



**EMPOWERING
DIFFERENTLY ABLED
SINCE 2008**

**SARTHAK NAAI
APRIL
BULLETIN
2019**

INAUGURATION OF DIVYANG VIKAS KENDRA IN VISHAKHAPATNAM



According to **World Bank**, India has some **40 to 80 million** persons with disability. But **low literacy, few jobs and widespread social stigma** are making disabled people among the most excluded in India. Children with disabilities are less likely to be in school, disabled adults are more likely to be unemployed, and families with a disabled member are often worse off than average. India has a growing disability rights movement and one of the more progressive policy frameworks in the developing world.

But, a lot more needs to be done in implementation and "getting the basics right". People with disabilities need to be better integrated into society by overcoming stigma; disabled adults need to be empowered with employable skills; and the private sector needs to be encouraged to employ them.

With the increase in pressing needs of the disability sector, Sarthak through its vocational skill building initiative is working towards the empowerment of PwD's with geographic presence over 17 cities of India. Last month, Sarthak inaugurated a new **skill-building center in Vishakhapatnam** with an objective to reach out to maximum Persons with Disabilities.

The need for inclusion was quite evident after looking at the census data of PwDs in Andhra Pradesh. There are almost 2,266,607 persons are disabled out of which 370,116 are of age group (20-29). Hence, setting up such centers, where not only vocational training but also employment support is provided, is a significant step.

The ceremony was inaugurated and graced by the presence of **Prof. G. Nageswara Rao, Vice Chancellor, Andhra University** and many other dignitaries namely Shri. MS Raju, President, Vision Aid, Dr. SS Prasada Rao PhD, Professor in Management and Director, Center for Learning and sustainability, GITAM deemed to be University and many others.

STAKEHOLDERS OUTREACH

SARTHAK BOOK LAUNCH IN PUNE



“Victorious Disabled: Sarthak Support”, book launched on April 08, 2019 in the presence of Ms. Christine Hodgson, CSR focus of Capgemini, Ms. Lucie Taurines, Vision of Digital Inclusion & Digital Academy, Mr. Fredric Bardeu, Simplon partnership, Mr. Anurag Pratap, CSR Leader, Capgemini, and Dr. Jitender Aggarwal, Founder & CEO, Sarthak. The initiative is supported by Sarthak prominent funding partner Capgemini with a noble objective to showcase the strengths of our divyangs and generate sensitization about the cause of disability.

SHRI KRISHAN KALRA, ADVISORY BOARD MEMBER AT SARTHAK LUDHIANA KAUSHAL VIKAS KENDRA

Sarthak National Advisory Board Member, **Shri Krishan Kalra** felicitated Sarthak champions during convocation ceremony in Ludhiana. The ceremony was followed by an open discussion with beneficiaries to boost their spirits and with Sarthak team to discuss various strategies to reach and empower Persons with Disabilities far and wide.



CENTERS IN PROGRESS

GUEST LECTURE AT SARTHAK JAIPUR CENTER



Mr. Yatendra Singh Shekhawat from 1589 Core group, showed his gracious presence at Sarthak Jaipur center and shared his experience of hiring HI candidates and boosted the confidence of aspiring candidates.

PLACEMENT DRIVE WITH ADITYA BIRLA GROUP

Sarthak Equal Opportunity employer, Aditya Birla Group provided opportunities to Persons with Disabilities for the various sector specific profiles..



CENTERS IN PROGRESS

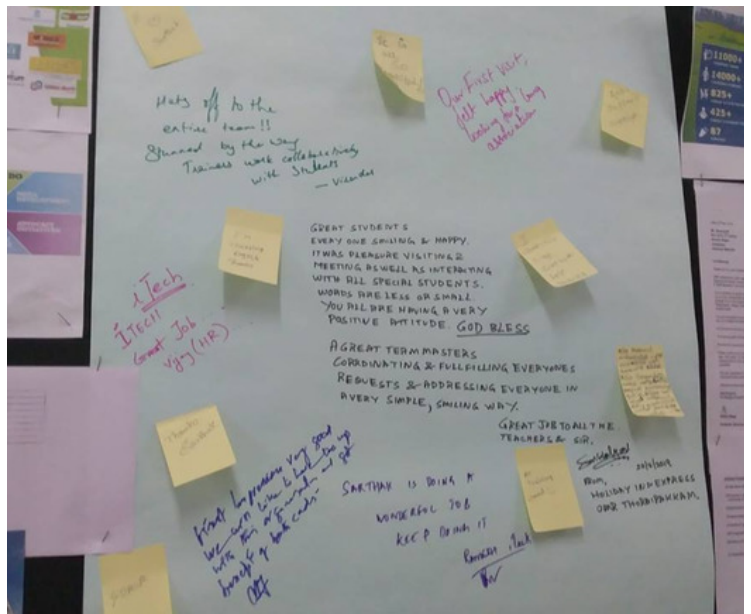
CELEBRATION OF WORLD AUTISM AWARENESS WEEK



Sarthak centers across India celebrated World Autism Awareness week by sensitizing beneficiaries and organizing activities for trainees at center.

CENTER VISIT BY HOTEL GRT

Officials from Hotel GRT visited Sarthak Chennai Skill Building center to understand the hiring pedagogy of Persons with Disabilities and also shared a warm feedback for keeping the spirits of our trainees high.



NATIONAL ABILYMPICS ASSOCIATION OF INDIA

REGIONAL ABILYMPICS 2019

National Abilympics Association of India (NAAI) and Sarthak Educational Trust last year organized **Regional Abilympics** competitions for PwDs, in 10 skill categories, in four cities – Pune, Kolkata, Hyderabad and Noida, with the support of All India Council of Technical Education (AICTE), and The Hans Foundation in May-June, 2018. This was followed by hosting National competitions in partnership with India Skills under the ambit of National Skill Development Corporation (Ministry of Skill development & Entrepreneurship). More than 1400 attendees took part in the Regional events organized in all Four Zones, there were 26 Gold Medalists, 30 Silver Medalists and 25 Bronze Medalists in all Zones. This was followed by **National Abilympic** competitions held from October, 02 to 06, 2018 at Aerocity, New Delhi, It was for the first time in India that the competitions for Persons with Disabilities (Divyangjan) and Non-Divyangjan were held simultaneously as an Inclusion initiative.

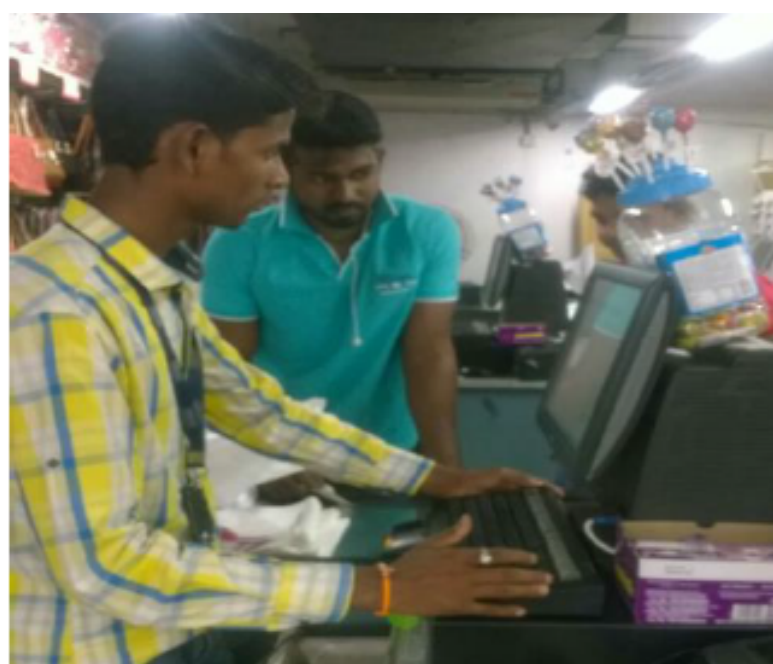
The performances, propelled **World Skills Asia** to invite the Abilympic participants to demonstrate impressive their unique skills at an event in Abu Dhabi from November 26-29, 2018.

In this series, Sarthak NAAI will be organizing vocational skill Regional competitions, with the support of The Hans Foundation, in 10 new skill trades as under –

1. E Sports
2. Desktop Publishing
3. Character Designing
4. Cad Architecture
5. Beauty Wellness
6. Tailoring and Stitching
7. Floral Arrangement
8. Jewellery Making
9. Bakery
10. Cooking

The competitions will be held in four zones (West, East, North and South) starting from **West zone Regional Abilympics** in June 14-15, 2019 at World Trade Center, Mumbai.

SARTHAK CHAMPION - SANAT BHOWMIK



Adversity can be a great motivator! **Sanat Bhowmik** is a case in point – for it is his never-say-die attitude that made him overcome not only his locomotor disability that made his limbs 60 per cent lifeless, and financial constraints but also propelled him to compete his education to become economically independent.

Born on May 24, 1989, in Chuadanga, Khanakul, Hooghly, to a low-income farmer Prasanta Bhowmik and his homemaker wife Jharna Bhowmik, Sanat showed sparks of extraordinary determination from childhood.

His father, despite modest means, ensured that his son received education to stand on his own feet in life. With his own keen interest to become educated, Sanat completed his higher secondary education from WBCHSE in 2009. Equipped with his new found wisdom, Sanat started applying for jobs. However, all that came his way was rejection that was primarily due to his disability. This was indeed a frustrating period for Sanat, who was gradually losing all hope and was steadily falling in the realms of despair!

It was then that one of Sanat's friend informed him of Sarthak Skilling Centre for persons with disability in Kolkata, run in partnership with Cognizant which proactively supports different social activities across India.

Initially reluctant, Sanat finally gave in to his friends cajoling and decided to visit the centre for more information. The visit proved to be an eye opener for him. His in-depth discussion with the helpdesk, trainers of Sarthak about his future dreams and his limitations, made him look at life from a positive perspective. He quickly realised that all was not over!

Sanat immediately grabbed this wonderful opportunity and joined the 3-months training in basic computers, soft skills and sector specific trainings in Retail, IT/BPO and Hospitality. By the time Sanat had finished his training he was transformed into a confident young man, no longer restricted by his physical barriers. With his new found confidence appeared for an interview at **Vishal Mega Mart** a leading retail chain of the country and managed to get a job in the billing department, at a salary of Rs 8700/- per month.

SARTHAK CHAMPION - AZZRUDIN



Everyone has to fight his own battle to survive in this world. For young **Azzruddin**, the biggest obstacle in his life has been his hearing impairment. Yet, his disability has only been the biggest propeller in his life, as for this 24 year old from Delhi has derived strength from his shortcoming to move forward in life.

Born in a lower-middle class family of five,

Azzruddin was never ever bogged down with his deafness, as he realised very early in his life that he had to deal with it and learn to survive with the disability. He managed to complete Intermediate from a deaf school and started looking for a suitable job to lend a helping hand to his father who worked at a construction site.

Azzruddin got to know about Sarthak Smart+ Delhi Centre which provides free of cost trainings and placements to PwDs from his friend and visited the centre, looking for a job. However after a prolonged interaction with the Helpdesk and Trainers, he realised he needed proper training to get a better job.

Though Azzruddin was confident and well groomed, he had some behavioural issues, bad communication skills and lacked workplace etiquettes. The trainers decided to concentrate on these aspects to make him job ready. Azzruddin also worked upon enhancing his interview skills, as he wanted a job as early as possible.

After four months of training, Azzruddin got an opportunity at a leading fast food chain outlet **KFC**. He got placement through the employment cell of Sarthak , as a **Team Member** and started earning Rs 6000 /- .

Today, although happy to be employed, Azzruddin wants to rise further in life. He intends to further hone his skills through Sarthak and one day rise a notch higher in life.

SARTHAK CHAMPION - VIRAJ



Viraj is a 6-year-old boy facing academic difficulties since the beginning of his school days. Teachers asked his parents for comprehensive testing and it was disclosed in testing that Viraj is ADHD with learning disability with dull average intellectual functioning. His parents were so worried about how to manage his issues as it was going to leave a remarkable impact on his personality.

Previously every day his teacher had some or other complaint about his learning and performance, that he misses out on lessons, forgets assigned tasks, loses his own belongings, etc. Later school counselor advised for detailed assessment in some private setting.

Once the assessment was carried out and a detailed report was prepared his parents were counseled about his condition and suggested management strategies which included occupational and special education classes to improve his attention, reduce hyperactivity, and better understanding for concept. Some parents in the parent-teacher meeting told them about SARTHAK services. They came to Sarthak Kendra to discuss his issues and once the detailed discussion was done he was further enrolled for SARTHAK services on an alternate basis.. In the beginning, he seemed to be a bit nervous and anxious and did not show his involvement much but as he started getting accustomed to his environment he showed his zeal to get involved in work. In special education sessions, his task was mainly broken down into simpler and easy task, goals were made achievable and his accomplishments were always praised initially on regular basis and then the reward system faded away slowly. Occupational therapy sessions mainly focused upon his attention, hyperactivity, balancing, motor planning and coordination and joint attention, etc.

With time he showed remarkable changes; he completes his task on his own, remembers to collect his belongings when leaving the place, tries to organize and keep things at one place, etc. His mother told that therapeutic intervention helped him get organized, sorted, attentive, integrated and responsible individual and she really looks forward to many more achievements added to his pocket.

LET'S LEARN MORE ABOUT DISABILITY

Symptoms of Learning Disabilities

The symptoms of learning disabilities are a diverse set of characteristics which affect development and achievement. Some of these symptoms can be found in all children at some time during their development. However, a person with learning disabilities has a cluster of these symptoms which do not disappear as s/he grows older.

Most frequently displayed symptoms:

- short attention span,
- poor memory,
- difficulty following directions,
- inability to discriminate between/among letters, numerals, or sounds,
- poor reading and/or writing ability,
- eye-hand coordination problems; poorly coordinated,
- difficulties with sequencing, and/or
- disorganization and other sensory difficulties.

Other characteristics that may be present:

- performs differently from day to day,
- responds inappropriately in many instances,
- distractible, restless, impulsive,
- says one thing, means another,
- difficult to discipline,
- doesn't adjust well to change,
- difficulty listening and remembering,
- difficulty telling time and knowing right from left,
- difficulty sounding out words,
- reverses letters,
- places letters in incorrect sequence,
- difficulty understanding words or concepts, and/or
- delayed speech development; immature speech.

Source: learning Disabilities Association of America