait for a year after graduation to get training and become employable. I finally got a job 3 months after that.”

The objective of the University Connect is to develop an employable pool of candidates who have finished their education. Last year, we conducted Career Awareness Workshops for 250+ students. The two-day workshop aims to help students set a goal for their job and career by providing them awareness about jobs available for persons with disability and the skills and attitude needed to be successful.

Career workshop conducted at JSS, PDA in December 2015 for 80+ students comprising of persons with hearing impairment, vision impairment and physical disability

Career workshop conducted at AITH, Kanpur in March 2016 for 80+ students with physical disability

Career workshop conducted at Bangalore University in March 2016 for 80+ students with vision impairment

“I got more awareness about jobs available in market for persons with disability like me, what skills required to get into job. This workshop was really helpful for me to make a plan for my career.” – Shivam Savita, Final Year diploma in Computer Science and Engineering, person with physical disability

“I am very happy to be a part of this workshop because now I have enough confidence to get job with the help of Enable India and I hope Enable Academy will help me to develop my skills and awareness.” – Santosh Kumar Yadav, Final Year Diploma in Architecture
Collaborative Training Models

Collaborative Training Models help companies to hire persons with disability in large numbers to meet their goal or target of hiring persons with disability. These models help meet specific requirements of companies. This multi-party collaboration between a company, an NGO and a training institution results in a win-win situation for all involved.

**Company:** Gets employable candidates that meet company requirements

**Training Institution:** Provides experts who help candidates develop domain skills

**NGO:** Sources candidates that fulfil the required profile and provide disability specific skills

Last year, we conducted three collaborative trainings across both computer based and non-computer based sectors.

Finance Jobs for Deaf

Finance jobs are hard for anyone! How can the deaf get trained and get these coveted jobs? The Train and Hire Model provided the solution:

**Train and Hire Model**

- **Company:** Capgemini
- **Mainstream Institution:** iPRIMED Education Solutions (www.iprimed.com)
- **NGO:** Enable India, Dr. Reddy’s Foundation
- 12 candidates with hearing impairment trained
- 100% conversion (all placed in core operations role)

High end IT jobs for the Physically Disabled

Mainframe technology jobs are highly skilled jobs. How can Enable India train candidates? The Hire and Train model provided the solution.

**Hire and Train Model**

- **Company:** UST Global
- **Mainstream Institution:** Mathru Technologies (www.mathrutech.com)
- **NGO:** Enable India
- 13 candidates with physical disability trained after hiring!
Recruiter Job Training for the Visually Impaired

"Recruiters job is harder than sales with pressure of numbers" How do we train? By using the Train and Hire model.

**Train and Hire Model**

- **Company:** Allegis
- **14 candidates with visual impairment** trained. 2 candidates absorbed by Allegis

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Job Training for Different Sectors – Food & Beverage, Manufacturing, Garments

**How do we train visually impaired for various non-computer jobs?**

In this model, **several companies collaborate to share requirements**. The employability training with focus on the relevant sector allows candidates to apply to different companies.

- **Companies:** Oggarme (hotel chain), Ability in Disability (manufacturing sector), Jehova Industries (manufacturing sector), Madura Garments (textile), Shahi Garments (textile)
- **NGO:** Enable India

**16 candidates with vision impairment** were trained. Candidates performed job simulation for manufacturing, textile, hotel and car washing sector. Candidates received exposure to disability aspects, life education and employability aspects. 7 placed. 3 of them went back to their old jobs.
Increasing Productivity of Working Professionals with Disability

Panchayat Level Jobs Training

Persons with vision impairment are working successfully as Panchayat Development Officers and Second Division Assistants. They guide and ensure the efficient working of Gram Panchayaths and take care of accounts at the panchayat level.

The State Institute of Rural Development (SIRD), Karnataka reached out to Enable India to conduct basic foundation course in computers for 45 days in Kannada to help SIRD employees get familiar with computers and use them efficiently. A total of 122 employees from SIRD benefitted from the course. Training and workplace solutions provided by Enable India have helped these officers perform their jobs effectively across all 30 districts in Karnataka.

“This course helped me a lot to learn computers. As a Panchayat Development Officer, previously I did not learn computer. At the end of 45 days training, I learnt Kannada typing & reading, MS Word and Excel basic formatting. In my life this is the first time I learnt computer. Thank you Enable India for providing this wonderful opportunity to learn computers.” - Venkatalakshmi
Training for Manufacturing Jobs for the Deaf  

“Before, I didn’t want to work on Sundays. Now, I have accepted!”

Almost 90% of the workforce at Bay Window Solutions Pvt. Ltd., a private company in Bangalore, are persons with hearing impairment. Bay Window is a manufacturing company that manufactures doors and window made of light weight material. A small team of 16 employees with 14 deaf people are engaged in several tasks like machine operations, cutting and finishing products, etc.

Enable India had placed 2 deaf candidates who underwent employability training. Over the year, Bay Window employed more deaf candidates. After some months, the company noticed that candidates who did not undergo employability training did not have understanding and awareness about company expectations.

To bridge this gap, Enable India conducted “Employability Foundation Course” in the company premises for 10 days in November 2015 for all 12 deaf employees. The primary goal was to help candidates develop the right attitude towards work and understand the importance of having good work ethics.

After the training, the candidates

- Improved social interaction skills
- Learned company expectations
- Understood the importance of work ethics and
- Learned to work with quality and efficiency even when they were not being supervised

The managers at Bay Window have noticed a positive change in the attitude and increased productivity post training.

Bank Clerical Jobs Training

Enable India continues to add to the revenue of State Bank of India through our inclusion training and other interventions like field implementation, etc. SBI, in collaboration with Enable India has conducted trainings across different locations in India for 100+ employees with hearing impairment and 200+ employees with vision impairment. We began this journey in May 2011 and have so far trained managers and above cadre employees of SBI in different departments across 600+ branches. Enable India trainers have traveled across the country to conduct these training programs.

“Though I come from a good family background and had access to all electronic accessories at home, I was not able to access any device due to lack of knowledge and fear. As I am late blind, I also struggled to move around with current vision and always depend on others. During this training period, I have become confident and started using computers through JAWS. For the first time, I logged into CBS and learnt to address customer queries at branch, able to use symphony applications to save data. Mobility sessions have helped me become independent using cane.” - Ashutosh Shankar is a person with low vision and his vision is deteriorating due to Retinitis Pigmentosa. He works as Customer Assistant in North East circle.

“Though my computer skills are good, I have not been using computers from long time due to fear of making mistakes. Similarly though I am a good cane user, I am not using cane as I feel that people look at me very strangely. This training enabled me to overcome my inferiority feelings. During the training period I strengthened my computer skills and have become confident on computers and decided to face and address customer queries at branch.” - Vinita is visually impaired and is working as Customer Assistant.
Inclusive and Adaptive training:
The participants learned about disability, how to provide mobility training for visually impaired and became familiar with peer sensitization modules.

Peer Sensitization Session via Field Implementation:
Disability Sensitization Sessions were conducted at each SBI branch for the branch manager and the coworkers of the employee with disability to increase respect and inclusion of the person with disability.

Training for Inclusion of Hearing Impaired:
During this training, employees with hearing impairment were profiled to better understand about their jobs and determine workplace solutions they need to become more productive.

Training for Inclusion of Visually Impaired:
During this training, employees with vision impairment learned to navigate CBS using JAWS. Those who were not able to do much work have been converted into the performing assets and now they are considered to work on par with the team in the branch by sharing responsibility except cash.

#Number of participants in brackets
Economic Independence Through Entrepreneurship

Enable India is the official ‘placement cell’ for the Government of Karnataka for persons with disabilities. Enable India has partnered with the National Academy of Rural Development and Self Employment Training Institute (RUDSETI) to conduct entrepreneurship development training programs across various districts in Karnataka for persons with disabilities.

Last year, we have reached out to 660+ persons with disabilities out of which 400+ have been either gainfully employed or have initiated the process to become an entrepreneur.

Leaping from ₹300 to ₹1,200 per day

Dastagir Karadi is a 23-year old married man supporting his wife and child. He is a person with low vision and has lost 75% of his vision. He lives in a joint family with 9 members. His mother was running a tea shop at which he spent about 2 hours a day. After the EDP training, he became more serious about the business. He invested ₹35,000 on his own. He works at the shop full-time increasing his business from hardly ₹300 per day to ₹1,200 per day. He dreams of converting his small tea shop into a hotel in the future.

Soaring from ₹1,500 to ₹9,000 per month

Mahadevi Somappa Hongala is a 42-year old unmarried woman who lives with her family in Belgaum. Her left leg was affected by polio when she was two years old. She has completed SSLC. Her family income was ₹1,500 per month. After attending EDP training at Belgaum, she purchased 3 sewing machines and started selling clothes as well. Her current family income is now ₹9,000 per month.
LIVELIHOOD MODELS
Livelihood Models

Like every year, Enable India has worked with new companies in emerging sectors to create new job roles for persons with disability.

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<td>₹20,001 – ₹30,000</td>
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<td>7</td>
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<td>189</td>
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</table>

Salary information unavailable: 47

We have opened up 24 new job roles in 18 companies across 10 sectors

₹1,25,000 per month - Highest Salary

This person has 8+ years of work experience. Currently working as Software Quality Engineer. He has completed B.E. He is deaf.
Placements have been possible because of various strategies - technology and synergy has been key in urban placements while community engagement has been an essential catalyst for placement in smaller cities.

**Computer based Livelihood**

**Disruptive Technology: Scaling Placements Across 25 Locations**

Enable India in partnership with Allegis hosted India's first Virtual Job Fair for Persons with Disability. 1300+ candidates and 100 recruiters from 40 companies in the IT/ITES sector participated from different cities across India. The platform was supported by Careereco, a site for hosting virtual job fairs working primarily in the US and Canada.

Job seekers associated with partner organizations such as Dr. Reddy’s Foundation (DRF), V-Shesh and LRC also participated in the job fair. This model can be replicated by others in the country.

This pilot was a learning experience for us. One of the challenges we faced was the logistics of getting candidates across India to attend face-to-face interviews at companies situated in different locations. Next year, we plan to use this model at universities where companies can short-list and interview a pool of students at one location.
Partnership Models: Scaling Placements for Deaf

Partnership with Mainstream Training Institutions

Several mainstream institutions feel ill-equipped to conduct trainings for persons with hearing impairment because of the difference in mode of communication. Hence, we wished to pilot training models where we could work with other mainstream training organisations.

This year, Enable India collaborated with iPrimed to conduct domain-specific training for persons with hearing impairment. Even though it was a new experience for trainers at iPrimed, the collaboration was a success and 100% of the candidates trained were interviewed and on-boarded by Capgemini.

This success has been key to reinforce our belief that mainstream training is possible for deaf and can be replicated.

Partnership with NGOs

Karvy consultants was ready to recruit more than 40 persons with disability. This was more than what many NGOs (including Enable India) had done in the past. The demand was for persons with hearing impairment who have completed SSLC with good computer typing skills.

To meet this demand Enable India donned the role of an aggregator to reach out to candidates suitable for the company. LRC and V-Shesh helped in sourcing, and Dr Reddy’s Foundation helped with training. All stakeholders came together for the cause of livelihood for persons with disability. As a result of this synergistic approach between the various organizations, Karvy Consultants has been able to recruit 43 candidates.

“It was a great experience to partner with Enable India more so since we are working towards the same cause. A very well organized drive. It gives us great pleasure to be part of it. Thank you for making us a part of this assignment. Looking forward to working on many more together” – Seema, V-Shesh

Non-Computer based Livelihood

70% of persons with disability reside in rural India. Catering to the livelihood requirements of this segment requires models that involve engagement with local organizations. In addition, persons with disability should be provided with both wage employment and self-employment options. In smaller cities, small and medium enterprises have wage employment opportunities.

In the last year, we have reached out to more than 500 persons with disabilities through ample support and ownership from local NGOs, government organizations and disabled people's organizations. Further, we have also conducted more than 4 job fairs at locations where companies in the surrounding areas participate easily. This has led to creation of employment opportunities to the local population and we have observed that more than 150 PwD now are gainfully employed.

Community Model to Build Hyperlocal Ecosystem

Persons with disability require a robust ecosystem which provide continuous and consistent support in their goal for economic independence. This support system becomes robust when the community takes complete ownership.

Samarthya Angavikalara Okkoota (a DPO – Disability People's Organisation), Grameena Abhyudaya Seva Samasthe (GASS), Disability Welfare Department (Govt.) took complete ownership for the job fair conducted at Gowribidanuru. The community took responsibility for the entire cycle from sourcing, placement to initial handholding post placement. 31 candidates with different disabilities including physical disability, vision impairment, hearing impairment, etc. were trained. 8 companies participated in the holistic job fair conducted at Gowribidanuru.

1 Hyperlocal connotes information oriented around a well-defined community with its primary focus directed toward the concerns of the population in that community.
KK Packers, Hindustan Unilever’s outsourcing partner attended the job fair held in Gowribidanuru and collaborated with Enable India to place candidates in their Chikkaballapura unit in the role of packers. KK Packers carried out a pilot project by selecting 15+ candidates. Later, in 3 stages, the company hired a total of 23 candidates.

Scaling Through Vendors

Indo-MIM has grown to become a leading global supplier of Metal-Injection Molded products and manufacture medical components used in the surgical field. The company has 10-15 vendors who outsource their work to small units. Indo-MIM approached their vendors to employ persons with disability in each unit and organized disability sensitization program for all vendors. The program, conducted by Enable India, resulted in opening up 25 vacancies for persons with disability. Enable India conducted training for 16 candidates. All the vendors participated in the job fair held at Doddaballapura. 25+ candidates were placed.

Hyperlocal Job Fair

One of the challenges faced in identifying employment opportunities for persons with disability in rural India, is the need for persons with disability to relocate to a new city and the challenge of companies in the city in retaining such candidates. This challenge was partially overcome through the hyperlocal job fair.

In this model, the prospective employees live close to the companies that are hiring. The job fair was conducted at Peenya, in September in association with Sri Muniraju, Peenya Industrial Association, Vocational Rehabilitation Center for Handicapped, and Sama Foundation. 6 companies and 62 candidates across various disability types including hearing impairment, vision impairment and cerebral palsy participated resulting in 26 persons with disabilities getting employed.
Placement across 10 sectors & 18 new companies for Persons with disabilities

<table>
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<th>Sector</th>
<th>BFSI</th>
<th>E commerce</th>
<th>Education</th>
<th>Electronics</th>
<th>Entertainment</th>
<th>IT</th>
<th>ITES</th>
<th>NGO</th>
<th>Shipping and logistics</th>
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</table>

25 new job roles with salary 7K to 60K per month

- Beauty advisor
- Deployment officer
- Business research analyst
- Database Modeler
- Photo Book Designer
- Quality assurance - Lab and combing and new spinning
- Trust and safety Specialist
- Jr. Demand Planner
- Build and release engineer
- Jr. Market researcher
Salary: ₹ 7,000 – ₹ 10,000 per month

Adarsh Pandey
- Wurth Electronics
- Quality checker PCB design
- Physical Disability
- Diploma

Ashwini S
- HCL Technologies
- Immigration solutions
- Deaf
- Diploma

Madhuri Bhide
- Makemytrip Inc.
- Holiday expert
- Physical Disability
- BE

Manoj R V
- Holiday Mantra
- Holiday Coordinator
- Low Vision
- MBA

Salary: ₹ 35,000 – ₹ 60,000 per month

Ilamathy C
- Cargill
- Fire fighter auditor
- Low Vision
- MSc

Rahul R
- SAP
- Technical writer
- Autism Spectrum Disorder
- BE
Salary: ₹ 11,000 – ₹ 25,000 per month

Srinivasa R
Thomson Reuters
LMS Administrator
Visual Impairment
BA

Rehan Pasha
Thomson Reuters
First Line Support
Physical Disability
BE

Rajneesh Dwivedi
IBM
Manual Testing
Low Vision
BE

Benjamin Paul W
Last Mile Consultants
Training Administrator
Physical Disability
BCom

Raj Kumar L
Northern Trust
Hedge Fund Operation
Deaf
MCA

Merlin Namikai
Thomson Reuters
Content Analyst
Deaf
MCom

Hermies Daw
Allegis
Recruiter
Visual Impairment
SSLC

Asperan Fernando
Amazon
Device Associate
Visual Impairment
MA
Gowthami is a person with profound disability. She cannot walk due to weak bones and is a wheelchair user and needs support to move from one place to another. Apart from physical mobility, she is completely independent in everything else. Gowthami has done her B. Com from Bangalore University followed by M. Com through Distance Learning from Mysore. She joined Enable India in January 2015 to be a part of EMC’s Profound Disability Internship Program. During her time at Enable India, she has improved her English, typing speed, learnt virtual training tools, assistive technologies for differently abled people, advanced excel skills and also learnt about corporate culture. She now works in the Finance department where she is involved in VAT Returns, Tax Deduction at Source, Purchase Orders and other similar tasks. Besides this, Gowthami continues to support her family and friends with various forms of online applications (e.g.: Ration card, Adhaar card, exam application etc.) and other support. Gowthami’s long term aspiration is to continue in either EMC job or work with some other company, while also continuing further studies. She wants to keep supporting her family and ensure that her brother is well settled. Once things are more settled, she also desires to volunteer for Enable India.
SOLUTIONS FOR AN INCLUSIVE SOCIETY
Enable India continuously improvises to provide persons with disability innovative and cost-effective solutions. This ensures that persons with disabilities are able to work on par with their non-disabled peers.

Cost effective solutions for people in non-computer based jobs:

A nand, working at KK packers using floor-level wheel-chair

S haranappa, using high table and cushion to operate machine

R amesh, person with spinal cord injury using water-bed to avoid bed sore

Solutions to help visually impaired overcome accessibility issues

Helping Illamathy, who lost her vision after 8 years, get a job that matched her experience

Illamathy, lost her vision after working for 8 years in Wipro and came to Enable India for rehabilitation. It was a challenge to get her a suitable placement due to her experience and salary expectation. The role of “Firefighter auditor” was opened up at Cargill Business Service. However, the job required working with SAP application and SharePoint which was not accessible for a person who uses screen reader. The workplace solutions (WPS) team came up with a solution of accessing information on SharePoint through MS Access Database. This resulted in successful placement.

Training on Outlook helped Chandru with career growth

Chandru was working in Pratham motors for 5 years in a voice based customer support role. He wanted to grow in his career. Workplace solutions (WPS) team assessed the feasibility of a role which combined email and voice support. But, he did not know how to use MS Outlook which was important for efficiency in the new role. Chandru was trained on MS Outlook using screenreader. This helped him perform his new role efficiently.

Closing calls in 30 seconds using screen reader

In HP, Level 0 tech support role was suitable for people with vision impairment. In this role, the person has to answer queries and close the call with appropriate information in the online tracker. The Average Handling Time (AHT) for each call was 30 seconds. The tracker did not have any quick navigation. The WPS team customized the screen with the place markers and trained the employees on combination of place marker and quick navigation. This solution resulted in 4 successful placements.
Tools Co-Developed with Company Volunteers

We have partnered with different companies where experts have volunteered to develop solutions.

1.2.3. Listen (the splitter box)
This can be used by a person with vision impairment to listen to PC audio output, mobile and landline at the same time
Developed in partnership with Bosch
The prototype is ready and testing is complete.
In the next phase, we will be procuring large number of splitter boxes to disseminate to persons with vision impairment and to do beta testing.

SpellTree
This Android app can be used to improve spellings in English.
Developed in partnership with Cisco
228 people have downloaded the app from Google Play Store

ME2 Genie
This Android app is used to help persons with vision impairment “see” visuals through audio descriptions and help persons with hearing impairment “read” the speakers at events & conferences
Developed in partnership with SAP Labs
Usability of Open Source Screen-reader for the Visually Impaired:

Persons with vision impairment use computers through screen reading software - for example JAWS, NVDA (Non Visual Desktop Access) and more. NVDA is a free screen reading software used by many people with vision impairment. NVDA reads in 43 regional languages whereas JAWS reads only in English and Hindi.

Enable India has been providing inputs to the NVDA India team to prioritize enhancements and develop new features for the last 2 years based on the experience of placing people in different companies. Enable India is leveraging 15+ years of experience to provide very specific inputs and use case scenarios to the development team.

The features are mainly aimed at enhancing the impact it is making to the end-user and improving user-efficiency.

**List of Sheets**: Vidya (name changed) is a person with visual impairment working in a back office role. In the customer support role, she has to answer questions asked by the client. Vidya primarily works on MS Excel with 25+ sheets which she has to refer to while answering customer queries. In NVDA, she has to manually go through each sheet to find a particular sheet. By using “List of Sheets”, the names of the sheets will be listed and she can navigate through them much faster. Enable India provided inputs to NVDA to add this “List of Sheets” feature.

**Custom Labelling**: Vikram (name changed) is a person with visual impairment working on CRM. There are several interactive elements in the CRM which do not have labels. Example: Icons for email. Only when the icon has a custom label, the screen reader will read it. This will help the visually impaired person “see” the icon and click on it to send the email. This feature was not available in NVDA. Enable India helped NDVA prioritize this feature by providing a use-case scenario.

Upgrades to EYE Tool Software for Visually Impaired

Educate Yourself Easily (EYE) Tool is a self-learning tool which has around 300 exercises built-in that helps a person with visual impairment to learn computer concepts. This tool is also used by trainers to teach computers to persons with visual impairment.

This tool is available as a free download: www.enableacademy.org/resources/tools/all/

Last year, we have worked to upgrade the EYE tool. Initially it was integrated with MS Office. This made it mandatory to have MS Office on the machines that had EYE Tool. Based on our recent experience of training SBI employees, we separated MS Office from the EYE Tool original code and created a separate plugin for MS Office. This allows the EYE Tool to be run independent of MS Office.
SCALING THROUGH PARTNERSHIPS
We thank every organization and institution we have worked with for the opportunity to contribute to the disability sector. When we join hands, 1 + 1 = 11.

State Government of Karnataka

The Govt. of Karnataka has helped open doors for people with vision impairment to aspire for more by distributing 1000 laptops. These laptops have been loaded with self-learning material such as Spelling tool and EYE tool developed by Enable India. 34 candidates attended 10 days training at Harohalli and Nelamangala.

State Institute of Rural Development (S.I.R.D.)

The confidence and productivity of 122 visually impaired Panchayat Development Officers and Second Division Assistants improved through 45 days of Basic Computer Workshop Training. Here, they learned how to use computers with screen readers.

RUDSETI

Enable India, in partnership with RUDSETI (www.rudsetitraining.org) have reached out to 660+ persons with disabilities out of which 400+ have been either gainfully employed or have initiated the process to become an entrepreneur.

“You are instrumental in organising EDP training programme to PWD from 01.09.2015 to 13.09.2015. With your support we were able to successfully conduct the program. During the program and after also we felt very happy to have such a program for PWD. Even trainees also very much motivated by classes taken jointly by you and our staff and also trainees are very happy for the skill development we have given to them. Their feedback is good.” Director, CBRSETI, Hassan.

CII-DNA

The Disability NGOs Alliance (DNA) www.disabilityngosalliance.org was born due to the need of a collective group, common forum and a platform to not only address the issues of the disability sector as a single unified voice but also to create an impact. Enable India has been a founding member of DNA. Further, this provides a credible interface for measurable CSR for social investments and engage with national/international bodies for projects with large impact in numbers and geography.

It was decided to choose CII (www.cii.in) to be our first stakeholder federation partner in the corporate sector. A joint event ‘Engageability’ was held by DNA and CII where best practices and learnings were shared by the NGO sector and the corporates.

Technology: A Stepping Stone for Scaling

Lollypop (lollypop.biz) designed and helped us visualize the Enable Academy platform from different stakeholders’ perspective. Lollypop helped us give wings to our vision through the platform design.

Cloodon (www.cloodon.com) has developed the Enable Academy platform which has enabled our trainings and resources to more persons with disability, enablers and companies across the globe. Their learning management system has helped us organize our course material and content.

We have used OnionDev’s (www.oniondev.com) powerful Mobile Vaani eco-system to allow persons with disability to call into a number and leave a message about their community, or listen to messages left by others, thus enabling community participation and engagement. The Mobile Vaani eco-system integrates with the telecom operator infrastructure on voice, messaging, and data.
Career Eco (www.careereco.com) is a site for hosting virtual job fairs working primarily in the U.S. and Canada, helped Enable India pilot a virtual job fair for persons with disability for the first time in India, where 1300+ candidates and recruiters from 40 companies participated.

State Bank of India

SBI, in collaboration with Enable India has conducted trainings across different locations in India for 100+ employees with hearing impairment and 200+ employees with vision impairment.

Indian Sign Language Interpreters Association (ISLIA)

ISLIA has provided interpreters during training about inclusion of persons with hearing impairment for 100+ participants from State Bank of India across cities like Mumbai, Chennai, Kolkata, Lucknow and Patna.

Allegis

Allegis, a 16 billion dollar recruitment company, has been assisting Enable India for more than one year with activities such as sourcing and placements of candidates, with a primary focus on candidates with vision impairment and physical disabilities. 3 people have been employed by Allegis to work on Enable India recruitment activities.

Allegis, in partnership with Enable India hosted India’s first Virtual Job Fair for persons with Disability.

“Thank you for inspiring Ketan and the team at SBI, Ghatlodia. After providing PC to Ketan, he is doing his job very nicely. Ketan handles non-CBS, ATM card inquiry, cheque book inquiry, print interest certificate of both deposit and advances and general insurance policies, etc. In CBS, balance, ECS, nomination, form-15-G/H, etc. He is really a very good hand of the branch. After receiving computer training at SBLC Bhavanagar, there is a tremendous improvement in computer skill.” - SBI Branch Manager, Ghatlodiya, Ahmedabad circle.
India Inclusion Summit

India Inclusion Summit (indiainclusionsummit.com) is a community-driven initiative that brings together thought leaders from the field of inclusion to deliberate, discuss and take forward diverse talents available in our society. The Summit brings together all the stakeholders from a range of fields. By being an integral part of the team organising and managing the Summit, Enable India has been able to spread awareness about Enable Academy to 1000+ people. Enable India is working on making India Inclusion Summit sustainable.

Universities

250+ students across three universities gained awareness about the jobs available and have started their journey towards a life of economic independence.

- Dr. Ambedkar Institute of Technology For Handicapped, Kanpur
- JSS Polytechnic for the Differently Abled, Mysore
- Bangalore University, Bangalore

Eye Way

Eye Way Helpdesk (eyeway.org) is the flagship project of Score Foundation, set up in Delhi in 2003. The project was launched in Karnataka from December 2015 in partnership with Enable India. This helpdesk is an interactive information hub on all issues relating to persons with vision impairment.

The helpdesk has catered to 374 clients in the last year by addressing their requirements relating to effective utilisation of government schemes, increasing advocacy and rights of persons with visual impairment.

Mainstream Training Institutions

- Mathru Technologies
- iPRIMED Education Solutions Private Limited

25 candidates have been placed in companies in Bangalore earning competitive salaries; paving way for bigger dreams. Placements have been enabled through tripartite partnerships with the employer, NGO and mainstream training institution that provide domain specific training.

“It is like whaling into unknown world with a mission to train disabled people, and I quickly came to know that these are no different than others, in fact they are differently enabled people. As this is my first experience working with a NGO, my perception changed completely during the course of training program, every day I see a dedicated team of Enable India professionals working towards empowering various kinds of disabled persons and bringing up their best skills to make them independent in society.” – Ramesh S, Mathru Technologies
NGOs welcoming candidates for internship projects:

- SPARC India, Lucknow
- Akshay Pratisthaan, Delhi
- National Association for the Blind, Delhi
- Amar Jyothi Charitable Trust, Delhi

9 candidates interned at the NGOs and learned how to manage living independently and working away from home and increased their social interaction skills.

Institutions joining hands to pool candidates for employment

- Dr. Reddy's Foundation (www.drreddysfoundation.org)
- V Shesh (www.v-shesh.com)
- Leonard Cheshire Disability (www.cheshirehomeblr.in)

More than 1300 candidates from different organizations participated in India's first Virtual Job Fair for persons with disability. In collaboration with other NGOs, Enable India was able to meet the high demand for deaf candidates at Karvy.

Capacity building of trainers from organizations working for the visually impaired

- Karna Vidya Technology Centre, Chennai (www.karnavidyafoundation.org/karna-vidya-technology-centre)
- Thriveni Institute for visually impaired, Salem
- Kerala State Council for Science, Technology & Environment (www.kscste.kerala.gov.in)
- National Association for the Blind, Delhi (www.nabdelhi.in)
- Chavara International Institute For Visually Challenged (www.visuallychallenged.com/ComputerTrainingCentre.html)
- Brajkishore Netraheen Balika Vidyalaya, Ranchi (www.brajkishoreblind.com)
- National Association for the Blind, Faridabad (www.nabfaridabad.com)
- Asha Kiran School For The Blind, Chikmagalur (www.ashakiranckm.com)
- Athmadeepa, Nagpur
- Rotary Cochin Global Foundation, Kerala

Enable India has worked very closely with the institutions listed above with primary focus on capacity building programs for trainers of visually impaired to conduct Career Workshops at colleges, Career Centric Computer Training, Basic Computer Training for College Students, Weekend Courses for University students, and more. Enable India has also conducted several ToT workshops.
Passing the Baton: Capacity Building Programs

Enable India has conducted several Training of Trainers (ToT) programs where we share our experience and learning in working toward employability and employment of persons with disabilities.

ToT for SBI faculty members

45 faculty of State Bank Learning Centres (SBLC) underwent “Inclusive and Adaptive trainers” skills program for persons with disabilities at Noida and Panaji in October and November 2015 respectively. In the 2-week program, the participants learned about disability, how to provide mobility training for visually impaired and became familiar with peer sensitization modules. After this training, they now know how to include persons with vision impairment and hearing impairment in their regular finance banking training.

ToT for RUDSETI directors

Enable India has conducted six sensitization and awareness programs for 130 RUDSETI directors last year. RUDSETI works primarily to promote self-employment for people in the rural areas. The program is an eye opener and a game-changer for these participating directors. They have now shown their keenness to conduct the programs for persons with disability as a part of their ongoing programs, which has been accepted by the National Academy of RUDSETI. We have so far conducted two programs outside the state of Karnataka at Ghaziabad, thus opening up possibilities of scaling across the country in line with the national plan expectations.

ToT for trainers at Dr. Reddy’s Foundation (DRF)

In July 2015, Enable India conducted a ToT for 20 participants from 16 DRF centres across India at Hyderabad. Participants learnt to mobilize and motivate candidates and learnt skills for talking to employers. During the training, the participants were also trained to better understand a company’s point of view, employability training for candidates, disability sensitization, job analysis and functional profiling.

ToT for trainers for visually impaired

Enable India conducted a capacity building program for trainers for visually impaired in May 2015 at Kolkata. 27 participants from different states of India – Sikkim, Chhattisgarh, Delhi, Andhra Pradesh, Madhya Pradesh, Odisha, Uttar Pradesh, West Bengal – participated in the workshop. Participants were trained on how to train visually impaired on computers (both in regional language and English) and employability factors.

“I learned computer from RCGSRVC 1 year ago. After the course, I taught computer to a lot of visually challenged persons. But I didn’t know about how to teach. Now I learned from here, how to teach them, how to handle them, how to be independent and how to make them independent. Now I felt I completed B.Ed or TTC. I got a clear idea about teaching methods. Now I am very confident to teach them. Thank you so much Enable India, Mr. Moses and Mr. Sandesh.” - Robin Raj, aspiring trainer from Kollam, Kerala

ToT about WPS at The Association of People with Disability (APD)

In February 2016, Enable India conducted a workplace solution capacity building workshop for 17 participants. Apart from APD staff, 8 Multi-purpose rehabilitation workers (MRW), 8 village rehabilitation workers (VRW) and 2 representatives from Shruti Special Academy participated in the workshop. The workshop helped the participants identify the challenges in the everyday lives of PwD and helped them provide solutions for the same in addition to training & employment for persons with various types of disabilities such as physical disability, spinal cord injury, speech & hearing impairment, paraplegia, quadriplegia & tetraplegia.

“Self-development of trainers is key to enable students, strong foundation of basic computers are key for visually impaired to gain dignity and respect, being successful is all about finding solutions and overcoming challenges of daily life, apply what I learn is real learning” - reflection shared by participant of the workshop
SPREADING SEEDS OF AWARENESS
Disability Awareness Workshops were conducted across in Bangalore, Chennai and Noida to 1200+ people.

Disability Terminology posters put up by the following employers:
- 6 INDOMIM Vendor companies, Doddaballapura
- KK Packers, Chikkaballapura
- Kennametal India Ltd, Bangalore
- Charan specialty foams, Hosur
- Baywindow, Bangalore
- Oggarne Hotel, Bangalore

Sign Language classes were conducted for 100+ people

Company Spreading Awareness in Partnership with Enable India:
- Capgemini organized awareness workshop on the occasion of World Autism Awareness day on April 2nd 2015.
- LinkedIn celebrated InDay – as a part of their initiative LinkedIn for Good across the world in May 2015. In India, they chose to celebrate it with Enable India to include persons with disability. 41 Candidates with visual impairment and 9 candidates with hearing impairment attended a workshop on creating LinkedIn profiles. Candidates spread awareness on tactile diagrams, which they use to touch and learn computers and taught Sign Language basics to volunteers. Enable India also conducted an awareness session about employment of persons with disability for hiring managers.

Top learnings after DAW:
“Everything is possible with practice and perseverance.”

“Everything is possible with practice and perseverance.”

3M
Barclays
Capgemini Business Services
Charan Specialty Foams
Deutsche Bank
Greenpeace
HDFC Life
Hewlett Packard
Inautix Technologies Pvt. Ltd.
Indian Institute of Management, Bangalore
Indo-MIM (DAW for main company and 12 vendors)
J. P. Morgan
KK Packers
Northern Operating Services Pvt. Ltd.
RUDSETI
Shell
State Bank Learning Centres
State Bank of India
UST Global
Wadhwani Foundation
Wipro Technologies

Assistive Technology (AT) stalls were set up in 7 places:
- ANZ Support Services India Pvt. Ltd
- Cisco Systems
- Department of welfare of disabled
- Department of welfare of disabled and senior citizens, Karnataka
- EMC2
- Narayana Nethralaya
- Schneider Electric

Bengaluru International Airport Ltd
ANZ Support Services India Pvt. Ltd
Avinash Sonnad has cerebral palsy - spastic quadriplegia, is a wheel chair user and requires constant support for changing his position and for his other personal needs. Avinash has a Bachelors in Computer Applications and after graduation, he worked as a content editor for one of his friend’s websites. One of the key requirements for him for any job is that it should be home based. He joined Enable India in January 2015 to be a part of EMC’s Profound Disability Internship Program. During this time at Enable India, one of his biggest learnings has been effective communication skills. During the internship, Avinash has worked with the GSE team where he was assigned the task of combining OVM test cases into one test case using Python language and the PS team where he was given the task of completing information and storage management training. His future ambition is to become a really good programmer; besides spending time with his family and friends. He also wants to help others like him by teaching and volunteering for Enable India.
Volunteers - Extended Family of Enable India
Volunteers have given their time in various activities such as making tactile diagrams, helping candidates with mock interviews, exposure trip to Cubbon Park, fund-raising to distribute solar lamps for PWDs in rural areas and more.

“It’s been a year since I’m volunteering for Enable India. I was able to explore disability and learn sign language from Pradeep which is my best moment so far. This year I received Yuva Chetana Award in the Visionary category for believing and aspiring to build an Inclusive Society. If not for Enable India I would not have been able to find my real passion.” - Vidushi Jayaswal, Christ University

“This organization is a breath of fresh air, and is one of the most inspiring places I have been. A total eye-opener. This organization empowers people with disabilities, and they truly “walk the talk”. It is a challenging, creative, innovative and inspiring place to work with a lot of mutual respect between the staff and the candidates. I did not have a lot of experience working with people with disabilities, but it made me open up and see life in a new perspective. I feel so honored and thankful for the experience I had there with the people I met, and it will always have a special place in my heart.” - Hanna Charlotte Hananger, Social Work Student, Norway

Volunteers from Allegis

4 volunteers took 34 visually impaired candidates to a mall and helped them become familiar with the orientation of a mall and using the escalators. The store-owners and staff at the mall have given fantastic feedback on how volunteers engaged candidates with them, and the entire activity generated a lot of curiosity from the public.

A team of 5 volunteers conducted aptitude and mock interview sessions for candidates at JSS Mysore.

10 volunteers helped candidates in the chat rooms during the virtual job fair.

Volunteers from Accenture

Volunteers raised ₹ 80,000/- in less than a month to distribute solar lamps for 36 families with persons with disability living without electricity in BB Halli Taluka, Chennapatna. Further, 40 volunteers travelled to Chennapatna and spread awareness about Namma Vaani.

Volunteers from Goldman Sachs

15+ volunteers from Goldman Sachs organized an outing to Bannerghatta National Park, in July 2015, for all the candidates with profound Disability from Enable India. This was part of Goldman Sachs’ “Community Program.”

This was a very crucial event because it was the first ever outing for the candidates. Some candidates had never gone out of their homes. So going out and being on their own was a remarkably independent thing to do. Volunteers also were interacting with persons with multiple disability for the first time.

Volunteers from EMC

In November 2015, the team from EMC organized a team outing for the interns with profound disability to Manipal County to discuss the way forward for the interns. It was the candidates’ first team outing which gave them an idea of “team outing” which aims to combine fun and work. It also gave the EMC team a chance to meet and know the candidates outside the office.

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2 Yuva Chetana Award is given to recognize college students who are involved in community service. The award is given by Youth for Seva. For more information, visit www.yuvachetana.org
Volunteers have contributed in several ways:

Ajeeh Thomas, from IBM, is a person with vision impairment went to our partner organization, Global Rainbow Foundation (GRF), Mauritius for 15 days to conduct training on basic computers for school children, below 14 years, with vision impairment. It is a matter of great pride that an alumnus was chosen to provide support to our partner in Mauritius.

60+ tactile diagrams were made with the help of 30+ volunteers from Accenture and Jyoti Nivas College, along with Enable India candidates. Thanks to our volunteer Sanjana who coordinated the event.

6 volunteers accompanied 11 candidates with Autism to Cubbon Park in December 2015 to help the candidates get exposure and create an avenue for peer interaction.
Manoj RV is a visually impaired person, has completed M.B.A who struggled for close to a year looking for a suitable job, with absolutely no success. Finally, in 2015, Manoj joined Enable India and underwent extensive training along with ongoing mentoring and career guidance. As a result of this, in March 2016, Manoj was offered a job, his first corporate job, by Cisco Systems as a Service Request Administrator. Today, Manoj is passionate and driven to do really well and prove himself in the corporate world. He wants to do an outstanding job in his current role and follow that up with the CCNA course at Cisco. In the long term, Manoj aspires to join the Cisco HR team in recruitment or training. On a personal front, Manoj is really close to his parents who are incredibly proud of him.
PROMOTING AWARENESS AND INCLUSION THROUGH CONTENT
One inclusive company that we work with decided to put braille labels on their rooms to support their employees with vision impairment. However, they found the stickers going missing every day. On observation, they found that the support staff were removing the labels during cleaning, because they had not been informed or sensitized on why the stickers were placed there.

The Disability Awareness for Support Staff helps overcome and resolve these kinds of challenges. This includes a simple presentation in regional languages which covers:

- Solutions that persons with disabilities use at the workplace
- Tips to talk to and interact with persons with disability in a way that ensures dignity.

Disability Sensitization for Support Staff in different regional languages

While our Disability Awareness Workshop has been a standard awareness presentation for companies, we discovered that this did not include support staff - with whom employees have several interactions on a day-to-day basis. There were gaps in communication that could be prevented by explanation.

Audio Stories in Kannada to reach Persons with Disability across Karnataka

70% of persons with disability in India live in rural areas, and have limited exposure to opportunities and solutions available. Namma Vaani was launched to reach this section of the population in the state of Karnataka.

We have created 78 audio stories in three categories - Self-Employment, Wage Employment and Solutions used by persons with disability.
Last year, we have developed content for different audiences, each with a specific objective as shown below:

### Content by Target Audience

<table>
<thead>
<tr>
<th>Objective</th>
<th>Employer</th>
<th>Enabler</th>
<th>Peers</th>
<th>Persons with Disability</th>
<th>Grand Total</th>
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</thead>
<tbody>
<tr>
<td>Awareness</td>
<td>9</td>
<td>4</td>
<td>2</td>
<td>2</td>
<td>15</td>
</tr>
<tr>
<td>Employability</td>
<td>2</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Inclusion</td>
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<td>1</td>
<td>2</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Rehabilitation</td>
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<td></td>
<td>1</td>
<td></td>
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<tr>
<td>Self-Advocacy</td>
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<td>2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Skill Development</td>
<td>10</td>
<td></td>
<td>10</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grand Total</td>
<td>10</td>
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<td>18</td>
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### Content by Language

<table>
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<th>Objective</th>
<th>English</th>
<th>Hindi</th>
<th>Kannada</th>
<th>Sign Language</th>
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<td>1</td>
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<td>15</td>
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<tr>
<td>Employability</td>
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<td>Self-Advocacy</td>
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<td>Skill Development</td>
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<tr>
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### Type of Content

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<th>Objective</th>
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<th>Document</th>
<th>DVD</th>
<th>Poster</th>
<th>Video</th>
<th>Book</th>
<th>Communication card</th>
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<td>5</td>
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<td>Employability</td>
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<td></td>
<td>4</td>
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<tr>
<td>Skill Development</td>
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<td>8</td>
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<td>2</td>
<td>5</td>
<td>6</td>
<td>1</td>
<td>34</td>
</tr>
</tbody>
</table>
Top 10 publications disseminated

- Learn Computers on Your Own - DVD (429)
- Be An Ethical Professional With Disability - DVD (372)
- Jobs done by Persons with Disability - Book (215)
- Getting Inspired Working Professionals With Disability - DVD (203)
- Disability Terminology - Poster (188)
- Employment Passbook - Booklet (352)
- Hiring Persons With Multiple Disabilities - DVD (194)
- Hearing Impaired at the Workplace - Booklet (192)
- JAWS Handbook - Brochure (100)
- Hiring Persons With Disability - DVD (97)

*Number of copies in brackets*
Madhuri Bhide is a person with physical disability and after her accident, she thought that she would never be able to work again. With her background in B.E. Computer Science, she got an opportunity with Enable India and worked on several small projects, which helped build her confidence. Finally, in January 2016, Madhuri joined MakeMyTrip as a Holiday Expert in their Quality Department. Being her first ever regular salaried job, this gave Madhuri a new lease of life through financial independence. Today, Madhuri is really enjoying her new corporate life which is giving her a variety of experiences and honing her communication and analytical skills. Madhuri is passionate and committed to doing well in her current job and in the long term, she wants to build a great corporate career.
ENABLE INDIA: ORGANIZATION ORBIT
Workshop on Emotional Intelligence

Sudha Srikanth, conducted a workshop on Emotional Intelligence for Enable India staff in December 2015. The workshop helped the staff understand the concepts of emotions and emotional intelligence and provided information on how the same could be applied to their professional and personal life. The workshop enhanced their capability to interact with their internal and external team members in a respectful and compassionate learning environment.

Highlights from Staff Meetings

- In June 2015, volunteers and staff drew a Rangoli on the topic of inclusiveness. Rangoli was in the form of a tree with 5 birds sitting on the branches. 3 birds were similar and remaining were different and there were words like Inclusiveness, technology, solution etc. were scattered to show that Enable India is a tree where candidates and staffs are birds which co-exist beyond the diversities.
- In July 2015, Akai Padmashale, leader and activist for Gender Diversity, was a guest speaker at staff meeting. Akai is inspiring a generation for transgender rights and justice.
- There was an art session conducted at a staff meeting in October 2015 to help cope and acknowledge our emotions.

Initiatives for Staff Wellness for all

- METRO Services from October 2015
- Airtel CUG Services from October 2015
- Cardiac Camp organized in January 2016
- Eye Camp organized in February 2016
- Dental Camp organized in March 2016
1 week volunteer work by staff for exposure, enrichment and rejuvenation!

In January 2016, the Enable India staff went to some NGOs across Karnataka for exposure visits. The team has brought back many reflections, insights and a new perspective to the work done. We would like to thank the organizations that gave us their time and space so warmly – BD Tatti, The Association of People With Disability (APD) in Bangalore, Davanagere, and Bijapur, RUDSETI in Davanagere, LabourNet, DIYA Foundation, Asha Kirana School in Chikmagalur, and the residents of LR Nagar.

Employee Satisfaction Survey

76 staff members filled out an “Employee Satisfaction Survey” about aspects such as work environment, management support, team support and growth. See results below.

- **This last year, I have had opportunities at work to learn and grow.**
  - Extremely Satisfied 70%
  - Satisfied 27%
  - Neutral / Not Sure 3%

- **The mission or purpose of my organisation makes me feel my job is important.**
  - Extremely Satisfied 24%
  - Satisfied 52%
  - Neutral / Not Sure 12%
  - Dissatisfied 8%
  - Extremely Dissatisfied 4%

- **I know what is expected of me at work.**
  - Extremely Satisfied 22%
  - Satisfied 62%
  - Neutral / Not Sure 12%

- **My supervisor, or someone at work, seems to care about me as a person. I have a friend at work.**
  - Extremely Satisfied 19%
  - Satisfied 55%
  - Neutral / Not Sure 21%
  - Dissatisfied 5%
### Staff List

40% of staff are women  
35% of staff are persons with disability

<table>
<thead>
<tr>
<th>S.N.</th>
<th>Staff Name</th>
<th>Designation</th>
<th>Voluntary / Paid</th>
<th>Full / Part Time</th>
<th>Gender</th>
<th>Persons with Disability</th>
<th>Nature of Disability</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Shanti Raghavan</td>
<td>Founder, Managing Trustee</td>
<td>Paid</td>
<td>Full Time</td>
<td>F</td>
<td>No</td>
<td>NA</td>
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<tr>
<td>2</td>
<td>Dipesh M Sutariya</td>
<td>Co-Founder &amp; Trustee</td>
<td>Voluntary</td>
<td>Full Time</td>
<td>M</td>
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<td>NA</td>
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<tr>
<td>3</td>
<td>Pran Nath Nagri</td>
<td>Hon. Director</td>
<td>Voluntary</td>
<td>Full Time</td>
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<tr>
<td>4</td>
<td>Vidya Rao</td>
<td>Account Manager</td>
<td>Paid</td>
<td>Full Time</td>
<td>F</td>
<td>YES</td>
<td>VI</td>
</tr>
<tr>
<td>5</td>
<td>Mansoor Ahmed Baig</td>
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# List of Trustees and Governing Body Members

<table>
<thead>
<tr>
<th>Name</th>
<th>Details of occupation/employment/Other Business interest during the last two years from date of application</th>
<th>Details of any other Trust/Society associated with as Trustee/Managing Committee Member</th>
</tr>
</thead>
</table>
| Ms. Shanti Raghavan   | Founder & Managing Trustee, Enable India                                                                     | Governing Council Member of SSCPWD  
Council Member of National Fund for Persons with Disabilities  
Governing Council Member of CII-Special Abilities Forum  
Member Governing Body JSS Polytechnic  
Member Advisory Group Dr. Reddy’s Foundation  
Member Rehabilitation Committee NIMHANS |
| Mr. Dipesh Sutariya   | CEO & Co-Founder, Enable India                                                                               | Executive committee member of Disability NGOs Alliance (DNA)  
Board member in Saksham Trust  
Advisory member for NVDA development team |
| Ms. Vasanthi Srinivasan| Associate Professor IIM, Bangalore                                                                         | Chairperson-Centre for corporate Governance & Citizenship  
Chair Person SVARAJ |
| Mr. Dipendra Manocha  | Working with DAISY Consortium as consultant                                                                  | Founder Managing Trustee Saksham Trust |
| Mr. Venkateswara Nisthala | C.T.O Rediff                                                                                     | Director-National Internet Exchange of India |

## Funders List

Accenture  
Axis Bank Foundation  
Azim Prem Ji Philanthropic Initiatives  
Charities Aid Foundation  
JP Morgan  
Kenna Metal  
LinkedIn  
Microsoft  
Mysis  
State Bank of India  
Thomson Reuters

## Our Auditors

Sanjay Tayal  
302 III FLOOR PAXAL TOWER, # 13, S.K.R.ROAD. FORT. (Opp. Vani Vilas Hospital)  
BANGALORE 560002  
Phone: 94480 45850 / 080 26705850
Palash Debnath is a customer assistant from Tripura. Palash is hard of hearing and uses hearing aid in his left ear. He does not know sign language but has learnt lip reading. The nature of his work is such that it involves a large amount of interactions with others and this is one area where Palash used to struggle. If the communication from others was unclear, Palash lacked the confidence to seek clarification. After Enable India training, he learnt the importance of taking initiative and seeking help and this has really helped him take his work to the next level. Today he truly believes that “we can achieve everything if we have determination and positive approach.”
# Financial Statements for the year 2015-2016

Enable India,
#473/B, Adugodi Main Road,
8th Block, Koramangala
Bangalore 560095

PAN : AAATE 0632J
### ANNEXURE STATEMENT OF PARTICULARS

1. **Application of income for charitable or religious purposes.**

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<th><strong>Expenditure Rs</strong></th>
<th><strong>Capital Exp Rs</strong></th>
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<th><strong>Accumulation permissible</strong></th>
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#### 1. Amount of income of the previous year applied to charitable or religious purposes in India during the year:

**No**

#### 2. Whether the trust/institution has exercised the option under clause (2) of the Explanation to section 11 (1): If so, the details of the amount of income deemed to have been applied to charitable or religious purposes in India during the previous year:

**No**

#### 3. Amount of income accumulated or set apart (finally set apart for application to charitable or religious purposes, to the extent it does not exceed 15 per cent of the income derived from property held under trust wholly or in part only for such purposes:

**NIL**

#### 4. Amount of income eligible for exemption under section 11(1)(d) (give details)

**NIL**

#### 5. Amount of income, in addition to the amount referred to in item 3 above, accumulated or set apart for specified purposes under section 11(2) (give details)

**YES-BANK DEPOSIT Rs 1,63,82,871.06**

#### 6. Whether the amount of income mentioned in item 5 above has been invested or deposited in the manner as laid down in section 11(2)(b)(i)(A) in the details thereof:

**No**

#### 7. Whether any part of the income in respect of which an option was exercised under clause (2) of the Explanation to section 11(1) in any earlier year is deemed to be income of the previous year under section 11(1)(B) if so, the details thereof:

**No**

#### 8. Whether, during the previous year, any part of income accumulated or set apart for specified purposes under section 11(2) in any earlier year:

- (a) has been applied for purposes other than charitable or religious purposes or has ceased to be accumulated or set apart for application thereof, or

  **NA**

- (b) has ceased to remain invested in any security referred to in section 11(2)(b)(i) or deposited in any account referred to in section 11(2)(b)(ii) or section 11(2)(b)(iii) or

  **NA**

#### II. Application or use of income or property for the benefit of persons referred to in section 13(3)

1. **Whether any part of the income or property of the trust/institution was lent, or continued to be lent in the previous year to any person referred to in section 13(3) thereinafter referred to in this Annexure as such person:** If so, give details of the amount, rate of interest charged and the nature of security, if any.

**No**

2. **Whether any land, building or other property of the trust/institution was made, or continued to be made, available for the use of any such person during the previous year:** If so, give details of the property and the amount of rent or compensation charged, if any.

**No**

3. **Whether any payment was made to any such person during the previous year by way of salary allowances or otherwise:** If so, give details.

   Salary paid to Mrs. Shanti Raghevan Rs 1,30,000

4. **Whether the services of the trust/institution were made available to any such person during the previous year:** If so, give details thereof together with remuneration or compensation received, if any.

**No**

5. **Whether any shares, security, or other property was purchased by or on behalf of the trust/institution during the previous year from any such person:** If so, give details thereof together with the consideration paid.

**No**

6. **Whether any shares, security, or other property was sold by or on behalf of the trust/institution during the previous year to any such person:** If so, give details thereof together with the consideration received.

**No**

7. **Whether any income or property of the trust/institution was diverted during the previous year in favour of any such person:** If so, give details thereof together with the amount of income or value of property so diverted.

**No**

8. **Whether the income or property of the trust/institution was used or applied during the previous year for the benefit of any such person in any other manner:** If so, give details.

**No**
III. Investment held at any time during the previous year(s) in concerns in which persons referred to in section 13(3) have a substantial interest.

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<thead>
<tr>
<th>Sl No</th>
<th>Name and address of the concern</th>
<th>Nominal value of the concern as a company and shares held</th>
<th>Value of the investment</th>
<th>Income from the investment</th>
<th>Whether the amount in Col. 4 exceeded 5% of the capital of the concern during the previous year?</th>
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Place: Bangalore  
Date: 17th August, 2016.

Sanjay Taval  
Chartered Accountant  
M.No. 200116.
## SCHEDULE OF ADMINISTRATIVE EXPENDITURE

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<th>MIPL - PROFIT (₹)</th>
<th>ICWP (₹)</th>
<th>CAG (₹)</th>
<th>AFIN (₹)</th>
<th>AFM (₹)</th>
<th>EMF WEL (₹)</th>
<th>EFTI (₹)</th>
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## SCHEDULE OF PROJECT EXPENSES

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<th>MIPL - PROFIT (₹)</th>
<th>ICWP (₹)</th>
<th>CAG (₹)</th>
<th>AFIN (₹)</th>
<th>AFM (₹)</th>
<th>EMF WEL (₹)</th>
<th>EFTI (₹)</th>
<th>Total (₹)</th>
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<td>15. Printing &amp; Stationery</td>
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<td>18. Boarding &amp; Lodging</td>
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**Total Expenses for FY 2016-17 for Enable India:**

- **Program Expenses:** 3,242,689.02
- **Administrative Expenses:** 2,343,483.00
- **Total Expenses:** 5,586,172.02

---

**ForEnable India**

**Founder, Managing Trustee**

**Co-Founder & Trustee**
### Schedule of Cash in Hand

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<th>SHI - FORA</th>
<th>SHI - PROJE</th>
<th>DWD</th>
<th>CLUE</th>
<th>CAF</th>
<th>ACADEMY</th>
<th>ABF</th>
<th>EMP WEL</th>
<th>APP1</th>
<th>IS</th>
<th>Total</th>
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### Schedule of Bank Accounts

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<th>CLUE</th>
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<th>ABF</th>
<th>EMP WEL</th>
<th>APP1</th>
<th>IS</th>
<th>Total</th>
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<td>(1,025,555.09)</td>
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### Schedule of Sundry Creditors

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<th>DWD</th>
<th>CLUE</th>
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<th>ABF</th>
<th>EMP WEL</th>
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### Schedule of Restricted Funds A/C

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<th>ABF</th>
<th>EMP WEL</th>
<th>APP1</th>
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### Schedule of Sundry Debtors

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<th>CLUE</th>
<th>CAF</th>
<th>ACADEMY</th>
<th>ABF</th>
<th>EMP WEL</th>
<th>APP1</th>
<th>IS</th>
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### Schedule of Interest Receivables

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<th>APP1</th>
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<tbody>
<tr>
<td>Interest Receivables</td>
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<td>539,728.00</td>
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<td>-</td>
<td>539,728.00</td>
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### Schedule of Fund A/C

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<th>APP1</th>
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<tbody>
<tr>
<td>General Fund A/c</td>
<td>8,418,099.76</td>
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<td>150,300.00</td>
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<td>17,334,897.72</td>
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<td>Building Deposit Fund</td>
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<td>10,603,000.00</td>
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<tr>
<td>Rental Deposit</td>
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### Trust Fund A/C

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<td>Balance</td>
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<td>17,138,187.72</td>
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<td>Add Excess of Income</td>
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<td>7,699,384.90</td>
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<tr>
<td>Total</td>
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<td>24,947,572.62</td>
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<td>SBI FCRA</td>
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<tr>
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<tr>
<td>1. Donations Received</td>
<td>9,065,425.00</td>
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<td>2. Interest Received</td>
<td>678,519.00</td>
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<td>3. Other Income</td>
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<tr>
<td>4. Grant Received</td>
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**Total:** 10,665,546.00

<table>
<thead>
<tr>
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<th>CAF</th>
<th>ACADEMY</th>
<th>ABE</th>
<th>EMP WELF</th>
<th>APPL</th>
<th>IFS</th>
<th>Total</th>
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<tbody>
<tr>
<td>1. Opening Balance</td>
<td>1,340,020.00</td>
<td>2,145,244.00</td>
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<td>1,438,281.60</td>
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<td>5,392,907.00</td>
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<td>3. Depreciation</td>
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<td>1,554,368.00</td>
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<td>4. Closing Balances</td>
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<td>4,104,284.00</td>
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**Total:** 10,865,546.00

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**Total:** 62,962,928.00

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<th>ABE</th>
<th>EMP WELF</th>
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<tbody>
<tr>
<td>1. Receivables AY-13-14</td>
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<td>3. Receivables AY-15-16</td>
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**Total:** 420,295.00

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For Enable India

Founder, Managing Trustee

For Enable India

Co-Founder & Trustee
Our Values

Be the change you want to see in the world
Be inclusive and respect differences
Be open, non-judgemental and ego-less
Believe in the potential of every person
Be honest to yourself and others
Learn from every moment
Fill every action with love and be joyful!

GET IN TOUCH

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website: www.enableindia.org   email: info@enableindia.org