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Transforming Lives Through
Diversity and Inclusion

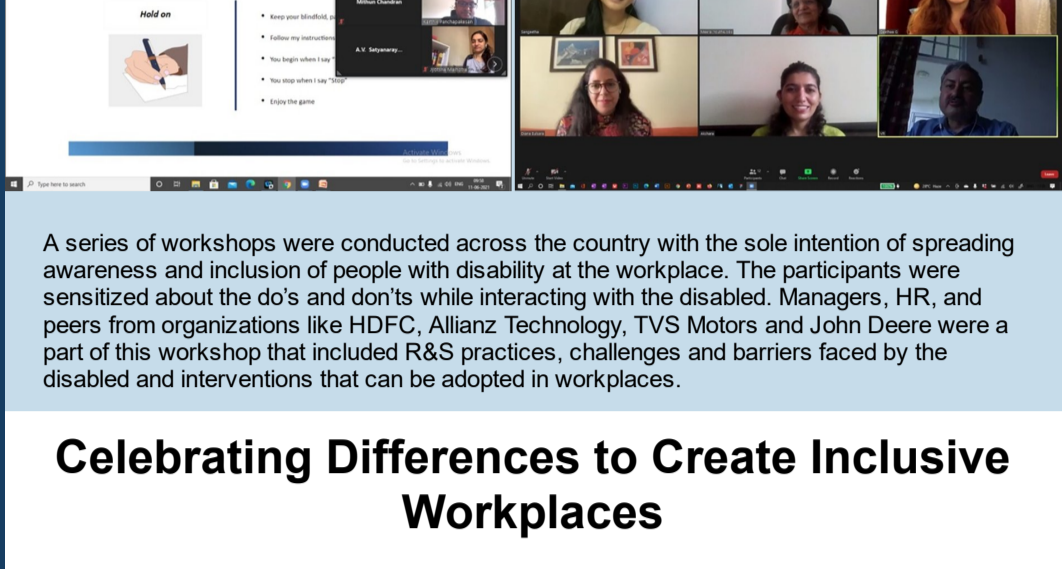
NEWSLETTER
MAY - JULY 2021

Two years into the Pandemic has left persons with disabilities disproportionately affected. The youth, many of whom were laid off, had to come home to their families, none of whom had any source of livelihoods. These youth were doubly disadvantaged: Being disabled and being unemployment. They could not even get food for their families.

Many of our alumni volunteered for outreach and awareness around their homes by stitching and distributing masks or by cooking food and giving it to those with multiple disabilities. Our youth put the need of others over their own, despite their own difficulties. And they have been an inspiration for us.

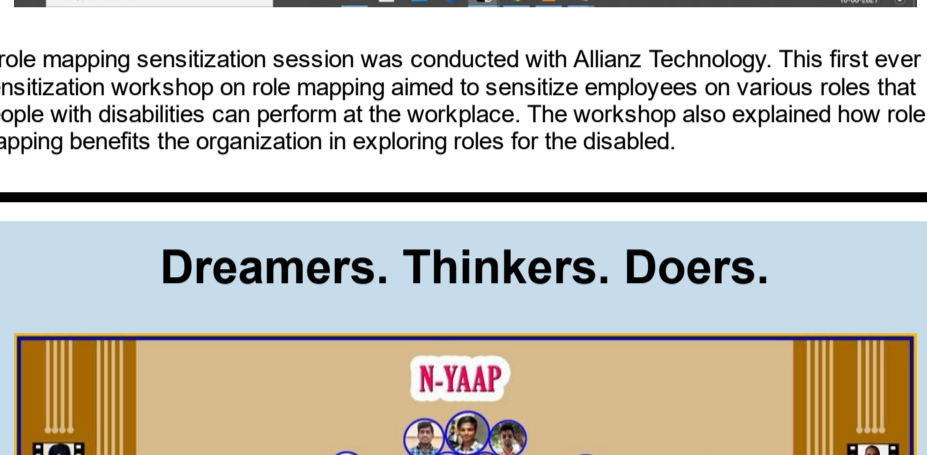
We also realized we had to continue our work on skilling and connecting youth with disabilities to jobs during these COVID times since the ask from parents and youth with disabilities was "What we need is a Job."

Exploring the Strength of Diversity and Inclusion



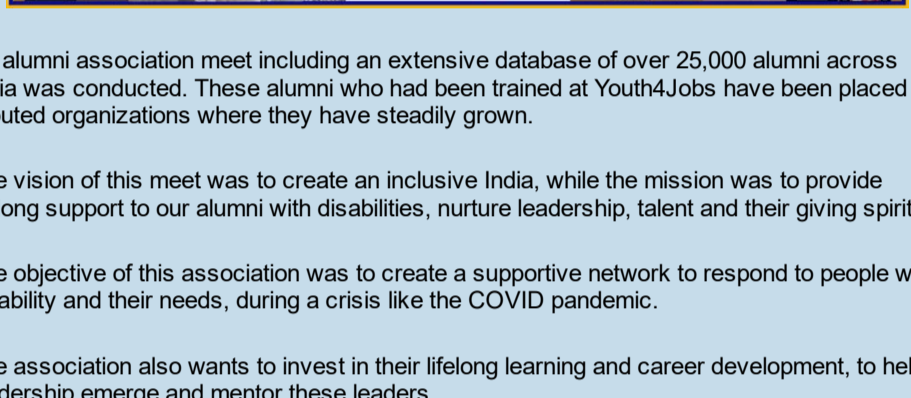
A series of workshops were conducted across the country with the sole intention of spreading awareness and inclusion of people with disability at the workplace. The participants were sensitized about the do's and don'ts while interacting with the disabled. Managers, HR, and peers from organizations like HDFC, Allianz Technology, TVS Motors and John Deere were a part of this workshop that included R&S practices, challenges and barriers faced by the disabled and interventions that can be adopted in workplaces.

Celebrating Differences to Create Inclusive Workplaces



A role mapping sensitization session was conducted with Allianz Technology. This first ever sensitization workshop on role mapping aimed to sensitize employees on various roles that people with disabilities can perform at the workplace. The workshop also explained how role mapping benefits the organization in exploring roles for the disabled.

Dreamers. Thinkers. Doers.



An alumni association meet including an extensive database of over 25,000 alumni across India was conducted. These alumni who had been trained at Youth4Jobs have been placed at reputed organizations where they have steadily grown.

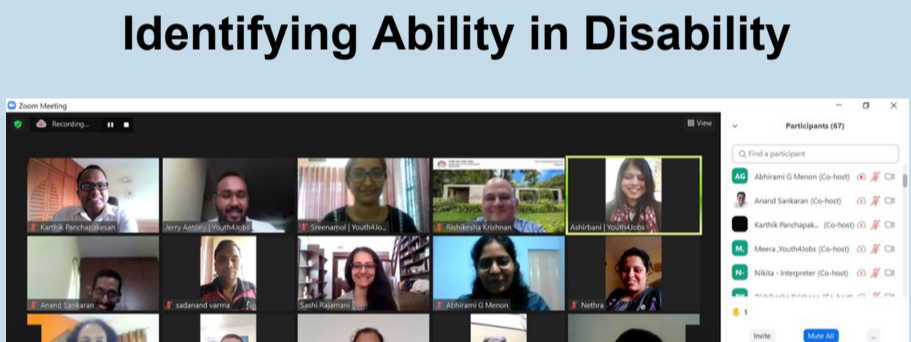
The vision of this meet was to create an inclusive India, while the mission was to provide lifelong support to our alumni with disabilities, nurture leadership, talent and their giving spirit.

The objective of this association was to create a supportive network to respond to people with disability and their needs, during a crisis like the COVID pandemic.

The association also wants to invest in their lifelong learning and career development, to help leadership emerge and mentor these leaders.

The association aims to highlight the talents of people with disabilities by organizing national/state/district level events and camps and most importantly aims to hone their spirit of giving back to the community.

Overcoming Obstacles During a Global Crisis

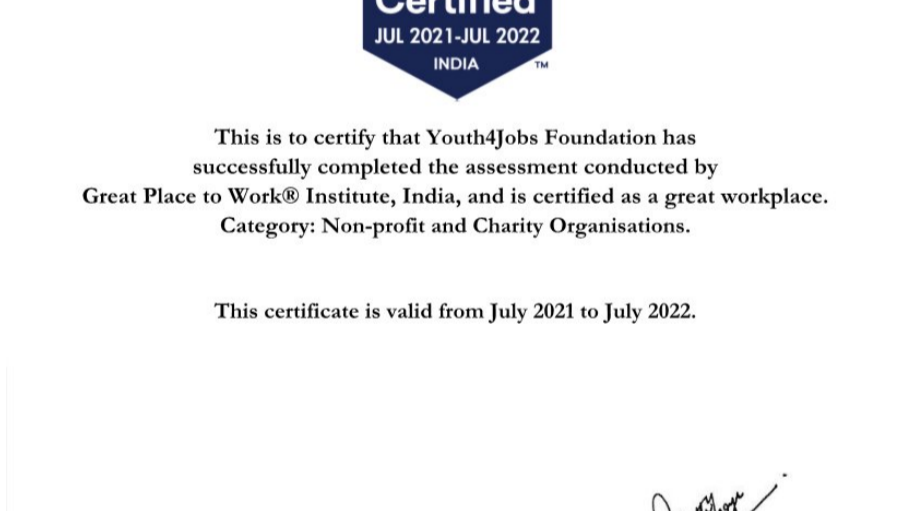


A counselling session for youth and their parents were organized by a variety of sectors including retail, e-commerce & manufacturing.

The main agenda of these training sessions was to counsel the youth and their parents about job opportunities, the timings, and logistical challenges that could possibly arise. Pre-Covid times were uncomplicated with the availability of public transport. After the pandemic and the ensuing curfews and lockdowns, the youth needed some support and handholding to guide them through these challenges.

The youth and their parents were also counselled about migrating and how to make the entire process seamless and less challenging.

Identifying Ability in Disability

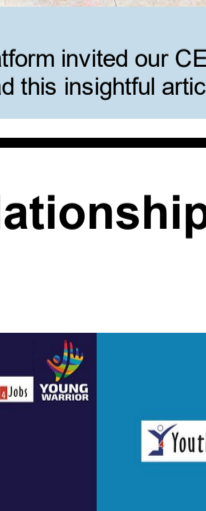


Youth4Jobs Foundation with Social Venture Partners (SVP), Bengaluru celebrated the graduation of 100 differently abled (PwD) youth on 9th July 2021. This online event was attended by diverse stakeholders such as Government officials, corporate leaders, funders and educational institutions. Most of these youth with disabilities have been already placed in different organizations with an average salary of 2.2 lakhs.

Dr. Rishikesh Krishnan (Dean, IIM Bengaluru) highlighted the importance of Y4J's College Connect Program for Companies. Sashi Rajamani, SVP, emphasized the passion and commitment of the team who was always willing to listen in reviews. All speakers requested companies and government to support our efforts in inclusion.

The event concluded with a Virtual Certificate distribution for all the students.

We Did It – Again!!

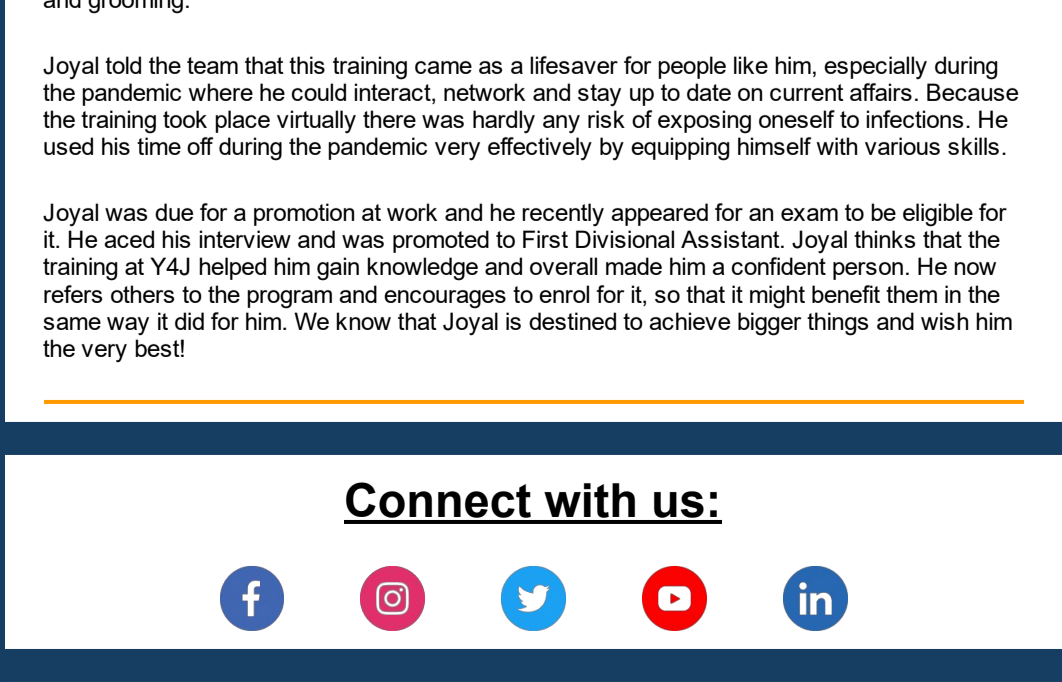


This is to certify that Youth4Jobs Foundation has successfully completed the assessment conducted by Great Place to Work® Institute, India, and is certified as a great workplace. Category: Non-profit and Charity Organisations.

This certificate is valid from July 2021 to July 2022.

It gives us immense joy and pride to let you all know that we have been certified as a Great Place to Work for the second consecutive year!

On Being a System-Changer



GivelIndia, India's largest donation platform invited our CEO, Ms. Meera Shenoy to write a blog on World Skills Day. Click [here](#) to read this insightful article.

Forging Solid Relationships to Create Bright Futures



Yuwaah is a multi-stakeholder partnership incubated by UNICEF. It brings together key stakeholders from Government, private sector, civil society organizations, UN agencies and industry aggregators to create opportunities for youth. This will also help the youth demonstrate their change making prowess and contribute to the society around them. Yuwaah aims to engage the enormous potential of our youth in the fight against Covid-19.

Yuwaah has nominated Youth4Jobs as their inclusion partner in this partnership.

PLACEMENTS IN COVID TIMES

Joyal Fernandez, Mangalore

Joyal Fernandez hails from a small village in Karnataka. Joyal's father ran his own business before passing away in 2019 and his mother managed the household. Joyal has been visually impaired since birth.

After graduating Joyal appeared for competitive exams to get a job in the government and worked hard to clear the Karnataka State Public Service Examinations.

He was placed as the Second Divisional Assistant in the Bangalore Rural District Sessions Court at Anekal. Joyal was bullied as a child and the people in his village used to discriminate against him because of his disability. This was one of the main reasons why he chose to stay away even if it meant that he'd have to live all alone.

Joyal happened to come across a notification about Y4J's digital literacy program for the visually impaired. The course aimed to provide training in English, Computers and Soft Skills. Joyal was very interested in enrolling as he wanted to brush up his skills. Having studied in a small village, he had very limited skills; especially communications, soft skills, body language and grooming.

Joyal told the team that this training came as a lifesaver for people like him, especially during the pandemic where he could interact, network and stay up to date on current affairs. Because the training took place virtually there was hardly any risk of exposing oneself to infections. He used his time off during the pandemic very effectively by equipping himself with various skills.

Joyal was due for a promotion at work and he recently appeared for an exam to be eligible for it. He aced his interview and was promoted to First Divisional Assistant. Joyal thinks that the training at Y4J helped him gain knowledge and overall made him a confident person. He now refers others to the program and encourages to enrol for it, so that it might benefit them in the same way it did for him. We know that Joyal is destined to achieve bigger things and wish him the very best!

Connect with us:

[Youth4Jobs Foundation](#)

