Youth4Jobs is a not-for-profit organization started in 2012. Today it is South Asia’s largest organization focusing on diversity and inclusion. The focus is on training youth with disabilities and placing them in jobs/enterprises across the country. Thus, Youth4Jobs moves persons with disabilities from their present vicious cycle of poverty to the virtuous cycle of opportunity. Y4J works at 4 levels:

i. Changing mindsets of community, colleges and companies.

ii. Enabling accessibility of infrastructure, workplace and technology.

iii. Trainings with linkages to jobs/micro enterprises for less educated and educated youth with disabilities.

iv. We use technology for transparency, improving learning outcomes, replication and scale.

The work is challenging but transformational. Youth4Jobs has won the highest national and international awards, ranging from National Award for Empowerment of Persons with Disabilities from the President of India and Asia winner of MIT’s prestigious Future of Work award, MIT Inclusion Innovation Challenge. Other recognition of Youth 4 Jobs work includes a Harvard Business School case study.

About Youth4Jobs

Our services to ensure hiring youth with disabilities actually helps business

- Workshops with creative ideas - Online & Offline

  - Interactive sensitization workshops customised for Industries and disabilities

  - Sign language workshops

  - Accessibility audits for infrastructure / workplace

  - Assistive technologies to support different disabilities

  - Making HR policy inclusive

  - Job role matrix / job carving

  - On-boarding / retaining of youth

  - Helping educators to be disability confident

MISSION

Partnering with stakeholders and vulnerable unreached communities to co-create pioneering solutions for inclusion

VISION

Every youth with disability will be poverty free.
1. WISE (Work Integrated Softs Skills and English) is our flagship pan-India program. It works on a high impact model of bridging skill gaps between industry and less educated rural youth with disabilities with short term trainings and organised sector entry level jobs. The pandemic was a very difficult period for persons with disabilities. As a COVID-19 response, we launched the first online trainings for rural youth with disabilities. We undertook a thorough research and analysis of the job market and targeted emerging sectors for linking youth to jobs. Currently, WISE gives 21st century skills like English, Soft Skills, Life Skills and Digital Literacy in a hybrid manner.

These now employed, confident youth are the Change Makers in their communities, changing long- standing negative attitudes towards disability.

2. The Grassroot Academy is envisaged as a one-of-a-kind program in India that focuses on the economic empowerment of rural youth with disabilities. The vision is bold and unique: to provide technology and development tools in the hands of alumni youth with disabilities, seamlessly transforming our work into "OF THE DISABLED, BY THE DISABLED, FOR THE DISABLED." This grassroot bottom-up inclusion, economic and social development will be anchored in the villages by Youth4Jobs alumni. The Grassroot Academy focuses on a broader representation of disability through changing attitudes at the village level.

3. College Connect is a transformational program that skills educated youth with disabilities in Colleges and those aspiring for better jobs. It works closely with 100+ companies / MNC’s to understand youth competencies for disabilities in Colleges and those aspiring for better jobs. It works closely with 100+ companies / MNC’s to understand youth competencies for disabilities in Colleges and those aspiring for better jobs.

4. Divyang Shakti, We run dedicated afternoon batch for young women with disabilities. Our trainings include 21st century skills for aspirational girls who are linked to organised sector jobs. Young women with less education, widows are either linked to local jobs or entrepreneurial skill with financial support.

5. "SwaraAbility" is India's first Artificial Intelligence (AI) triggered accessible jobs platform for Persons with Disabilities. The name connotes the Gandhian values which are an integral part of our work. "Swara" means independence and 'Ability' is leveraging the PwD abilities through Technology, Training and Placements. This will give scale and depth to Youth4Jobs work in helping companies onboard youth with disabilities, who in turn transform to independent, productive citizens of India.

Meera Shenoy has over a decade experience in market-linked vocational skilling of rural, tribal and disabled youth from underprivileged families. She is considered a pioneer in the country in the field of skilling and innovative skilling solutions on policy and grassroots projects. She nurtures startups across the country. She has demonstrated for the country twice, a scale-up, high-impact model for skilling rural youth from villages and now youth with disabilities and linking them to quality jobs.

"SwaraAbility" is a catalytic trigger for a systemic shift for persons with disabilities towards employment, entrepreneurship, and empowerment. The platform is designed to connect and engage 300+ persons with disabilities, 50+ organizations and 15+ digital inclusion hubs in rural India. The first phase of the platform includes skilling in Artificial Intelligence and digital inclusion for PwD.

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Program Parivartan
"SwaraAbility" – www.swaraability.org
India’s first Accessible Job Platform with AI for Person’s with Disabilities

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Shakti
Division

GRASSROOT ACADEMY

College Connect & DIVYANG SHAKTI

COLLEGE CONNECT & DIVYANG SHAKTI

Swaraj Ability

Shakthi

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