

2020

Sarthak Global Resource Centre

For Mainstreaming Persons with
Disability

Sarthak Educational Trust

Sarthak Centres –

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Ambala | Jaipur | Lucknow | Bhopal | Mumbai | Pune |
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Sarthak Educational Trust – Overview

Sarthak Educational Trust was started by **Dr. Jitender Aggarwal** in year **2008**. And, the inspiration to start Sarthak was the struggle faced by Dr. Aggarwal himself. Dr. Jitender Aggarwal was practising as a dentist when in year 2004 he started losing his central vision due to macular degeneration of the retina resulting in only partial vision capabilities.

And, right in accordance to its name, **Sarthak** is continuously engaged in **introducing positive changes and adding significance to its beneficiary group** across various age groups and activity areas through its free of cost services, creating barrier free service to all. It is also engaged in creating more change makers through continuous advocacy activities, and associating various stakeholders together to contribute to the sector.

Inclusion, Empowerment, and Mainstreaming of Persons with disability is the guiding principle of Sarthak Educational Trust.

- **Early Intervention:** Sarthak has successfully rehabilitated 1500+ children with disability through its three pronged strategy of prevention, identification, and intervention. Early prevention, identification and intervention are the three facets of Sarthak Antakshep Kendra. Early prevention and identification involves identification of problem areas in its earliest and sensitization of gynaecologists, paediatrician and health workers to control disability proneness for risk babies.
- **Inclusive Education:** Sarthak is ardent believer of inclusive set up of education to pave the path of inclusive society and have successfully rehabilitated 425 school going children with disability in mainstream schools through sensitization of various stakeholders and remedial classes.
- **Skill Development & Sustainable Employment:** Vocational skilling and placement support to persons with disability is provided across 19 different locations in India and the objective is to create sustainable and independent life prospects for PwDs. Through its dedicated efforts Sarthak has successfully trained and placed 20000+ and 18000+ youth with disability respectively.
- **Advocacy and Awareness Generation:** In furtherance to direct intervention, Sarthak is also engaged in creating pro environment and attitude towards PwDs in general and has successfully organized 100+ centre, state, regional, and national level events.
- **NGO Capacity Building Program:** Sarthak is not only restricted to catering to the needs of persons with disability directly, but also equipping existing change makers with better capacity and strength and conducted an 11 month NGO Capacity Building program at Telangana in support with Microsoft.
- **Accessible Event Management Support:** In its endeavour to create an inclusive world irrespective of any disability, Sarthak has recently entered into providing Accessible Event Management Support and the first such support was provided to Microsoft in its first ever Accessibility Summit in Hyderabad.
- **Sarthak Parents' Interaction Forum:** In lot many cases, Parents are clueless when they realize that their child is having some form of disability and keeping this particular need in concern, Sarthak with the support of professionals, medical practitioners, and parents of children with disability has started this initiative.

Sarthak Global Resource Centre – Introduction

In India, the population with disabilities is around **26.8 million**, constituting **2.21%** of India's total population (**Census 2011**). However, **World Bank** data proposes the number between **40 to 80 million**. But despite the discrepancy between the numbers it is very clear that PwDs constitute a significant part of Indian Population. Further, disability results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others (**United Nations Conventions on the Rights of Persons with Disabilities**).

Thus, on the one hand we have increasing number of PwDs and on the other paucity of resources to ensure their inclusion. And, in such a scenario a solution is required to cater both the needs of providing requisite intervention and support system to PwDs and to equip change makers and accommodate environment and social system as more accessible and inclusive.

Sarthak Global Resource Centre, as the name suggests is an effort to meet the above quoted aspirations of disability sector, through ensuring quality and standard services to Persons with Disability (PwDs) across civil societies, complete and comprehensive understanding of disability by all stakeholders, and guided orientation of new entrants in the sector.

Thus, the project aims to serve the needs of all the groups such as

- Early Intervention, Inclusive Education, Vocational Skill Building and Placement services in a singular setting to **PwDs**.
- **Overall community and stakeholders** to develop a clear and sensitized understanding of PwDs.
- Capacity Building of **Active participants** in carving out a world of equal opportunity and rights either **change makers or PwDs themselves**.
- **Exploring International collaborations** to promote Research & Development, Employee & Technology Exchange, and Advocacy across borders.

Rationale of the Project

Sarthak Global Resource Centre model aims at providing services to PwDs, and preparing human resource to better cater to the needs and requirements of PwDs under a single roof. Currently, disability sector faces four major challenges,

- first is paucity of efforts in the direction of promoting inclusion and empowerment of PwDs in all walks of life, let it be at familial, social or professional fronts, at a singular setting.
- The second one is need to create inclusive and welcoming environment outside the periphery of organization engaged in providing services to PwDs.
- The third one is lack of skilled and dedicated human resource to best cater to the needs of the sector and beneficiaries.
- And, fourthly the pressing need of exploring International collaborations to promote Research & Development, Employee & Technology Exchange, and Advocacy across borders.

Thus, paying due heed to all the four requirements of the sector, Sarthak conceived **Global Resource Centre Model**, which not only will provide services to PwDs, but will also make efforts to ensure inclusion of PwDs through creation of inclusive environment, working as a training lab to create more change makers and infuse the sector with skilled and dedicated Sarthak Fellows and exploring international developments and collaboration to instil disability sector with latest practices and technologies.

Project Goals & Objectives

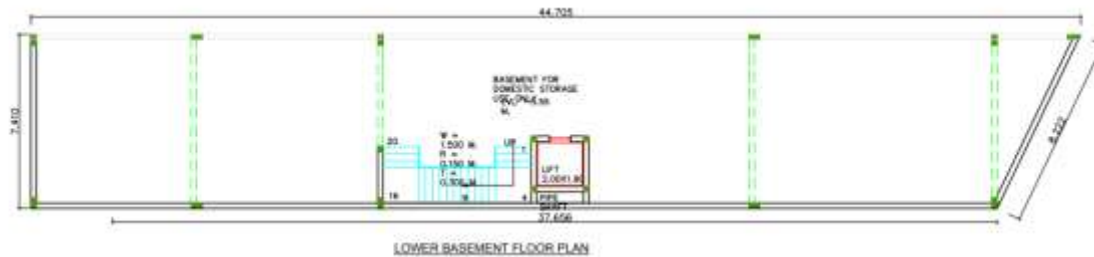
Sarthak Global Resource Centre is directed to create a world of equal opportunity and rights for Persons with disability (PwDs) through providing them required support and intervention, creating environment of acceptance, inclusion and sensitized approach, and preparing more change makers. The major objectives are as:

1. To provide a facility to sensitize people and checking existing prejudices about PwDs through experiential learning – **Dialogue in the Dark**
2. To provide online support services to persons with disability through Mobile App, Toll Free support system and Online Portals – **SMART Centre**
3. To provide auditorium with accessible infrastructure and features to provide facility to organise accessible events for all disability categories. – **Accessible Auditorium**
4. To provide innovative and stimulating play-spaces accessible and enjoyed by differently abled children – **Sensory Park**
5. To explore and ensure diverse livelihood options for PwDs and ensuring an inclusive and equal opportunity workplace for them in terms of infrastructure as well as attitude. – **Centre of Excellence for Employment**
6. To extend vocational training services to youth with disability through practical orientation and experiential learning in state of the art learning labs. – **Centre of Excellence for Skill Building**
7. To support children facing developmental delays or susceptible to such delays through therapeutic intervention and special education. – **Centre of Excellence for Early Intervention & Inclusive Education**
8. To explore prospects of International collaborations and promote Research & Development, Employee & Technology Exchange, and Advocacy across borders – **Centre of Excellence for Technology, Innovation & International Collaboration**

Complete premises would be accessibly designed considering the requirements of PwDs for entry, access to utilities & services and transit within the floor as well as between floors in normal and emergency situations.

Floor Plan & Features

Basement 2 – Dialogue in the Dark



Features:

- **Dialogue in the Dark (DiD) –**

It would provide a facility to sensitize people and checking existing prejudices about PwDs through experiential learning. It is a platform to experience daily environment of life in specially designed environment. It works on the idea of reversal of roles by making blind persons sighted and sighted one blind.

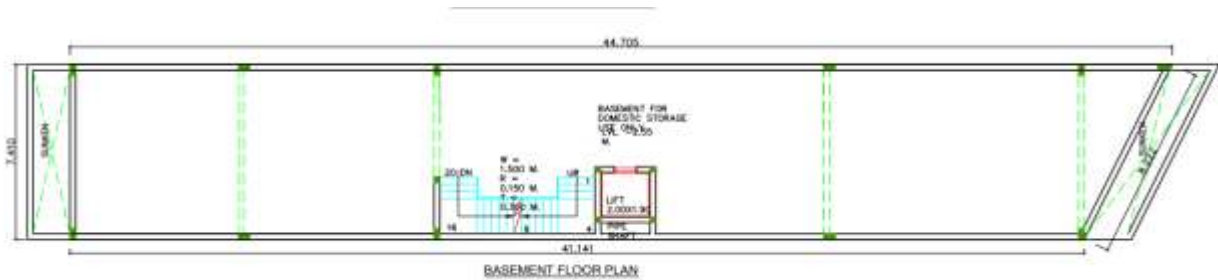
The concept was founded by Dr. Andreas Heinecke in 1988 in Germany post his encounter with a blind journalist. The incident made him realize that being blind contains a potential he has never thought about. And he decided to extend this learning further through DiD as a platform to invite blind and sighted people to meet in reverse conditions. These exhibitions are present in 40+ countries in Europe, America, Africa, Asia and Australia. In India there are 3 centres in **Chennai, Hyderabad & Raipur** extending exhibit and dining experience in dark.

The infrastructure of DiD would be used for two major purposes:

- Exhibition – DiD Experience to visitors for sensitization
- Workshops – DiD infrastructure to conduct business workshops in darkness.

Basement 1 – Accessible Auditorium & SMART Centre

Assuring Access, Reassuring Success



Features:

- **Accessible Auditorium**

This auditorium would be equipped with the facilities and consideration required for providing inclusive facilities to persons with disabilities and would give due consideration to features like accessible seating space in a variety of locations, space between chairs, free space to accommodate wheelchairs and reserved seats for HI in front of screens designed to showcase sign language interpreters/transcripts.

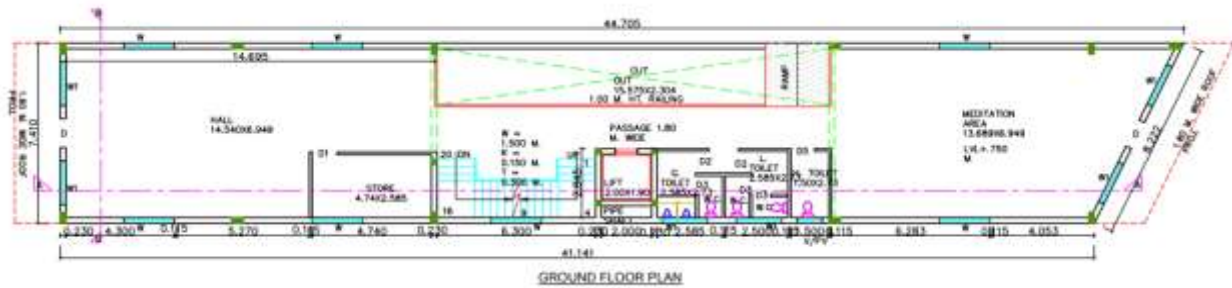
- **SMART Centre**

This would be directed towards extending online support services to persons with disability through Mobile App, Toll Free support system and Online Portals.

- **Mobile App Support Desk** – We are working for a mobile app for PwD outreach and extending information & service support via content management system and human interface. This support desk would extend required support to users and would work for regular check and upkeep of content.
- **Disability Information Portal Desk** – This would work for providing a one step solution to PwDs by providing information support to PwDs about Government Schemes, provisions, service providers and employment opportunities at a single platform.
- **Rashtriya Divyang Sashaktikaran Manch** – It would work for connecting various NGOs working in disability sector to leverage the collective strength to put forth sector requirements and address the same in a better way.
- **Parents Interaction Forum** – It would work as a platform to extend counseling, guidance and support services to parents of children with special needs with the help of a panel of experts.

Ground Floor - Centre of Excellence for Employment

Enabling through employment, enabling through entrepreneurship



Features:

- **Sensory Park** – It would be a state of the art model for innovative and stimulating play-spaces accessible and enjoyed by differently abled children. The focus would be on features that attract multiple senses of individuals with mobility impairment, hearing and speech impairment, cognitive disability and intellectual disorders. Sensory parks would be aimed at stimulating the five senses – Sound, Sight, Smell, Touch & Taste – through features such as metallophone, sound chimes, mirrors, kaleidoscopes, tactile art on walls, pebbled pathway, flowering plants and herbs.
- **Accessible Parking** – It would be created considering the requirements of various disability categories and would consider features like surface parking near entrance (maximum travel distance of 30 M from building entrance), conspicuous display of space being reserved for PwDs, guiding floor materials or a device with audible signals and others.

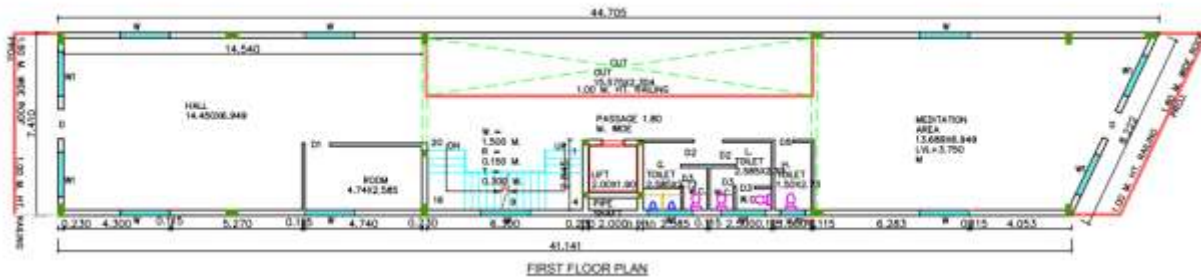
Employment Wing - Employment section is directed towards exploring and ensuring diverse livelihood options for PwDs and ensuring an inclusive and equal opportunity workplace for them in terms of infrastructure as well as attitude.

- **Accessibility Room** - It would work in line with Accessible India Campaign to promote accessibility for PwDs in the areas of Information, Communication, and Technology through stakeholder engagement. Accessibility consultancy and support would be extended to corporate partners having PwD workforce or interested in hiring them to adopt diverse and inclusive culture at their workplaces. To create accessible mindset among masses various accessibility assessment drives would be conducted in Academic/Professional Institutes, Public buildings and Government/Private organizations.
- **Employment Information Room** - The area would be designed as an experiential lab for PwD visitors and corporate representatives through setting up displays of various success stories of different sectors, workplace solutions and corporate groups championing the diversity and inclusion culture. This section would be used for counseling/Interviewing potential candidates for various job roles with due focus over their skills rather than disability. Sarthak Trainees as well as walk-in PwDs would be provided placement support and career growth guidance.

- **Job Mapping & Sensitization** – It would work for promoting 'Skill First' approach through Job Mapping (Identification of appropriate job roles for PwDs and reasonable workplace accommodation requirements) across sectors and creating an inclusive mindset along with through sensitization of workforce.

I Floor – Centre of Excellence for Skill Building

Building Competence, Building Capability - Delivering Aces of Ability

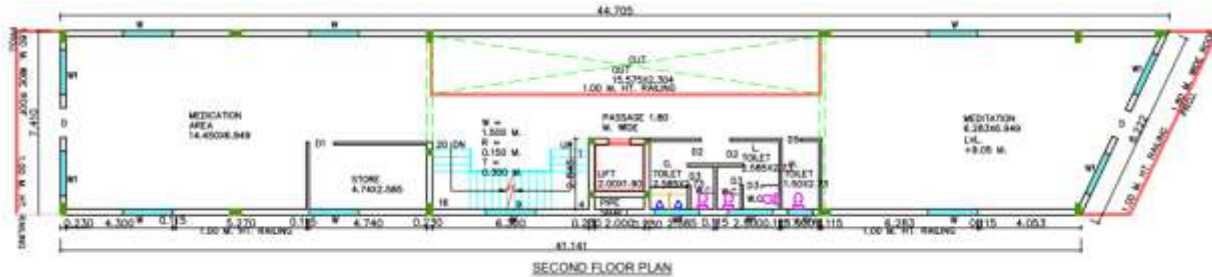


- I. **Training Wing** - This area would be used for extending vocational training services to youth with disability using pre defined curriculum and techniques of training. Training facilities would be focused at practical orientation and experiential learning to prepare the trainees for employment opportunities
 - **Training Information Room** - This area would be aesthetically designed to depict skill building model and best practices
 - **Classroom (Soft skill & Grooming Lab)**- In this section the students would be provided training in communication and soft skills through various methodologies such as group discussions, role plays, activities and audio-visual learning. Learning would involve concepts like Interpersonal skills, Self Management, Time Management, Stress Management, Team building, Problem solving and others. The curriculum and activities would aid trainee in self assessment on these skills and gradual improvement through activity sessions. The Grooming part would facilitate the trainees to groom them to meet industry expectations and to become profession ready.
 - **IT/ Language Lab** – It will comprise of 30+ up-to-date configured with latest software computers to let trainees have individual access and hand on experience. The computers would be connected with Local Area Network (LAN) for study purpose and online assessment of trainees on regular frequencies. In this state of the art language lab trainees would be provided with BPO grade language learning environment. Language class would be delivered by audio-visual means to equip trainees with required skill set through active participation in language learning exercises.
 - **Hospitality Lab** -
 - i. **Hotel Suite section:** It would be designed as a mock up of a Hotel Suite Room. Trainees would be taught various skills of room arrangement, bed making, cleaning equipment handling as they would in a hotel or resort.
 - ii. **Housekeeping section:** The housekeeping lab would be equipped with cleaning equipments, chemicals, guest supplies required for up keeping of accommodation and other related tasks.

- iii. **Front Office section:** Here, trainees would be trained in different topics ranging from billing, guest relations, bell desk, concierge, communication and guest handling skills.
 - iv. **F&B Training section:** Here, trainees would be taught table setting, serving, arrangement and all other practical skills to do with service and operations pertaining to the hospitality industry.
 - **Retail Lab** - It will be designed as a mock up of a Retail Store. Trainees would be taught various skills ranging from display, inventory management, front desk management, cash handling, sales skills and customer handling. Practical learning in the labs would enable students to be prepared for placement in larger facilities.
- II. **Abilympics Wing** - It would be used as a training centre for abilympics regional and national winners to equip and prepare them for national/International abilympics. Abilympics are vocational skills competitions for persons with disabilities. The first international abilympics was held in Tokyo in 1981 to commemorate the United Nations International year for PwDs. International Abilympics is held once every four years and **National Abilympic Association of India (sister concern of Sarthak)** represents India in the events.
- **Abilympics Information Room** – This area would be aesthetically designed to depict journey of Abilympics movement across the globe and role of National Abilympic Association of India in bringing laurels to the nation. Display of various trades and categories of competitions would also be set up.
 - **Entrepreneurship & Self Employment Lab** – Here training and support would be extended to budding PwD entrepreneurs through regular guidance & mentorship.

II Floor – Centre of Excellence for Early Intervention & Inclusive Education

Ideation & Innovation Centre



Features:

I. Early Intervention & Inclusive Education Wing

This wing would work for supporting children facing developmental delays or susceptible to such delays through therapeutic intervention and special education. It will have dedicated wings aesthetically designed to create soothing environment and equipped with required facilities and equipments to extend various services. The sections are as:

- **Early Intervention Room** – To extend services and support to children having developmental problems, it would focus at environmental or experiential factors in a systematic and planned manner and assessment of regular progress on pre defined milestones and timelines. Along with extending therapies to children it will involve activities like educating and counseling parents, pre-school education and forming support groups.
- **Inclusive Education Room** – It would involve preparing children in school going age for regular schools through special education and other therapeutic intervention. Identification of those struggling in regular education system owing to disability/developmental challenges and extending them required support is another significant component of inclusive education service.
- **Special Education Chamber** – Herein, special education & remedial classes support would be extended to CwSN (children with special needs) to support their inclusion in mainstream schools. In furtherance to supporting children, school management committees, teachers and parents would also be made aware of different learning requirements of CwSN and ways to address them.
- **Occupational Therapy Chamber** – It would be directed at promoting function and engagement of CwSN in daily habits and routines such as activities of daily living, play/leisure, social participation, education and others.
- **Speech Therapy Chamber** – Here children with speech disorders would be provided therapies to support their speech and language development. In furtherance to regular

speech therapy new practices would also be incorporated to enhance the outcomes such as flashcards, articulation games, story narration and many more.

- **Psychologist Chamber** – Here complete diagnosis of CwSN would be done in the light of case history and accordingly the therapy plan for the child would be prepared with pre defined milestones and target timeline to achieve the same. Services would involve intervention & transition into school aged services. Training other team members to work therapeutically with parents is another significant component involving techniques such as Active listening, Positive Communication, Reflective Listening, Brief Solution Focused Therapy, Motivational Interviewing and others.

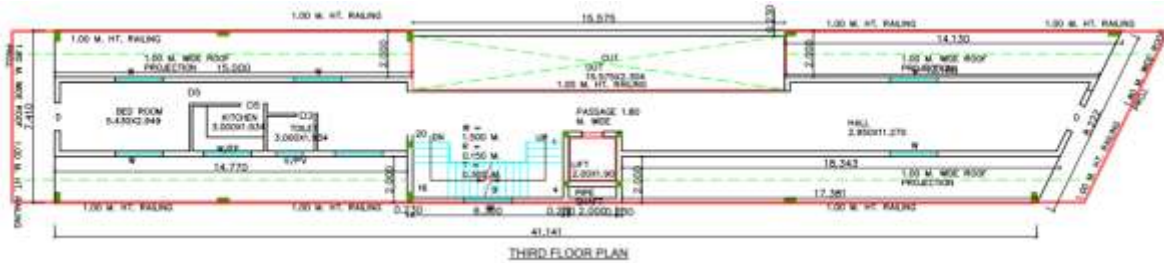
Research & Development Wing

It would focus at promoting latest innovations, equipments and best practices across the globe to the grass-roots. Activities would be categorized under three heads:

- **Research and Development on Assistive devices for PwD** – This section would be dedicated to Alpha-Beta Testing of latest innovation and equipments designed for persons with disability and promotion of landmark innovations to ensure its reach to grass-root level. Furthermore, this wing would also act as a connecting link between innovators and beneficiaries to set the requirements clear.
- **International Outreach Information Room** – Here the focus would be at championing global initiatives in India in collaboration with International Organizations such as UN bodies, ILO and others to promote cross-learning and sharing best practices.
- **Incubation Wing** – This section would be directed at addressing the requirement of skilled and dedicated resource for disability sector through Fellow Programs, Training of Trainers & NGO Capacity Building Programs.

III Floor – Centre of Excellence for Advocacy

Championing the Cause - Spreading the Idea



Features:

- I. **Advocacy, Media & Communication Wing**
 - **Advocacy Information Room** – It would be directed at planning and organizing various stakeholder engagement events of regional/national/international levels to create inclusive eco-system for PwDs in all walks of life.
 - **AV Lab** - It would focus at promoting awareness and advocating for the rights of PwDs through communication campaigns.

Expected Results

- Sarthak Centre of Excellence is directed towards becoming a one stop solution for all major requirements in disability sector, either in terms of direct services to PwDs or preparing more change makers to catalyze the momentum of crafting and drafting an inclusive world.
- It also aims at creating an inclusive environment through its sensitization and advocacy generation activities, clubbed with guidance and support to promote physical and psychological accessibility and acceptance.