

VOCATIONAL TRAINING & EMPLOYMENT PROGRAMME

Purpose

The Vocational Training & Employment program is the heart of DeepRanjanī.

In India, most individuals with special needs have nowhere to go after schooling. They are left without opportunities, purpose, or income. The VTE model, our first service line, fills this gap by helping them build real skills, earn a dignified livelihood, and live a meaningful adult life.

We have developed a unique, person-centric model that supports individuals at every stage of their journey — from assessment to training, internships, and eventually, supported employment. *This model provides financial independence, professional dignity, and a sense of purpose.*

Target group

We work with young adults aged **14–35 years** with neurodevelopmental disabilities such as Autism Spectrum Disorder, Cerebral Palsy, Intellectual Disability, Down Syndrome, and ADHD. Many also experience emotional and psychiatric challenges like anxiety, OCD, or depression. For them, the VTE model becomes a stepping stone toward stability, independence, and a meaningful life.

This directly supports the individual by giving them dignity through livelihood.

Training units

Our training happens in five structured units that cater to different abilities and interests:

- **Multimedia & Graphic Design**
- **Bakery & Confectionery**
- **Handicrafts & Art**
- **Spices Production**
- **Sewing & Jewellery Making**

Each unit functions like a mini-workstation, where individuals learn hands-on skills that are relevant, marketable, and connected to real employment opportunities.

Methodology (functional assessment → training → internship → employment)

At DeepRanjanī, every individual goes through a personalised, step-by-step pathway:

- **Step 1: Admission & Assessment**
We begin with an admission enquiry, interview, and a functional assessment to understand the individual's strengths and needs.
- **Step 2: Vocational Training (6–12 months)**
Individuals are placed in two vocational units where they receive structured skill training. Their progress in work behavior, hands-on skills, and social interaction is monitored regularly.
- **Step 3: Internship & Supported Employment (6–12 months)**
Once they show readiness, they begin an internship with stipends. On successful

completion, they transition into **supported employment**, earning a fixed monthly salary within DeepRanjanis inclusive workspace.

- **Step 4: Clinical & Behavioural Support**

Throughout the journey, the experts provide behavioural intervention, counselling, and family guidance — ensuring holistic development, not just vocational growth.

Outcomes

Through VTE, individuals:

- Learn real, market-driven vocational skills
- Build emotional and workplace readiness
- Earn their own income
- Develop confidence and social abilities
- Move toward independence and a purposeful life

Infrastructure

Our space is designed to give dignity and security. We maintain small batches of **5–6 trainees per unit** to ensure personal attention. Work areas include CCTV monitoring, safety protocols, grievance mechanisms, wide staircases with support, mobility-friendly chairs and lifts, fire extinguishers, and air-conditioned classrooms. Our team includes trained vocational instructors, special educators, psychologists, and behavioural experts who ensure each trainee feels safe, respected, and supported.

Partner with our VTE program

We invite corporates, SMEs, retail businesses, hospitality companies, schools, and NGOs to partner with us. Organisations can:

- Host joint courses for individuals with special needs
- Help replicate the VTE model across India
- Conduct exposure visits to understand special needs
- Offer internships, apprenticeships, or micro-work (packaging, baking, digital tasks, Etc.)
- Purchase products made by the trainees
- Hire trained individuals in supported job roles

Impact statistics and partner organisations

- We currently have **24 trainees, 7 interns, and 14 supported employees** — a total of **45 individuals** in the program. About **80%** successfully transition from training to the employment track. We also run specialised courses in partnership with **George Telegraph Training Institute, AIMS Media, and Rotary-Singer**, bringing mainstream vocational programs into the disability ecosystem.

Future scaling (₹2.35 Cr plan)

- We have reached a stage where demand is growing, but space and resources are limited. To train **70 more individuals**, expand infrastructure, add staff, and increase employability by **50%**, we require approx **₹2.35 Crores per year**. This investment will directly create skills, jobs, and long-term independence for individuals with special needs.