ANNUAL REPORT
2015 - 2016
The year 2015 started off in a new initiative with the Government. One that gives much hope to the PwD sector. Under the Prime Minister’s Skill India Campaign a special body was set up to bring the millions of differently-abled youth into the mainstream through accessible trainings/assessments, certification and employment. The Sector Skills Council for Persons with Disability (SCPwD) was set up early in 2015.

We are on board as the subject matter expert on Deafness- training methodology and skill mapping of job roles for Deaf youth.

This certainly is an exciting moment for us as this is the first time that Govt. accredited vocational skills trainings would be made accessible to Deaf people through the medium of Indian Sign Language.

This year we initiated the Training the Trainer project with a multi-disability school in Noida. 25 teachers and Special Educators of the school were taught Indian Sign Language over a period of 2 weeks. Response from their students post this training has been very encouraging. This is the way forward for us and we are hoping to reach out to at least 2 schools every year to empower the teachers of the Deaf in different schools and help make education accessible to the children.

The employment scenario is slowly opening up though scaling up continues to be a challenge - mostly because job roles mapped to the Deaf skill sets are few and many companies are still nervous about employing such youth. The other reason is also the refusal of the youth to take up certain jobs due to unrealistic expectations and family pressure.

As part of the larger vision of collaborating with the Industry to mainstream our students we started sensitising corporates about the community and explained the value add of having such candidates on board.

We also conducted Parent Teacher meetings in an effort to bridge the gap between Parent and child and also to help them understand the ground situation vis-a-vis employment.

I am happy to share that these efforts have borne fruit and over 1200 youth have been placed in different sectors of the Industry with more than 200 employment partners.

We continue to strive to fulfil our mission with the support of many individuals and Foundations who have helped us with funds / grants and even gifts for the students. Thank you so much.

Ruma Roka
Founder, NDS.
INTRODUCTION

The Vision of Noida Deaf Society is to mainstream the Deaf people into the community through specialized vocational programs leading to gainful employment.

Our Mission is to focus not on the disability but the ability of the Deaf! For NDS believes that the Deaf can do everything except hear. We provide vocational training to the Deaf to enhance their employability quotient and enable them to become contributive partners of society.

The year 2015-2016 will be remembered at Noida Deaf Society as a year of partnerships and collaborations both with Govt initiatives and the private sector. The Sector Skills Council for People with Disabilities (SSCPwD), The Hans Foundation, Blue Dart, V.V Giri National Institute of Labour, Amity University, Sardar Patel Vidyalaya, Lemon Tree Hotels are some of the names worth mentioning, who with their pioneering efforts, came forward with institutional partnerships, employment initiatives, knowledge partnerships and funding opportunities.

NDS made pioneering history on 31st March 2016, when SSCPwD rolled out the RPL (Recognition of Prior Learning) assessment, for prior employed youth in the IT/ITes Sector for the Data Entry Course for Hearing Impaired Youth. This was a landmark day where the importance of Sign Language was accepted, acknowledged and implemented on a national platform for Hearing Impaired youth.

Noida Deaf Society organized structured Indian Sign Language courses for employees at Swayam – a Delhi based NGO and for members Sector Skills Council for Persons with Disabilities (SCPwD) and for the HR staff at Lemon Tree Hotels in New Delhi and Teachers from Mata Bhagwati Chandha Niketan. Such are indications of the gentle winds of change blowing in India towards more inclusivity in all spheres of society.
THE LIGHT HOUSE

Furthering the vision of being a Light House, NDS has come a long way when it comes to giving back to society. Be it in the form of successfully creating a pool of Deaf Trainers as role models for the community, creating Visual Curricula, Promoting Indian Sign Language. In this decade long journey NDS has impacted the lives of over 4500 Deaf youth and children on one hand and supporting the employment of over 1224 candidates hailing from across the country.

PROGRAMS

Key Boarding Skills (Level 1, 2 and 3) : This year, in the last quarter, we introduced this program (level 1) among the students of supplementary education as there was a huge demand for the same. Key Boarding Skills: Different levels of this program cater to the new learners coming from socio-economically weaker backgrounds from all across the country. The objective of the program is to develop hand eye coordination, speed and accuracy among the learners.

M.S Office : Computer as a mode of learning is the most sought out for and jobs that involve working in the computer is of great interest to deaf students of NDS. MS word, Excel, Power Point and Internet form the integral part of the course curricula.

Networking and Hardware : The main learning outcome of the said course is understanding the working of the computer and to address any Hardware problems.

Desktop Publishing & Graphic Design : A six monthly course which provided students with hands-on learning and experience of designing softwares like Photoshop, Corel Draw, In Design, Illustrator.

Data Entry Operations : The demand for enrolment into this program is high owing to possibilities of employment in various industry sectors. Advance excel, in the form of various formula, pivot table, V-look up, mail merge are some the key components here.
**Indian Sign Language**: One of the uniqueness at NDS is the training of the students in Indian Sign Language. Deaf are natural signers and we only streamline their signing through structured lesson plans. This course forms the very basis of learning for the students and once they hone their skills, they are able to join other training programs.

**English Communications**: Owing to the prevalent oralist pedagogy in the schools, deaf students are unable to comprehend of what is taught inside the classrooms. The English communication ensures that the students are able to read, write and communicate with the non-deaf counterparts.

**Mobile Repair**: This program vertical was introduced at Noida Deaf Society in 2014. The purpose of introducing this program was to hone the skills of the learners for the booming mobile market and the possibility of entrepreneurship initiatives. The classes consist of theory trainings as well as practical sessions. Hearing Impaired students come to NDS, with various capacities, some of them not having the skills to fit into mainstream jobs or workplace.

**Beauty Culture**: This program vertical was started to enhance the capacities of the students especially girls in order to make them financially independent for future. The skewed gender ratio at NDS bears evidence that the Deaf girls face double discrimination for being a girl and then for being born as Hearing Impaired.

**Enabling Programs**: The enabling programs run for the benefit of the deaf with limited skills seek to develop a strong foundation of language, basic literacy and comprehension. These are the programs that help the subsequent learning and growth of the deaf students. The programs are: Foundation Program: The learners have severely limited core soft skills and lack of confidence. The Foundation program classes provide these students with much needed support and base for learning.

**EDUCOMP SMART CLASSES**: Educomp Smart Classes leverage technology to teach children through visuals and digital modules covering multiple subjects such as Hindi, English, Environmental Science and Maths; making it far more interactive and comprehensible. The advantage being, this is all being taught in the natural language of the deaf community, which is the Indian Sign Language (ISL).

**General Knowledge**: NDS has developed a General Knowledge course for the students with the objective of keeping them abreast with the world.
OVERVIEW OF PLACEMENTS

We are happy to report that 197 Deaf youth were employed in 2015-2016. The process of employment begins with the identification of the candidates as per the requirement and skills needed. The next step involves taking the candidates for interviews. On the Job Trainings are then conducted for the candidates selected.

We have successfully managed to employ candidates across India especially in 2 and 3 tier cities through retail outlets like MAX.

Some of our employment partners have reconnected with us for re-recruitment, and that is a first-hand proof of the capabilities of Deaf work force.-

Candidates were placed across industry sectors and new departments. Two candidates were taken as caddies for the first time in a five star property in Delhi-NCR. Leela Ambience-Gurgaon.

R Expo-Noida, Minda Sai-Greater Noida, UChicago-Delhi, Daikin Airconditioning India-Gurgaon, Taj Palace Hotel, Taj Vivanta, and Holiday Inn are some of the key employment partners of this year.

Companies such as To B Healthy (food processing), Lemon Tree (Food and Beverage Service), Magic Bus(Data Entry), Earthwatch (Data Entry), Nipman Foundation(House Keeping), Auro Polymers (Manufacturing and Production), HII Insurance (Data Entry), Think Cuticle (Graphic Design), Echoes (Guest interaction, service, billing) have hired the Deaf. We have successfully placed more candidates in PratiKreations, Cunningham Lindsey, Imperial Autos Limited, Max( sales associate), Minda, AeraMax, Reliance, TajVivanta, Shiksha Path, Joost, Growithdotcom, Reliance and Shiksha Path.
Other partners who have re-recruited in this quarter include Crowne Plaza, Holiday Inn, Needs 24, Spiral Product Design, InfoPro World, Radisson Blu, Café Galley, UP Ceramics, and ITC Sheraton among others.

A new employment initiative started by NDS, to foster entrepreneurship and provide the deaf youth with an opportunity for self-employment, is the ‘Work From Home’ initiative. In this project the youth are required to do data entry work from home. This is a pilot project in partnership with Trytekk Solutions. We made a new employment partnership with Minda Furukawa, which has employed several of our deaf youth in their assembly line.

Workplace Familiarization

As Part of the training curriculum, the NDS students were taken on exposure visits to Kempinski Ambience Hotel, Hotel Radisson, Minda Furukawa, Radnik, Crown Plaza, Leela Ambience, British Council SSC, Lifestyle Stores, Rural Shores, Holiday Inn, MindaSai, TajVivanta, Taj Palace, UChicago, Daikin Air-conditioning India Limited, Lemon Tree Hotel, Radisson Blu and Medi Assist to name a few. These visits give the students an insight into the work involved and to realise their interests & aptitudes, facilitating an effective work transition in the mainstream world.
COWI India (more about COWI can be found at www.cowi.com) did a comprehensive training session in May 2015. The training was imparted with an aim to short list candidates for employment and thereafter employing NDS students after a structured and meticulous interview process.

**Sign Language Workshop at Sardar Patel Vidyalaya**: A four day workshop on Indian Sign Language was held at Sardar Patel Vidyalaya (SPV), Delhi in April 2015. A deaf trainer taught basic Sign Language and the program culminated with a presentation of a mime and the silent national anthem at Noida Deaf Society.

**Teacher Training Workshop**: As part of our long term strategy of creating a pool of trainers well versed in sign language for teaching deaf students in various capacities. For the first such project has been with the multi disability school ‘Mata BhagwantiChadhaNiketan (charitable school for children with special needs)’. A five week, 70 hour training session was held at NDS.

A team of 13 teachers from an NGO named Kiran Society, Varanasi visited NDS and took part in a basic Sign Language Session.

Summer Program run by NDS during the summer vacation of government deaf schools in May and June got an enthusiastic response. Large number of school going students used this break to come and learn at NDS.

**Collaborative Trainings**: Earthwatch Institute India works in the field of Scientific Research, Education and Skill Development on issues ranging from Environment to Ecosystem Services, Water, Sustainable Agriculture and Energy. In collaboration with Noida Deaf Society, Earthwatch Institute India has developed a module on experiential learning program for hearing impaired youths on various environmental issues.

**Capacity Building of Teachers and Trainers**: On 28th September, staff from all NDS centres participated in a workshop at U Chicago Centre, New Delhi. The activity based learning emphasized on developing team spirit, sharing, developing common goals, and vision for the organization.
CAPACITY ENHANCEMENT THROUGH LIFE SKILLS WORKSHOP

On 23rd December, a workshop on Life Skills for Civil Lines students was held at NDS highlighting the importance of staying focused, remaining motivated and having a vision for the future.

The 5 days course of the “Leadership Academy Program”, of American Express India 2015 aimed at developing emerging leaders who have the potential to become senior leaders in the not-for-profit sector brought 26 participants together from several organizations in the voluntary sector. The final day focused on experiential learning through a visit to an organization who is “Leading Beyond Authority”... and NDS was chosen as an example.

SIGN LANGUAGE SESSIONS AT SSC FOR PWD

Skills Council for Persons with Disabilities (SCPwD) of Government of India approached NDS for initiating a program on teaching Indian Sign Language to its employees. To acknowledge and accept sign language and its significance in a deaf context was a breakthrough in its own right. Sign Language has finally become cognizant in developing a culture of inclusion across various industry sectors and in making proactive contribution in skilling India in the long run.

As part of the World Disability Week, British Council Shared Services Corporation organized a sign language session for their staff on December 2nd.
On 14th December, Ms. Malvika Saraogi, Chair of the unit of Young Indians in Dayal Singh College, Delhi University visited NDS along with 17 students. As part of the visit, the students attended an hour long session on Sign Language facilitated by one of our trainers.

In January 2016, renowned Deaf academician Dr. MadanVashisht visited NDS and addressed the students through a presentation; motivating and encouraging the students.

On 28th January a day long workshop on Life Skills was held at NDS. The purpose of the program was to impart trainings on issues such as relationships, professional etiquettes and various social issues.

**Sensitization and Awareness Generation :**

On 10th September Government employees from 17 different countries undergoing training at the V.V. Giri National Labour Institute visited NDS and learnt about the approaches and the processes involved leading to the skill development and empowerment of these invisibly marginalized students.

The team from Leela Ambience hotel, Gurgaon underwent a training on Indian Sign Language for better communication with their deaf colleagues.

**Involving the parents:**

34 parents of the students of our primary section attended the PTM held on 30th of November. The purpose of the meeting was to create a connect between the wards and the parents and bridge the existing chasm of communication with the use of sign language.

For the first time a Parent Teachers Meeting for all the programs at NDS Noida was held on 15th December. More than 90 parents and many more students participated in the day long program. Ruma initiated the sessions by addressing the parents and sharing with them the challenges and concerns that are often faced by both the children and the parents as they lack any common medium of communication. Teachers, Parents and Students participated in the interaction that was aimed at understanding the potential, sharing their academic progress and general counselling.
The Virsa Project :

On the 30th April & the 1st May, a special photography session was scheduled for our students at NDS. The facilitators used photography as a medium to understand & appreciate India’s rich cultural heritage.

On 13th October NDS organized the Teacher Training Session conducted by Ruma for our deaf trainers. The objective was to reinforce values such as leadership, patience, vigilance, sharing and passion which are prerequisites of being a good trainer.

The NDS-Earthwatch initiative on ‘Best out of Waste’ Programme was held on 27th October at NDS premise in Noida. The focus of the programme revolved around the principle of sustainable waste management i.e. Reduce, Recycle, Reuse and Refuse. This program is aimed at generating awareness on environmental issues and sensitizes the participants about water, nature conservation, pollination, health & hygiene, changing climate, waste management, water conservation etc. towards developing a culture of environment friendly behaviour leading to actions necessary for environmental sustainability.

Community Mobilization :

Mobilization remains an integral part of the long term vision of NDS. It is the key to enabling and mainstreaming the deaf community. As part of us being the light house to the community, we want to reach out to the maximum number of deaf youth in the country. The drive covered states such as Bihar, Jharkhand and West Bengal. There after many deaf came to our centre and enrolled in different courses.

A number of donors and like-minded organizations visited NDS during the year. The purpose of these visits ranged from monitoring, learning the best practices of NDS, collaborative trainings and networking. Some of the organizations visiting NDS were: Axis Bank Foundation, Azim Premji Foundation, Concern India Foundation, Earthwatch Institute, V.V. Giri National Institute of Labour, Star Key, Sector Skills Council for People with Disabilities and Tech Mahindra Foundation.

Visit at NDS :

Sopra, a European leader in digital transformation visited NDS on 13th April 2015. The team visited NDS to understand the work of NDS, its programmes and Pedagogy.

Accenture is a multinational management consulting, technology services, and outsourcing company. On 14th April representatives from Accenture visited NDS to understand our work ethics and how NDS has challenged the prevailing stereotypes in professional work spaces.

Mr. Pierre De Rancourt, Managing Director, COWI India Pvt Ltd, accompanied by his team visited NDS on 11th May 2015. The COWI team did an interactive session with the students to understand their skills sets, qualification level and aspirations.

A team of 13 teachers from an NGO named Kiran Society, Varanasi and 14 students and 3 teachers of Carl-Duisberg Gymnasium, Wuppertal, Germany and Nehru World School, Ghaziabad visited NDS. As part of the visit they took part in a basic Sign Language Session.
Amity Institute of Rehabilitation Sciences organized the National Conference on Skill Development: A Dynamic Approach towards Inclusive Society for Persons with Disability at Amity University, U.P on 20th & 21st November 2015. Sharing her knowledge and expertise on the topic, “Vocational Curriculum Employment and Employability: Sensory Impairment Perspectives” Ruma laid emphasis upon the skilling and employment of Deaf youth - the challenges and the need for changing perceptions in society for mainstreaming of these youth.

THE SHIFT SERIES is a catalyst for people to transcend personal and social barriers, creating opportunities that inspire passion, encourage innovation and out-of-the-box thinking through conferences, learning experiences, on-line workshops and digital media. Ruma talked about the prevalent biases regarding the employment of deaf youth and showcase how these youth have been proving themselves as capable as any of their hearing counterparts.

A training programme on “Promoting Skill Development for Women Workers from North Eastern States” was conducted at VV Giri National Institute of Labour, Noida from 28th to 31st March, 2016. Ruma spoke on “Enhancing Employability of Persons with Disabilities through Skill Training: Experience of Noida Deaf Society.” Among the 35 present there were trade union leaders, government officials, representatives of NGOs imparting skills training and other social partners from North Eastern states.

On the occasion of International Women’s Day on 8th March, 2016; Ruma took part in a talk with over 200 employees of Ericsson India and spoke about the genesis of NDS and its journey of 11 years. In this motivational speech, Ruma shared about her dreams and how she realized her dreams by believing in the Deaf community and kept on reinforcing her belief that youth with hearing impairment can contribute proactively to our economy.

In continuation of the series of workshops on “Towards an Inclusive Society” a report and discussion was held on Friday, 16th October at U Chicago Centre in Delhi. Ruma’s participation and feedback was crucial to further fine-tune the thinking and efforts towards scaling up employment of the differently abled in mainstream jobs.

In April ABES Institute of Technology celebrated the 50 years of its computer science department. On this occasion, Ruma was invited to talk about innovations in training & development focusing on the deaf community. She gave an insight on the challenges & abilities of the deaf community & how NDS has imparted computer based technology and facilitated in broadening of the horizons deaf youth resulting in employment in various IT/ITeS profiles.
Working in tandem with Government of India: Ruma has been invited to become a member of the Governing Council Sector Skills Council for People with Disabilities (SSC for PwD). This is a new Government initiative to bring persons with Disabilities into the mainstream through Skilling, Evaluation and Employment. The Council has been set up under the aegis of Ministry of Skill Development and Entrepreneurship and Department of Disability Affairs and NSDC to bring together experts in the field to create suitable curricula, set up evaluation processes and open up employment opportunities through Public Private Partnerships.

Workshop on Inclusive Employability: Ruma was invited to a workshop on 17th July to participate in a focused group discussion and share the best practices for inclusive employment of the differently-abled in the hospitality, retail and travel sectors. The workshop was aimed to create a platform for sharing of experiences and designing practical solutions to significantly up the ante on the level of inclusive employment in select sectors. The workshop was organized by Skills Council for People with Disabilities.

Fun and Frolic and NDS: A T20 cricket tournament organized by Aligarh Deaf Society in March 2016, Noida Deaf Society cricket team, “NDS Tigers” defeated teams from Faizabad, Meerut, Agra, Aligarh, Lucknow, Bulandshahr, Moradabad to emerge as winners.

NDS students participated in the creative enquiry walkthrough around Satish Gujral’s exhibition organized by Flow India held in Indira Gandhi National Centre for Arts, Delhi in February 2016. The young students were inspired by the work of Mr. Gujral, who is also hearing impaired.

Art & Craft Sessions: An Art & Craft session was organised for the students as part of the summer program. The students learnt to make various decorative items with paper and waste material. This also served in enhancing their cognitive faculty and improving hand-eye coordination.
CELEBRATIONS

Founder’s Day: NDS completed the decade long journey on 13th June 2015 and celebrated the day with much fanfare. The entire program was conceived and prepared by the deaf students as well as trainers. It is their way to express appreciation to NDS and their joy in being part of the learning and development that NDS stands for. The event included a cultural program presented through a mime and a dance performance. The students who graduated from NDS IT vocational training programs were certified by The NIIT Foundation. The gathering was addressed by Ruma who iterated the need for change and become equal partners of development in mainstream society. The program was attended by over 500 students and alumni of NDS. The District Magistrate-Noida, Mr. Nagendra Pratap Singh also addressed the students exhorting them to remain positive and not to think of themselves as ‘disabled’ in any way and expressing his belief that the deaf youth could contribute to India’s growth through learning skills and finding suitable employment.

Annual Felicitation Ceremony: Noida Deaf Society celebrated Annual Felicitation Ceremony on 27th February 2016, to acknowledge and applaud the graduating students in the year 2015-16. The students were felicitated for successfully completing courses like MS Office, Desktop Publishing and Graphic Designing, Hardware and Networking, Mobile Repair Training and Beauty Culture Training. The program was attended by our esteemed Chief Guest, Ms. Syeda Imam, Award Winning Communications Professional, Guest of Honour, Shri. N.P. Singh, District Magistrate, Gautam Buddha Nagar, Mr. Pierre De Rancourt- Managing Director, COWI India (P) Ltd., Mr. Arvind Thakur, Chief Executive Officer and Joint Managing Director, NIIT Technologies Limited, Mr. Anup Srivastava, Chief Executive Officer, Sector Skills Council for Persons with Disability, Government of India, Mr. P. Rajendran, Joint Managing Director, NIIT Limited. The highlights of the event were the mime and the dance performance by our deaf students. The guests congratulated the graduating students and encouraged them to excel in their lives. The program was concluded with our Primary Education students signing out the national anthem.

![Celebration Images](image1.png) ![Celebration Images](image2.png)
Independence Day: Independence Day was celebrated with a presentation highlighting the important events and personalities associated with India’s Independence Movement.

Teacher’s Day: Teacher’s day was celebrated on 5th September with great enthusiasm by all our students and teachers. The students took over the responsibility of the celebrations and felicitated all the teachers.

In Solidarity: Walk to Freedom at India Gate was organized by NCPEDP along with other like-minded organizations, to celebrate World Disability Day on 3rd December. People from all walks of life participated in the day long program and showed solidarity towards a more inclusive society.

Events at the Primary Education Centre: Students from Ryan International School, Noida visited our Primary centre on the 27th August to celebrate the Founder’s Day of their school. The visiting students interacted with the school children and also distributed gifts to them. Students from our primary wing participated in an Art Competition organized by UNESCO on 16th November at their Lodhi Road premise. Renowned artist Mr. Jatin Das was one of the judges, who opined, “Art should never be a competition but participation for children to express and put in colour their ideas and perception...” Tokens of appreciation and certificates were given to the participants.

Exposure Trip of Supplementary Students: 35 students of NDS Supplementary Education went on an Exposure Visit to Red Fort in New Delhi on 5th February 2016.

Sports Day: A day of fun and frolic for the primary Education student’s covered with an array of races and games was organized on 16th March. The day culminated with winners getting awards and students getting certificates.
THE SPIRIT OF GIVING - CSR ACTIVITIES

Sensitization and sign language orientation at Adobe Systems: Adobe celebrated the month of April as “Green Month”, wherein, they had organized an NGO Fair. This fair provided NDS with a valuable platform to reach out to the employees of Adobe & orient them towards sign language & sensitize them towards the community. As part of their Corporate Social responsibility (CSR) agenda; STI SaNoH India Limited, a multi-national company based in Greater Noida donated items of daily usage to our outstation learners on 2nd November.

Hotel Kempinski: New Delhi invited our primary school children on 9th November as part of their Diwali Celebrations. The students were delighted to meet the team of Delhi Dynamos of Indian Soccer League. The team participated in a fun match organized with our Primary students.

Adobe: Adobe celebrated the ‘Be involved’ month in July as part of their regular CSR activities. Adobe has shared a long supportive relationship with NDS and NDS has been participating in Adobe events to raise awareness and create sensitization towards deafness and deaf community. The Adobe event was aimed to facilitate communication between the deaf and the hearing groups through interactive games.

Adobe NDS: As part of volunteering initiatives, the employees from Adobe India undertook pro bono project at NDS for our MS Office and DTP students. The MS Office students got an opportunity to learn about advanced level of MS excel. Photography and photoshop training was imparted to the DTP students. Concepts on workplace readiness and work ethics too were shared by the Adobe volunteers. Sessions by professional volunteers provides a good exposure and a different perspective to understand more about the industry standards. The program which was held twice a week started in the month of August and ended on 29th September.

Raghu Rai Centre for Photography: Gurgaon held its Annual Photo Exhibition from 9th-15th September in New Delhi. A volunteer of NDS showcased the photo story named, “Children of a lesser God” based on his series of visits and photo shoots at our organization.

On 22nd December, students and teachers of Amity Global School celebrated Christmas with the students of NDS Primary Wing. In keeping with the spirit of the season, the young students of NDS received Christmas gifts and celebrated the day with cheer and gaiety.
Pankaj Kumar, British Council Shared Services: Hailing from Hamirpur in Himachal Pradesh, Pankaj grew up in extremely challenging economic conditions. His father, also deaf was the sole bread earner for the family of four. He lost his mother during his childhood. He completed his class Xth from a government deaf school in Shimla. His friends led him to Noida Deaf Society. In a span of two years, Pankaj successfully completed many courses. He took a short term data entry assignment provided by Earthwatch Institute, Gurgaon. Pankaj is currently employed as a data entry operator in the Finance Department of British Council Shares Services Corporation. He is grateful to NDS for all the support He is presently preparing for his class XIth examinations and hopes to continue with his higher studies along with being employed.

Shalu Kanojia, U Chicago: Shalu was born deaf and raised in a family of six in Ghaziabad. Her father is a casual employee with Indian Railways. There was no usage of sign language at her home owing to which Shalu was always lacking in confidence. The school she attended also followed oralist method of teaching, making learning very difficult. She joined Noida Deaf Society in 2012 after completing her Xth. On completion of a series of courses at Noida Deaf Society in September 2015, she was selected as a data entry operator at U Chicago, New Delhi. The project was for four months and it was successfully completed in December 2015. Presently, she is pursuing her XIIth and is also honing her skills meant for job-ready candidates and is all set to take on another challenging job.

Nabi Hasan, Compunnel Software Group: Nabi Hasan belongs to a re-settlement colony in Delhi. His father was a road side peanut seller which was unauthorized. His mother took up work as a cook and Nabi started teaching small children from his neighbourhood to support his family. When Nabi joined NDS in May 2009, he found it extremely difficult to cope up as he was brought up in a hearing environment and did not know sign language at all. He worked hard and found his real calling in the world of computers. Nabi’s hardwork and determination paid off when NDS facilitated his placement at Mphasis in August 2010. After giving his best for 5 years he moved back to Delhi and is now working with Compunnel Software group at Noida. Asked about his dream he smiles and signs “I want to build a house for my parents and see them living comfortably. I want to thank NDS for bringing me to this level”.

Rahul Bhola, Daikin AC: Born with a hearing disability, Rahul Bhola went through the agony of not being able to communicate with people around him. Initially going to a normal school was of no value. He shifted to Delhi Gate deaf school at the age of 8 years, but the oralist methodology was difficult to comprehend. Having heard from friends about Noida Deaf Society while in class VI, Rahul enrolled here at the age of 18. With the vast set of skills he acquired; he is now successfully employed with Daikin AC India Ltd. In his own words – ‘I cannot thank NDS enough for everything they have done for me – motivating, guiding and providing opportunities to me’. 
KEY INNOVATIONS:

- Successfully tapped and mobilized deaf youth in rural as well as urban areas and led them to a conducive learning environment at Noida Deaf Society.
- Sensitized training environment with the usage of sign language and Deaf trainers. We follow their Bi-Lingual method which gives a strong language foundation.
- Visual curriculum mapped to the needs of the deaf youth.
- Creating a pool of Deaf Trainers from our alumni led to identifying capable youth to teach and manage programs and support employment initiatives at par with their hearing colleagues.
- Developing social interactions with the outside world with the aim to access gainful employment.
- Frequent parent-teacher meetings to encourage participation in the overall growth and development of the learners.
- Spreading awareness about the Deaf and Indian Sign Language through teacher training programs for academic institutions.
- Capacity enhancement of the team in collaboration with the Industry.
- As a training partner of the Government body of the Sector Skills Council for Persons with Disabilities (SCPwD) Noida Deaf Society has created a national level benchmark for skill Development of Deaf youth.
- Offering employment opportunities to the youth.

CHALLENGES FACED:

- Mobilization of students from outstation is a challenge. Parents from far flung areas would rather have their wards working in the homes than travelling far for learning.
- The oralist pedagogy in the Deaf schools does not result in holistic learning and development of the students.
- Limited job profiles for the Deaf youth.
- Access to education and late learning is a hindrance for jobs having age limit and graduation as basic qualification.
- Soft skills and work ethos is lacking owing to limited communication, social interaction and education.
MEDIA COVERAGE

**NDS on NDTV:** NDTV in their campaign to cover stories of the differently abled, connected with NDS to shoot a video of a deaf person using the metro. One of our team members and a student were featured while travelling in the metro. In conversation, the NDTV reporter enquired about the obstacles and challenges deaf faces while commuting in public transport. The program was aired on NDTV (24X7) on 12th June 2015.

**NDS at Quint video shoot:** Quint (a private media house) invited NDS for a video shoot on IPL matches on 12th May. The video showed two deaf debating in sign language over the possibilities of their favourite team winning the Indian Premier League.

A monthly magazine published by Unifiers Social Ventures Pvt. Ltd, New Delhi called Skilled Catalyst to the Skills Ecosystems; featured a story on Noida Deaf Society titled ‘Soundless Skilled Heroes’. (June 2015, pages : 36-40)

On the occasion of International Women’s Day, a feature on the life of Noida Deaf Society, founder, Ruma Roka was covered in the publication, ‘Women of Pure Wonder’ launched by the Vodafone Foundation, Gurugon. , organized by the Said foundation. The Roli publication also featured journeys of women from across the country that have broken barriers in various sectors and proven the worth of being a woman.
Stree Shakti The Parallel Force (http://stree-shakti.com/); an organization working towards the empowerment of women, presented Ruma Roka with the prestigious ‘Stree Shakti Samman’ award on 9th December 2015 in New Delhi.

Ms. Roka Ruma was awarded the ‘Amazing Indians Award’ in the category: ‘Educators of India’ in a dynamic campaign organized by the Times News English Channel. A series of episodes named, ‘Amazing Indians’ highlighted the works of social trendsetters excelling in their respective field. ‘Giving voice to the Deaf’- showcased the milestones achieved by Noida Deaf Society in its decade long journey through endless trials and tribulations. The Honourable Prime Minister of India, Shri Narendra Modi felicitated the winners of the campaign on 14th January 2016 in an event held in New Delhi. Given below is the link to the program-http://www.timesnow.tv/Ruma-Roka---Giving-voice-to-the-deaf/video-show/4479275.cms

Under the category of Disability and Disadvantaged, Ms. Roka was chosen as one of the 100 women achievers of India. The campaign organized by the Ministry of Women and Child Development, Government of India; was conducted through voting on social media followed by the decision of a prestigious jury. As a culmination of the campaign, Ruma Roka was felicitated by the Honourable President of India, Shri Pranab Mukherjee on 22nd January 2016 in a gala event at the Rashtrapati Bhawan, New Delhi.
# Consolidated Balance Sheet as at 31st March, 2016

<table>
<thead>
<tr>
<th>Liabilities</th>
<th>Sch. No.</th>
<th>Amount (In INR)</th>
<th>Assets</th>
<th>Sch.</th>
<th>Amount (In INR)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Capital Account</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Opening Balance</td>
<td></td>
<td>8,031,181</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Add: Excess of income over expenditure</td>
<td></td>
<td>264,922</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>8,296,103</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Corpus Fund</td>
<td></td>
<td>3,287,852</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Add: Donation received</td>
<td></td>
<td>323,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>3,610,852</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Funds for Vocational Training</td>
<td>3A</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fixed Assets Fund</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Opening Balance</td>
<td></td>
<td>337,105</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Add: Additions during the year</td>
<td></td>
<td>1,752,928</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Less: Depreciation</td>
<td></td>
<td>829,369</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>1,260,664</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unutilised Grant</td>
<td>3B &amp; 3C</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Opening Balance</td>
<td></td>
<td>2,426,027</td>
<td></td>
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</tr>
<tr>
<td>Add: Recd during the year</td>
<td></td>
<td>14,247,906</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Less: Utilised for Fixed Assets</td>
<td></td>
<td>1,752,928</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Less: Transfer to N&amp;E Account</td>
<td></td>
<td>12,226,698</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>2,034,107</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Sundry Creditors</td>
<td>1</td>
<td>118,173</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Statutory Liability</td>
<td>2</td>
<td>39,436</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Expenses Payable</td>
<td></td>
<td>600,968</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total in Rs.</td>
<td></td>
<td>17,040,533</td>
<td></td>
<td></td>
<td>17,040,533</td>
</tr>
<tr>
<td>Fixed Assets</td>
<td></td>
<td></td>
<td></td>
<td>3</td>
<td>1,745,336</td>
</tr>
<tr>
<td>Total Fixed Assets</td>
<td></td>
<td></td>
<td></td>
<td>4</td>
<td>289,427</td>
</tr>
<tr>
<td>Less: Depreciation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fixed Assets (Acquired out of Grants)</td>
<td>3A</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Opening Balance</td>
<td></td>
<td>337,105</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Add: Additions during the year</td>
<td></td>
<td>1,752,928</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Less: Depreciation</td>
<td></td>
<td>829,369</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>1,260,664</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Assets &amp; Loans &amp; Advances</td>
<td></td>
<td></td>
<td></td>
<td>4</td>
<td>289,427</td>
</tr>
<tr>
<td>Interest Accrued on FDs</td>
<td></td>
<td></td>
<td></td>
<td>5</td>
<td>289,427</td>
</tr>
<tr>
<td>Sundry Creditors</td>
<td>1</td>
<td>118,173</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Statutory Liability</td>
<td>2</td>
<td>39,436</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Expenses Payable</td>
<td></td>
<td>600,968</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total in Rs.</td>
<td></td>
<td>17,040,533</td>
<td></td>
<td></td>
<td>17,040,533</td>
</tr>
</tbody>
</table>

As per our report of even date attached
For Madhuresh Agrahari & Associates
Chartered Accountants
Firm No. 026239N
CA. Madhuresh Agrahari
Proprietor
M No. 528519
Place: Noida
Date: 25/08/2016
## Consolidated Income & Expenditure Account for the year ended on 31st March 2016

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Amount (In INR)</th>
<th>Particulars</th>
<th>Amount (In INR)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expenses</td>
<td></td>
<td>Grant Received</td>
<td></td>
</tr>
<tr>
<td>Expenses (Local)</td>
<td>5,924,693</td>
<td>Grant (Local)</td>
<td>5,694,170</td>
</tr>
<tr>
<td>Expenses (FCRA)</td>
<td>8,168,876</td>
<td>Grant (FCRA)</td>
<td>8,070,130</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Donations (Local)</td>
<td>1,209,643</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Donations (FCRA)</td>
<td>249,849</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Other Income (Indian)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Interest on Saving Accounts</td>
<td>63,426</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Interest on FDs</td>
<td>656,154</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Interest on Income Tax Refund</td>
<td>5,109</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Misc. Income</td>
<td>150,771</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Other Income (FCRA)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Interest on FDs</td>
<td>177,849</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Interest on Saving Account</td>
<td>14,360</td>
</tr>
<tr>
<td>Other Expenses (Local)</td>
<td>1,341,318</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Expenses (FCRA)</td>
<td>656,655</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Excess of Income Over Expenditure</td>
<td>199,919</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total in Rs.</td>
<td>16,291,460</td>
<td>Total in Rs.</td>
<td>16,291,460</td>
</tr>
</tbody>
</table>

As per our report of even date attached
For Madhuresh Agrahari & Associates
Chartered Accountants
Firm No. 026205N

[Signatures]

For Noida Deaf Society

CA. Madhuresh Agrahari
Proprietor
M No. 528519
Place: Noida
Date: 25/08/2016
Noida Deaf Society  
C-4/194, Sector-36, Noida, Uttar Pradesh-201301  
Consolidated Receipt & Payment Account for the year ended on 31st March, 2016

<table>
<thead>
<tr>
<th>Receipts</th>
<th>Amount (In INR)</th>
<th>Payments</th>
<th>Amount (In INR)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opening Balance</td>
<td></td>
<td>Expenses</td>
<td>14,112,097</td>
</tr>
<tr>
<td>Cash in Hand</td>
<td>12,569</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash at Bank</td>
<td>2,610,544</td>
<td>Paid to Branch</td>
<td></td>
</tr>
<tr>
<td>Fixed Deposits</td>
<td>8,798,668</td>
<td>Statutory Advances paid</td>
<td>61,269</td>
</tr>
<tr>
<td>Extra Advances Recovered</td>
<td>59,007</td>
<td>Security Deposit paid</td>
<td>20,858</td>
</tr>
<tr>
<td>Corpus Donation</td>
<td>323,000</td>
<td>Fixed Assets Purchased</td>
<td>101,500</td>
</tr>
<tr>
<td>Grant received</td>
<td>15,707,398</td>
<td>Closing Cash &amp; Bank Balances</td>
<td>297,263</td>
</tr>
<tr>
<td>Interest</td>
<td>615,880</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Income</td>
<td>152,021</td>
<td>Cash at Bank</td>
<td>10,713,350</td>
</tr>
<tr>
<td>Total in Rs.</td>
<td>28,279,087</td>
<td>Total in Rs.</td>
<td>28,279,087</td>
</tr>
</tbody>
</table>

As per our report of even date attached
For Madhuresh Agrahari & Associates  
Chartered Accountants  
Firm No. 026205N

CA. Madhuresh Agrahari  
Proprietor  
M No. 528519  
Place: Noida  
Date: 25/08/2016

For Noida Deaf Society  
Treasurer
Noida Deaf Society
C-4/194 Sector 36, Main Road Noida 201301 U.P
Phone : 0120-4245061, 9310640348
Email : info@noidadeafsociety.org
Website : www.noidadeafsociety.org

Regd. Office
469, Sector-29, Noida 201303 U.P

Primary Education Centre
C-4/197 Sector 36, Main Road Noida 201301 U.P

Training Centre

NDS, Jaipur Training Centre
219, IInd Floor Jamuna Tower,
13 Govind Marg,
Raja Park, Jaipur, Rajasthan.

NDS, Gurugram Training Centre
H.No. 48 B, First Floor, Mianwali Colony, Opp. Dr. Lal Nursing Home,
Gurugram 122001 (Haryana).

NDS, Delhi Training Centre
A 82, Kewal Park Extension,
Azadpur, Majlis Park,
New Subzi Mandi, New Delhi.