

NOIDA DEAF SOCIETY

ANNUAL REPORT 2019



VISION

MAINSTREAMING DEAF CHILDREN AND YOUTH THROUGH QUALITY EDUCATION AND SKILL DEVELOPMENT

MISSION

OUR MISSION IS TO EMPOWER THE DEAF COMMUNITY IN INDIA TO LEAD SUSTAINABLE AND SELF-RELIANT LIVES THROUGH CUSTOMIZED TRAININGS AND EMPLOYMENT OPPORTUNITIES

HEADLINES FROM THE YEAR

NDS Primary School, an accredited National Institute of Open Schooling (NIOS) center

NDS Primary School in 2012 with 7 children has now strength of 90 children imparting formal education from nursery to class V.

The first ever Open Basic Education (OBE) exams under National Institute of Open Schooling (NIOS) were conducted for Class V students of the Primary School. A total of 12 students appeared for the exams.



Curriculum Development

NDS created Indian Sign Language curriculum with our knowledge partners RuralShores Skill Academy for the children of Nursery and KG, all of whom come to NDS with no language at all.

In the coming financial year, we are to customize NCERT curriculum for some subjects for classes 1 to 5.

Supplementary Education Project: In the afternoons, Deaf students come to NDS centers after school hours to learn from scratch

This year we had over 200 students coming from the Deaf schools. It is incredibly inspiring to see these kids traveling long distances to come to NDS just for a class of an hour and a half to learn basics of Math, English, Indian Sign Language and functional skills.



Partnering for scale

NDS is successfully working with over 22 Deaf schools across states in Uttar Pradesh, Lucknow/ Tamil Nadu, Chennai / Maharashtra – Nagpur, Telangana / Punjab in Patiala, across 4 cities in Rajasthan, three in Haryana and 2 schools in Delhi.



169 Teachers and special educators have learnt ISL and are learning how to communicate in ISL.

Over 2800 children in these schools from classes Nursery to class XII have developed a strong language foundation in ISL and have gotten introduced to Basic English literacy and to computers.

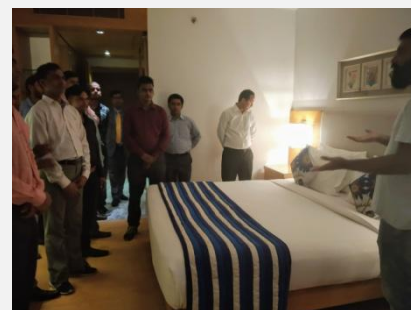
The school strengthening opened up a viable profession as trainers for the Deaf children and today 28 trained teachers are working across these schools.



Remarkable progress in employment opportunities for the Deaf youth despite challenges



This year we had 1500 such young adults enroll into our skill development programs from across the country. Students went through and are going through a number of pre vocational, vocational, pre- employment and work place readiness training programs.



Out of the 1500 students about 50 % of the youth reached a level of skills required by the industry. We have employed 322 youth into the industry across sectors of the industry. That's an employment rate of 52% taking the total to 2500 youth employed.

We have now over 500 employment partners and they are spread across India.

Learning Language of Sign

This year 14 institutions amongst which are Amity International School and University , Shiv Nadar School, Step by Step School Dayal Singh College other NGO's working in the disability sector such as Sanket Foundation, Ananat learning center and Govt employees from the Rajasthan Government at our Jaipur center have all enthusiastically learnt the beautiful language of sign.

PRIMARY SCHOOL



Given the extreme gaps in the Deaf Education system, NDS has an NIOS accredited Primary School center for Deaf children from Nursery to Class V.

Through applying the innovative Bi-lingual method children are given a strong foundation in Indian Sign Language (ISL) as the language for classroom communication. Through this formal educational class content is taught which include Hindi, English, Computer, Mathematics, Arts and Crafts and Core Life Skills.

The focus is to make education accessible in the classrooms. All teachers are Deaf themselves and are able to understand the challenges and needs of the children appropriately.

90
STUDENTS

CLASSES
NURSERY - V

INDIAN SIGN
LANGUAGE -
FREE FLOW
COMMUNICATON
IN CLASSROOMS

NCERT
CURRICULUM
NIOS
ACCREDITED

Visual Renovation and Wall Art in the Primary School

Our small children come to NDS with no language and very negligible knowledge. Visual environments are the best way to develop learning in these children. This year we created learning designs through innovative artworks on the walls of the Primary school.



A colorful education environment so that each child can be surrounded by visuals that he/she can learn from



NIOS Examination



The first ever Open Basic Education (OBE) exams under **National Institute of Open Schooling (NIOS)** were conducted for Class V students of the NDS Primary School. A total of 12 students appeared for the exams. The NIOS is a government accredited body and the NIOS certification gives recognition to the Primary School.

Workshops & Events



Science Workshops periodically conducted by Mr. Akhilesh Aggarwal who loves to impart his scientific knowledge to the Deaf Children & Youth



Quarterly **Parent Teacher Meetings** conducted to discuss a child's progress at School.

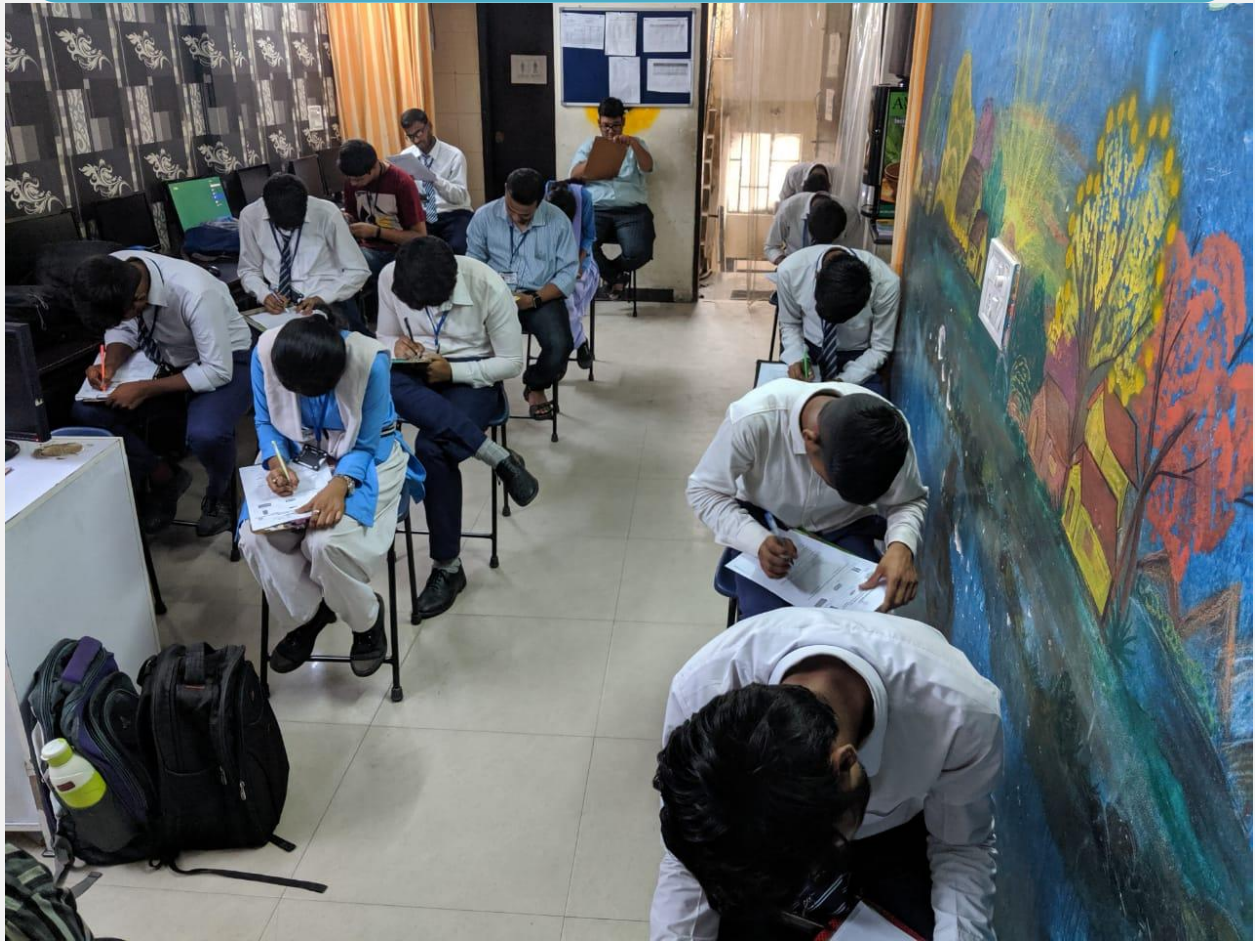


The Primary School Sports Day was celebrated on 7 December 2020



Students brought laurels to the school by winning prizes and securing meritorious positions in Sports Day organized by AmarJyoti School, Delhi on December 3, 2020.

SUPPLEMENTARY EDUCATION



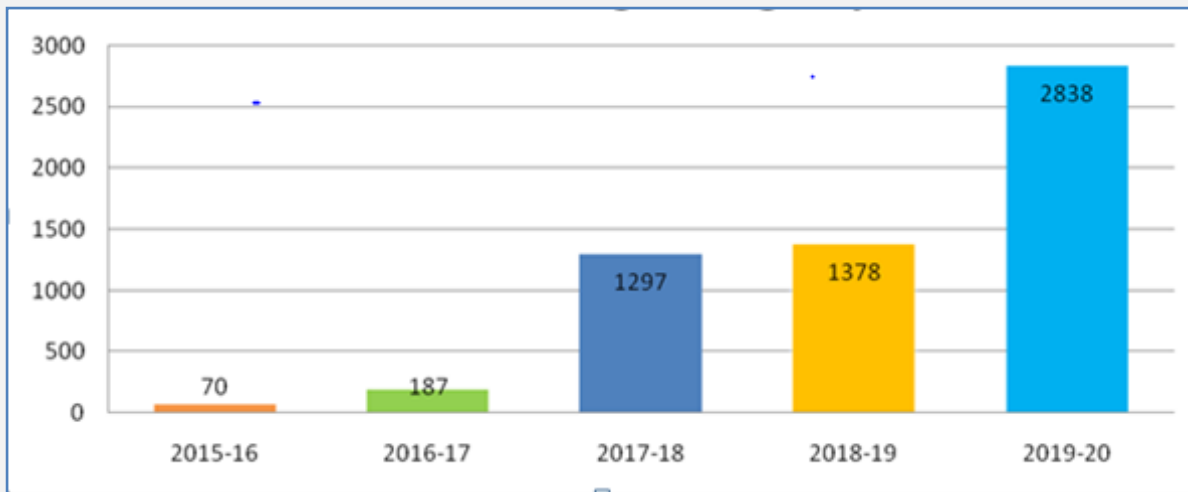
This is a specialized afternoon program for school going Deaf children. Children from Deaf Schools in the Delhi NCR come after school hours in the afternoons to develop language fluency in **Indian Sign Language, Maths, English and Hindi** in an accessible and nurturing environment.

200 students of Deaf Schools benefitted under this program this year.

2 hour classes in the afternoons at Adarsh Nagar, Delhi and Noida, U.P

Leveraging technology and Deaf peer to peer teaching has brought hundreds of such students developing their learning capacities and curiosity and interest towards studies.

DEAF SCHOOL STRENGTHENING PROJECT



Over **2800 children in Deaf schools from classes Nursery to class XII** have developed a strong language foundation in ISL and have gotten introduced to basic English literacy and to computers.

Successfully working with over **22 Deaf schools** across states in **Uttar Pradesh, Tamil Nadu, Maharashtra, Telangana, Punjab, Rajasthan, Haryana and Delhi**

200 Teachers and special educators have learnt ISL and many are learning how communicate in ISL

*Having seen the effects of the lack of education, reading and writing ,soft and social skills in our youth we took this educational impact forward and started the **Deaf School Strengthening project** reaching out to Government aided Deaf schools in 2016.*

It has been very challenging initially as there was lack of awareness, and a natural resistance to Indian Sign Language (ISL) and more than that to have a Deaf trainer as part of the school faculty!

NDS understood the need of ISL as the language of communication in classrooms and created accessible education for children with support from the Principals of the schools.

Outreach Activities



Career guidance to students and Parent counseling at Badhir Vidyalaya in Ajmer, Rajasthan.



Interaction with students at the Welfare Centre for Persons with Speech and Hearing Impairment (WCPSHI) in Hisar, Haryana



Discussion on Opportunities and Collaborations with the Principal and School Management of Deaf Schools

The Deaf School Strengthening project has opened up a viable profession as trainers for the Deaf children and today 28 trained teachers are working across these schools.



Student undergoes monthly assessment followed by final evaluation



Sign Language training for Deaf School teachers



Training of teachers by NDS Program Team and Master Trainers

Workshop on Menstrual Hygiene



Monitoring Visits

SKILL DEVELOPMENT PROGRAM & LIVELIHOOD

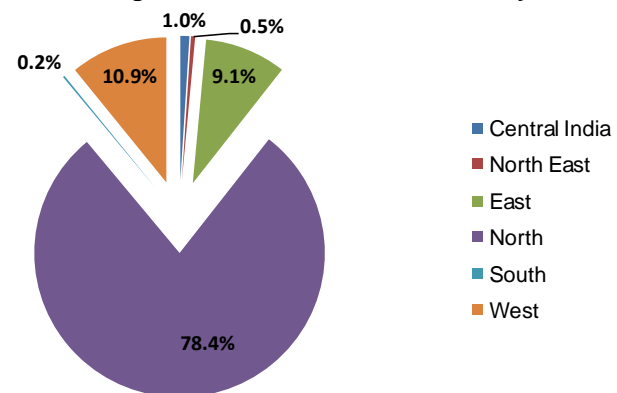


The youth that are coming to our centers are mostly over 20 years of age after completing their schools, years older than their non Deaf peers but lagging behind in many years in all aspects of human development. Many barely have any language, written or in sign language and no skills to aspire for a sustainable life.

Our trainings are mapped to the needs of the industry and are job oriented in nature. They are created keeping in mind the typical jobs where Deaf youth can be placed successfully. The content is customized to meet the needs of the Deaf learners with the focus to skill and enhance the employability quotient of students. The courses are all industry accredited through NSDC affiliated knowledge partners.

Deaf youth coming to our centers are mostly over 20 years of age after completing their schools, years older than their non deaf peers but lagging behind in many years in all aspects of human development. Many barely have any language, written or in sign language and no skills to aspire for a sustainable life.

Students coming to NDS centres from the most disadvantaged communities across the country



NDS Overall Impact

2427

Individuals
Employed

496

Teachers trained

500

Corporate
Partners

38034

Beneficiaries
(Direct & Indirect)



Trainings are provided in following areas:

- Indian Sign Language
- English Communication
- Keyboarding Skills
- MS Office and Internet
- Data Entry
- Networking and Hardware
- Hospitality
- Retail
- Mobile Repair

Employment, Exposure & Sensitization



Pre Employment Training

Training was conducted at Orient Craft in Ranchi by NDS interpreter. Such training provides training in work place related soft skills, information about different job roles, HR rules and professional behavior. PET sessions are important as these help the Deaf candidates work place ready so that can readily adjust to the formal sector job profiles.

Sensitization and Awareness at Amity University

These programmes include creating awareness about Deafness, Deaf community and about Sign language. Such awareness programmes are regularly conducted in companies, educational institutions, and other civil agencies.

Such initiatives aim to educate the youth about deafness and thus paving the way for diversity and inclusivity in future society.



Dr Madan M. Vasishtha, a Deaf Educator & Role Model



Visit by Ms. Navit Hagar Malachi, Deaf Israeli Activist



Indian Sign Language Sessions

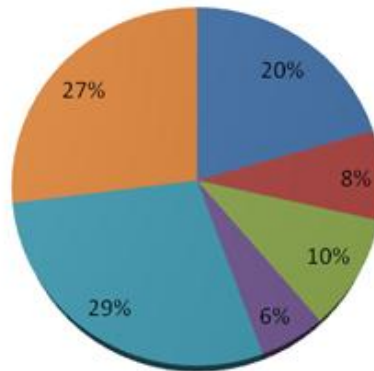
Basic sign language orientation programs are conducted for integrating deaf candidates to bring about a future sensitized and aware society. NDS is reaching out to Parents, Schools, Universities, Government and Private Institutions and have held ISL sessions to break the stereotype mindsets towards disability and Deafness.



Exposure Visits, On-the Job Training & Feedback Sessions

Sector wise Employment 2019-20

■ Hospitality ■ E-Commerce ■ Education ■ IT/ITES ■ Manufacturing ■ Retail



It is a matter of pride that in the year 2019-2020 NDS achieved the milestone of highest ever employment facilitated in our journey to date. 322 skilled Deaf candidates got employed across sectors of Hospitality, Retail, IT/ITeS, Education, Banking & Insurance, Print & Publications, Manufacturing & Production industry across India.

*IT companies like **Sopra Steria**, **Jaksons**, **Humonics**, Hospitality majors such as **Hyatt Regency**, Gurgaon, **Hotel Metropolitan**, Delhi, **Radisson Blu Plaza**, Delhi, **Golden Tulip**, Ghaziabad hired our candidates for the first time. **Hyperpure Zomato**, **Orient Craft**, **Minda Corporation Limited**, Noida & Pant Nagar, Uttarakhand, Retail Giant-**Best Seller**, **Reliance Smart** (multiple cities) and **Reliance Fresh** (multiple cities), **J.C Hometex**, Jaipur, **Sodexo**, Noida employed Deaf candidates in large numbers.*

MILESTONE

Minda Corporation Limited has been an old partner of NDS and this year, the collaboration went beyond the area of Delhi NCR. Bulk hiring was conducted in Minda Corporation at Pant Nagar, Uttarakhand. Reliance Trendz, Smart as well as Fresh hired our candidates in large numbers across the state of Rajasthan. Orient Craft employed a major number of NDS candidates in their set up in Ranchi, Jharkhand and we successfully placed candidates at Hyperpure Zomato in Bangalore, Karnataka for the first time.



Alliance Building

The year 2019-2020 saw NDS building many new alliances with academic institutions, civil society organizations and corporate houses of repute. These initiatives provide a platform for generating awareness about the issue and challenges of Deafness, the Deaf community and promote Indian Sign Language to create a future inclusive society.



We are happy to share that this year, the **Directorate of Specially Abled Person (D-SAP), Government of Rajasthan**, approached NDS for training staff from different line departments at NDS Jaipur in a yearlong initiative. Till date **32** government employees successfully completed the training program and were awarded NDS Certification.

In a first, **Dyal Singh College, Delhi University** partnered with NDS for Sign Language Training for a group of non teaching and teaching staff at their premise.

Structured Sign Language sessions were conducted for students at **Shiv Nadar School, Noida; Step by Step School, Noida, Vidsan Chartered, Faridabad.**

Talking about **Reproductive and Sexual Health Issues (TARSHI), Ananth Centre for Learning and Development, Delhi and RuralShores Skills Academy, Noida** staff underwent 3 months Sign Language Training Program as part of capacity building initiatives in their respective organizations. Teachers at **Asha Vidyalaya, Ghaziabad Parkshala, Noida** staff and teachers including the Principal of Seth Anandi Lal Poddar School for Deaf in Jaipur successfully completed Sign Language Training Program.

Among our existing partners **Amity University, Noida, Sardar Patel School, Delhi, Basava International School, Delhi** continued their journey with us and helped us consolidate our collaborations further by supporting the existing initiatives. 50 Students of Special Education at Amity Institute of Rehabilitation Sciences, Amity University underwent 15 days training on Sign Language at NDS, Noida.

Corporate Houses such as **Sopra Steria, Jaksons, Humonics, Metlife, Jaipur, Best Seller, Sodexo, Hyperpure Zomato, Golden Tulip Hotel, Ghaziabad** welcomed NDS to conduct Sensitization Sessions for their teams and provide us with an opportunity to share about the work of NDS and the dos and don'ts of working with skilled Deaf candidates.



PARENT ENABLEMENT

Working with parents of the Deaf children/ youth to develop family support systems and reducing stress related trauma through workshops and counseling sessions. Bridging communication gaps through teaching ISL and leading to better home environments.

VOLUNTEERING



Greatest barrier for differently-abled people is the attitude of other people towards them. To break the stigma and misunderstanding surrounding deaf and other disabilities, Noida Deaf Society encourages volunteers to engage themselves at our centre. It is an opportunity to understand our world and become sensitized towards this invisible disability. We sincerely cherish all their efforts!



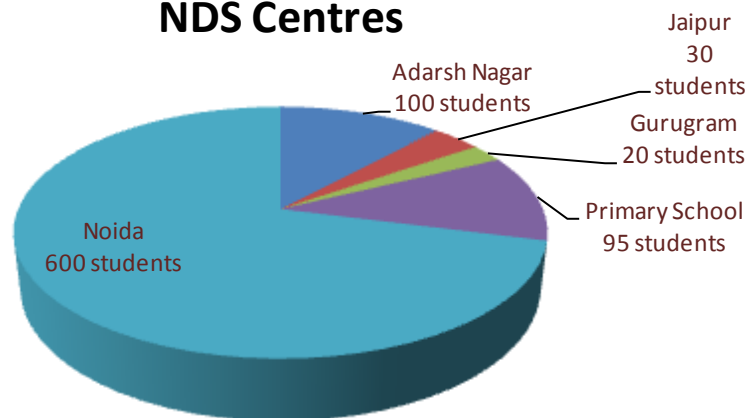
Community Volunteering Activities

MID-DAY MEAL PROGRAM



Students come to our centre after their school hours in the afternoon having attended school in the morning. Many students also travel long distances to attend the classes at NDS. Their families are from weak economic backgrounds and are unable to provide an additional meal to their wards in the afternoons. The provision of the Mid Day Meal encourages the parents to allow their children to continue learning at NDS without being a burden on their meager income and resources. A healthy body leads to a healthy mind. A wholesome simple meal helps students to focus on the learning and provide nutrition for mental and physical development.

Students having Mid Day Meal at NDS Centres



SUCCESS STORIES

No one knows my ability better than me

Vinita is bright and cheerful women of 29 years. She is a perfect role model for other Deaf youth. She was born in Uttarakhand, the youngest of 6 siblings and the only Deaf in her family. Unable to find a proper school near her vicinity, her father and brother moved to Delhi for her education and future.

She joined a Deaf School at the age of 5 and finally completed Class XII through National Institute of Open Schooling. At home she always had full support of her family and also had some knowledge of Indian Sign Language which helped in bridging the communication gap. While studying a school, she heard about Noida Deaf Society from her class friend. She joined NDS to additionally study basic English communication and computers.

After successful completion of graduation in 2016 another challenge came her way, this time it was the lack of employment opportunities for the Deaf along with the lack of awareness in job agencies in regards to the possibilities of placing Deaf candidates. When she was struggling with the situation, she joined the pre- employment training at NDS to hone her soft skills.

Today, Vinita is working as a Sign Language teacher with TARSHI (Talking about Reproductive and Sexual Health Issues). She is able to earn enough to manage her expenses in the city and does not need families monetary support. Her supervisor says, the level of confidence in Vinita has grown gradually.



Never know what tomorrow will bring!



Haider is from Delhi and both he and his brother are born Deaf. His father is a seasonal danner who repairs shawls and woolens in the winter season and barely earns enough to feed the family. Being married, Haider also has the responsibility of his wife and two children. It is up to him to provide for the family of seven and fulfill all their daily needs. He went through the travails of difficult education and upon completion of his class 10th, joined NDS training programs. In 2013, he was given an opportunity to join Joost Foods, where he worked from 2013 to 2019. He was recognized as an exemplary worker and was one of the most appreciated team members. He had to leave the job after a span of 6 years only because of the closing down of the outlet in his area. In November 2019, he joined Hyperpure Zomato, where his efforts are already earning him laurels from the team.

Haider continues to grow in his work and life and is a role model for other Deaf youth. He heartily thanks NDS for the nurturing environment of learning that helped him gain self confidence.

CELEBRATIONS/EVENTS



Annual Day Felicitation

A felicitation ceremony was organized by Noida Deaf Society (NDS) at Indian Islamic Center in New Delhi on **February 29**. On this day 120 Deaf students graduated from centers in Delhi, Jaipur and Noida. Mr. Shanmugh Natarajan, Vice President, Digital Media, Adobe Systems India was the Chief Guest for the occasion.



Adobe Marathon and MetLife Cricket Match

AWARDS & RECOGNITION



UP STATE GOVERNMENT AWARD 2019



SABERA AWARD 2019



RAJASTHAN CSR AWARD 2019



HCL BEST PRACTICE AWARD



**CERTIFICATE OF COMMENDATION.
MAHBUBNAGAR, TELANGANA**

Thank You to All of Our Donors FY 19-20

Adobe Systems India Pvt Ltd	NIIT Ltd
Aman Imports	Nangia & Co
Ashirvad Pipes Pvt Ltd	Indian Red Cross Society
Caring Hand For Children	Pace Education & Financial Services Pvt Ltd
COWI India Pvt Ltd	Recaero India Pvt Ltd
Ford Foundation	Sohanlal Charitable Trust
NASSCOM Foundation	Super Overseas Pvt Ltd
The Hans Foundation	Stellar Sethi Trust
Tech Mahindra Foundation	T Merchandising Services Pvt Ltd.
U.K. Online Giving Foundation	Krishna Murari Organisations Pvt Ltd
Hindustan Zinc Limited	Krishna Organics
Jindal Stainless Foundation	Smt. Lata Kacholia/ Babu Joseph
Metlife Global Operations Support Centre Pvt Ltd	Mphasis (Employees Contribution)
Sony India Pvt Ltd	Tirath Ram Satya Devi Charitable Trust
XI India Business Service Pvt Ltd	Your Cause Llc
Blue Dart Express Ltd	Kumud Jayee
Concern India Foundation	Anzy Careers Pvt, Ltd
Centum Foundation	Kathleen M O Hara
Ducati India Pvt. Ltd	Priya Karal Thothan
Everest Group	Neeraj Aggarwal
Fiber Home India Pvt Ltd	Vikram Kumar
HCL Foundation	Vivek Aggarwal/ Pooja Aggarwal