

An illustration in a traditional Indian style showing two men. On the left, a bearded man with a topknot and a necklace stands with his hands at his sides. On the right, a younger man is shown in profile, aiming a bow and arrow towards the right. The background features rolling hills and a stylized tree silhouette at the top left.

**ekalavya**  
Education & Research Foundation

# A Profile

August 2020

**Ekalavya Education & Research Foundation**

A Non-Profit (Section 8) Company

With 80G Certificate


[ekalavya.foundation](http://ekalavya.foundation)

# Inspired by Ekalavya

*a self-motivated self-study driven archer*



# Objective



To Provide Sustainable  
Employment to SHI through  
Vocational training in  
corporate mainstream





# The Team

## SHISHIR GORLE & RAJA SEKHAR REDDY

First generation entrepreneurs, founded Innovsource, India's 4th largest staffing company and exited the business after 14 years. They have also founded Squaremeal Foods in 2015, and setup a chain of restaurants, Mirchi & Mime and Madeira & Mime served exclusively by **Speech & Hearing Impaired (SHI)** service staff. The company vows to employ 500 SHI staff, and already employs 75. BizSR, another venture of theirs, incubates, grooms & mentors young entrepreneurs.

**With a vision of providing sustainable employment to Speech & Hearing Impaired workforce, they have setup Ekalavya Foundation, to encourage corporates to take on trained SHI staff in large numbers.**



# Advantage SHI

- Visual activity
- Dexterous work
- Standardised environment & work
- Service with a smile
- Low attrition
- Higher concentration
- No distractions
- Visual learning ability
- Low nuisance

## Typical Profiles

Restaurants, Hotels, Data entry, Accounting, Email, Back-office, Tailoring, SPAs, Parlours, Packing, Loading, Logistics, Housekeeping, etc.



**3**

pronged  
approach



**Programed  
Environment**

**Community  
Workspace**

**Reverse  
Inclusion**

# Our Approach

## PROGRAMED ENVIRONMENT

Absence of some senses heightens others. The heightened senses deliver better when they work in a standardised programed environment where these senses are required and others are not.

SHI thrive in executing standard procedures. They prefer fixed shifts, fixed roles, fixed teams, and fixed environments.





# Our Approach

## **COMMUNITY WORKSPACE**

We believe working in a community works. Having equals among your co-workers is vital to work effectively and efficiently. Co-workers provide a sense of belonging, a sense of security and a sense of support in everyday work life.

Our approach is to engage a team of 10 or more employees of similar abilities to work together in the same team.



# Our Approach

## REVERSE INCLUSION

SHI Community flourishes while among their own. We believe that an organisation has to enable their abled staff to converse and interact with SHIs so as to have an effective work relationship.

Therefore, we insist that the abled staff learn basic *Indian Sign Language* and are sensitised about the way of being of SHIs

# Process





# Holistic Training

## **For Candidates:**

- Classroom Training
- Practical Training
- Shadow Training
- Assessment

## **For Supervisors:**

- Basic Adaptive ISL
- Sensitisation Training

## **For HR Team:**

- Sensitisation Training



# Deployment & Counselling

- Our responsibility isn't over after deployment
- We continue handholding in monitoring performance
- We conduct periodic counselling sessions
- We conduct reskilling trainings







Hospitality



Data Entry



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Logistics



Tailoring



Accounting



Factories

Some Job Profiles

# What we need from you

- Identify a team to be manned by SHI
- Assign a supervisor to create course content
- Sensitisation of Management team
- Commitment to handhold the batch
- Establish the same measures of efficiency and productivity



**TRAINING IS FREE**

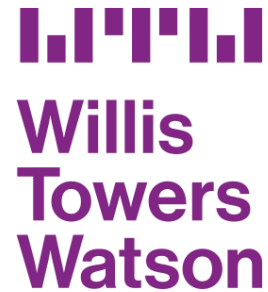


# Invitation for Donations

- **CSR Funds:** Donations made to Ekalavya are entitled to be adjusted under CSR
- **80G:** Donations made to Ekalavya are eligible for Section 80G
- **Non-profit:** Ekalavya is a Section 8 Company



# Success Stories



**Placed 150 SHI candidates in permanent jobs**

# SHI Deployments

SI	Company name	Hired
1	Delhivery	2
2	Pharmeasy	12
3	BPCL	12
4	Mirchi & Mime	2
5	Amazon	23
6	Groffers	2
7	Godrej Industries	1
8	Nexus Malls	28
9	Mahindra Logistics	14
10	Indian oil	6
11	Willis Tower Watson	1
12	Nahar Medical	8
13	BigBasket (thru GTT)	20
14	Purplle	12
	Interpreters	<b>5</b>
	TOTAL	

## Prospects:

Global Talent Track

Miracle Couriers

Godrej Hospital















# Success Stories





















# Success Stories











# Upcoming Projects

- Train 500 SHIs on
  - Hair Care
  - Skin Care
  - Beauty Care
- State of the art training centre
- Total Project Cost: Rs.1.5 Cr

**Inviting Corporates to donate  
Rs.9L to sponsor One Batch of  
30 Candidates**

# How you can help

Livelihood - Recruit SHI Employees

CSR Corporate Donation

Individual Donation

**Your Donations are tax exempt under Sec 80G**

**Donate at: <http://ekalavya.foundation>**

An illustration in a traditional Indian style showing a bearded guru on the left, wearing a white dhoti and a necklace, pointing towards a student on the right. The student is also shirtless, wearing a brown dhoti, and is in the process of drawing a bow and arrow. The background features rolling hills and a warm, orange-toned sky.

# Thank You

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