



IN THE SPOTLIGHT LIVELIHOOD PROGRAM



There's a well-known adage that states

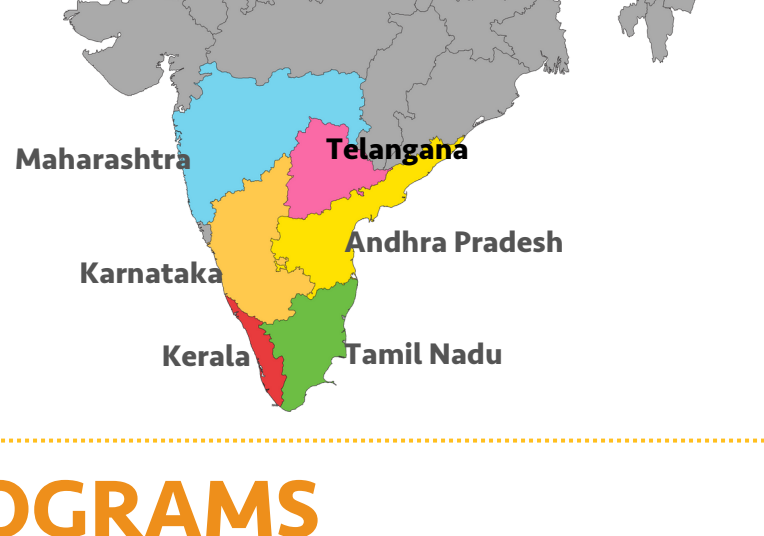
Give a man a fish, and you feed him for a day. Teach a man to fish, and you feed him for a lifetime.



This special edition newsletter highlights our **Livelihood Program**, which exemplifies this saying by prioritising individuals' **abilities** over disabilities. Through training, we empower them to achieve independence and self-sufficiency.

OUR APPROACH

Our program places special emphasis on supporting individuals with disabilities who have left formal education and do not qualify for government or non-government aid. We prioritise **community engagement**, **provide training**, and **facilitate job placements**.



OUR PROGRAMS



Employer-Led Training (ELT)

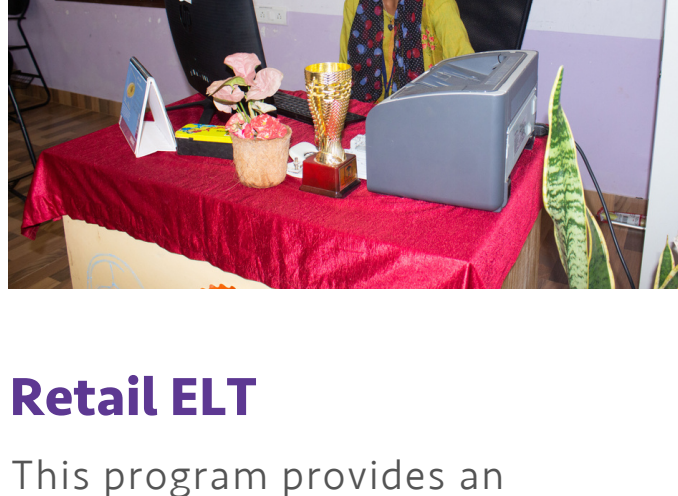
Our team identifies candidates through a specialised recruitment unit, providing tailored job training for placements in the public or private sector.

The program, developed with training partners, emphasises employer capacity building for inclusive recruitment, induction, and mentorship.

BPO ELT

This program, developed with training partners, includes 8 weeks of on-the-job training (OJT) and practical sessions.

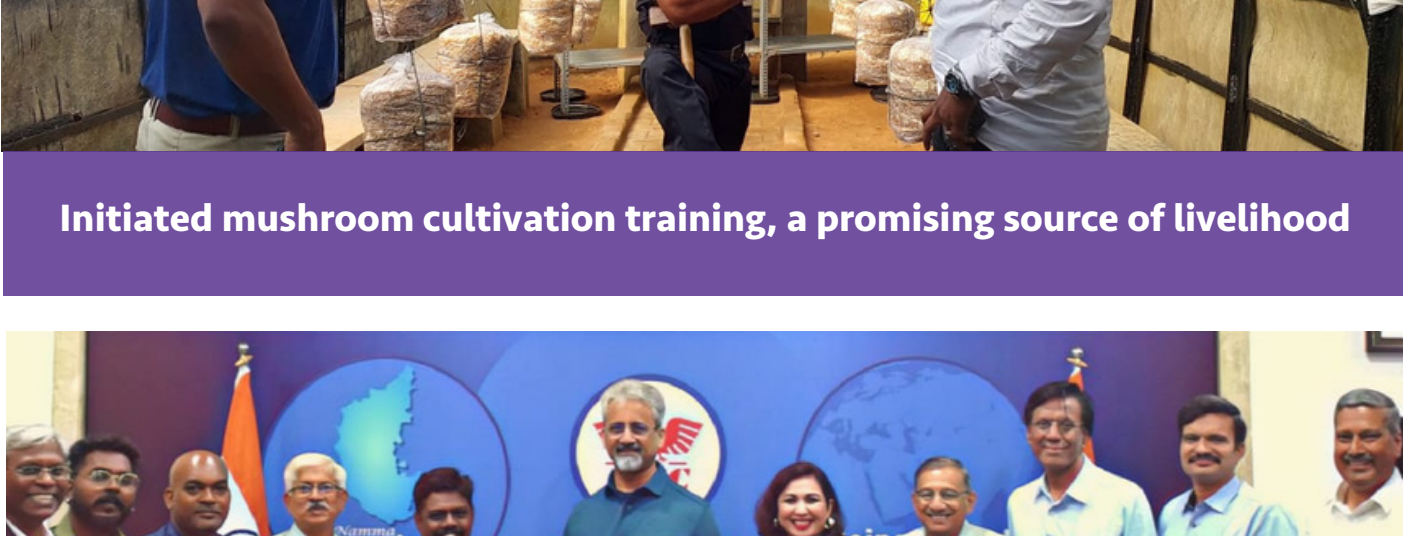
The OJT is aimed at enhancing candidates' communication, computer, customer service, and life skills.



Retail ELT

This program provides an intensive 8-week training focused on enhancing trainees' skills in communication, customer interaction, labeling, and selling.

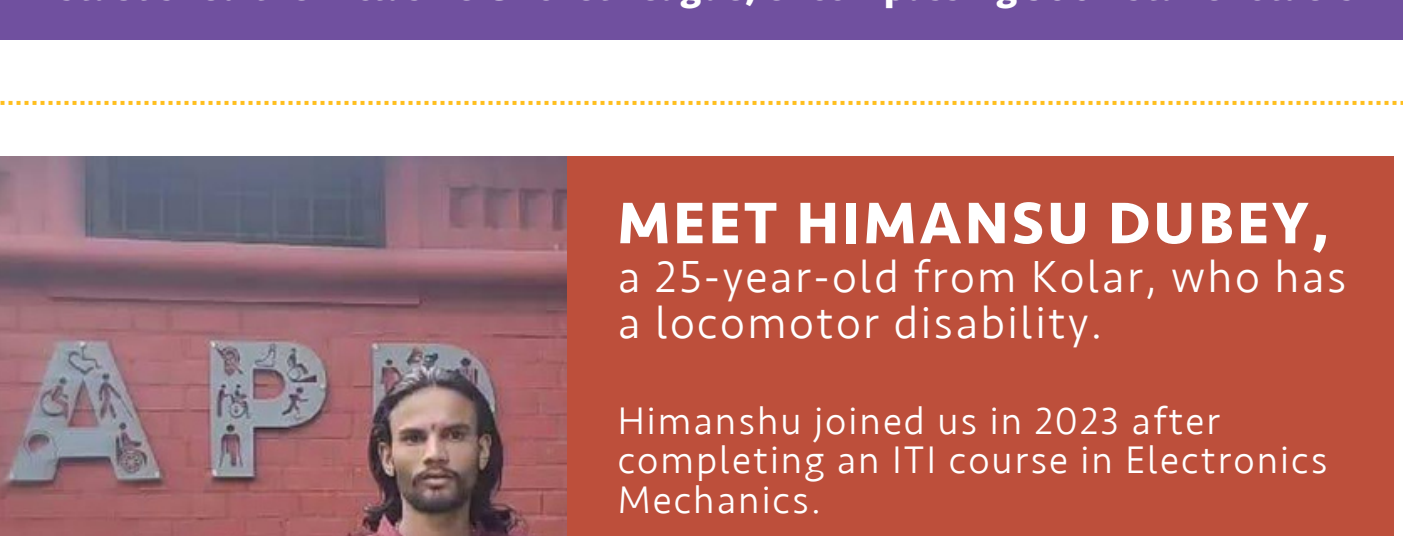
KEY INITIATIVES



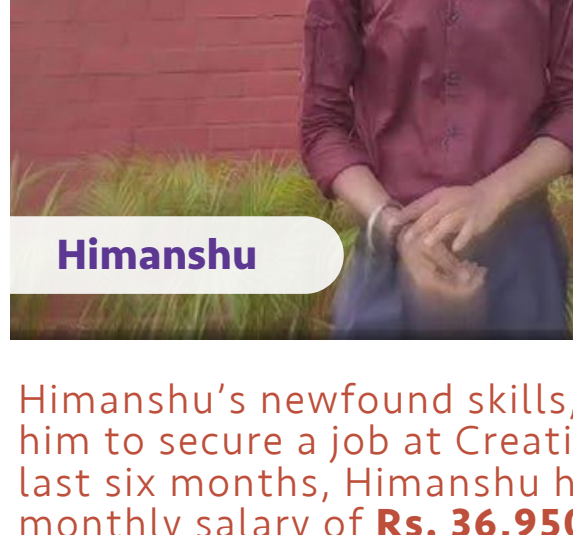
Initiated mushroom cultivation training, a promising source of livelihood



Signed MOU with the Bangalore Chamber of Industry and Commerce (BCIC)



Established the Inclusive Cricket League, encompassing 300+ stakeholders



Himansu

MEET HIMANSU DUBEY,

a 25-year-old from Kolar, who has a locomotor disability.

Himanshu joined us in 2023 after completing an ITI course in Electronics Mechanics.

He was clear he wanted to specialise in Mechatronics at APD but faced initial challenges. However, he gradually adapted and excelled in Trade Practical and Engineering Drawing. He honed his sign language skills, identified electronic components, assembled LED bulbs, and operated measuring instruments.

Himanshu's new found skills, coupled with soaring self-confidence, led him to secure a new job at Creative Enclave Employees Company. For the last six months, Himanshu has been employed as a technician with a monthly salary of **Rs. 36,950**.

OUR IMPACT

98%

beneficiaries graduated successfully

90%

achieved placement opportunities

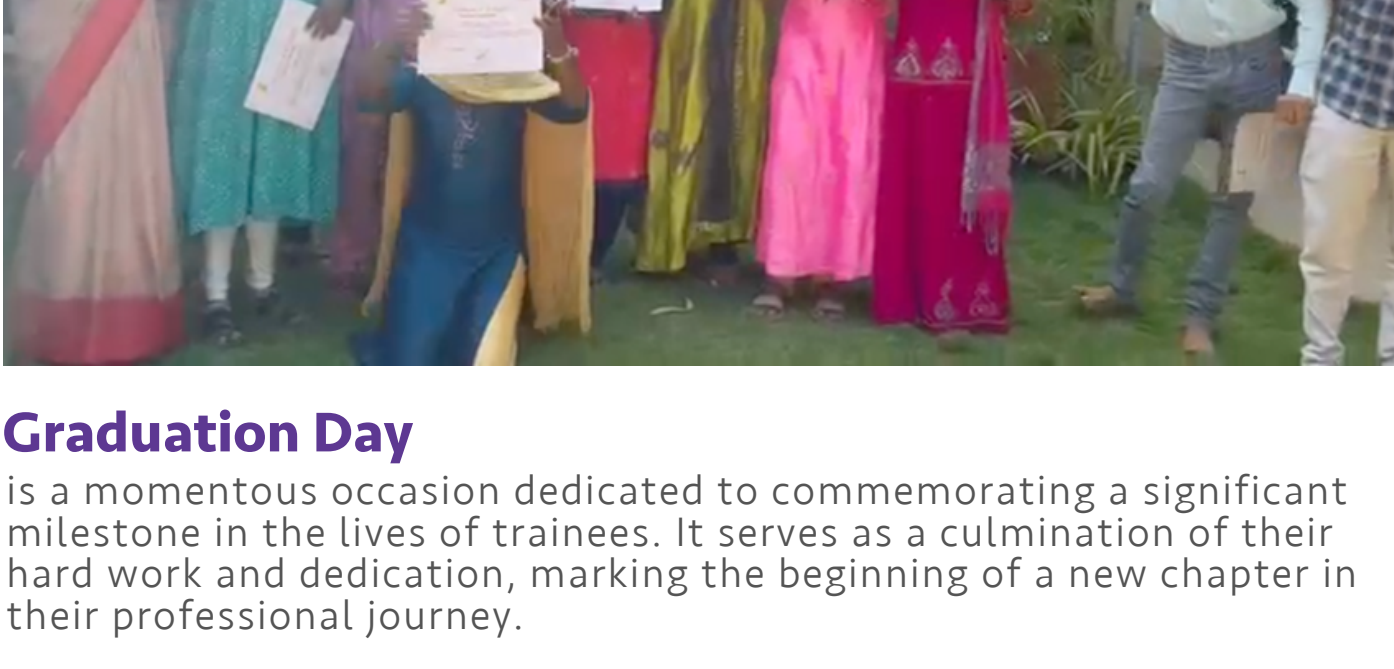
42%

earn over Rs 10,000/month

87%

continue to be employed

Celebrate endings — for they precede new beginnings.



Graduation Day

is a momentous occasion dedicated to commemorating a significant milestone in the lives of trainees. It serves as a culmination of their hard work and dedication, marking the beginning of a new chapter in their professional journey.

Global Accessibility Awareness Day (GAAD)

is an awareness day focusing on digital access and inclusion for people with disabilities.

Celebrated in May every year, this event sees the gathering of over 90 stakeholders, including trainees, corporate guests, volunteers, and APD staff at the N S Hema Horticulture Training Centre.

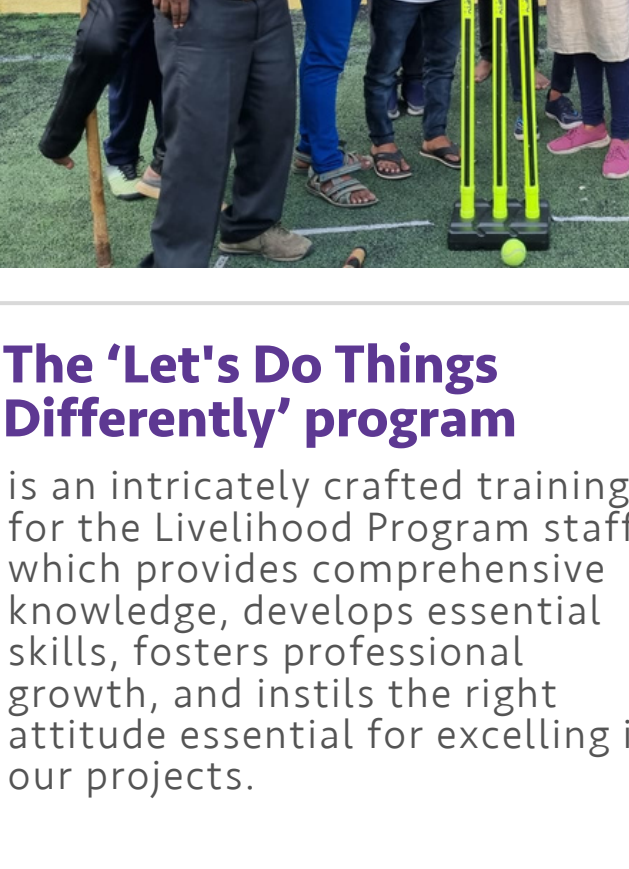


APD's Inclusive Cricket League 2023

took place in December, coinciding with the International Day of Persons with Disabilities.

Its main goal was to debunk the misconception that individuals with disabilities might doubt their ability to participate or contribute to a game.

The league afforded persons with disabilities the chance to compete in mainstream cricket, cultivating a feeling of inclusion and empowerment within the larger sporting community.



The 'Let's Do Things Differently' program

is an intricately crafted training for the Livelihood Program staff, which provides comprehensive knowledge, develops essential skills, fosters professional growth, and instils the right attitude essential for excelling in our projects.



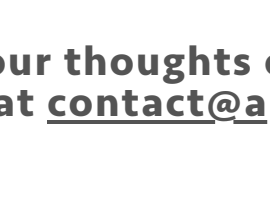
Feel inspired to make a difference?
Just say #YesToAccess

Whether it's spectacles or mobility aids, ramps, or prominent signs, we've all come across daily accessibility features that significantly enhance our lives.

On International Day of Persons with Disabilities, we crafted a Pledge that encourages everyone to embrace accessibility, benefiting not only the disabled but also the elderly, individuals recovering from illness and more!

Your signature on this Pledge matters - so please click, sign, share, and say #YesToAccess.

[Click here](#)



As we embrace these endeavours, APD remains committed to creating an inclusive and accessible society for all.

We would love to hear your thoughts on how we can do better - write to us at contact@apd-india.org

I say #YesToAccess for Persons With Disability and the Elderly

