



TEACH
Igniting Minds, Transforming Futures

CENTRE FOR INDUSTRY ENGAGEMENT AND PARTNERSHIPS (CIEP)

End-to-end recruitment, workplace
sensitisation and integration solutions
tailored for corporate success.





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Beyond Education: Building Ability, Confidence and Autonomy

02

Beyond Compliance: Creating an Ecosystem of True Belonging

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Beyond Partnership: Building High-Performing, Inclusive Workplaces

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Beyond Education:

Building Ability, Confidence and Autonomy

01



Only

26%

Deaf and Hard of Hearing
students have regular
employment.



Fewer than

1%

of colleges are accessible
to deaf children.

TEACH was born in 2016 to rewrite this narrative.

We ensure the overall development and transformation of Deaf and Hard of Hearing (DHH). Our specialised undergraduate programme from IGNOU is meticulously crafted to fit the unique needs of Deaf and Hard of Hearing students.

We aim to be the world's premier educational institute for the DHH community by -



Providing higher
education



Developing
technical skills



Enhancing
communication



Offering social &
emotional support



Building sustainable
careers



750+

Students
empowered

100%

Academic pass rate -
HSC & Graduation

30+

Active corporate employers
& sustainability partners

Beyond Compliance:

Creating an Ecosystem of True Belonging

02





While 16% of the global population lives with a disability, in India as per our understanding this reaches nearly 18-20% comprising approximately 6 crore Deaf and Hard of Hearing (DHH) individuals.

True inclusion for the DHH community requires a distinct, specialised lens centered around language, accessible learning, and long-term economic independence.

DHH inclusion isn't just about physical access - it's an ecosystem connecting communication, education, and career growth:



Language & Communication Access

Bridging gaps through Indian Sign Language (ISL), visual content and specialised English captions.



Integrated Learning

Unlocking potential through customised higher education and technical skill-building.



Systemic Enablement

Empowering corporate partners to move talent seamlessly from entry-level hiring into sustained career progression.

Beyond Partnership:

Building High-Performing, Inclusive Workplaces

03



Plug the Skill Gap with Job-Ready Talent

With our specialised undergraduate programme via IGNOU alongside industry-standard certifications in Zoho, Python, Office MIS, and Digital Design, our students enter your workplace ready to contribute right from the start.

Low Attrition, High Loyalty

DHH professionals hired through TEACH consistently demonstrate 92% higher retention rates, strong task focus and remarkable dedication, preventing expensive employee turnover.

Seamless DEI & ESG Framework Compliance

Effortlessly meet corporate Diversity, Equity & Inclusion (DEI) goals and ESG benchmark criteria through a structured, measurable system.

End-to-End Guidance and Training for HR Teams

You don't need prior experience in hiring DHH employees. We provide full onboarding, communication workshops, and professional interpreters for smooth daily operations.

Beyond Talent:

Talent-Ready, Holistic Development Model

04



Our talent pipeline is developed through a 5-stage holistic growth model



5 PLACEMENT

Introductory Internship, Full-time/part-time Paid Internship, Placement, Post Placement Support, Employee Sensitisation.

4 SKILLS

Multimedia Design, Python Coding & HTML, Accounting Systems (Tally), ZOHO, MIS Office, Data Analysis.

3 KNOWLEDGE

HSC - Affiliated by Maharashtra Board
Bachelors of Commerce (B.Com) Affiliated with IGNOU.

2 ATTITUDE

Individual & Group Counselling, Goal Setting, Family Counselling & Language, Career Coaching, Corporate Engagements & Sports.

1 PY (PREPARATORY YEAR)

Indian Sign Language, Basic English, Maths & Computers.

Beyond Potential:

Our Achievers

05



BEYOND POTENTIAL: OUR ACHIEVERS



Walid Hussain
(Finance Trainee)



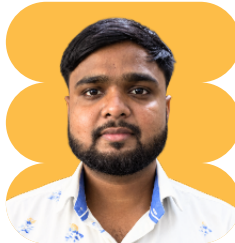
Ben Joseph
(Marketing Designer)



Mayur Musale
(Hr Executive)



Mayuri Patil
(Jr. Officer Hr)



Deepak Singh
(It Trainee)



Gousiya Shaikh
(Assistant Manager,
Operations - M1)



Beyond Hiring:

A Continuous Journey of Integration

06



90%

Placement achievement
every year

₹10,000

Stipend of part time
internship in FY 25-26
per month

₹3.08 LPA

Average CTC in
FY 25-26

₹4.20 LPA

Highest CTC in
FY 25-26

Gender Diversity
across all placements
done



62%

Male



38%

Female

Corporate Sensitisation Workshop

A 2-hour interactive session designed as the first step toward workplace inclusion.



Objective

Move teams beyond basic awareness into understanding, confidence, and practical action through real-world scenarios and interactive discussions.



Key Focus Areas

Understanding DHH Culture

Insights into deafness, lived experiences and communication nuances.

Workplace Communication Strategies

Practical modes of interaction and inclusive team practices.

First Steps in ISL

Introductory Indian Sign Language (ISL) for daily office interactions and technical application for communications.

Beyond Onboarding:

A 4-Stage Pathway for Long-Term Success

07



STAGE 1: SENSITISE

Building the Foundation

Establish inclusive team practices, address workplace communication needs, and prepare colleagues for seamless collaboration.



STAGE 2: CONNECT

Indian Sign Language Training

Turn foundational awareness into functional connection by teaching practical ISL and essential workplace phrases.

STAGE 3: ENABLE

On-Demand Interpretation Support

Provide professional ISL interpretation for full access during critical moments such as town halls, performance reviews and key meetings.



STAGE 4: STRENGTHEN

Continuous Improvement & Reviews

Sustain progress through regular check-ins, tracking integration, resolving operational bottlenecks and celebrating milestones.



Beyond Proof:

Real Stories of Workplace Transformation

08





TEACH Alumni: Rahul Bhosale and Komal Bhosale

Rahul Bhosale and Komal Bhosale, distinguished alumni of our institution, exemplify the long-term impact and transformative potential of our educational programs. Their journey from students to confident, independent professionals is a powerful reflection of what becomes possible when individuals are equipped with the right tools, opportunities, and support.

After completing their education with us, Rahul and Komal both secured meaningful employment and have continued to grow in their respective careers. Their recent achievement of purchasing a new home together, following their marriage, marks a significant personal and financial milestone. It speaks volumes about the stability, confidence, and capability they have developed - qualities that were nurtured and strengthened during their time at our institution.

Their story goes beyond personal accomplishment. It underscores the importance of inclusive, skill-based education that prepares individuals not just for the workplace, but for life. The foundation they built here enabled them to pursue their goals with clarity and determination, and their continued progress serves as an inspiring example for current and future students.

Rahul and Komal's journey is just one of many that illustrate the deep, lasting influence of our programs. These success stories are a reminder that the impact of our work extends far beyond the classroom, helping individuals lead empowered, self-reliant lives and contributing meaningfully to their communities.

Beyond Inclusion:

Voices of Impact and Leadership

09





“

Komal and Ruchita have been making significant contributions beyond expectations. Although I have come across some of their work, and it truly reflects their dedication and quality. Their efforts are commendable and add great value to the team.

Ms. Jyoti Bowen

Claricent Partners



“

Mr. Ben, demonstrated exceptional performance and was offered a full-time role in our marketing team as designer. His ability to adapt, learn, and contribute meaningfully has been remarkable.

Mr. Clint Misquitta

Edelweiss Life Insurance

Beyond Alliance:

Champions Driving Equal Opportunity

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