



**Placement Cell Model for the State of Karnataka
for Persons with disabilities 2013-2015**

c e l e b r a t i o n o f t h e h u m a n s p i r i t



The enclosed CD contains videos on:

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

Contents

1	Introduction	04
2	Guiding Principles	06
	2.1 Enable India's Guiding Principles	
	2.2 Enable India's Multipronged Approach	
3	Impact of the Placement Cell Model	08
4	Self Employment and Entrepreneurship	10
	4.1 Introduction	
	4.2 Impact	
	4.3 Candidate Case Studies	
5	Manual Wage Employment	24
	5.1 Introduction	
	5.2 Impact	
	5.3 Candidate Case Studies	
	5.4 Community Enterprise Program - Pilot Model	
	5.5 Collaborative Model	
	5.6 Outsourcing Model within the Community	
	5.7 Incubation Model	
6	Skilled Wage Employment	38
	6.1 Introduction	
	6.2 Candidate Case studies	
	6.3 Collaborative Model	
	6.4 University Model	
	6.5 Outsourcing Model	
	6.6 Work-at-home for people with severe disabilities	
	6.7 New Jobs and New Sectors	
7	Job Fairs	64
	7.1 Bangalore Job fair	
	7.2 Belgaum Job fair	
	7.3 Gulbarga Job fair	
	7.4 Hubli Job fair	

Introduction

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

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

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

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



Shanti Raghavan
Founder &
Managing Trustee

1



Dipesh Sutariya
Co-founder & Trustee

various successes and learning. This can be replicated in various other states for helping find gainful employment for all types of persons with disability and in various geographical areas. We feel that this is a better model for employment exchanges for persons with disability.

Jai Hind!



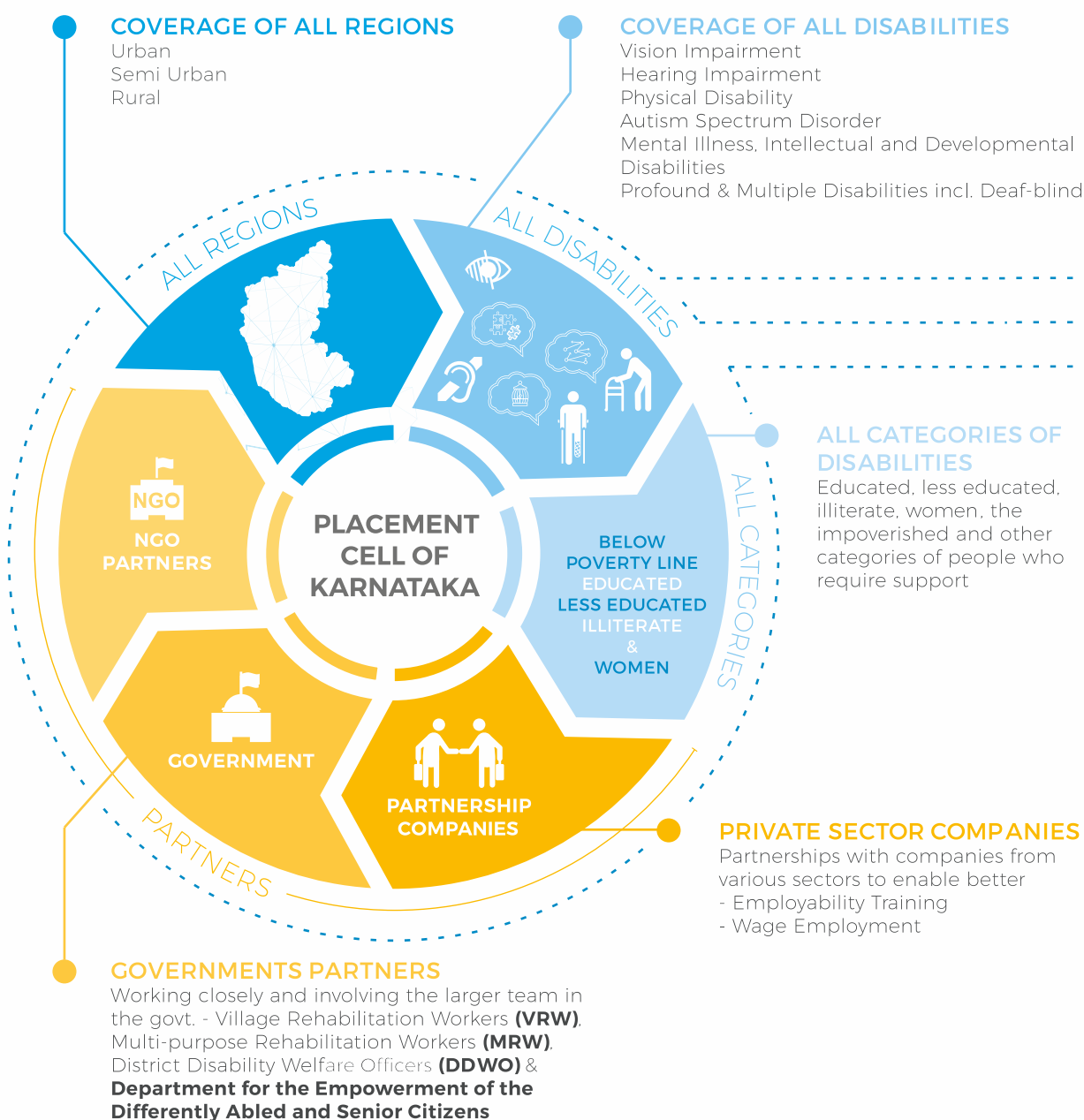
Pranesh Nagri
Honorary Director
and Operations Head

Disability and Profile Segmentation

	Non-Computer		Computer	
	Manual	Semi-skilled	Skilled	
Vision Impairment	Manual - Vision Impairment		Skilled - Vision Impairment	
Hearing Impairment	Manual - Hearing Impairment		Skilled - Hearing Impairment	
Physical Disability	Manual - Physical Disability		Skilled - Physical Disability	
Other Disabilities	Manual - Other Disabilities		Skilled - Other Disabilities	

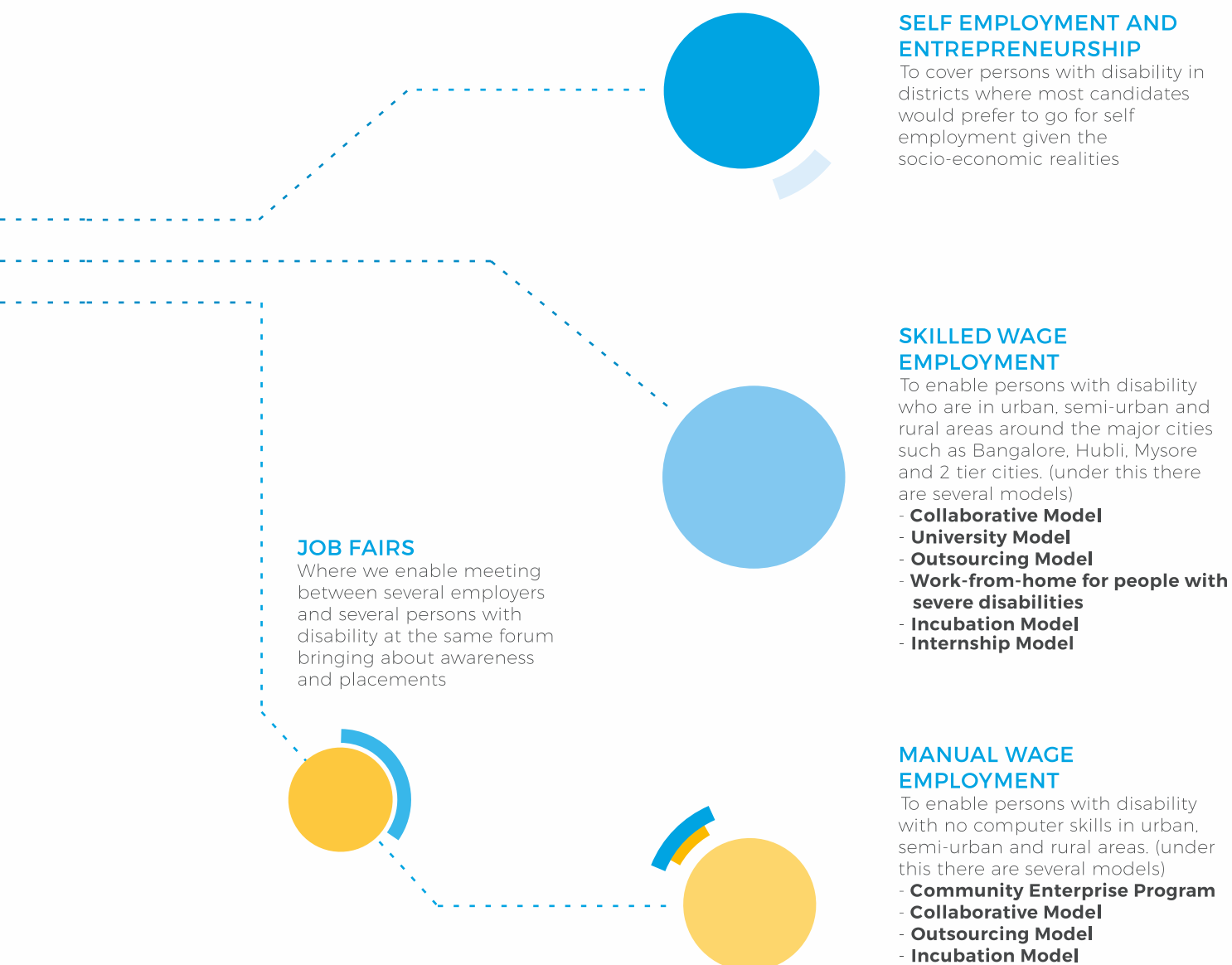
Guiding Principles

2.1 Guiding Principles

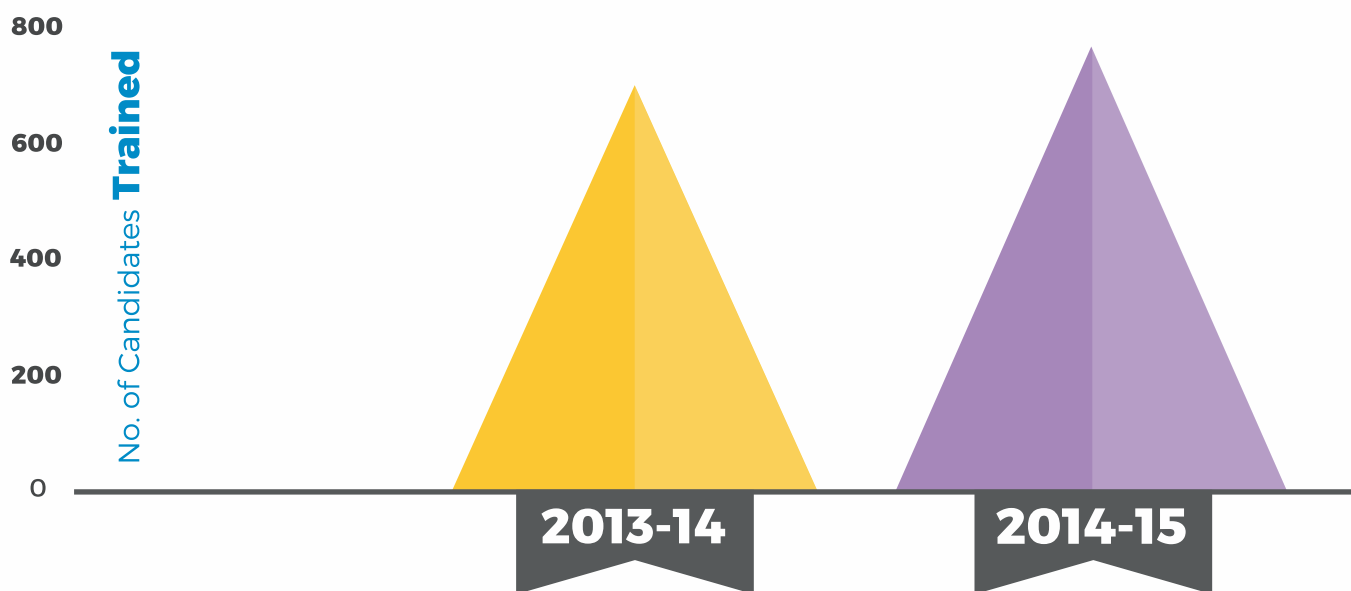


2

2.2 Multipronged Approach



Impact of the Placement Cell Model

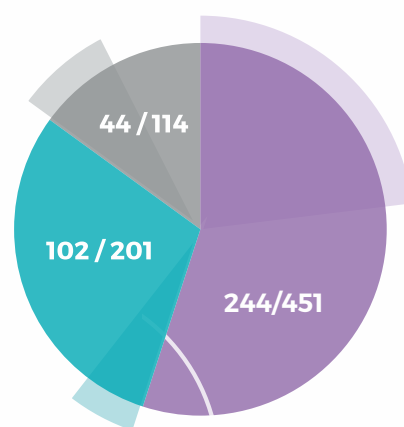
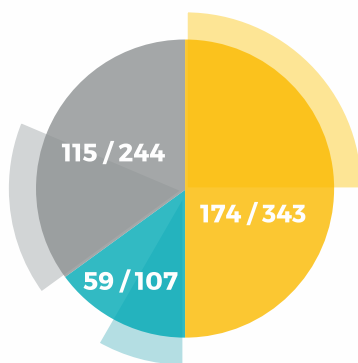


Gainfully Employed / Training

Self Employment & Entrepreneurship

Manual Wage Employment

Skilled Wage Employment



Total **Employed / Total Training**



No. of **Females** Employed / Trained



No. of **Males** Employed / Trained

348 / 694

87 / 232

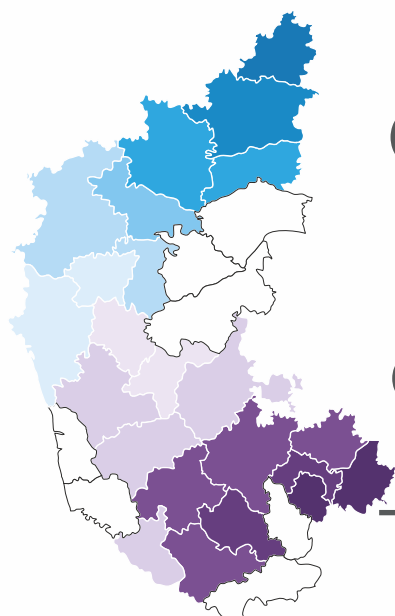
261 / 462

390 / 776

132 / 257

258 / 509

3



Covering 23 Districts of Karnataka

2013-14

2014-15

Employment in different sectors

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

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

Employment according to disability breakup

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

Physical Disability **294**
 Vision Impairment **38**
 Hearing Impairment **47**
 Intellectual Disability **03**
 Learning Disability **01**
 Cerebral Palsy **07**

Self Employment and Entrepreneurship

4.1 Introduction

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

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

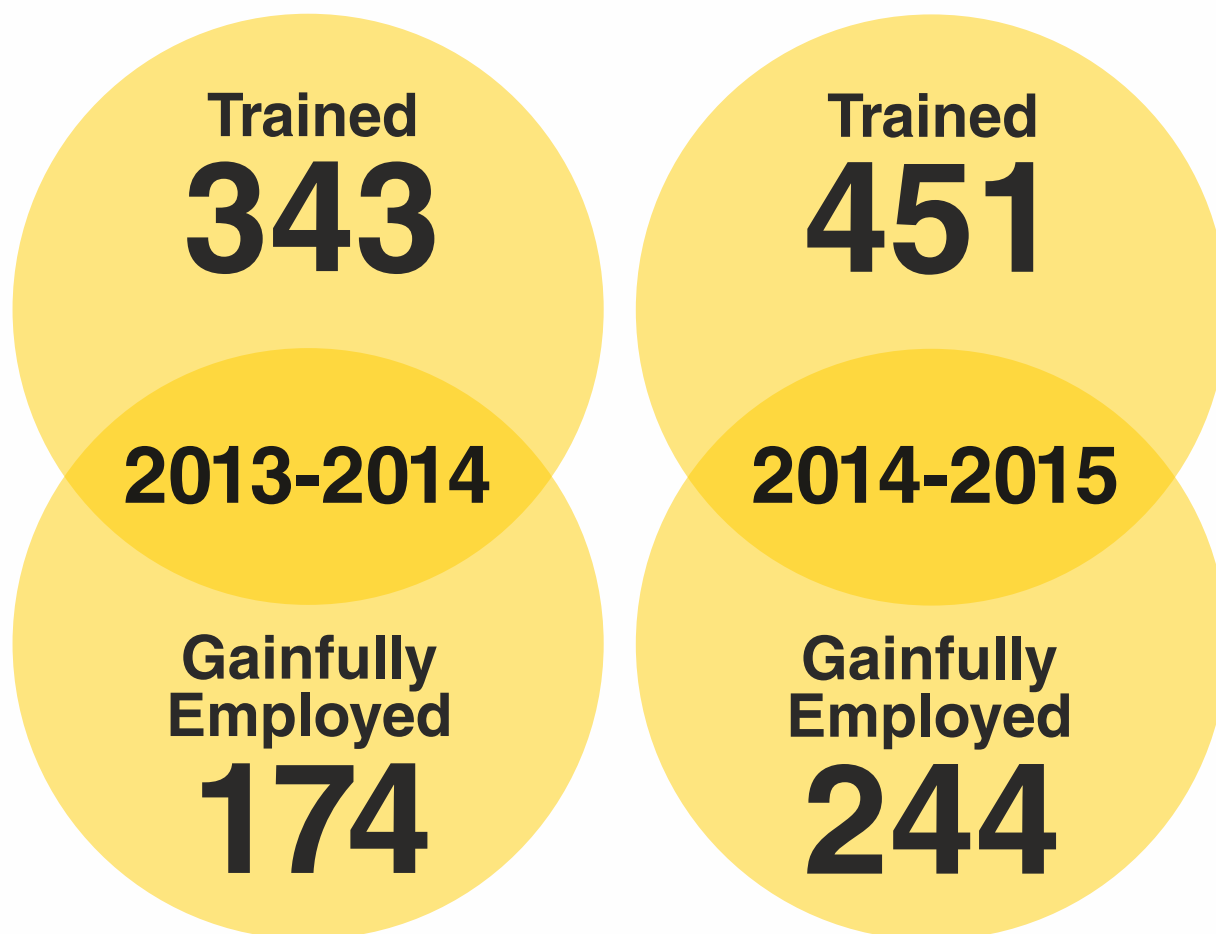
The trained candidates were enabled to overcome disability related and other challenges. The training led to candidates improving their dignity, self-confidence and quality of life. The training also enabled the candidates to develop understanding on initiating suitable micro economic activities and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

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

4

4.2 Impact

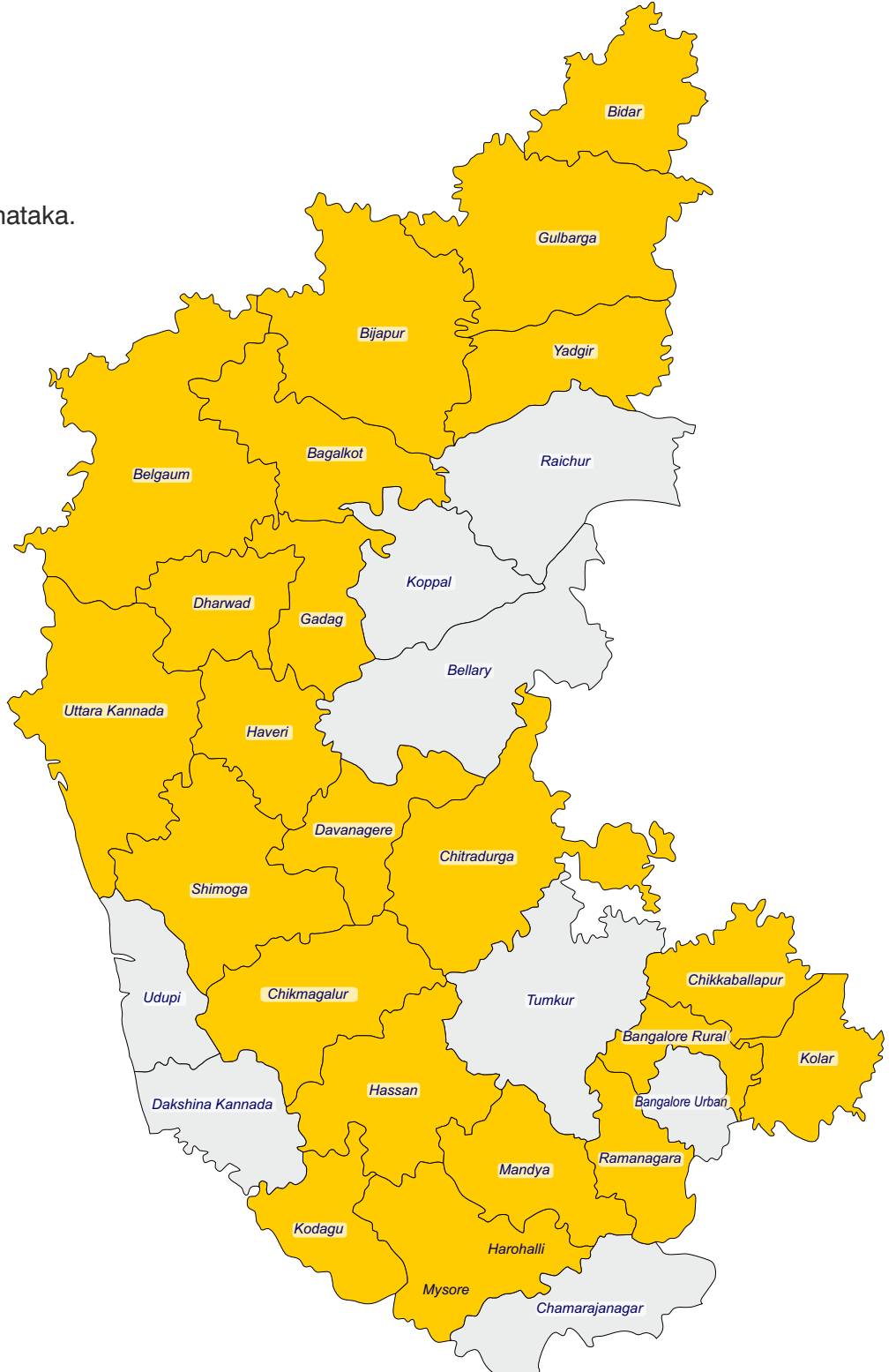
The below tables indicate the impact and success of the self-employment and entrepreneurship programme.



Districts covered under the Self-Employment and Entrepreneurship Programme.

Covering 23 locations in Karnataka.

Sl. No.	Locations
1	Bagalkot
2	Belgaum
3	Bidar
4	Bijapur
5	Chikkaballapura
6	Chikkmagalore
7	Chitradurga
8	Davanagere
9	Dharwad
10	Gadag
11	Gulbarga
12	Haliyal
13	Harihala
14	Harohalli
15	Hassan
16	Haveri
17	Kolar
18	Madikeri
19	Mandya
20	Nelamangala
21	Shivamogga
22	Vajarahalli
23	Yadgiri



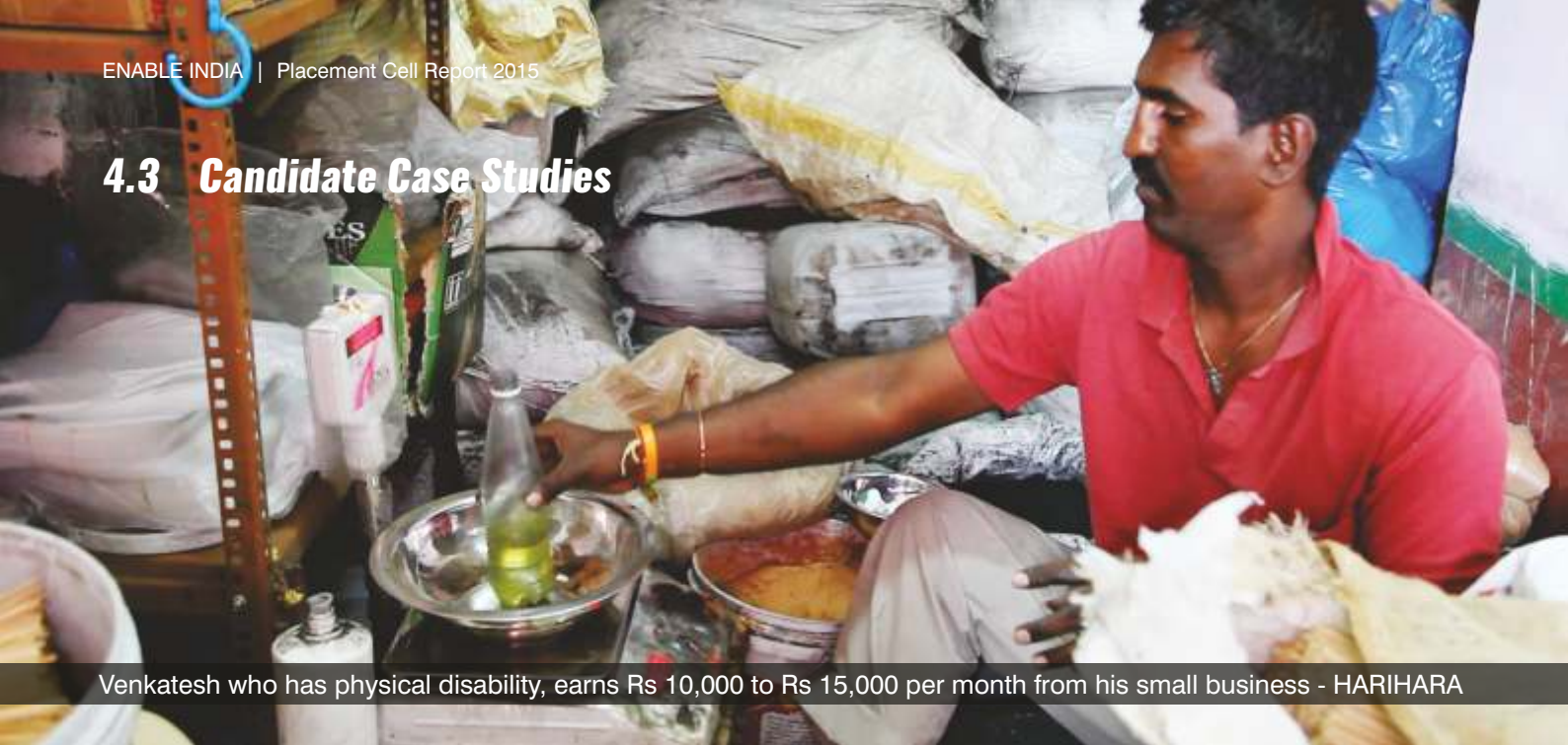
Self Employment Activities

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



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

4.3 Candidate Case Studies



Venkatesh who has physical disability, earns Rs 10,000 to Rs 15,000 per month from his small business - HARIHARA

Venkatesh

Business: Agarbathi Materials Business **Place:** Harihar, Devangare district

Disability: Physical disability **Age:** 36

Education: SSLC

Background:

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

Training:

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

Impact:

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

Trained at	CBRSETI-Davangere
Activity	Agarbathi Materials business
Source Funds-Own/Borrowed	25,000
Bank Finance	125,000
Average Monthly Income	15,000
Employment Generation	2



Bhanuvalli Prakash

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

Disability: Physical disability **Age:** 34

Education: SSLC

Background:

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

Training:

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

Impact:

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

Trained at	Canara Bank RSETI -D avangere
Activity	Cycle repairs shop and fast food centre
Source Funds-Own/Borrowed	30,000
Bank Finance	---
Govt. Subsidy	---
Average Monthly Income	9,000
Employment Generation	2



Stanley, who has cerebral palsy, running his own phenoyl business - HARIHARA



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



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



Rajakumar Bakkappa

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

Background:

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

Training:

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

Impact:

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

Trained at	Sharada RUDSETI - Bidar
Activity	Photography
Source Funds-Own/Borrowed	80,000
Bank Finance	-----
Govt. Subsidy	----
Average Monthly Income	8,000
Employment Generation	1



Keshav Telugu

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

Background:

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

Training:

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

Impact:

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

Trained at	Rudseti Dharwad
Activity	Travel agency and mobile recharge
Source Funds-Own/Borrowed	200,000
Bank Finance	-----
Govt. Subsidy	15,000
Average Monthly Income	8,000
Employment Generation	2



Balesh Narayan Badiger

Business:	Furniture works	Place:	Kumbara, Rabakavi, Jamakhandi
Disability:	Physical disability	Age:	29
Education:	SSLC		

Background:

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

Training and Impact:

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

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

Trained at	RUDSETI - Bijapur
Activity	Furniture Works
Source Funds-Own/Borrowed	60,000
Bank Finance	----
Govt. Subsidy	----
Average Monthly Income	7,500
Employment Generation	2



An empowered small business owner with physical disability, proudly sitting in front of her store



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



Rathi Kumar, a person with physical disability, running a successful silkworm small business and is a resource person at RUDSETI- BYLA KANAKAPURA



Pottery business being run by one of our candidates from the self-entrepreneurship training



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



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



Karim Shah

Business: Mobile Service

Place: Kamathana, Bidar

Disability: Physical disability

Age: 24

Education: PUC, Basic computer applications

Background:

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

Training:

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

Impact:

After the training he has approached the bank for a loan to start his idea of opening a mobile service shop. The branch manager's non-responsiveness has not deterred his will to start. He mobilised money from his relatives and friends, invested Rs.50,000 and commenced his own business. His average business turnover is Rs 800-1,000 per day with monthly business of Rs 30,000. He retains the income of Rs 4,500 per month. He has become now a major supporter to his family. He owns a three-wheel scooter to travel to his shop and move around to facilitate the business. He dreams of expanding his business in a big way for which he needs finance from the bank.

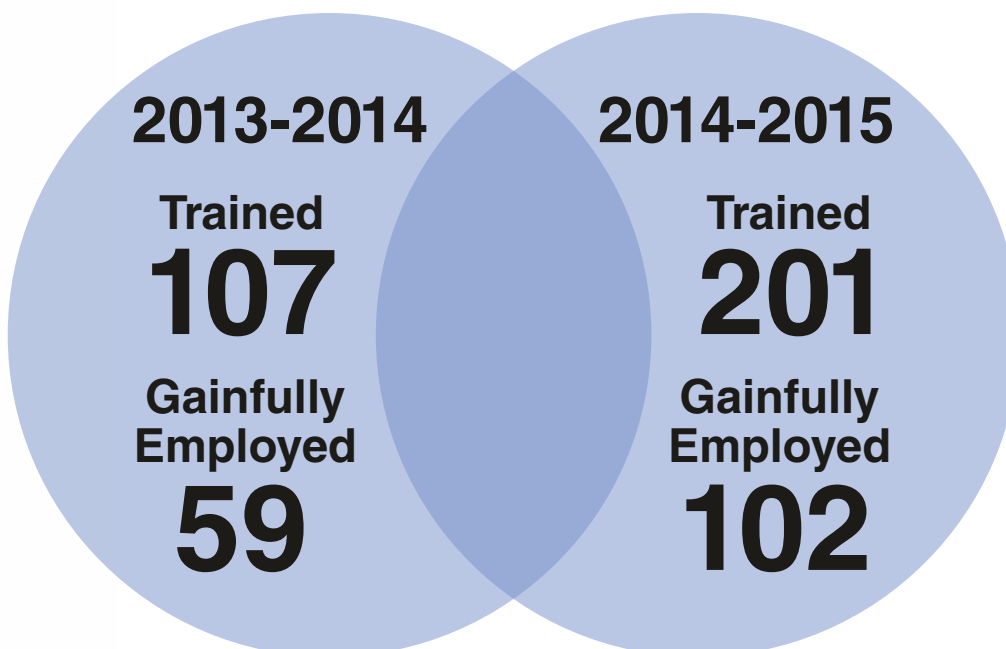
Trained at	Sharada RUDSETI - Bidar
Activity	Mobile Repair and Servicing
Source Funds-Own/Borrowed	50,000
Bank Finance	-----
Govt. Subsidy	-----
Average Monthly Income	4,500
Employment Generation	1

Manual Wage Employment

5.1 Introduction

In the context of employment with people with disabilities, manual wage employment offers people in urban, semi-urban and rural areas the opportunity to work in jobs which does not involve computer skills. Enable India has had success in placing people with different disabilities in various sectors including manufacturing and assembly, hospitality, retail, and food and beverages. Under manual wage employment, we have placed people with both mild and severe physical disabilities, people with hearing impairment and vision impairment and people with intellectual disabilities.

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



5

A photo journey

Mobilisation done by collaborating with local DPOs, NGOs and parents



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



Stakeholder meeting with candidates with disabilities

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

On-the-job training for candidates



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

Solutions enabling candidates with disability at work



Low level wheel chair enables this person with severe physical disability to move around easily and accommodate at ground level with increased mobility and

Post placement support given to candidates

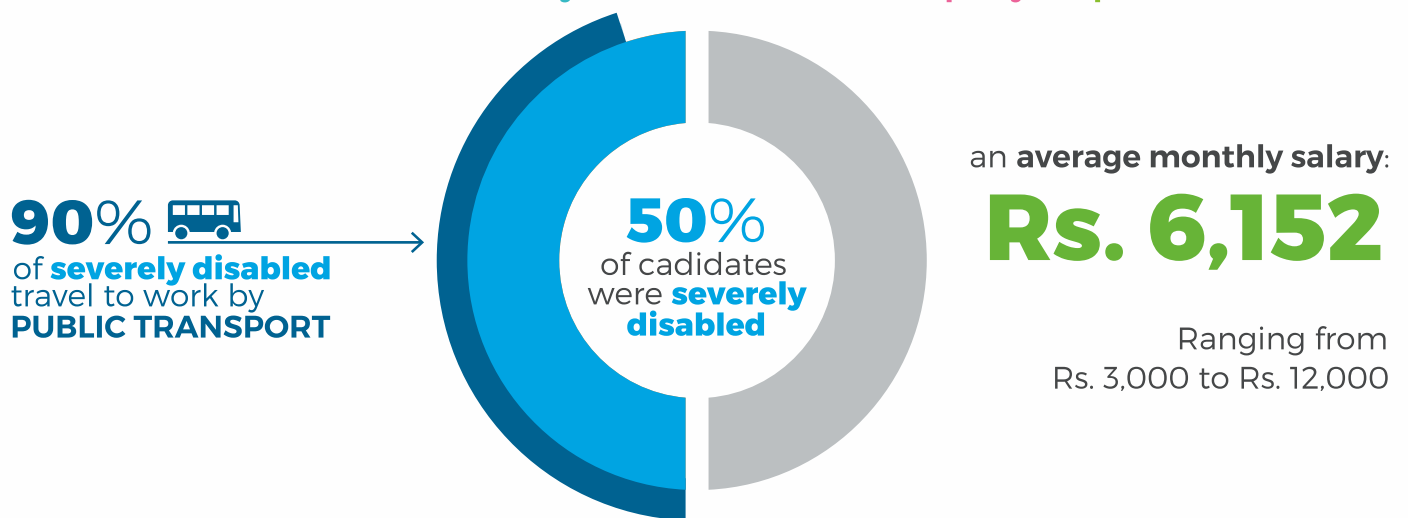
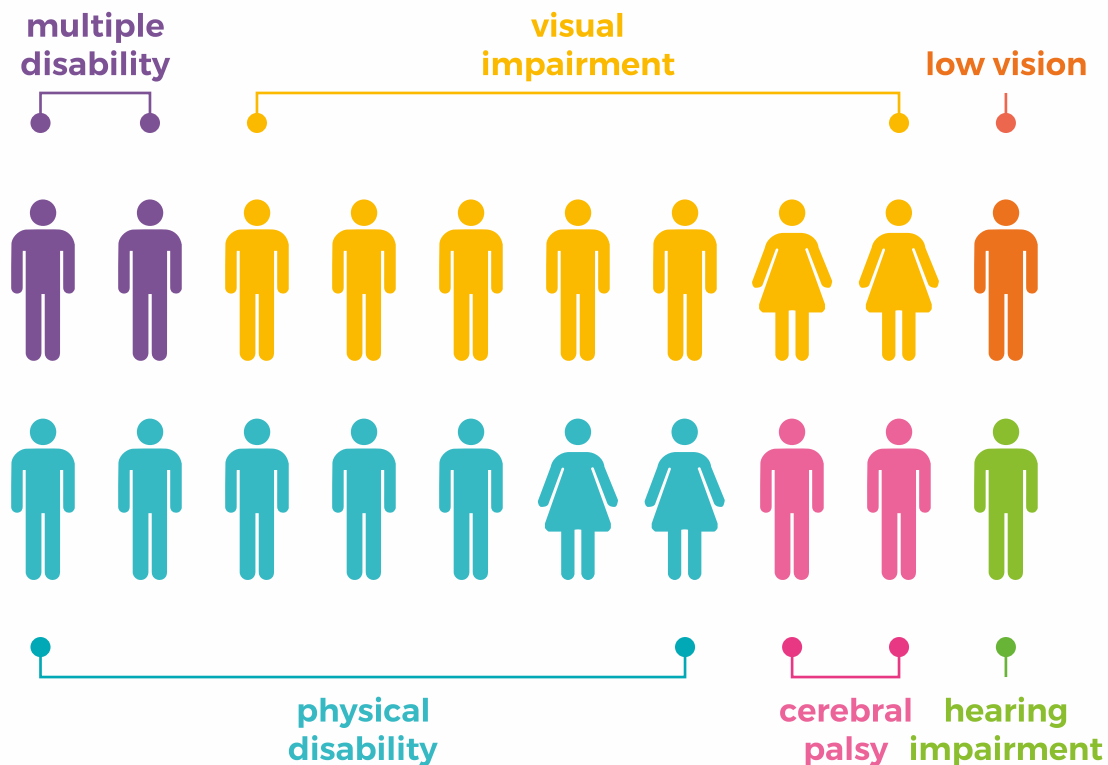


Devamma who has physical disability works as a packer. She was taking more time to do work – with a small change in the process suggested by the team, she has become much more efficient

5.2 Impact

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

OBSERVATIONS



SECTORS

Retail - More, Total
Hospitality - Denison, Sheraton, Kamat
Garments - Madura, Arvind
Car Dealership - Pratham motors

F&B - Iyengar Bakery
Manufacturing - Mahadev Metals
ITES/BPO - First Source

IMPACT

FINANCIALLY SUPPORTING
THEIR FAMILIES
after getting a job

70%



FIRST JOB
working for the first time

50%



SAVING MONEY FOR THE
FUTURE
for the first time

65%



ASPIRING TO ACHIEVE **FUTURE**
GOALS
developed during training

75%



GETTING **FAMILY SUPPORT**
recieving support for tasks such
as washing clothes, cooking etc

95%



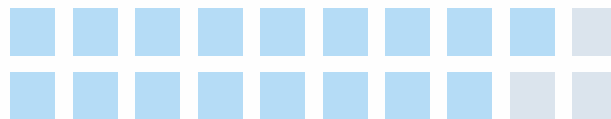
DIGNITY
working has given them dignity
amongst family and society

70%



TRAVEL TO WORK
total candidates travelling to
work, of which 30% travel 25 -
30kms daily

85%



JOB ROLES

Bay ka mallik
Cashier
Buttuner
Graphic designer
Helper
Watchman
Telecaller

DISTRICTS

Bangalore Urban
Bangalore Rural
Belgaum
Davangere
Hubli
Kolar

5.3 Candidate Case Studies





Narashima

Disability : Physical Disability
Education: PUC
Company : SLV Flowers
Job role : Cashier / Supervisor

Rizwan Pasha

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



Ganesh

Disability : Physical Disability
Education: SSLC
Company : Safari Design
Job role : Machine Operator

Sharannappa

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





Sowmya

Disability : Cerebral Palsy
Education: PUC
Company : More Super Market
Job role : Bay Ka Malik

Santosh

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



Saleem

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



Shiva Kumar

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





Rudrappa

Disability : Physical disability

Education: SSLC

Company : MK Publicity

Job role : Security guard

Gurunath

Disability : Physical disability

Education: Below SSLC

Company : Mahadev Metals

Job role : Machine Operator



Pradeep

Disability : Intellectual Disability

Education: Below SSLC

Company : Total Mall

Job role : Bay ka Malik

Devamma

Disability : Physical disability

Education: PUC

Company : Charan Speciality
Forms Pvt Ltd

Job role : Packer





Shipa

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

Nagaraj

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



Mottappa

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



Pradeep

Disability : Physical disability
Education: PUC
Company : Oggarne
Job role : Cashier





Geetha

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

Anapurana

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



Manjunath

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



Yallappa

Disability : Physical disability
Education: SSLC
Company : Jehova Jireh
 Industries
Job role : Production Support



5.4 Community Enterprise Program - Pilot Model

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

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

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



Prakash on his bike riding to work



Prakash making chappathis for business



One of the 4 people with disabilities employed under this model



Cleaning up the work station after work

5.5 Collaborative Model

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



Collaborative Training with Madura Garments for candidates with vision impairment

5.6 Outsourcing Model within the Community

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



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

5.7 Incubation Model

Under this model, large scale companies outsource their work to Small and Medium Enterprises (SMEs). The training organisation gets involved for mobilisation of the workforce, which consist of people with disabilities. The advantage is that people with different disabilities can be trained and placed and also different employment models can be experimented with, including work shadowing and interning. This can enable entrepreneurs with disability to set up their own units which will in turn hire more people with disabilities.

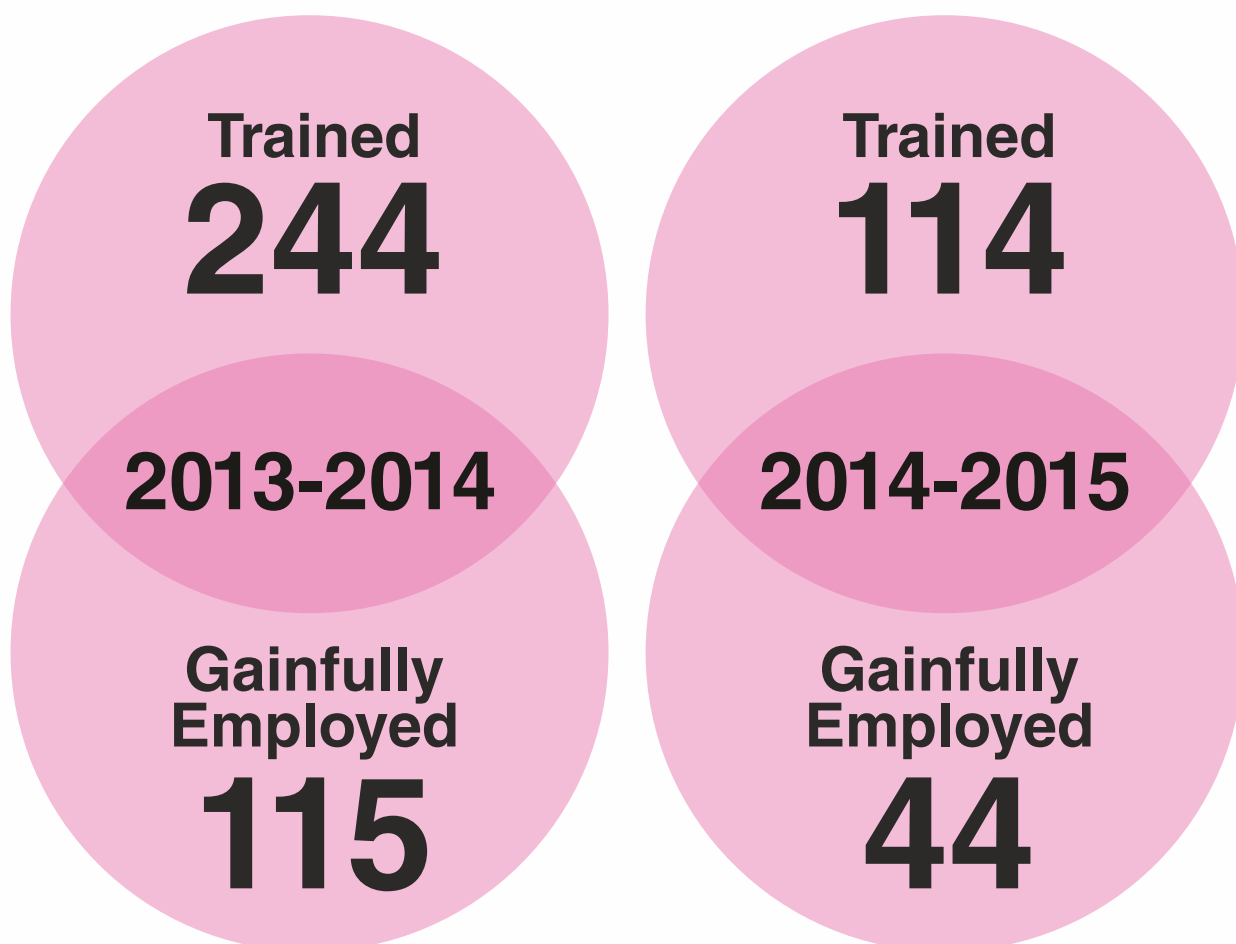


Candidates with disabilities doing assembly work. This model came about because of partnership with outsourcing company Kirloskar Toyota Textile Machinery, Micro Tech which looks at administration and Enable India which provides disability know-how.

Skilled Wage Employment

6.1 Introduction

Traditional jobs for people with disabilities have been candle making, telephone operator, caning of furniture etc. Enable India has focused on opening up skilled jobs in the private sector for persons with disabilities. We have had great success in this area and have placed many persons with severe disabilities in skilled jobs. This has truly enabled a mindset change regarding disability. When people see persons with disabilities working in MNCs, earning well and doing a good job, people sit up and take notice. Given below is the impact we have had in placing people with disabilities in the skilled sector from 2013 – 2015.



6

6.2 Candidate Case studies

Earning between Rs. 10,000 - 14,000



**Sri Vidhya,
IBM**

Disability : Hearing impairment
Education : Diploma
Role : IT Help desk



**Rajnesh,
IBM**

Disability : Physical disability
Education : B.Sc Comp Sc.
Family background : Farmer
Role : IT Help Desk

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



**Naresh M,
IBM**

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



**Pinky Gupta,
Divya Jyothi Charitable Trust, Mysore**

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

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



**Aghaara Vasudev,
IBM**

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



Nowfal Mohammed, Ernst and Young

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

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



Yashoda, Tech Mahindra Foundation

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

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



Haladappa, Schneider Electrical

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

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

Earning between Rs. 15,000 - 19,000



Sharanappa Hanagalla, IBM

Disability : Physical disability
Education : Diploma in Computer Science
Family background : Agriculture
Role : Technical Support Associate



Boobesh R, IBM

Disability : Physical disability
Education : B.Sc, M.C.A
Family background : Hand Weaver
Role : Technical Support Associate



Punith N, IBM

Disability : Physical disability
Education : Diploma in Computer Science
Role : Help Desk Executive



Abdul Azeez, Accenture

Disability : Physical disability
Education : B.E. in Computer Science
Family background : Business
Role : Associate Software Engineer

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

Earning between Rs. 20,000 & more



Srinivas, Thomson Reuters

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

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



Kokilla, EMC2

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

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



Raj Kumar, IBM Daksh

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

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



Jyoti Roshan, SAP-Bangalore

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

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



Padmanabha, Deutsche Bank

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

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

6.3 Collaborative Model

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



12 candidates with physical disability successfully trained

Partnering with Deutsche Bank to enable candidates with physical disability



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



Deutsche Bank Collaborative training participants with trainers.

Partnering with EMC² to enable candidates with profound disability



10

candidates with profound disability successfully trained



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

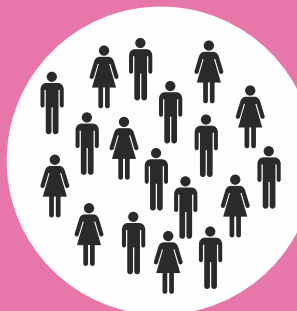


Role models with profound disability along with their parents presenting at a sharing session at EMC²



The entire team of EMC²'s HR shared services meeting their intern with profound disability, Arun, to get to know him better

Partnering with Sales Force to enable candidates with physical disability




12

candidates with physical disability successfully trained



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



10

candidates with physical disability successfully trained



Candidates with autism proudly showing certificates after completing training



A friendly game between our candidates with autism, volunteers and staff





Candidates participating in an energy circle exercise, one of the many therapeutic sessions done for our Autism At Work training

6.4 University Model

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

Who we are working with:

Bangalore University, Adarsh Group of Institutions and JSS Polytechnic Institute for the Differently Abled.

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

Objectives of the Program

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

Series of Events Conducted

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

Companies Involved

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

MOU's with Universities



MOU Signed With JSS PDA, Mysore



Career workshop inauguration in Bangalore University

Case Study 1 : JSS University

1. Capacity Building For JSS PDA Staff

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

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



2. Training



Few Visuals From The Event from Training

3 Career Workshops



Career workshop



Campus Placement Drives



Awareness about jobs by companies





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



Candidates with their offer letters

Case Study 2 : Adarsh College



Students attending career awareness



Employers interacting and giving awareness about jobs and company environment

Case Study 3 : Bangalore University



Career Workshops Inauguration at Central College Auditorium, Bangalore



Candidates Doing Roles Plays



Assistive Aids Demos



Employers Meet With Candidates



Disability Awareness Program for Bangalore University Staff & Students



Distribution of Career Awareness Certificates & Content



Visually Impaired Role Models Interacting

6.5 Outsourcing Model

Inclusive Outsourced Model : Skilled

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

Name	Disability	Role	Company	Education
Employee 1	Hearing Impaired	Back Office	HCL Technologies Ltd, Bangalore	SSLC
Employee 2	Mental Illness	Back Office	HCL Technologies Ltd, Bangalore	BE (E&E)
Employee 3	Mental Illness	Back Office	HCL Technologies Ltd, Bangalore	BE (CS)
Employee 4	Intellectual disability	Back Office	HCL Technologies Ltd, Bangalore	SSLC
Employee 5	Physical Disability	Back Office	HCL Technologies Ltd, Bangalore	Diploma (Electronics)

Case Study : Scanning of employee files

File Retrieval Process

Step



Description

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



Training & Workplace solutions

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

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

Trainer Feedback

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

File Separation Process

Step



Description

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

File separation process

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

Process	Details and notes	Process	Details and notes
Offer cum appointment letter	Required on every file, except contractors. Check the annexes on the front page and include the annexes in the document (7 pages)	Higher education	University or college certificate Use masters certificate if it is available (1 page)
Non disclosure agreement	* Required on every file Very important document (8 pages)	Passport	Copy of passport (Not compulsory)
Date of birth proof	SSLC marks card or Passport	Undertaking on email / ISMS & Internet policy	Not compulsory (2 pages)
Active agreements	PF Nomination form - 2 (2 pages) Not compulsory	Interview record	Not compulsory

An example of simplified training documents

Training & Workplace solutions

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

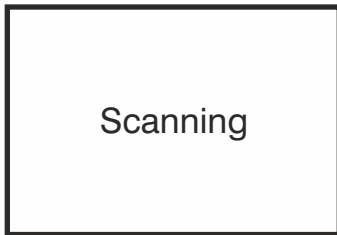
A basic walk-through of the process showed the candidates how they easily separate the files. One of the main challenges was several documents have minor exceptions or look different from file to file.

Trainer Feedback

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

Scanning & Data Entry

Step



Description

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

Training & Workplace solutions

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

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

Trainer Feedback

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

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



Ongoing Support

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

The candidates at HCL love what they do!



6.6 Work-at-home for people with severe disabilities

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

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



Avinash during his graduation from Christ University



Avinash at home talking to our team



Muthu working out the solutions to make the Work Place Solutions easier

6.7 New Jobs and New Sectors

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

New sectors for people with disabilities

BFSI (Banking, Financial Services and Insurance). We have opened up many jobs in financial management

Auditing firms – especially in HR Operations

Hospitality

Domestic BPOs (with companies like Netserv, an Indian BPO)

Energy management (with Schneider Electric)

NBFS (Non Banking Financial Sector)

New roles carved for people with disabilities

Analyst Collateral Management in BFSI

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



Financial Analyst role for person with vision impairment

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



PCB Designing in Schneider Electric

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



Diversity Coordinator

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



HR Job role in Auditing firm, Ernst & Young (E&Y)

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



Role in Operations in EMC2 for people with vision impairment

Smitha is now employed as a Project Management Officer and Kokila as a Schedule and Dispatch Officer, both

Job Fairs

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

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

Year	Location	Number of				
		candidates who came for the job fair	candidates trained	candidates short listed	candidates selected for a job	companies who came to the job fair
2013	Mysore	135	67	43	20	14
2014	Mysore	135	67	33	27	8
2014	Bangalore	111	67	78	33	18
2014	Gulbarga	150	43	44	22	11
2014	Belgaum	168	126	10	35	11
2014	Hubli	110	26	33	53	14

7



7.1 Bangalore Job fair



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

Companies which attended the job fair

AID, Amazon, Shachi Technologies More, The Chancery Pavilion, Total, Shahi Exports, Concentrix Sun Ites, Aegis, Madhura Garments.



Pre Job Fair employers meet on 07/06/2014



Pre Job Fair employers meet on 21/06/2014



Candidates Registration and Employer gallery



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



Candidates attending Interviews

7.2 Belgaum Job fair

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



Candidates posing after completing the employment foundation course



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

During training, candidates are given practical exercises on employment activities



7.4 Hubli Job fair

Impact



CCD, Padmashree
New Gokul Iyengars
Bakary, Kamat, Connect,
Safe Hands 24* 7, Denison,
Mahadev Metal Industries,
AVN Saigal Samarthanam
BPO (Kirana), Sri Veerabha-
dreshwara, First Source,
Prashant Polymers Pvt. Ltd,
Tanishq...



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



Candidates Registration and Employer gallery



Candidate and companies watching awareness video during the event



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



Candidates attending Interviews



About EnAble India

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

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

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

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

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

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

Enable India Office :

#473/B, Adugodu Main Road,
Koramangala 8th Block ,
Bangalore 560095.
Phone No. : 080 6732 3636.