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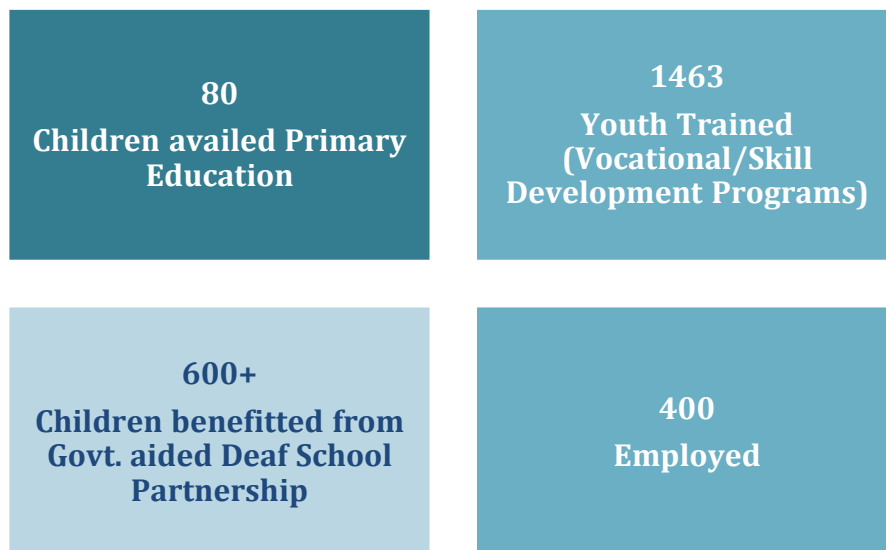
VISION

Mainstreaming Deaf children and youth through quality education and skill development.

MISSION

Empowering the Deaf community in India to lead sustainable and self-reliant lives through customized trainings and employment opportunities.

2021-22 OUTREACH





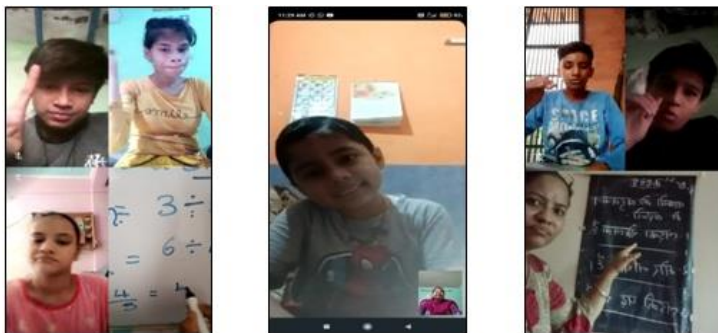
Primary School students learning through WhatsApp

PRIMARY EDUCATION

The NDS Primary School is a full-fledged Open Basic Education (OBE) center accredited to the NIOS. Learning is facilitated in a nurturing and enabling environment through play way methods and visual aids helping the children to develop cognitive, social as well as academic skills. The starting point is development of Indian Sign language skills which then become the medium of instruction to teach other subjects including Hindi,

English, Science, Social Science, EVS, Computers, Mathematics, Art and Crafts and Core Life Skills.

Online and Offline teaching – Students were taught online when school remained closed due to Covid guidelines and physical classes resumed after school reopened.



Co-curricular activities



Workshops – Sessions were conducted with teachers and students on child protection and children’s safety



Parent Teacher Meeting - was conducted at Primary School, Noida for all the classes in January and in April. Report cards were shown to the parents. Parents were counseled for the new session and their queries were solved.



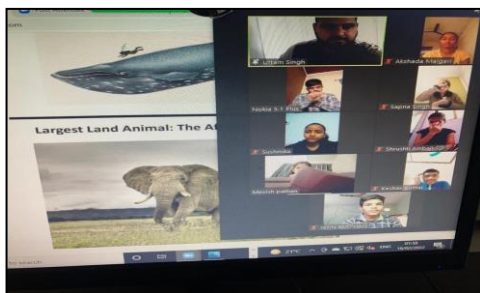
Volunteer engagement – Students from Global India School and volunteers from Tech Mahindra engaged with the school students through online and offline activities.



Supplementary Classes

This is a specialized program vertical for the school going Deaf children. With schools physically closed and classes being held online, the post school hours of these young learners at NDS focused on building communication skills through Indian Sign Language, English and Hindi. Students were also taught Functional Mathematics, EVS and Core Life Skills.

The main objective of this vertical was to continue sustained handholding of Deaf children and equip them with the right foundation to access vocational training at NDS after finishing school. This year the program reached out to 70 students and all the sessions were conducted by our Deaf trainers' online and offline mode.

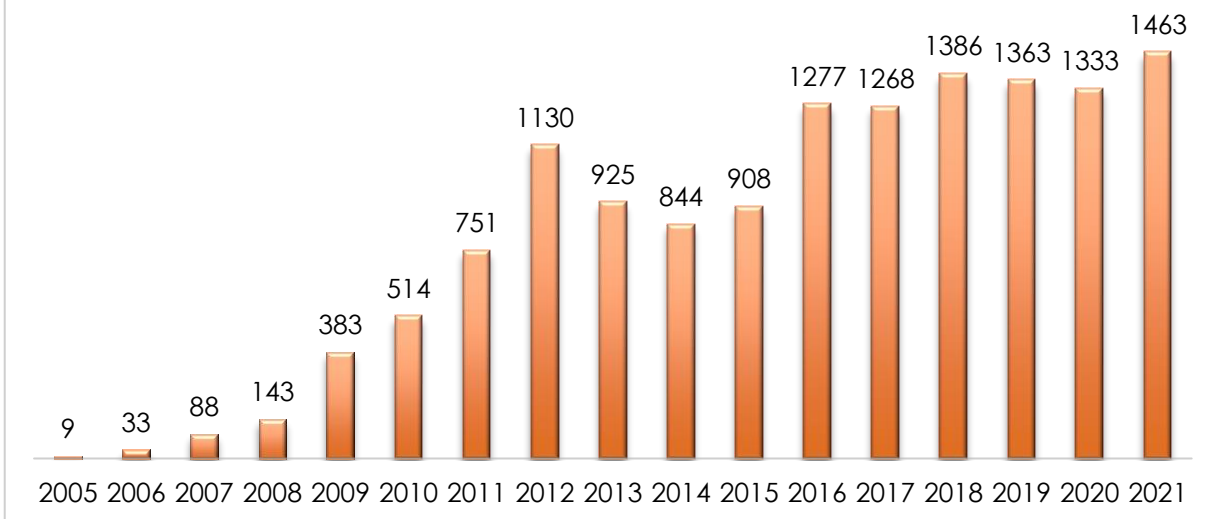


UPDATES FROM THE VOCATIONAL TRAININGS CORNER

1463 Students were trained in a period of 1 year.

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. These students are from places such as Amrawati, West Champaran, Kollam, Wardha, Betul, Jind, Patna, Aligarh, Ratlam, Sagar, Jalgaon, Chandauli, Gonda, Yavatmal, Jhhajhar, Mandi, Agra, Jalandhar, Bilaspur, Hisar and different parts of North East, Himachal Pradesh, Chhattisgarh, Karnataka, Uttar Pradesh, Madhya Pradesh and Maharashtra.

Number of Students Trained at NDS annually



Annual Enrolments till date

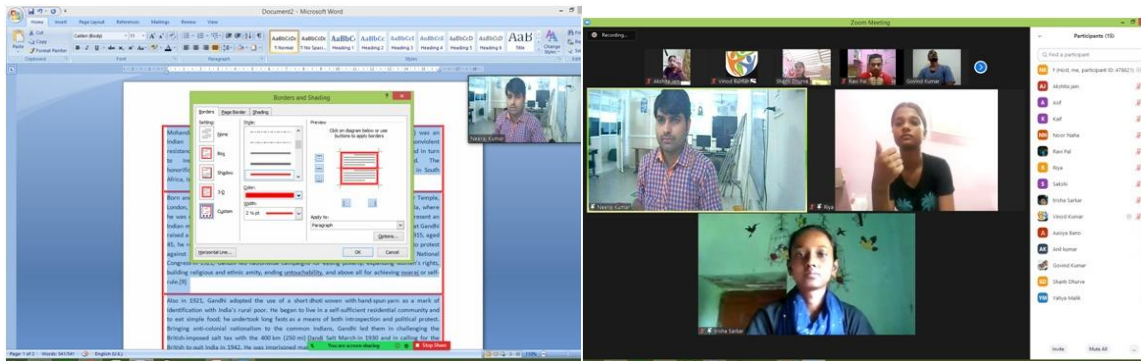
STRATEGIC INNOVATIONS

Our Trainings helped us to reach out to the Deaf community in remote areas who otherwise would have had no opportunity to develop their skills or be engaged in any educational outreach programs. Mobilization of students was done using social media platforms such as Facebook, Instagram and Whatsapp video messages and calls. NDS alumni (Deaf students) and Trainers led numerous students for enrolment from across the country by interacting with their peers. Our Project Managers supported this drive by calling parents and providing information regarding admissions, trainings and courses being offered at NDS.

The aim of the Trainings offered at NDS is to help students develop the foundation and understanding of Indian Sign language. Improved English comprehension and its usage in daily life, enable them to communicate through reading & writing. Value Education and Life Skills Training form an integral part of our programs, helping students to manage their emotions and mental health, especially in these extraordinary times.



Offline Training Classes



Online Training Classes

IMPACT THROUGH THE DEAF SCHOOL STRENGTHENING PROGRAM

Over 600 students of Deaf schools across six states which includes Delhi, Rajasthan, Haryana, Odisha, Maharashtra and Uttar Pradesh got impacted under the Project. Children are attending online classes through online teaching learning platform like Zoom, Google classrooms and Whatsapp video calls. During pandemic, online classes were conducted which helped the students and parents in many ways. Value Education/Life skills helped the students to manage negative influences like anger and emotional outbursts much better. It also helped the students to live with a positive attitude towards life.

The Deaf trainers from NDS are developing the foundation learning capability in students through ISL (Indian Sign language), basic English Literacy, Hindi and basic Computer Literacy with the help of customized visual curriculum.

CASE STUDIES

Rajesh Jatiya- Class VIII- Deaf school, Udaipur

The inability to express one's thoughts and feelings is one of the worst things that can happen to anyone. Born with hearing disability in a poor family of five where his father is a tailor, Rajesh, the 16 years old from Pratapgarh district of Udaipur, had to go through the pain of not being able to communicate with people around him, even until the age of Six. He got enrolled in 3rd class in 2015 at Deaf school, Udaipur.



In 2017, after the intervention of NDS, he started learning Indian Sign Language, English Literacy, Personality Development and Computer Literacy in the School. Slowly, Rajesh started to develop interest in studies. Rajesh's skills are growing day by day in sign language and he is now easily communicating with the NDS trainers and his friends.

NDS trainer, Mr. Indrajeet says, "when we started teaching, Rajesh had very little knowledge of sign language but over three years, he has improved much."

Rajesh says, 'I thank NDS for everything they have done for Deaf students. Now, I am learning Sign language and feel confident.' Where once Rajesh was lost without any communication, he is now a confident boy, ready to face the world.

Ram Gopal, Class X- Deaf school, Ajmer

From a young child with no learning and without communication skills, Ramgopal (17 years) has grown into an intelligent and confident young boy, studying in class IX at Deaf school Sikar. His father is a milkman from Losal of Sikar district in Rajasthan and a sole bread winner in the family of 4 members. Ramgopal got enrolled in class I in 2012 at Deaf school, Udaipur. For Ram, it was very difficult to understand the subjects without sign language and as a result he was losing his interest in study, but managed to complete his 7th class somehow.



In 2017, after the intervention of NDS Ram started learning Indian Sign Language, English Literacy, Personality Development and Computer Literacy in the School. Slowly, he started to develop interest in studies. Ram's skills are growing day by day in sign language and he is now easily communicating with the NDS trainers and his friends. The school teacher, Ms. Shilpa says, "I learnt sign language after NDS intervention and now teaching my subjects with the help of sign language. In my class, Ram communicates with me and clears his doubts due to better knowledge of sign language. Ram also teaches sign language to his siblings and now they are able to communicate with Ram." The NDS trainer, Mr. Inderjeet says, "Ram has shown tremendous potential and has greatly improved his communication skills and confidence. Ram has found his interest in computers and wants to get a computer job when he is older."

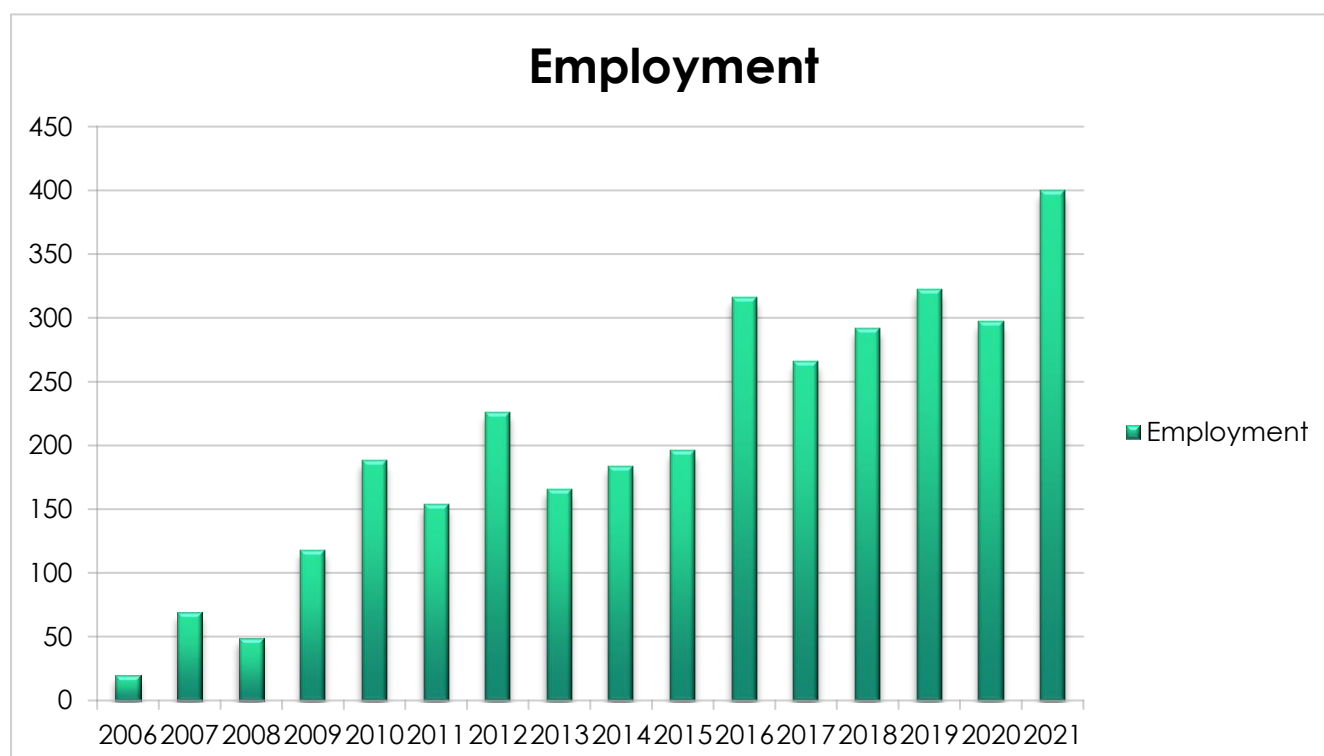
Tanu Garg- Class VII- Deaf School Bhilwara

Tanu is a 14 year old Deaf girl from Kharda, Bhilwara, Rajasthan. His father is a truck driver and is the only earning member in a family of four. When Mr. Suresh Chandra, Tanu's father found that Tanu is Deaf by birth, he tried to cure her Deafness with his limited resources but in vain. Then in 2014, Tanu got enrolled in class I at Deaf school Bhilwara. In the beginning, Tanu found it difficult in classroom with hearing teachers due to lack of communication language.



With start of NDS intervention at the school in 2017, Tanu started learning with NDS Deaf trainer. Now, Tanu is learning Indian sign language, English communication skills, Life skills and Basic IT with NDS trainers. The school teachers, Ms. Meena says, "Tanu is inspiring other students as she completes her home work on time and we can see the improvement in her sign language and other subjects. Tanu dreams to become a computer teacher and to help Deaf children." Tanu's mother says, "Now, we understand Tanu's signing and she also motivates us to learn sign language for better communication in the family. After learning sign language, school teachers are also able to communicate with Deaf students. Thank you NDS and for your generous support to Deaf children."

NEWS FROM THE PLACEMENT & ALLIANCE DIVISION



In the year 2021-22, NDS successfully facilitated the employment of 400 skilled Deaf youth in E-Commerce, Manufacturing, Retail, IT/ITeS, and Education industry across India. Despite Covid-19 Pandemic hurting the economy and with no employment breakthroughs in the 1st quarter, jobs were gradually available mid-July onwards as businesses affected by the nationwide lockdown slowly opened up. Those have been periods of extreme challenge as hiring of PwDs (Persons with disability) was not a priority for corporates and employment partners when there is an utmost need of re-establishing the businesses hit badly by the epidemic.

With slight changes in our existing strategies, the team at NDS started reaching out to Human Resource Departments of all existing partners to build a rapport and provide much needed trainings, feedback sessions, refresher trainings, safety trainings to help companies realign themselves with their Deaf candidates. Once the trust was built again, we approached our partners for employments for our candidates.

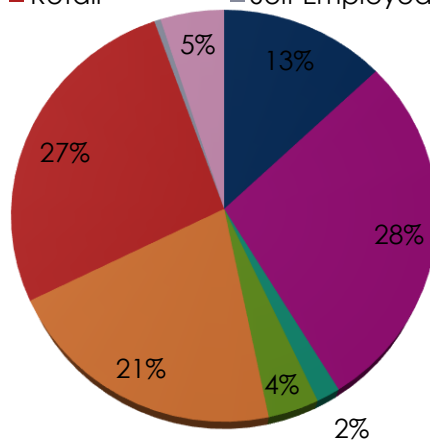
With the booming E Commerce sector in the Pandemic times, we were able to mark our presence across pan India and in two/three tier cities too. Next the manufacturing sector opened up for bulk hirings and then came the retail sector employments. Needless to say that the sector of Hospitality & Tourism where in Pre pandemic times, we had the highest number of employments, was hit the hardest leading to huge number of jobs being lost.

Of the total 400 candidates placed, 113 were employed in E Commerce sector, 107 in Retail, 84 in Manufacturing and Production, 15 in ITeS/IT profiles & the rest of them gained employment in education and entrepreneurial roles.

Corporates like Tech Mahindra, Minda Corporation, Mettkeman Limited, Reliance Fresh, Flipkart, Amazon, Coal Beauty, Hyaat Regency, Shankar Logistic Etc. Reliance Fresh, Vishal Mega Mart, Reliance Trendz, Noida Electronics, Nari Niketan- Noida, Rajlakshmi Cotton Mills, Steelbird India, Richlite Industries, Quase, Clovia, Kemmexel, Nirmitti Robotics Pvt. Ltd, Minda Corporation, Burger Farm, Vitthal Kitchen welcomed NDS candidates to be employed in their companies.

Sector wise Employment 2021-22

■ Hospitality ■ E-Commerce ■ Education ■ IT/ITES
■ Manufacturing ■ Retail ■ Self Employed ■ Others



Life changing opportunities



Interview at DLF Pantaloons



Interview at The Lalit



Interview at Minda Silica



Refreshers Training at Imperial Auto

Apart from the Livelihood Interventions at NDS, students were encouraged to apply for the pre-employment trainings that were conducted virtually. The topics included preparing for interviews, personal grooming for professional workplace, importance of punctuality, procedures to be followed for taking leaves, ethical behavior, assessing/analysis of our own SWOT, reporting hierarchy as well as timely delivery of tasks assigned at workplace. These initiatives boost the confidence and self-esteem of job ready candidates as they pave their way for a professional life in mainstream industries.



Sensitization and Employment at The Lalit



Sensitization Session at Pantaloons- GIP Mall



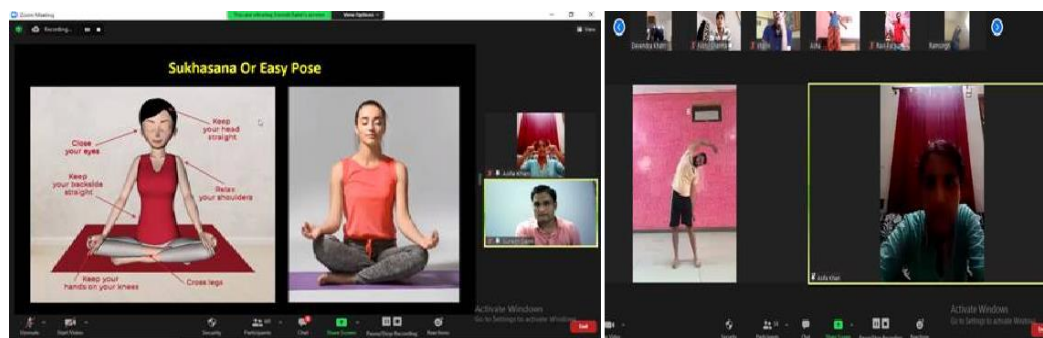
Employment at Prabhat Resource Centre for Children with Disability

ACTIVITIES DURING THE YEAR

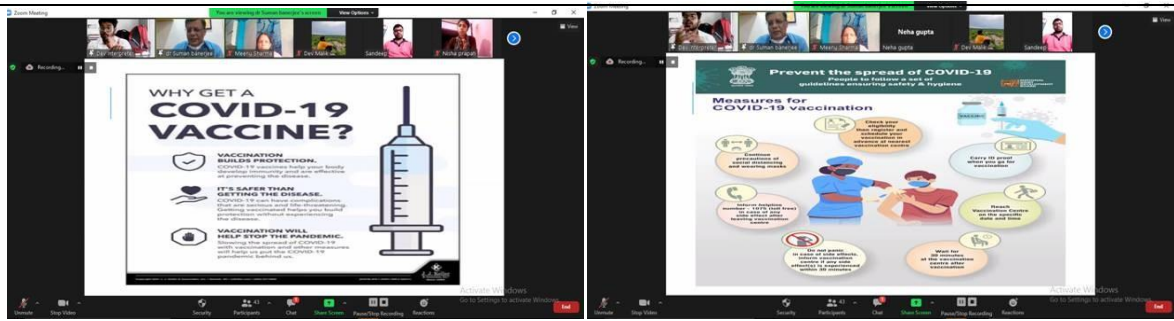
On The International Day of Sign Language, Noida Deaf Society (NDS) conducted an orientation session to Indian Sign Language (ISL) with the HCL Team. The objective was to bridge the communication gap between Hearing and Deaf people in Society. The Session enabled participants to learn about Deaf culture. Shubham Sharma, a Deaf teacher taught ISL ABC and simple everyday words to the participants.



Yoga Workshop: NDS conducted Yoga workshop on August 20, 2021 for the students through a virtual platform. The yoga instructor, Mohit Sehrawat, took the yoga session. NDS Deaf trainer Suresh motivated the students and conveyed the importance of making yoga an integral part of our daily life. Students did warming up and stretching exercises. The session concluded with an interactive session between the Yoga instructor and the students in which the queries were addressed. The session was very refreshing, reviving and relaxing.



Session on Vaccine Safety and Covid19 Appropriate Behaviors: Noida Deaf Society did a workshop on September 13, 2021 for Deaf students about vaccine safety and COVID-19 appropriate behaviors. Dr. Suman Banerjee, Consultant in PSRI Hospital who has been actively involved in COVID care services took the session. He shared key information and facts about COVID-19 that helped diminish students' fears and anxieties around the disease. He recommended students that after being fully vaccinated, they can return to school and do many of the things that they might not have been able to do because of the pandemic.

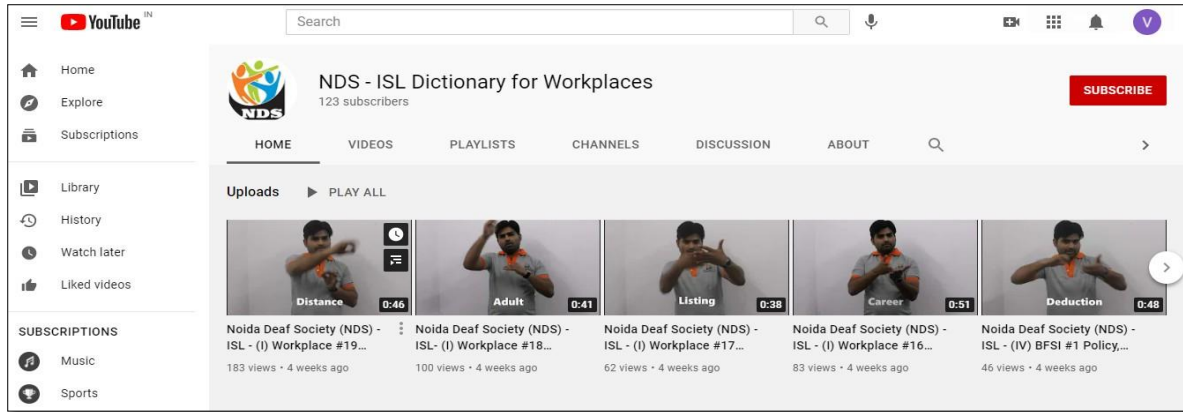


Science Workshop: NDS conducted a Science Workshop on September 3, 2021 for Deaf students to help them develop interest in science while having fun. Mr. Akhlesh Agarwal, MTech in Computer Science from IIT Roorkee took the session. The main focus of the workshop was to allow students to do hands of activity to understand the concept of Gravity. Activities include making 3 toys (Parachute, Balancing toy, Tumbling toy), which help students appreciate the concept of gravity.



Content Development:

- Both the content “**Functional English Literacy**” and “**ISL Dictionary**” has been developed.
- Functional English Literacy has 14 training sessions for Deaf to be able to write English Sentences. Classes started from October 4, 2021 with 10 trainees attending the class.
- ISL Dictionary for Workplaces playlists is being added to the NDS web system and the prototype will be ready by October 30, 2021. It is **a free online source for industry related words** under the categories: Retail, Hospitality, E-Commerce, Human Resource, IT and Manufacturing with the sign language video representation. This would help remove communication barrier between Deaf and Hearing community that would lead to better acceptance, sensitization and integration of Deaf people in the Workplace.



ISL Dictionary for Workplace

Health Workshops:

Noida Deaf Society organized a health workshop on December 30th, 2021 for our Deaf students. The workshop was on personal hygiene and learning about overall well being, safety and COVID-19 appropriate behavior. Dr. Amit Agarwal, General Physician, Consultant at Fortis Escort, who has been actively involved in COVID care services, took the session. He shared key information about healthy lifestyle and facts about COVID-19 that helped diminish students' fears and anxieties around the disease. 30 students participated in the session and were also provided with healthy snacks and refreshments.



Health workshop with Dr. Amit Agarwal

With Covid19 disproportionately impacting the under-privileged, lower-income communities, marginalized Deaf children and youth are one of the most vulnerable groups in this pandemic with their education and livelihood severely affected. With support from HCL Foundation Grant, Noida Deaf Society (NDS) has been organizing

Virtual Sessions on Science, Yoga, Nutrition, Covid19 Vaccine Safety and Covid19 Appropriate Behavior for Deaf Adult Youth with subject matter experts from the field.

ISL Sessions with College Students:

- Equal Opportunity Cell, Venkateswara College is a community of PWD students and volunteers working to connect differently abled with the mainstream society. We conducted a workshop on 'Sign Language' virtually for the members of their cell. There were 50 students who participated in this session. Ms. Devika Suri (Program Manager) was the speaker for the session. She gave a brief about Deaf culture and also spoke about the milestones that NDS has achieved over the period of 16 years. Following the brief, our interpreter Mr. Rudresh Dixit took a session on Introduction to Basics of Sign Language. The session was very interactive and the students enjoyed learning the language of expression and gestures.
- Students, faculty and non teaching staff of Hansraj College participated in a session understanding the Deaf culture and their community. The session was facilitated by our Manager Ms. Stuti Patel followed by an introductory session on Basics of Sign Language by our interpreter Mr. Rudresh Dixit. The students were actively participating in the session and asked a lot of questions at the end of the workshop.



Online ISL session with Hansraj College Students

Exposure Visit: 20 Vocational Training students went for an exposure visit to Adventure Island on 25th December 2021. These students are coming from economically weaker section of the society having limited to no experience of the outside world. Adventure Island is an adaptive experience, automatically

adjusting the activities students seem to match their individual level of understanding and unique learning style. The students returned refreshed and rejuvenated after a day filled with fun, frolic and of course, adventure!

Post the rides students were also provided with lunch packs and refreshments.



Exposure visit to Adventure Island

SUCCESS STORIES

1. Alka



Alka was born Deaf and is the only member of the family who is Deaf. Her parents were not supportive as she was Deaf and that too a girl child. She went to NIOS to complete her education but her learning levels were low because of her early schooling in a regular school and the results were not at all encouraging. Add to that she had a marriage that did not work out and had to return to her parents. She was untrained, unskilled and had no idea how to move forward in life.

Alka was born and brought up in Kotdwar Uttarakhand. Her parents were not aware of any Deaf schools nearby so she studied till 5th standard with normal hearing students. She was unable to cope in the regular school and her parents could not afford to send her to a hostel to continue with her education in higher classes. She decided to complete her further education with National Institute of Open Schooling. Alka then took up to learn stitching and sewing clothes and started supporting her family financially. Being a hard working girl, she also started providing stitching training to others in the community. But all this was short lived; she soon developed an eye problem and had to bear losses in tailoring work.

Not getting saddened by this she took up a job in a hotel, but that too she lost because of Covid. Eventually she got married with a hope that she would start afresh, but it didn't work out and she came back to her mother's home. She then came to know of NDS. A series of discussions happened with Alka to understand her interest areas, challenges, skills acquired over the years etc. A complete mapping was done and it came out that she needs to get into a job with immediate effect, to be able to sustain herself and lead an independent life. She was then offered pre-employment training. Her teachers worked with her to further narrow down the possibilities and opportunities of a working environment where she could fit-in in the long run.

After her pre-employment training she was assisted with identifying job openings matching her skills and abilities. She soon ended up with a job at 'Awareness and Inclusion Foundation. Today she earns a salary of Rs 5000/- per month on the products she makes and also earns commission over and above her salary on the sale of her products. She feels fulfilled and is happy to work there and to be able to manage her time with her family. She is staying with her mother and her 2 children.

2. Ayush



In a small family of four, Ayush is the only Deaf. A Keen learner and also interested in studying Ayush could not devote much time for himself, because of the added responsibility of household management, and the burden of the family's financial strain . Through social media he learnt of NDS and took admission in 2021. On completing various courses like basic .English, Basic computer skills and Skill development in Sign language, he was employed in Hotel Hyatt Regency in

Dehradun . He now earns Rs 17000 ctc per month and is able to support his family. He says, "I would like to thank NDS to end my struggle. My father was an Auto Rickshaw driver and my mother used to work in a shop as a helper, barely able to meet ends.

Had I not got this opportunity it would have become very difficult for me to support my family.

This job has helped me pay for my father's medical expenses who have been suffering from a heart disease. Now I have taken full responsibilities of my family."

parents to discuss about possible opportunities available to learn and get employed. 50+ students with their parents participated. They were sensitized on the importance of the training courses offered, and its correlation with employments. Parents are also provided with a support system where they can share their own challenges and receive some guidance in resolving issues related to their wards. It was an interactive workshop where parents asked questions related to the behavior and development of their Deaf children. Parents felt motivated and inspired after the session.



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