



PROENGAGE CASE STUDY

FACILITATING JOB OPPORTUNITIES FOR PEOPLE WITH DISABILITIES



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PARTNER NGO: SAMARTHANAM TRUST, JAMSHEDPUR

PROJECT SUMMARY

The project scope was designed to upscale and expand Samarthanam Trust's model of providing skill training and placement to the 150 disabled youths into regular employment within 6 months in Jharkhand.

BACKGROUND OF PROENGAGE VOLUNTEERS

Chandra Prakash Jain, has been associated with Tata Power for more than 6 years now. He has been volunteering quite actively. He is inspired by Tata Power's culture of "giving back to society". Gaurav Kumar, an Employee Relations Manager has been associated with Tata Motors, Jamshedpur for the last 4 years. He believes that free time is better spent doing some volunteering activity as it not only benefits the society but also leads to overall development.

ABOUT NGO PARTNER

Samarthanam Trust for the Disabled has been working since 1997 to empower disabled and underprivileged youth by providing quality education, accommodation, nutritious food, vocational training and placement based rehabilitation. One of the key components of Samarthanam's work is to ensure financial independence of the disabled, so that they are able to meet their daily needs and improve their self-esteem. Working towards this objective, the organization currently operates 6 training centres that have provided skill training and placement services to 4,918 disabled youth in IT/ITES/BPO sectors.

PROJECT DETAILS

Given the high demand for Employability programs and its potential to transform the lives of disabled youth, Samarthanam aimed to upscale and expand their model of providing skill training and placement to 150 disabled youth in Jharkhand. The selected youth were required to undergo 60 days of training in English, computers, accountancy, life skills and retail sector as a vocation. Both Chandra and Gaurav gathered information about the companies who were interested in hiring the skilled People with Disabilities (PWDs) in their work force. They created a database of potential employers and shared the same with the project team. They also conducted a feasibility study and documented the information of employers and PWD throughout the project

CHALLENGES FACED :

Attracting, mobilizing and retaining the disabled youth was very difficult and initially it seemed a big challenge to both Chandra and Gaurav. Dealing with human resources was always challenging as human behavior is highly unpredictable. Both for both, Chandra and Gaurav wanted to do something good for the society and this passion kept them motivated throughout the project.

“ ProEngage has provided a great platform to work for the benefit of society that we live and operate in vis a vis to strengthen our Tata values. The experience was unparalleled and unforgettable. Looking forward to more of it!
- Chandra Prakash Jain ”

“ It is one of the best experiences in my life. If you want to do something for society and feel satisfied about making a difference, ProEngage is the best platform.
- Gaurav Kumar ”