PROJECT PROPOSAL

for

Sankalp Vocational Training Centre

Proposed by –

Sankalp Special School

(a unit of Asha, Kanpur)
INTRODUCTION

The word “Sankalp” means a firm determination to do something and at “Sankalp”, we are determined to bring about a positive change in lives of intellectually disabled children and their families.

We have been working with children with intellectual disabilities since 2007 and the young children with whom we started our journey are fully grown up adults now. Their needs at that time included development of basic cognitive, motor, social, academic and language skills. But now, they need training in various vocations as per their abilities and choices. To fulfill the needs of our adults with intellectual disabilities, we propose to set up a centre where they can be imparted vocational skills in an organized and structured manner so that they can lead their lives usefully and purposefully.

BACKGROUND DETAILS

Sankalp Special School (Sankalp Day Care Centre previously) was started in January, 2007 with the aim of providing all the facilities needed by special children under one roof in a coordinated manner so as to bring about maximum growth in the child and make them independent as far as possible. The centre started receiving partial funding from Asha from 2009. However, from 2015, the centre started running as part of Asha Kanpur.

The school caters to the needs of children with autism, intellectual impairment, behavioral problems, speech/language issues, developmental delays and ADHD. Project’s goal is to nurture these kids with targeted attention and therapy so that eventually, they become self-sufficient. There are individual progress plans for each child which are carried out by specially trained teachers and therapists. Each teacher handles only 4-7 children so that every child gets the required amount of attention.

The team at present includes a centre in-charge, a centre coordinator, a psychologist, a physiotherapist, a speech therapist, an occupational therapist, 5 teachers and 2 supporting staff.
and is catering to 28 children (before the onset of Covid-19 pandemic, we were giving our services to 62 children). The age group of the beneficiaries is between 4 years to 31 years.

**ABOUT THE PROJECT**

Contrary to people suffering from other disabilities, it is generally not possible to educate persons with intellectual disabilities beyond primary level. Also, these persons have abnormal social mannerisms and behaviour due to which it is almost impossible to absorb them within any work setup. Hence, they need a special set-up where they can learn the skills necessary for various vocations and then work under lifelong supervision.

SANKALP VOCATIONAL TRAINING CENTRE aims at providing an organized and systematic training to persons with intellectual disabilities in various vocations so that they can work independently or under supervision as per their abilities and/or resources.

Various vocations under which we plan to train our children include –

1) **SKILL BASED TRADES** –
   a) Special education helper  
   b) Canteen helper  
   c) General store assistant  
   d) Helper in packaging unit  
   e) Domestic work training  
   f) Tailoring

2) **PRODUCT BASED TRADES** –
   a) Paper bag manufacturing  
   b) Gel candles manufacturing  
   c) Painting  
   d) Customized mugs and t-shirt printing  
   e) Paper plates manufacturing  
   f) Pasta manufacturing  
   g) Cookies and rusk manufacturing
h) Jam, achar (pickle) and papad manufacturing
i) Handicraft items making

ADMISSION CRITERIA -

The ideal candidate should be above 16 years of age with developmental disabilities like Intellectual impairment, Cerebral Palsy, Autism spectrum disorders, Speech and language deficits etc. Persons with adolescent schizophrenia may also be considered for admission if they are behaviourally stable. It is desirable that the candidate has developed the basic functional and behavioural skills so that he/she can be directly engaged in the vocational training.

However, the organization is committed to provide its services to all who wish to seek them if the resources permit and the parents/guardians show the desirable level of sincerity towards their wards development and progress.

Timings – 10 am to 5 pm

Suggested Fee – Rs 3000/- per month (sponsorships can be arranged for candidates who can not afford the fees)

VALUE PROPOSITION

As per the available data, the prevalence of intellectual disability in India is roughly 1%. And as per the latest survey, the population of urban Kanpur is around 31 lakhs. This means we have around 31000 persons with intellectual disability in urban Kanpur. Of these, roughly 65%, i.e. around 20000 persons are above 14 years of age. All of these persons need suitable training for leading a productive life. However, most of them are confined to their homes due to lack of facilities and lack of awareness. Some are going to schools where they are kept busy in one or the other activity but if somehow, they are not able to continue going to school, they are not capable of functioning independently even in some other setup.

We propose to conduct the vocational training in a systematic and documented way so that the child is able to function independently with minimal supervision in a variety of setups. This will decrease their and the family’s dependence on schools for engaging the children purposefully.
The final outcome is a decrease in the financial and emotional burden of the family, society and country.

**PROPOSED FUNCTIONING**

The admitted students will be divided into 3 broad groups.

1. **Adult prevocational group** – The children who will be kept in this group will be the ones who are above 16 years but lack basic prevocational motor, cognitive and behavioural skills.

2. **Vocational trainee group** – The children who will be kept in this group will be the ones who are above 16 years of age and possess at least 70-80% of the basic prevocational motor, cognitive and behavioural skills. These children will be further divided into 3 subgroups –
   a) **Group A** - This group will include children with mild or borderline intellectual and behavioural deficits.
   b) **Group B** – This will include children with moderate intellectual deficits. However, the behaviour of the child must be managed.
   c) **Group C** – This will include children with severe intellectual deficits without any disruptive behaviours.

3. **Vocational production group** – This will include the children who have successfully completed their vocational training and are ready for employment. They will be given a monthly stipend for their contribution in the production units.

The salient features of the training include –

- Different vocations will have a definite curriculum.
- The minimum duration of training in a skill based trade will be 18 months and can be extended up to 3 years. The skills will be taught in three levels, minimum duration of which will be 6 months each. Level 1 training will include basic skills necessary for the specific trade and Level 3 training will include advanced skills necessary for the specific trade. Group C children may just learn skills up to Level 1, while Group A children may learn Level 3 skills successfully within 18 months.
The product based trades may be learnt in a minimum duration of 6 months or a maximum duration of 18 months.

**INFRASTRUCTURE REQUIRED**

The infrastructure required for the setup of the centre includes –

1. Space – A minimum of 2000 sq ft area.
2. Aluminium partitions for managing the space
3. Sign board
4. Furniture – Tables, chairs, work stations
5. Storage space – Steel almirahs
6. Computers and printer
7. Gas stove
8. Induction top
9. Basic utensils
10. Sewing machines
11. Machines for packaging, fabric printer, paper plate press, pasta making machine, domestic oven, commercial oven, dough mixer etc.
12. Projector

**FINANCIALS**

The estimated expenses will be as follows –

1. **ONE TIME EXPENSES** – These include the cost of machines and infrastructure.
2. **RECURRENT EXPENSES** – These include rent of the space and the honorariums of the staff. We hope to meet out these expenses in future through the fee received from the beneficiaries, through the sale of the products and through local contributions.

Currently, we are seeking the financial support for –

1. Infrastructure and machinery
2. Rent and honorariums for the first year - This will help us in establishing the centre during these trying corona times.

**BUDGET REQUIREMENT –**

### RECURRENT EXPENSES

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Item</th>
<th>Number</th>
<th>Estimated rate</th>
<th>Expense</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Rent of space</td>
<td>--</td>
<td>@25000/- pm X 12 mo</td>
<td>3,00,000/-</td>
</tr>
<tr>
<td>2.</td>
<td>Teachers</td>
<td>3</td>
<td>@ 8000/- pm X 12 mo</td>
<td>2,88,000/-</td>
</tr>
<tr>
<td>3.</td>
<td>Helpers</td>
<td>2</td>
<td>@ 5000/- pm X 12 mo</td>
<td>1,20,000/-</td>
</tr>
<tr>
<td>4.</td>
<td>Computer teacher cum office incharge</td>
<td>1</td>
<td>@ 10000/- pm X 12 mo</td>
<td>1,20,000/-</td>
</tr>
<tr>
<td></td>
<td><strong>TOTAL</strong></td>
<td></td>
<td></td>
<td><strong>8,28,000/-</strong></td>
</tr>
</tbody>
</table>

### ONE TIME EXPENSES

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Item</th>
<th>Number</th>
<th>Estimated rate</th>
<th>Expense</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.</td>
<td>Furniture</td>
<td>--</td>
<td></td>
<td>1,25,000/-</td>
</tr>
<tr>
<td>6.</td>
<td>Aluminium partitions 6X8ft</td>
<td>8</td>
<td>@220/- per sq ft</td>
<td>84,000/-</td>
</tr>
<tr>
<td>7.</td>
<td>Display almirah</td>
<td>5</td>
<td>@10000/- each</td>
<td>50,000/-</td>
</tr>
<tr>
<td>8.</td>
<td>Glow sign board</td>
<td>1</td>
<td>@10000/-</td>
<td>10,000/-</td>
</tr>
<tr>
<td>9.</td>
<td>Computers</td>
<td>3</td>
<td>@30000/- each</td>
<td>90,000/-</td>
</tr>
<tr>
<td>10.</td>
<td>Office printer</td>
<td>1</td>
<td>@14000/-</td>
<td>14,000/-</td>
</tr>
<tr>
<td>11.</td>
<td>Projector</td>
<td>1</td>
<td>@25000/-</td>
<td>25,000/-</td>
</tr>
<tr>
<td>12.</td>
<td>Gas stove</td>
<td>1</td>
<td>@6000/-</td>
<td>6,000/-</td>
</tr>
<tr>
<td>13.</td>
<td>Basic utensils</td>
<td>--</td>
<td>@20000/-</td>
<td>20,000/-</td>
</tr>
<tr>
<td>14.</td>
<td>Sewing machines</td>
<td>2</td>
<td>@5000/- each</td>
<td>10,000/-</td>
</tr>
<tr>
<td>15.</td>
<td>Domestic oven</td>
<td>1</td>
<td>@12000/-</td>
<td>12,000/-</td>
</tr>
<tr>
<td>16.</td>
<td>Industrial oven</td>
<td>1</td>
<td>@25000/-</td>
<td>25,000/-</td>
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<tr>
<td>17.</td>
<td>Dough mixer</td>
<td>1</td>
<td>@32000/-</td>
<td>32,000/-</td>
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<tr>
<td>18.</td>
<td>Pasta maker</td>
<td>1</td>
<td>@8000/-</td>
<td>8,000/-</td>
</tr>
<tr>
<td>19.</td>
<td>Paper plate press</td>
<td>1</td>
<td>@15000/-</td>
<td>15,000/-</td>
</tr>
<tr>
<td>20.</td>
<td>Garment printer</td>
<td>1</td>
<td>@20000/-</td>
<td>20,000/-</td>
</tr>
</tbody>
</table>
21. Raw material for production | -- | -- | 50,000/-

| Total Expense of Project | | | 5,96,000/-

22. Central office administrative cost | 2.5% of Total Budget | 35,600.00

| TOTAL ESTIMATED AMOUNT | 14,59,600.00

SUSTAINABILITY

We aim to meet out the recurrent expenses in future with help of the fees received from the beneficiaries, putting up sale counters at various events and organizations and with help of social partnerships in form of bulk corporate orders, donations and sponsorships.

SWOT ANALYSIS

STRENGTHS –

a) Our biggest strength is our dedicated team members who are patiently and passionately working with the children since last 14 years.

b) The name SANKALP is a well-known and reputed name in the field of special education in Kanpur.

c) Our honesty and dedication to the cause has always been our strength.

d) Other strengths include –

   (i) Excellent location

   (ii) Supportive connections

   (iii) Reliable services

   (iv) Positive results

WEAKNESSES –

a) Less formal training of staff.

b) The teaching staff carries out their duties with dedication but they do not come forward with their ideas and suggestions.
c) High percentage of children coming from low-income group families.

OPPORTUNITIES –

a) Out of present 12-14 special schools of Kanpur, only one is providing informal vocational training. There too, the children are directly involved in production without teaching them the basic skills hence they remain incapable of independent working outside the sheltered workshop.

b) The educated class of society and the youngsters are becoming increasingly sensitive towards various social causes and hence are always ready to support such projects in one way or the other, provided we can clearly project our needs.

c) Apart from the children with mental retardation, there is a huge population of young adults with schizophrenia who need rehabilitation. They have normal IQ and good motor skills. Their abilities can be adequately utilized in the proposed setup.

THREATS –

a) Socioeconomic disruption due to Covid pandemic.

b) Lack of experience in sales strategies.

c) Lack of volunteers who are professionally competent in sales, marketing and management.

BUT DESPITE ALL THE LIMITATIONS, WE HOPE TO SUCCEED IN OUR “SANKALP” TO CREATE A BETTER FUTURE FOR THE PERSONS WITH INELLECTUAL DISABILITIES.