

# Skill Development And Social Inclusion In Enterprises

**Shanti Raghavan**

Founder, EnAble India

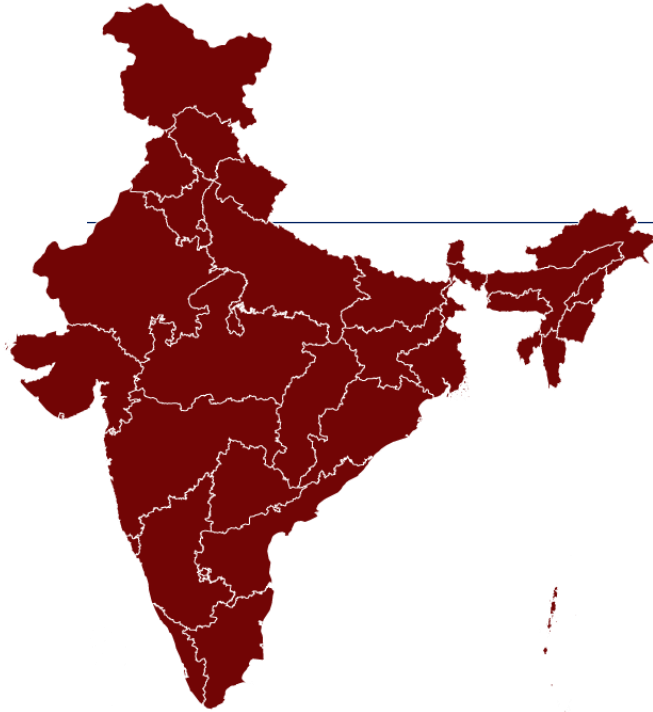
Ashoka Fellow | Schwab Social Innovator | World  
Economic Forum Speaker



# Enable India's work aligns with the United Nations **SDG** (Sustainable Development Goals)



# Enable India Impact



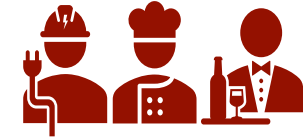
**50 centres** across **15+ states**,  
Touched **1050 locations** in **28**  
states in India



Knowledge transfer to **Ethiopia**,  
**Sweden**, **Mauritius**, **Chile** +  
**25 countries** (Discovery Awards)



Open Labor Market



Entrepreneurship



Self-employment



Govt./PSU employment



Group employment



Outsourced work

Impacting livelihoods across **19**  
**disabilities**

Worked with **800+ companies**  
Impacted **4,00,000** stakeholders and **75000+** persons with disability  
*Scale also through **Open source platforms\***, **models**, **frameworks***

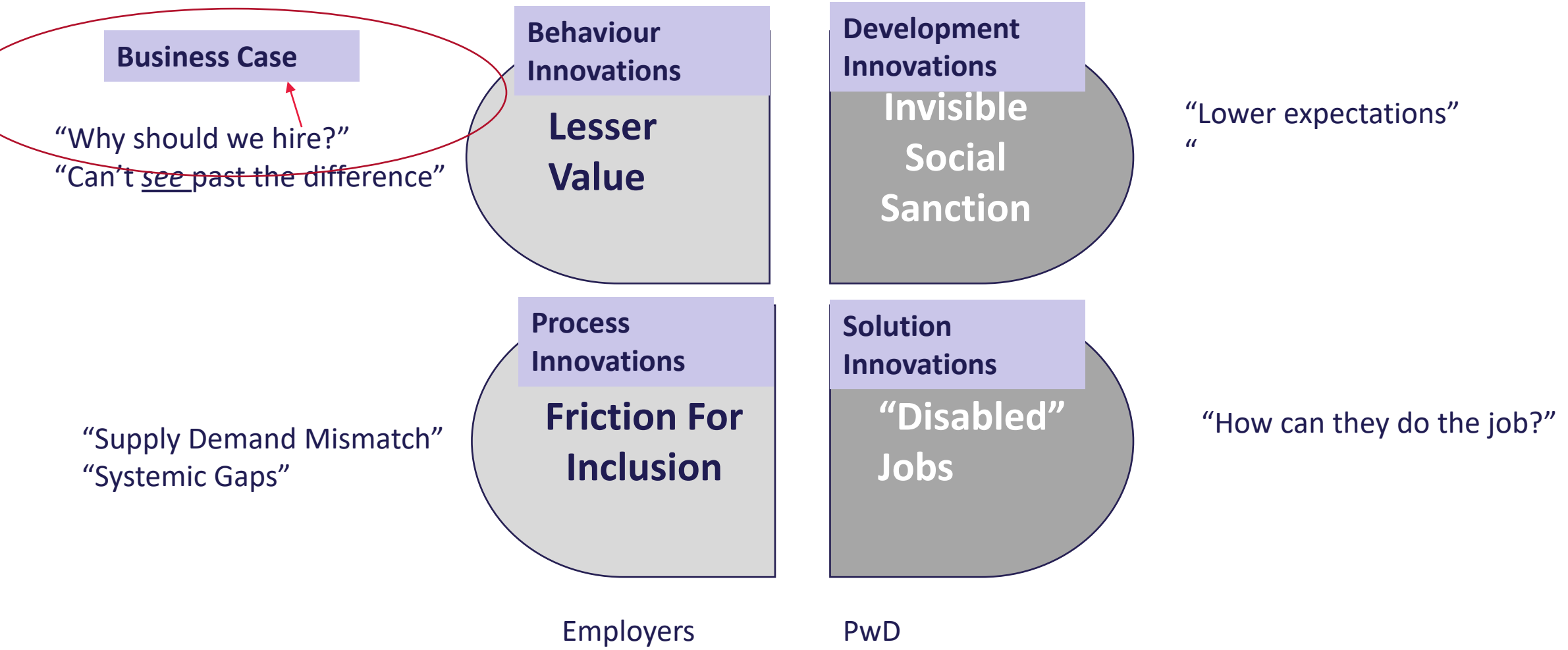
*\*visitors from 100 countries*



*What will you pay a person  
who cannot move any part of  
their body*

# Transformation Framework

## *Through Innovations On Insights*





# Business Case: Lens Of Value



**1. For their talent and diversity**



**2. More solution oriented**



**3. Bar gets raised**



**4. More inclusive**



**5. More competitive**



**6. Motivation**



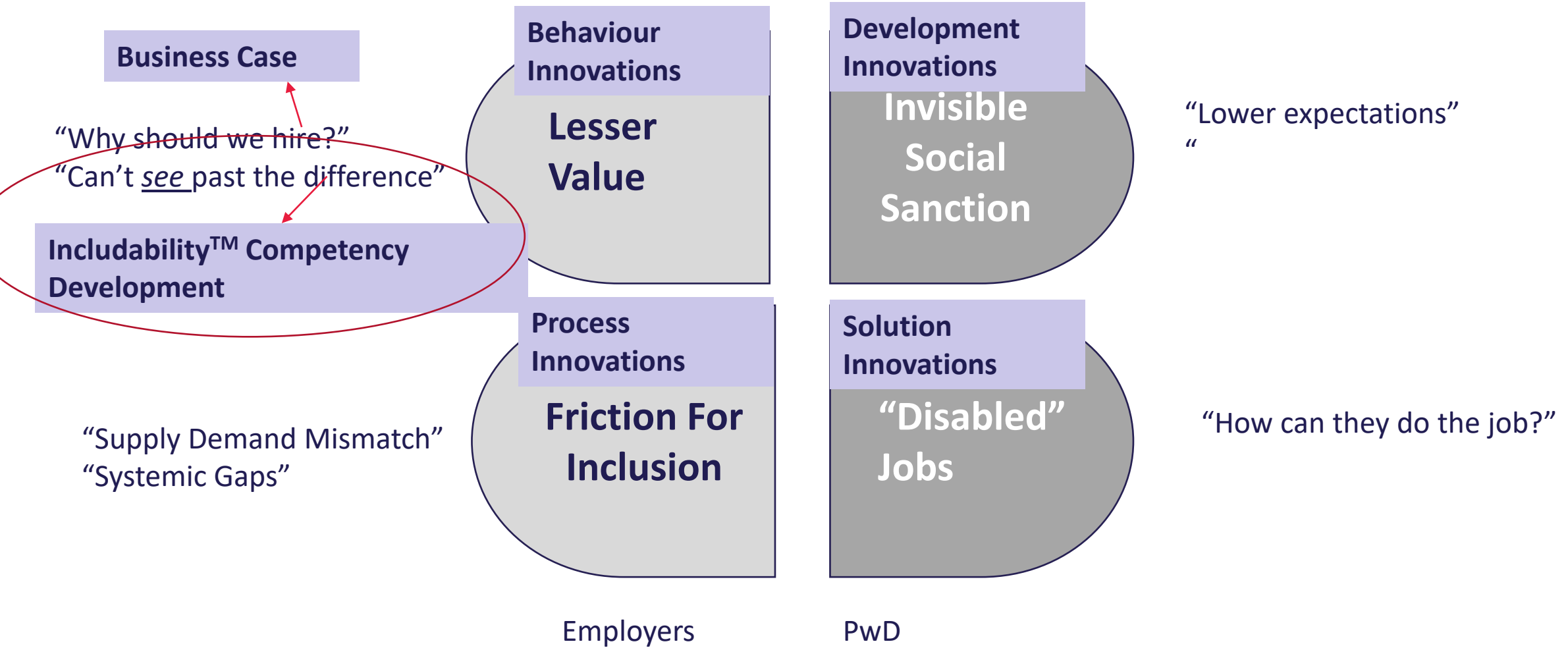
**7. Corporate social responsibility**



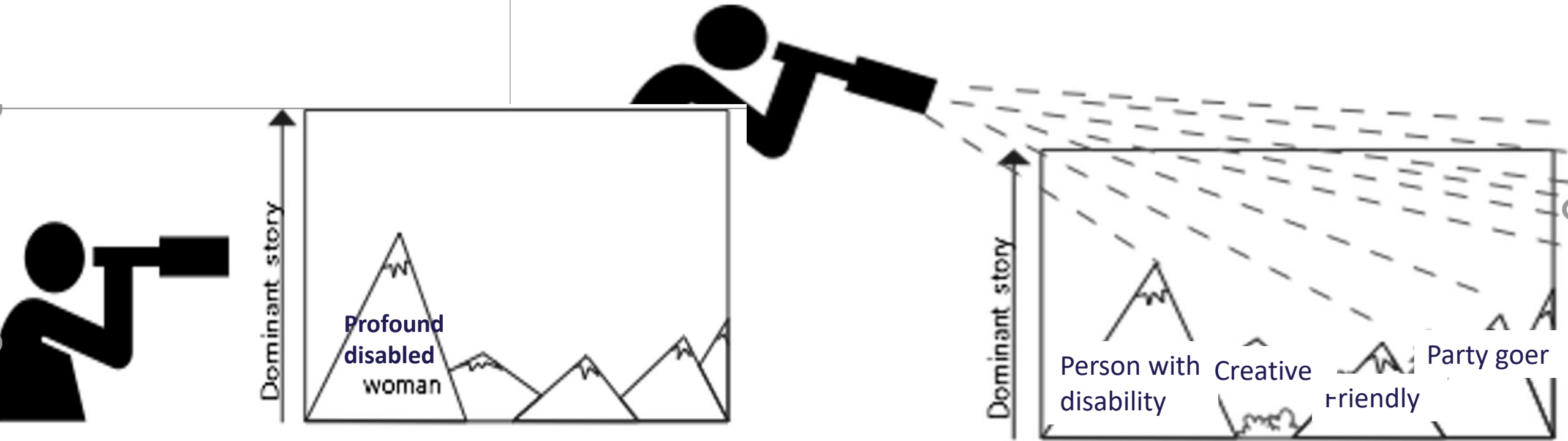
**8. Quality of life**

# Transformation Framework

## *Through Innovations On Insights*



# Includability Competency Development: Normalize Differences



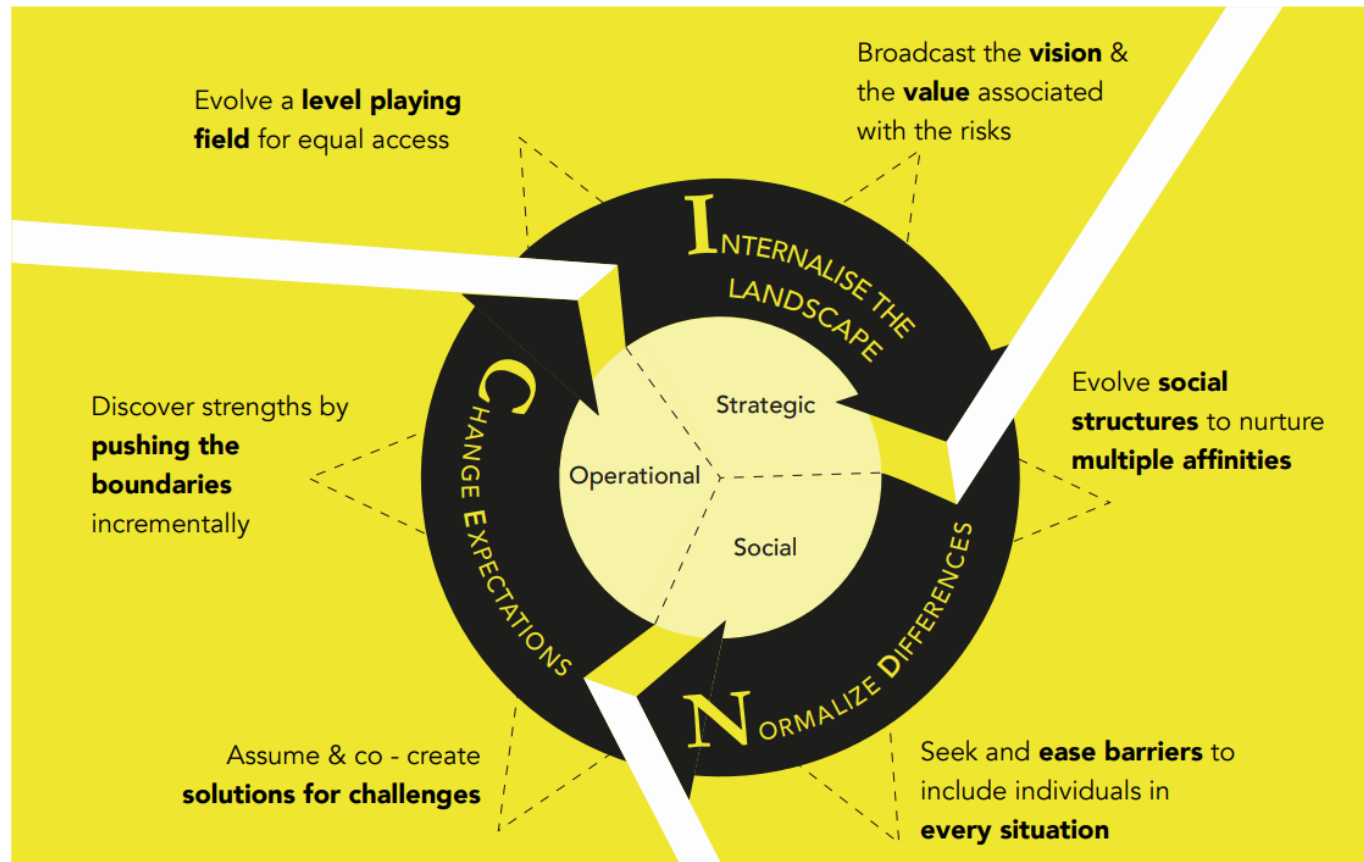
DOMINANT STORY – person with disability, difficulties, challenges.

Multiple stories make us more comfortable



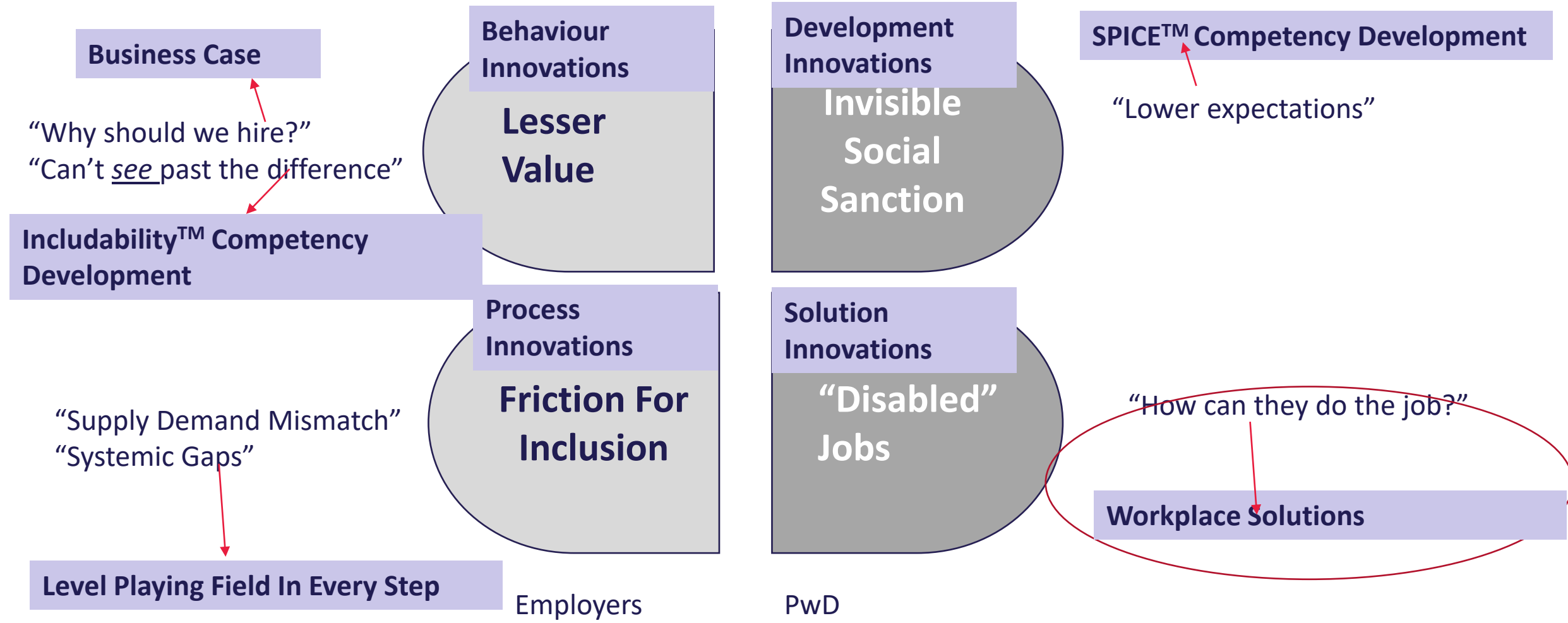
# Includability Competency Development

## ■ Includability Quotient



# Transformation Framework

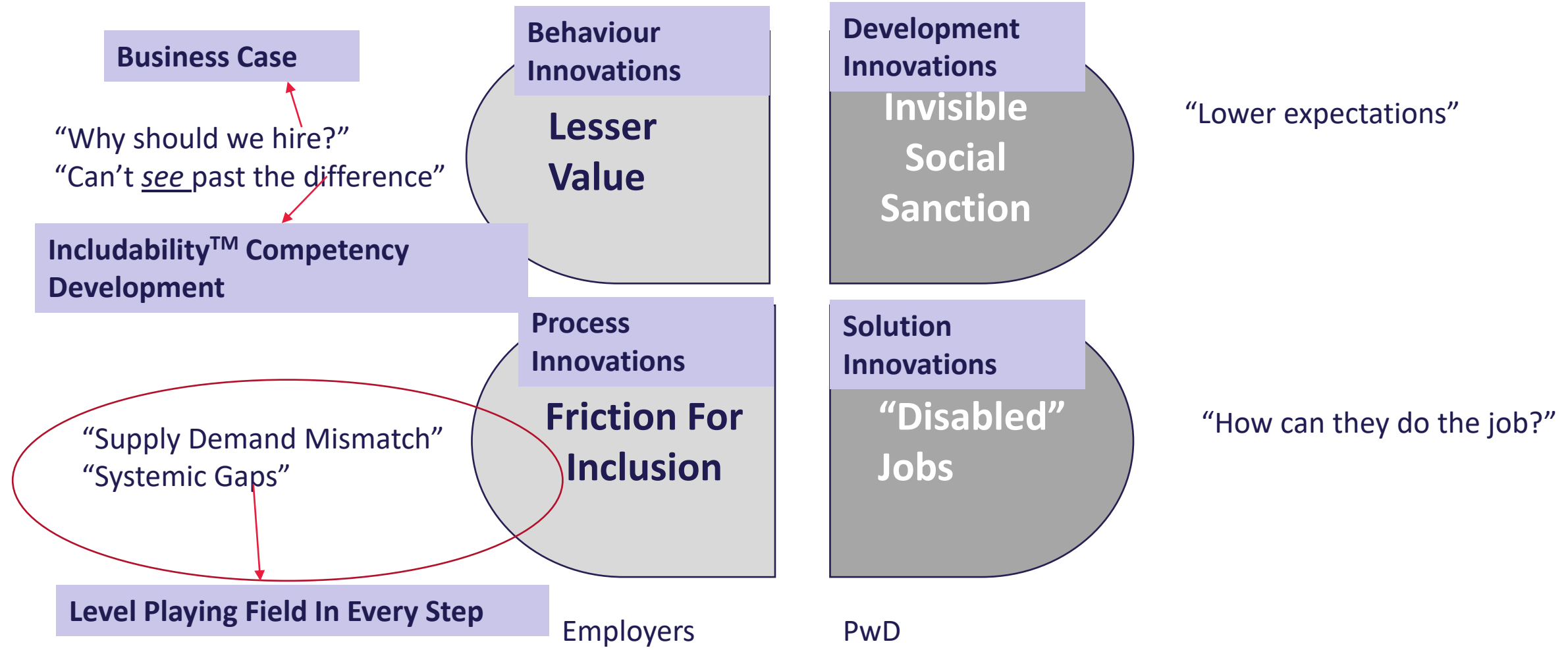
## *Through Innovations On Insights*





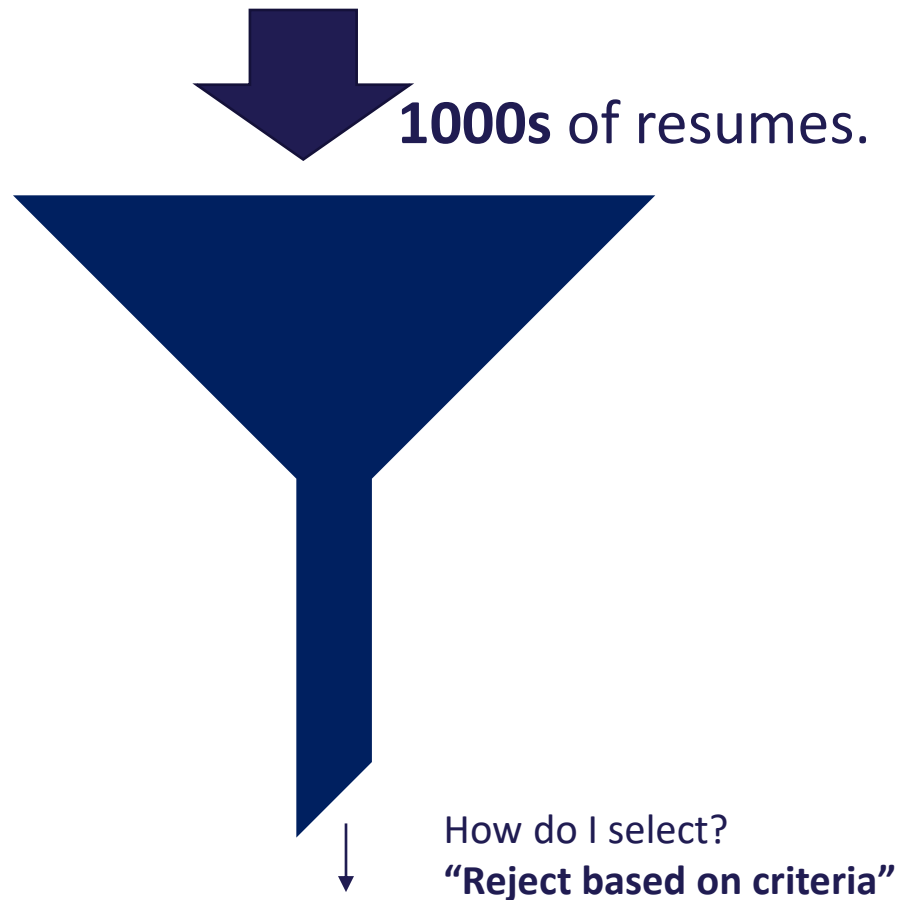
# Transformation Framework

## *Through Innovations On Insights*



# Level Playing Field - Selection Not Rejection

## General Hiring



## Disability Hiring



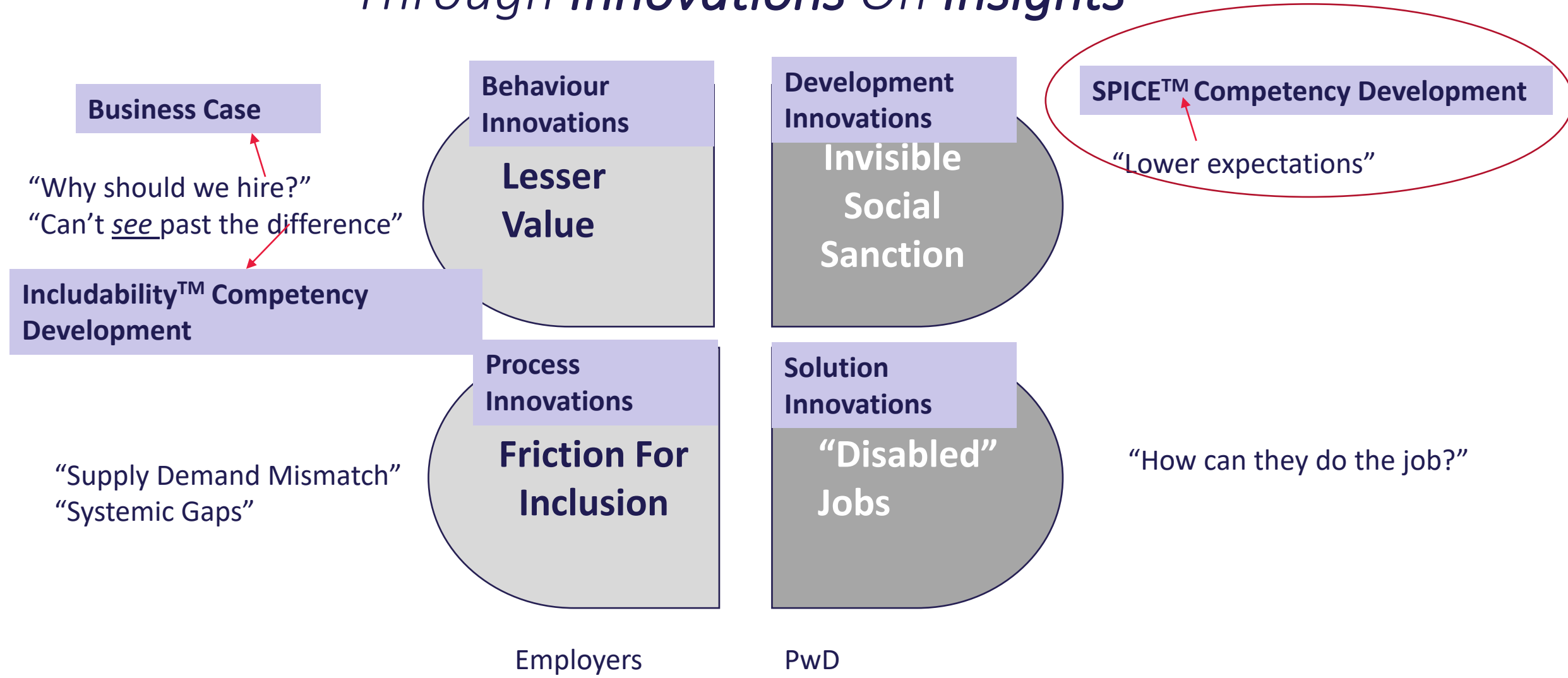
# Level Playing Field



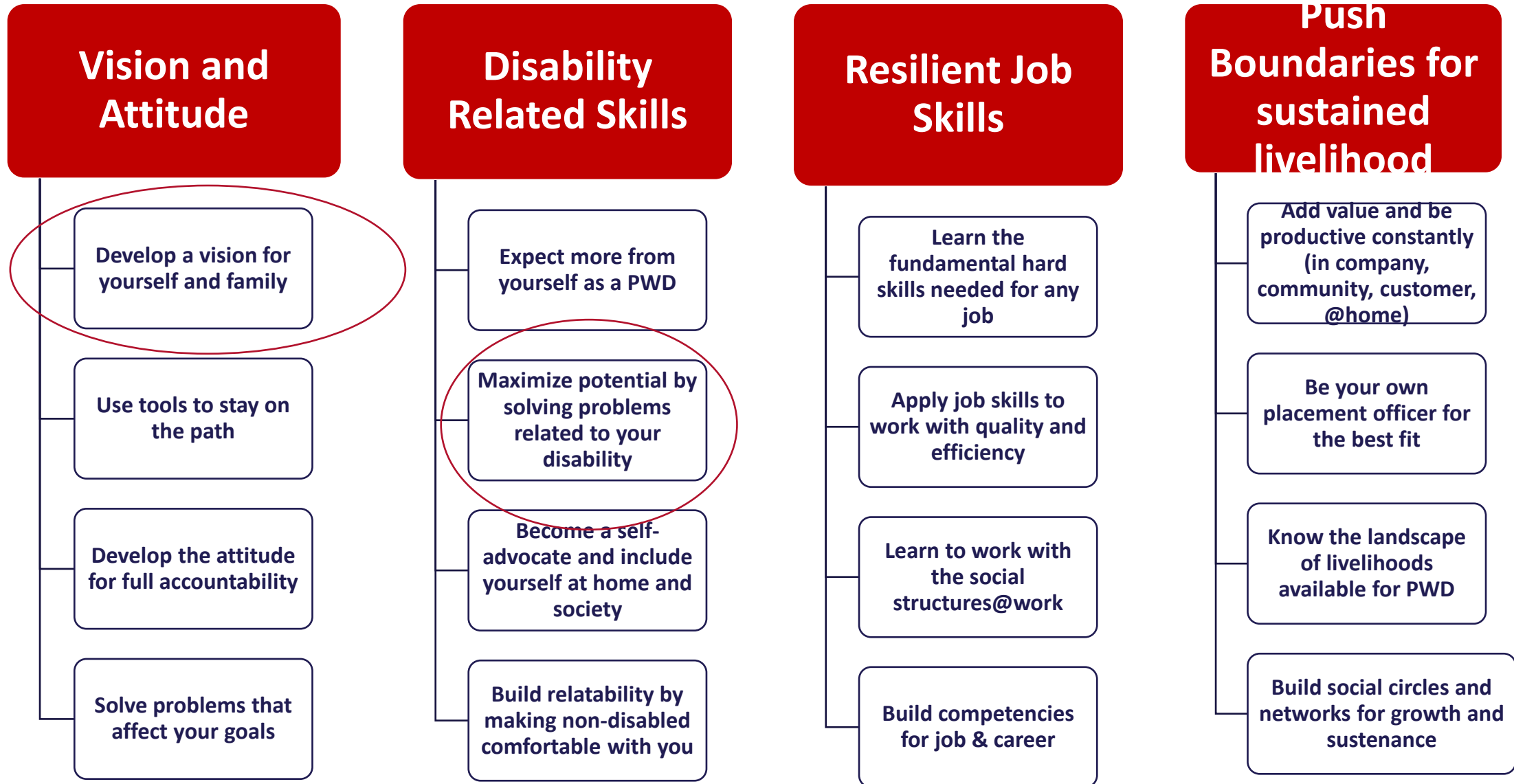


# Transformation Framework

## *Through Innovations On Insights*



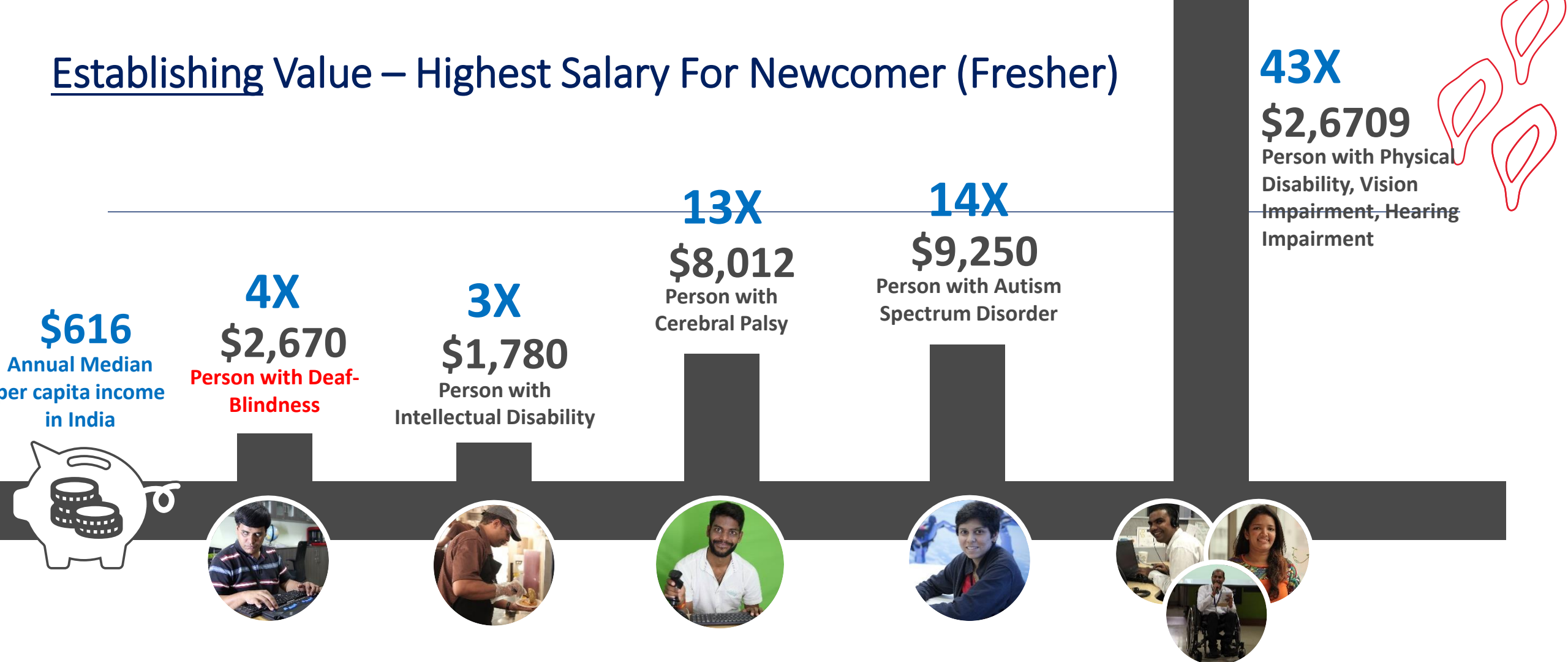
# SPICE™ Competency Development



**Employability** competency framework comprises of **four guiding principles** and **15 practices**.

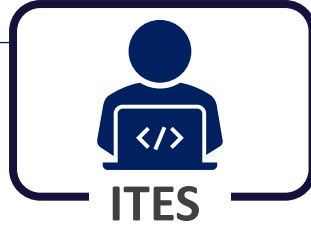
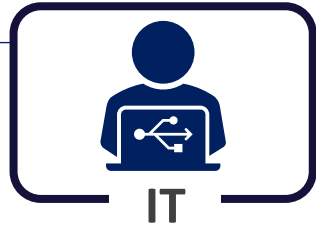


# Establishing Value – Highest Salary For Newcomer (Fresher)



51% of companies hiring **severe sensory** and **multiple disabilities**

# Across Sectors: 30 / 300+ Type Job Roles (Skilled/Manual)

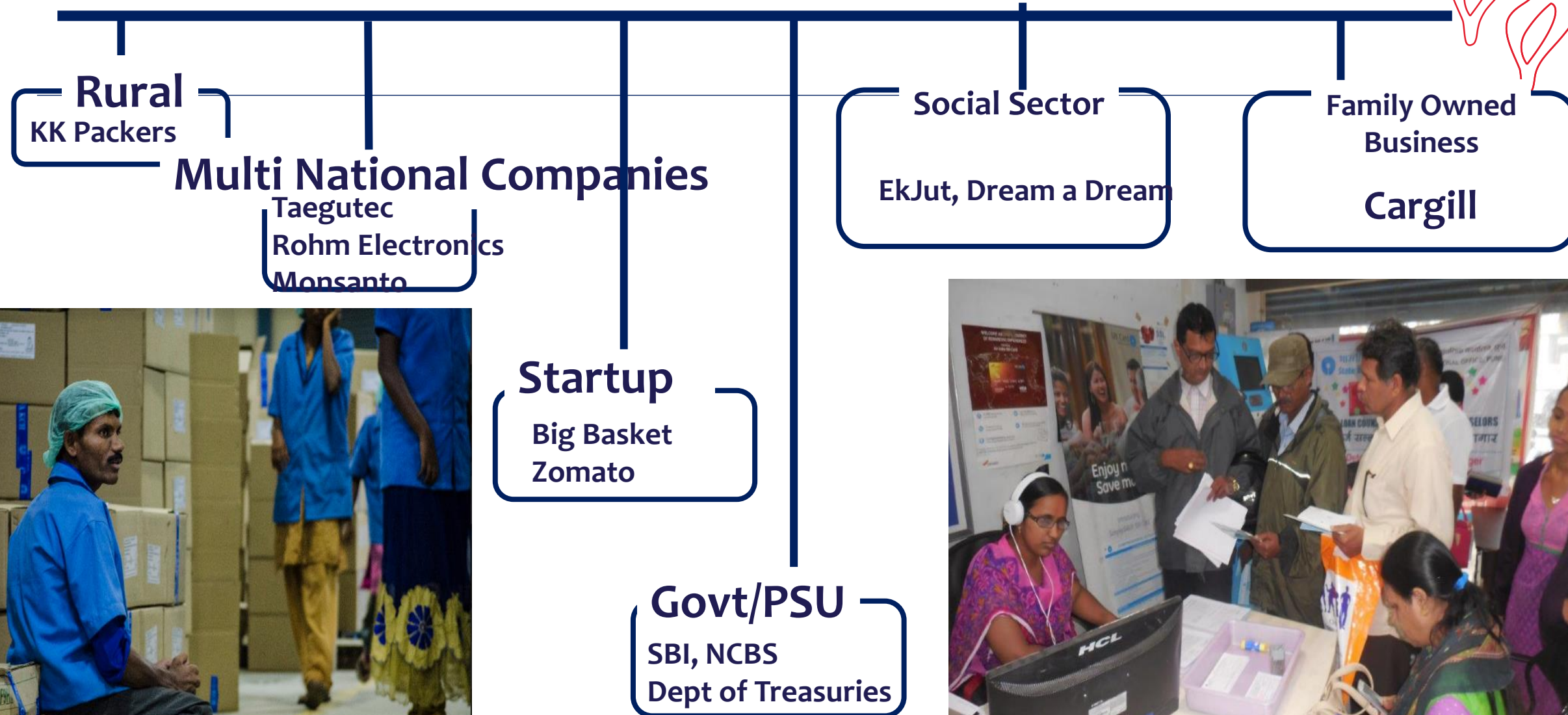


# Senior Leadership With Disability

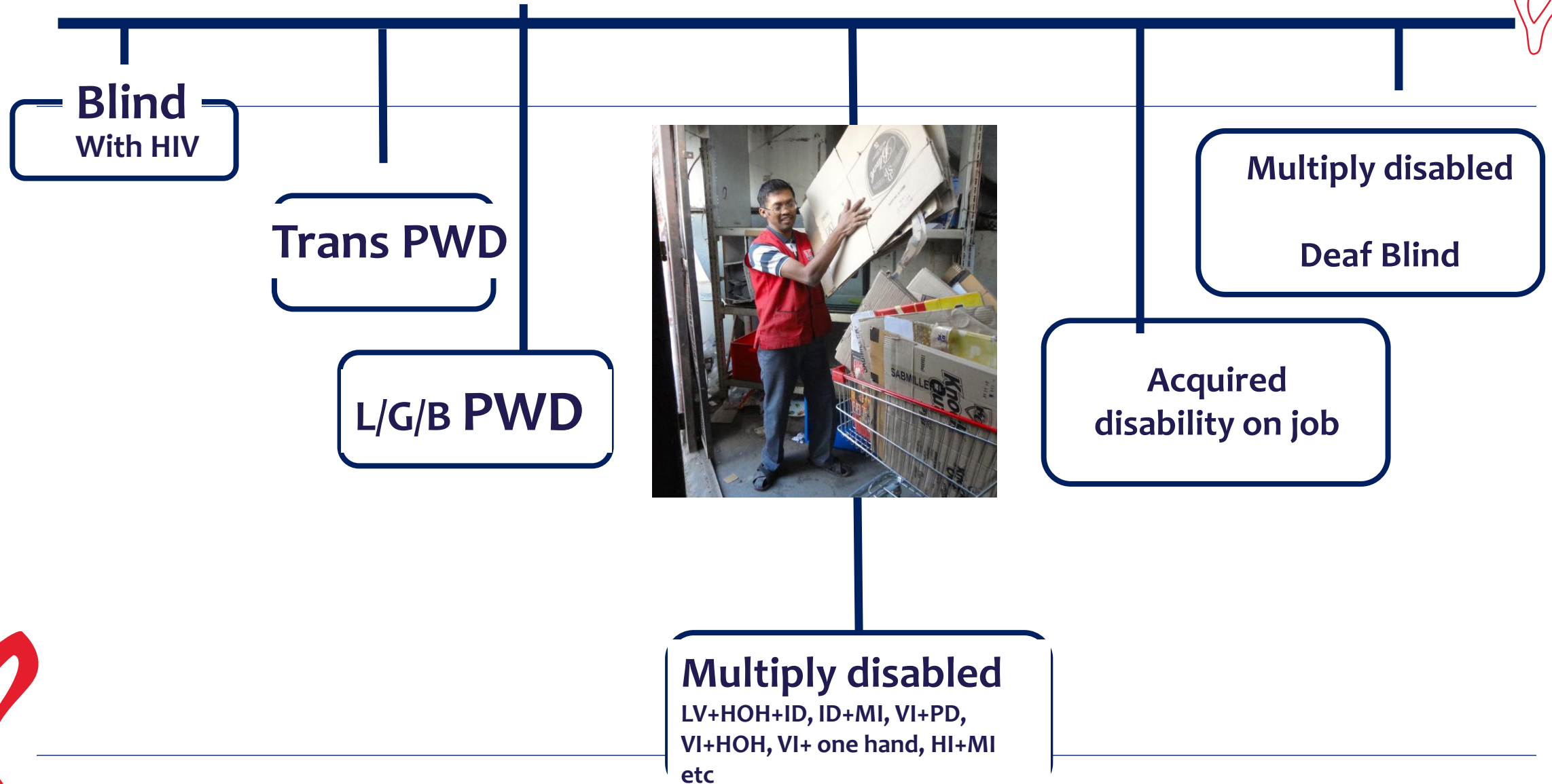




# Mainstream Career Across Types of Companies



# Mainstream Career Across Types of Roles, Disability, Complexity





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# Narrative shift :

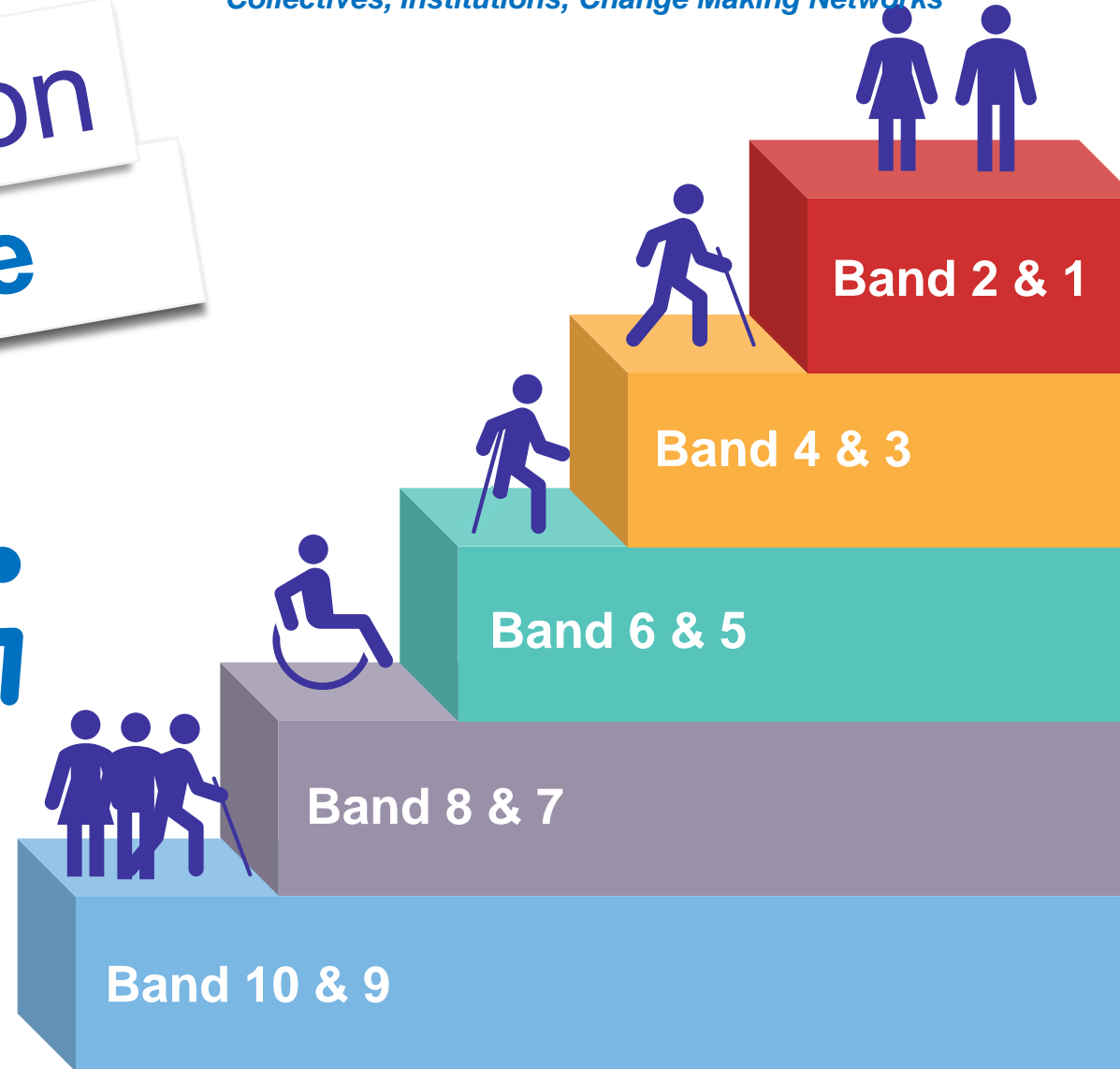
PwD are productive employees, taxpayers,  
volunteers, active citizens and change makers



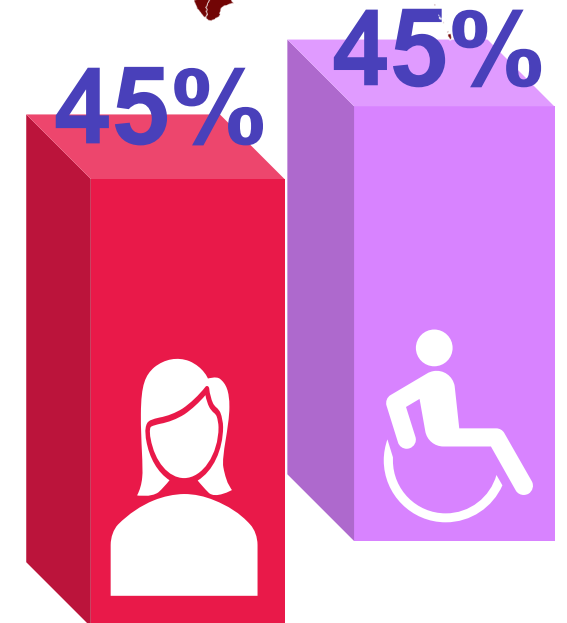
# How are we organized

*Collectives, Institutions, Change Making Networks*

organization  
Structure

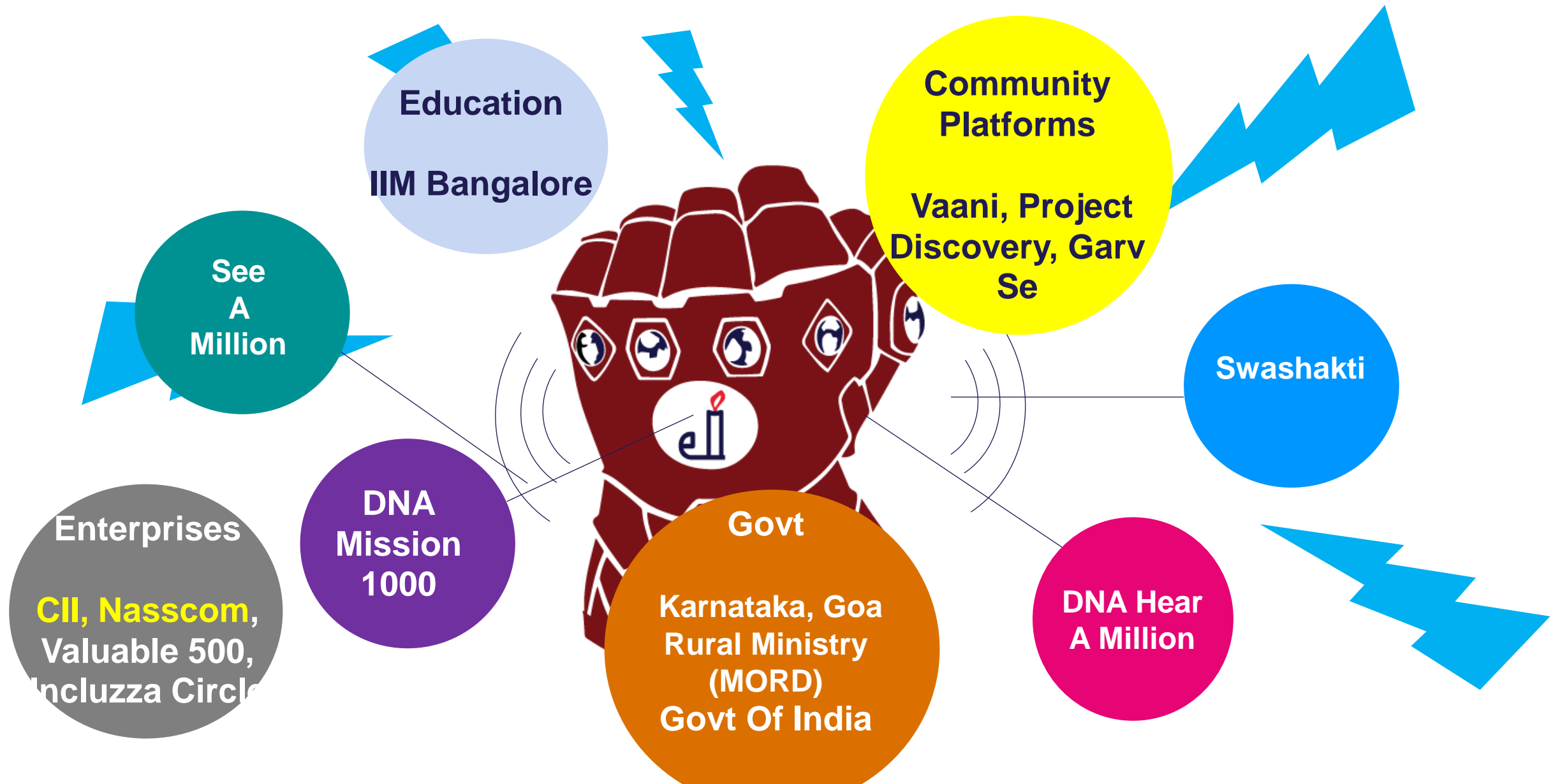


EnAble India  
is run by Exec  
Directors  
With  
Disability



# How are we organized: Collectives/Partnerships

*Collectives, Institutions, Change Making Networks*





# #Mission1000

1000 Opportunities. 1000 Lives. 1000 Days.  
For Persons with Severe, Developmental and Multiple Disabilities.



Owned by Companies | Driven by Disabilities NGOs Alliance | Led by Enable India



**1915+**  
persons with severe,  
developmental and multiple  
disabilities benefited



Salary upto  
**Rs. 3,50,000**  
p.a.\*



**35**  
Job Roles  
opened up in  
**11**  
sectors

he candidates could choose from 2307+ opportunities provided by 25+ companies.

\*70 persons with intellectual disabilities, autism spectrum disorder, deafblind, cerebral palsy, learning disability, psychiatric disability, traumatic brain injury in mainstream companies.

The job roles include office admin, café management, car washing, Editorial data specialist, Associate technical specialist & project coordinator. Sectors: BFSI, F&B, Hospitality, Retail, Manufacturing, IT & Digitization, ITES, Mass Media, Banking Service sector and Non-Profit.



# Project: Blind women for women empowerment as para health workers – Medical Tactile Examiners For Detecting Breast Cancer



1 woman dies every  
8 min in India due to  
breast cancer



# For Donors – Food For Thought



**Promote**  
Alliances



**Encourage** Multi  
year Missions



**Provide** Risk  
Capital



**Provide** Shared  
Services



**Enable** Co Creation  
(Using Frameworks)



Build the **tangible**  
“to see it”



**Work on systems**



# Social Inclusion Impact



**56% PRIMARY BREAD EARNERS\***

**81% supporting their families in urban\***

**70% supporting families in rural areas\***

*\*Enable India Survey*