

Capacity Building Program for Inclusion of Specific Learning Disabilities in Higher Education Institutes

Organized by the Department of Higher Education under the Ministry of Education in collaboration with
ChangeInkk Foundation

Anchored by NIEPA

The ongoing in-person workshop marks the fourth phase of the Capacity Building Program. The third phase of the program, concluded in March 2024, featured masterclasses for the heads and representatives of five departments, including the Career and Placement Cell. The current fourth phase, a two-day zone-wise workshop, is designed to further handhold the participants of the masterclass to foster an inclusive learning environment for students with Specific Learning Disability (SLD). Featured below are best practices in the form of a checklist that the Career and Placement Cell of the participating institutes can adopt with the aim of increasing awareness on strengths and challenges of students with SLDs, increasing their job readiness and creating inclusive hiring processes.

Checklist for Inclusion of Students with Specific Learning Disabilities focusing on -Career and Placement Cell

Strategies to Make Placement Processes Inclusive

Streamlining

Processes

<input type="checkbox"/> Appoint a nodal officer for inclusive placements	Details of the Nodal officer- <input type="checkbox"/> Name of the NO- <input type="checkbox"/> Contact Details of the No Other Departments are handled by the Nodal Officer- <input type="checkbox"/> Name- <input type="checkbox"/> None-
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Awareness and Sensitization

<input type="checkbox"/> Advocate for students with SLDs for each placement cycle, highlight Dyslexic thinking; include the same in university pamphlets,	<input type="checkbox"/> Print campaign to highlight Dyslexic thinking <input type="checkbox"/> Social Media Campaign <input type="checkbox"/> No campaigns conducted
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document and publish success stories	<input type="checkbox"/> Need support to conduct advocacy campaign
<input type="checkbox"/> Raise awareness around cognitive strengths (visualizing, communicating, thinking laterally, out-of-the-box problem-solving) of students with SLDs	<input type="checkbox"/> Employer outreach program with a focus on students with SLDs exits Please mention the employers covered: <hr/> <input type="checkbox"/> No employer outreach program <input type="checkbox"/> Need support to create employer outreach program with a focus on students with SLDs
<input type="checkbox"/> Sensitize placement cell members; introduce struggles of students with SLDs along with reasonable accommodations to mitigate the same during placement processes	<input type="checkbox"/> Sensitization sessions for the placement cell <input type="checkbox"/> Workshop conducted with a focus on reasonable accommodations during placements <input type="checkbox"/> Need support to create sessions

Increasing Job Readiness

<input type="checkbox"/> Help students with SLDs identify areas of strength through tailored mentorship	<input type="checkbox"/> Regular workshops to help students identify their strengths and interests <input type="checkbox"/> Need support to conduct workshops
<input type="checkbox"/> Equip students with information regarding legal rights and regulatory mandates surrounding placements	<input type="checkbox"/> Sessions focusing on student awareness around legal mandates and rights <input type="checkbox"/> No sessions conducted focusing on legal mandates <input type="checkbox"/> Need support to design and implement these sessions
<input type="checkbox"/> Map students' interests and skills to relevant job profiles	<input type="checkbox"/> Existing process for job mapping Please mention the process/plan/tool: <hr/> <input type="checkbox"/> No mapping is conducted <input type="checkbox"/> Need support to develop a process to map job profiles

<input type="checkbox"/> Provide prior exposure to students with SLDs to professional environments	<input type="checkbox"/> Support mechanism for compulsory internships <input type="checkbox"/> No support exists for internship opportunities
<input type="checkbox"/> Lobby with employers to provide internship opportunities to students with SLDs	<input type="checkbox"/> Employer internship outreach program with a focus on students with SLDs exists Please mention the employers covered: <hr/> <input type="checkbox"/> No internship employer outreach program <input type="checkbox"/> Need support to create employer outreach program with a focus on internship for students with SLDs
<input type="checkbox"/> Liaise and ensure reasonable accommodation during internships like- <ul style="list-style-type: none"> • Distraction-free seating • Digitally accessible tasks and provision of assistive technologies • Providing breaks 	<input type="checkbox"/> Accommodations are available during internship Please mention the most used accommodations: _____ Please mention inclusive employers: <hr/> <input type="checkbox"/> No accommodations are liaised for <input type="checkbox"/> Need support to be able to get students reasonable accommodation
<input type="checkbox"/> Provide tailored professional training and mentorship to students with SLDs <ul style="list-style-type: none"> • Resume reviewing • Mock interviews • Mock assignments 	<input type="checkbox"/> Guidance program to prepare students with SLDs for job opportunities No. of student placed under this program: _____ <input type="checkbox"/> No dedicated guidance program exists <input type="checkbox"/> Need support to create and implement a guidance framework

Inclusive Hiring Processes

<input type="checkbox"/> Review hiring processes and design modified processes	<input type="checkbox"/> Inclusive Placement Process practiced
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<ul style="list-style-type: none"> • Lobby with recruiters for inclusive hiring • Instead of standardized testing, assess neurodiverse competencies through creative assignments, presentation pitches etc. • Suggest on-site performance-based tasks instead of reading/writing heavy assignments 	<p>Please mention the inclusive hiring practices adapted by employers:</p> <p>_____</p> <p>No.of PwD students placed through campus: _____</p> <p>No.of SLDs students placed through campus: _____</p> <ul style="list-style-type: none"> <input type="checkbox"/> In process of creating inclusive placement practices <input type="checkbox"/> Need support to build inclusive placement process
<ul style="list-style-type: none"> <input type="checkbox"/> Convey needs of students with SLDs to recruiters and ensure accommodation <ul style="list-style-type: none"> • Assistive technology (text to speech, speech to text) • Extended deadlines • Distraction free seating during tests • All placement assignments should be digitally accessible • Pitch profiles of qualified candidates with SLDs to employers, highlighting Dyslexic thinking and strengths 	<ul style="list-style-type: none"> <input type="checkbox"/> Inclusive placements accommodations exits <p>Please mention the inclusive placement accommodations:</p> <p>_____</p> <ul style="list-style-type: none"> <input type="checkbox"/> In process of creating inclusive placement accommodations <input type="checkbox"/> Need support to build inclusive placement process

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