

Avenue: Visionary Projects

Able to Ability

MY DISABILITY DOES NOT HINDER
MY ABILITY TO BE CONSIDERED EQUAL.



District Governor 2020-21: Rtn. Sunnil Mehra
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Vision:

Empower differently-abled adults through employment opportunity to lead a life with pride and dignity

Our Objectives

- ✓ Create a platform for sustainable employment for differently-abled
- ✓ Provide opportunities for learning and self-development for employability
- ✓ Partner with organisations that support and provide opportunities for differently abled
- ✓ Mentoring opportunities for fellow Rotarians
- ✓ Provide physical and mental well-being support
- ✓ Create inclusive environment for learning and development



Differently Abled

- Physically challenged
- Visually Impaired
- Speech & Hearing Impaired
- Intellectual disability
- Autism
- Down Syndrome
- Cerebral Palsy
- Others

Rotary Initiatives

1. Tie up with the NGOs who are providing skill development and vocational training for the differently abled.
2. Tie up with Corporates & Business persons for sustained job opportunities
3. Create a database of people seeking employment with skill mapping.
4. Separate website and portal as a platform to link the skill sets of people who are looking for job opportunities with the Corporates, Rotarians and Business houses who can provide them employment.
5. Organise job fairs and career development programs.
6. Digital platform for selling the handicrafts, paintings, food and snacks the people make at NGO centres.
7. Customized curriculum for enhancing soft skills, personality development, communication, grooming, preparation for interviews.
8. Develop Train the Trainer programs which can be scalable pan India.



NGO Partnership

Rotary is partnering with NGOs who are specialized in supporting differently abled people of various categories.

1. EKALAVYA
2. MANN
3. MBA foundation
4. SEVA SAHAYOG
5. SEC India
6. SOL'S ARC
7. Parivartan



More NGOs are in the process of discussion for partnership

- NGOs have the expertise to train the differently abled candidates, sensitize employers and also train key people at employer site.
- NGOs have database of potential candidates who are seeking jobs



Employment Opportunities

- Supply chain & Logistics
- Warehousing
- Delivery Service
- Courier Service
- Back office / Call centers
- Accounts/ Treasury/ Finance
- Banking/ Insurance / Financial products
- IT industry/ Software/ Data entry
- Medical transcription/ Data analytics
- Food & Beverage, Restaurants



- Manufacturing / Assembling/ Packaging
- Shopping Malls/ Department stores
- Support staff in office
- Painting/ Tailoring
- Gardening/ Housekeeping
- Salons/ Beauty treatment
- Labour activities in safe environment
- Hospitals/ Healthcare
- Handicraft/ Rural /traditional arts
- Hotels Hospitality

Some examples:

- Eureka Forbes Limited. They have a service call center in Chembur Mumbai exclusively managed by about 150 differently abled people.
- Mirchi & Mime Restaruant, Mumbai – All service staff are Speech & Hearing Impaired
- Many well known Indian companies and global MNCs have a policy to encourage Diversity & Inclusion. Also has adopted policy to employ Differently Abled people.

Appeal for job opportunities for Differently abled

- Seek support of Corporates and Business owners for employing Differently Abled.
- Progressive organizations encourage **Diversity & Inclusion** based on merit and competency .
- For organizations which have not yet employed differently abled people, Rotary will facilitate a session with experts/NGOs on abilities vs skills to identify jobs they can do.
- Rotary can share the list of Skill mapping to Disability, which has been compiled by the NGOs, which identifies jobs that can be done by the various categories of disabilities.

Proposed way forward:

1. An intro meeting with Rotary. Also understand employer operations & job descriptions.
2. Rotary & NGO will propose potential candidate profiles who could fit job requirements.
3. Arrange for interview facilitated by Rotary & NGO with employer.
4. Training & sensitization of employer staff, if needed by the NGO experts.
5. Feedback & Support for continuous improvement



Disability vs Skill Mapping (P 1/3)

Disability	Sector	Skilled Job roles (Low Vision)	Skilled Job Roles (Visually impaired)	Sector	Unskilled Job roles (Low Vision)	Unskilled Job roles (Visually impaired)
Low Vision and Visual Impairment	BFSI	Associate: Fixed Asset Process/ Insurance Claims Processor / Senior Incident Executive	Insurance Claims Processor / Senior Incident Executive / Content Analyst - Insurance	Manufacturing	Cleaning / Polishing / Assembly Line Worker	Cleaning / Polishing / Drill Bit Assembler
	BPO	Medical Transcriptionist / Process Associate / Process Executive / Non-voice Processing	Medical Transcriptionist / Process Associate / Process Executive / Non-voice Processing	Hospitality	Bell Boy/ Room Service Executive / Attendant / Room Boy	Room Service Executive / Attendant / Room Boy / Kitchen Assistant / Kitchen Helper
	IT, ITES	Collections Officer / MarCom Manager and Diversity Lead	Software Quality Auditor / Spam Manager / Spam Operations Executive /	Retail	Air Gauge Attender/ Customer Assistant - Games Arcade	
	Sector	Skilled Job roles (Hearing Impaired)	Skilled Job Roles (Hard of Hearing)	Sector	Unskilled Job roles (Low Vision)	Unskilled Job roles (Visually impaired)
Hearing Impaired and Hard of Hearing	BFSI	Insurance Claims Processor / Senior Incident Executive/ Loans Officer / Loans Associate	Associate: Fixed Asset Process/ Insurance Claims Processor / Senior Incident Executive	Hospitality	Door Man / Security Guard	Door Man / Security Guard/ Bell Boy
	BPO	Process Associate / Process Executive / Non-voice Processing / Property Title Search	Process Associate / Process Executive / Non-voice Processing /Property Title Search	Manufacturing	Cleaning / Polishing / Deflashing	Cleaning / Polishing / Deflashing
	IT, ITES	IT Asset Management Executive	MarCom Manager and Diversity Lead/ Business Intelligence Analyst	Retail	Air Gauge Attender/ Vending Machine Operator	Air Gauge Attender / Vending Machine Operator
	E-commerce	Water Spider	-			

Disability vs Skill Mapping (P 2/3)

Disability	Sector	Skilled Job roles (Mild Physical Disability)	Skilled Job Roles (Physical Disability)	Sector	Unskilled Job roles (Mild Physical Disability)	Unskilled Job roles (Mild Physical Disability)
Mild Physical Disability and Physical Disability	BFSI	Associate: Fixed Asset Process/ Client Onboarding Executive	Associate: Fixed Asset Process / Client Onboarding Executive	Hospitality	Bell Boy / Door Man / Security Guard	Room Service Executive / Attendant / Room Boy / Café and Kitchen Assistant / Pantry Assistant
	BPO	Medical Transcriptionist / Process Associate / Process Executive / Non-voice Processing	Quality Analyst - Online Maps/ Video Content Analyst	Multiple Sector	Air Gauge Attender / Customer Assistant - Games Arcade	Housekeeping / Helper / Lift Operator
	IT, ITES	Collections Officer / MarCom Manager and Diversity Lead	Collections Officer/ MarCom Manager and Diversity Lead	Manufacturing	Buffer and Polisher/ Cleaning / Polishing	Buffer and Polisher/ Cleaning / Polishing
	Sector	Skilled Job roles (Autism Spectrum Disorder)	Skilled Job Roles (Intellectual Disability)	Sector	Unskilled Job roles (Autism Spectrum Disorder)	Unskilled Job roles (Intellectual Disability)
Autism Spectrum Disorder and Intellectual Disability	BFSI	Document Verifier (Engagement Management Services)/ Account Analysis	Clerk - Administrative Offices/ Pass Book Printing	Multiple Sectors	Housekeeping / Helper / Car Washer	Housekeeping / Helper / Paper Shredder
	BPO	-	Process Associate / Process Executive / Non-voice Processing	Manufacturing	Cleaning / Polishing	Cleaning / Polishing / Buffer and Polisher / Agarbathi / Incense Sticks Maker
	IT, ITES	Software Quality Auditor	-	Retail	Store Shelf Replenisher	Store Shelf Replenisher
	E-commerce	Product Scanner	-	Hospitality	Café and Kitchen Assistant / Pantry Assistant / Kitchen Helper	
	Manufacturing	Electronics Assembler	Precision in charge/ Jewellery Moulder/ Watch Case Assembler			
	Multiple Sectors	Accounts Executive / Accounts Assistant	-			

Disability vs Skill Mapping (P 3/3)

Disability	Sector	Skilled Job Roles	Sector	Unskilled Job Roles
Menta Illness	BFSI	Insurance Claims Processor / Senior Incident Executive	Hospitality	Bell Boy
	BFSI	Investment Banker	Retail	Vending Machine Operator
	BPO	Medical Transcriptionist/ Process Associate / Process Executive / Non-voice Processing	Multiple Sectors	Car Washer
	IT, ITES	MarCom Manager and Diversity Lead/ Geographic Information Systems (GIS) Associate	Manufacturing	Cleaning / Polishing/ Polishing and Sanding
			Retail	Store Shelf Replenisher
Cerebral Palsy	BFSI	Insurance Claims Processor / Senior Incident Executive/ Loans Officer / Loans Associate	Multiple Sectors	Housekeeping / Helper/ Lift Operator
	IT, ITES, BFSI	Accessibility Tester / Accessibility Consultant/ Assistant Systems Engineer	Manufacturing	Cleaning / Polishing/Polishing and Sanding
	Engineering, Electronics, Architecture	AutoCAD Designer / Design Associate/ Product Engineer	Manufacturing , Retail, Textile and Garments, Ecommerce	Quality Checker / Quality Analyst / Sorter(Manufacturing / Retail) / Packer

Disability	Sector	Skilled Job roles	Sector	Unskilled Job roles
Spina Cord Injury A	BFSI	Content Analyst – Insurance/ Legal Data Analyst		
	BPO	Medical Transcriptionist/ Telecalling Quality Analyst / Call Evaluator		
	IT, ITES	Collections Officer/ International/ Domestic Help Desk		
Spina Cord Injury B	BFSI	Analyst - Financial Reconciliation / Stock Trade Analyst/ Associate: Fixed Income Credit Default Swaps/ Loans Officer / Loans Associate	Hospitality	Room Service Executive / Attendant / Room Boy
	Multiple Sectors	Background Verification Analyst/ Diversity Coordinator/ HR Coordinator / HR Executive/ Onboarding Executive/ Accounts-Executive, Assistant, Payable		
	BPO	Process Associate / Process Executive / Non-voice Processing		
	Media	News Associate - Fixed Income/ Web Designer		
Spina Cord Injury D	Engineering	Design Engineer	Manufacturing	Buffer and Polisher/
	Healthcare	Medical Records Assistant	Manufacturing	Polishing and Sanding
	Multiple Sector	Documentation Clerk	Construction	Glass Design Assistan
	Manufacturing	Order processor	Retail	Florist
	E-commerce	Warehouse Problem Solver	Manufacturing	Packer



Thank you

Contact for further details

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