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SARTHAK EDUCATIONAL TRUST

Sarthak Educational Trust ("Trust" or "Issuer"), founded in 2008 is a public charitable established in Vikas Puri, New Delhi. It was officially registered on July 04, 2008, under the Indian Trusts Act, 1882, with registration number 9946 issued by the Sub-Registrar office, New Delhi ("SR"). For more information about our Trust, please refer "General Information" and "History and Main Objects" on pages 15 and 59 respectively of the Draft Fund-Raising Document.

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ADDENDUM TO THE DRAFT FUND RAISING DOCUMENT DATED MARCH 27, 2024 ("DRAFT FUND RAISING DOCUMENT") NOTICE TO INVESTORS ("ADDENDUM")

The Draft Fund Raising Document dated March 27, 2024, states that the Company will issue Zero Coupon Zero Principal Instruments of face value ₹ 1/- each ('ZCZP instruments'), aggregating up to ₹ 82.50 lakh ('issue size' and such public issue hereinafter referred to as the 'issue') through this Draft Fund Raising Document. Our Board, in its meeting held on April 15, 2024, has decided to increase the Issue Size from ₹ 82.50 lakh to Rs. 1 Crore ('Issue Size') as prescribed in the Draft Fund Raising Document. Accordingly, the total Issue Size across all sections of the Draft Fund Raising Document has been appropriately updated with this Addendum.



Potential Applicants may note the following changes to the Draft Fund Raising Document:

PUBLIC ISSUE BY OUR TRUST OF ZERO COUPON ZERO PRINCIPAL INSTRUMENTS OF FACE VALUE ₹ 1/- EACH ("ZCZP INSTRUMENTS"), AGGREGATING UP TO ₹ 1 CRORES ("ISSUE SIZE") AND SUCH PUBLIC ISSUE HEREINAFTER REFERRED TO AS THE "ISSUE") THROUGH THIS DRAFT FUND RAISING DOCUMENT AND THE OFFER DOCUMENT. THE ISSUE IS BEING MADE PURSUANT TO THE PROVISIONS OF SECURITIES AND EXCHANGE BOARD OF INDIA (ISSUE OF CAPITAL DISCLOSURE REQUIREMENTS) REGULATIONS, 2018, AS AMENDED ("SEBI ICDR REGULATIONS"), READ WITH THE SEBI CIRCULAR DATED SEPTEMBER 19, 2022, BEARING REFERENCE NO. SEBI/HO/CFD/POD-1/P/CIR/2022/120 ("SSE FRAMEWORK CIRCULAR"), THE CIRCULAR ISSUED BY THE NATIONAL STOCK EXCHANGE OF INDIA LIMITED ("NSE") NOTIFYING THE NORMS FOR REGISTRATION, ISSUE AND LISTING OF ZCZP INSTRUMENTS BY NPO ON NSE SOCIAL STOCK EXCHANGE AND CONTENTS OF THE DRAFT A DOCUMENT/FUND RAISING DOCUMENT (COLLECTIVELY, "NSE NORMS"), AND THE DISCLOSURE REQUIREMENT UNDER SCHEDULE I OF THE SECURITIES AND EXCHANGE BOARD OF INDIA (ISSUE AND LISTING OF NON-CONVERTIBLE SECURITIES) REGULATIONS, 2021 EACH AS AMENDED TO THE EXTENT NOTIFIED AND APPLICABLE.

Accordingly, the Draft Fund Raising Document, including the sections titled 'Objects of the Issue' on page no. 18, shall stand suitably updated to reflect the increased issue size of 1 crore, as specified in the Draft Fund Raising Document.

The above changes are to be read in conjunction with the Draft Fund Raising Document, and accordingly, their references in the Draft Fund Raising Document stand amended to the extent stated in this Addendum. The information provided in this Addendum supplements and updates the information in the Draft Fund Raising Document, as applicable.

DISCLAIMER CLAUSE OF NSE: It is distinctly understood that the permission granted by NSE should not, in any way, be construed as clearance or approval of the Draft Fund Raising Document by NSE, nor does it certify the correctness or completeness of any of its contents. Investors are advised to refer to the Draft Fund Raising Document for the full text of the 'Disclaimer Clause' of NSE.

REGISTRAR TO THE ISSUE	ADVISOR TO THE ISSUE	STATUTORY AUDITOR
 <p>KFIN TECHNOLOGIES LIMITED Selenium Tower B, Plot No.31-32 Gachibow, Financial District, Nanakramguda Serilingampally, Hyderabad-500032, Telangana Tel: +91 40 6716 2222 Facsimile: +91 40 6716 1563 Email: sarthak.zpc@kfintech.com Investor Grievance Email: einward.ris@kfintech.com Website: https://www.kfintech.com/ Contact Person: M. Murali Krishna SEBI Registration No. INR000000221 CIN: L72400TG2017PLC117649</p>	 <p>ERIX ADVISORS Address: Deepak Talkies, 38 N.M. Joshi Marg, Lower Parel, Mumbai- 400013 Contact Number: +91 9082503639 Contact Person: CS Payal Gupta Email: payalg@erixadvisors.com</p>	<p>GOEL SHARMA & ASSOCIATES Address: 6, Old Haveli Compound, Near Metro Pillar No 559, 14/3, Mathura Road, Faridabad, Haryana-121003 Email: maheshgoel@fd@gmail.com Contact Person: CA Mahesh Goel Contact No: +91 9810018017 Firm Reg No.: 040714N</p>
ISSUE PROGRAMME**		
Issue opens on: [●]		Issue closes on: [●]

** The Issue shall remain open for subscription on Working Days from 10 a.m. to 5 p.m. (Indian Standard Time) during the period indicated in the Final Fund-Raising Document except that the Issue may close on such earlier date or extended date as may be decided by the Board of Trustees of our Trust, subject to relevant approvals, if any. On the Issue Closing Date, the Application Forms will be accepted only between 10 a.m. and 3 p.m. (Indian Standard Time). For further details please refer to section titled "General Information" on page 15 of this Draft Fund-Raising Document.
All capitalized terms used in this Addendum shall, unless specifically defined or unless the context otherwise requires, have the meaning ascribed to them in the Draft Fund Raising Document.

Date: April 15, 2024

Place: New Delhi

Sarthak Educational Trust is proposing, subject to receipt of requisite approvals, market conditions and other considerations to undertake a public issue of Zero Coupon Zero Principal Instruments and has filed the Draft Fund Raising Document dated March 27, 2024, with the Stock Exchange (NSE). The Draft Fund Raising Document is available on the websites of the Stock Exchanges NSE at www.nseindia.com. Any potential investor should note that investment in ZCZP Instruments involves a high degree of risk and for details relating to such risk, see Risk Factors" beginning on page 8 of the Draft Fund Raising Document.

OBJECTS OF THE ISSUE

Issue Proceeds

Our Trust has filed this Draft Fund-Raising Document for a public issue of zero coupon zero principal instruments of face value of ₹ 1/- each aggregating up to ₹ 1 Cr. The details of the proceeds of the Issue are summarized below.

The details of the proceeds of the Issue are summarized below:

S. No.	Particulars of the Issue	Estimated amount (in ₹ Lacs)
1.	Gross Proceeds of the Issue	[●]
2.	Less: Issue related expenses*	[●]
	Net Proceeds*	[●]

**To be finalized and updated, prior to filing of the Final Fund Raising Document with the NSE.*

Requirement of Funds and Utilization of Net Proceeds

The said Instruments shall be utilized for the “*Sarthak JEET Program for PwDs*”. The following table details the amount proposed to be financed from Net Proceeds:

S. No.	Particular	Cost (INR)
1.	Cost per beneficiary for skill building Training & Sustainable employment	16,501.65
2.	Total Budget required for Skill building Training & Sustainable employment of 606 Beneficiaries	100,00,000

(hereinafter referred to as “**Objects**”)

The main objects clause of the Trust Deed of our Trust permits our Trust to undertake its existing activities as well as the activities for which the funds are being raised through the Issue.

The Issue is being made pursuant to the provisions of the SEBI ICDR Regulations read with the SSE Framework Circular, NSE Norms, as applicable. Our Trust proposes to utilize the proceeds raised through the Issue, after deducting the Issue related expenses to the extent payable by our Trust (“Net Proceeds”) towards funding the objects listed under this section.

The public issuance of Zero Coupon Zero Principal Instruments by a registered Not for Profit Organization in accordance with these regulations shall be deemed to be in compliance with rule 19(2)(b) of the Securities Contracts (Regulation) Rules, 1957.

Rationale behind selecting the project

In India, individuals with disabilities face significant challenges, including poorer health conditions, lower educational attainment, and higher rates of poverty compared to those without disabilities, as highlighted in The World Report on Disabilities by the World Health Organization (2011). This disparity is largely due to barriers in accessing essential services such as healthcare, education, and employment. Challenges persist in developing employable skills and securing meaningful employment for people with disabilities due to a lack of awareness among stakeholders and resource constraints. Improving vocational training and employment opportunities for individuals with disabilities not only enhances their quality of life and that of their families but also brings substantial benefits to the broader economy. At Sarthak, we are dedicated to empowering Persons with Disabilities (PwDs) by equipping them with the skills they need to achieve financial independence through our skill-building programs and placement support initiatives.

Global Perspectives on Disability and Sustainable Development Goals (SDGs)

The World Bank estimates that one billion people, or 15% of the world’s population, experience some form of disability, and disability prevalence is higher in developing countries. The aspect of disability is explicitly included in the following goals of SDG:

Goal 4: Guaranteeing equal and accessible education by building inclusive learning environments and providing the needed assistance for persons with disabilities

Goal 8: Promoting inclusive economic growth, full and productive employment allowing persons with disabilities to fully access the job market

Goal 10: Emphasizing the social, economic and political inclusion of persons with disabilities,

Goal 11: Creating accessible cities and water resources, affordable, accessible and sustainable transport systems, providing universal access to safe, inclusive, accessible and green public spaces,

Goal 17: Underlining the importance of data collection and monitoring of the SDGs, emphasis on disability disaggregated data,

Challenges and Government Initiatives in India

According to the National Centre for the Promotion of Employment for Disabled People, 66% of persons with disabilities in India are unemployed. This often leads to unemployment among family members who provide special care. The Government of India has introduced various schemes and institutions to address the rights of persons with disabilities. This includes the **Department of Empowerment of Persons with Disabilities (Divyaganjan)** and **District Disability Rehabilitation Centres (DDRC)**. In addition to this, the "Unique ID for Persons with Disabilities" project is being implemented. This project aims to create a National Database for PwDs and issue a Unique Disability Identity Card to each person with disabilities.

Project Executive Summary:

Sarthak bridges the gap between the employment aspirations of PwDs from lower socio-economic backgrounds in India to the market requirements.

Urgent Need for Skill Development and Employment

Persons with Disability in India face many challenges when looking to develop employable skills and in gaining meaningful employment. While India has ratified the United Nations Convention on the Rights of People with Disability (UNCPRD), person with disability continue to face many difficulties in the labor market.

According to a survey conducted by the National Centre for Promotion of Employment of Disabled People (NCPED), the percentage of people with disability in the multinational companies is as less as 0.05% of the total work force. Although, it the mandate for the government organizations to have 3% of the total work force reserved for people with disability, the actual percentage which is occupied is only 0.54%.

Therefore, in order to have persons with disability brought to same non-disabled, training becomes the most important aspect of the Skill Building Program. The candidates well trained in specific trades will be able to work and perform well and thus, add to the overall productivity of the organization and the nation. It will improve their quality of life overall.

Sarthak JEET Program: Empowering Persons with Disabilities

Sarthak JEET Program for PwDs aims at the development of skill and also providing employment opportunity to every candidate who completes the training successfully. A properly trained and groomed candidate is more probable to grab employment opportunity and that too in sustainable manner.

Goals and Objectives of the Skill Building Program

The project will focus on aspects – **Employability Enhancement (Skill Development)** and **Sustainable Employment (Employment Generation)** of persons with disabilities.

The Project aims to create the demand of the skilled workforce of persons with disability in various industries by way of carrying job mapping drives and making the candidates competent and skilled to perform the job.

Target Beneficiaries	
Age	18 – 35 years
Eligibility Criteria	<ul style="list-style-type: none">• Matric Passed• Disability Certificate• Willingness to Work
Duration of the Project	12 Months
Location of the Project	Chennai & Visakhapatnam (Sarthak has already established Skill Building Centers at these locations)

Rationale behind selecting the location

After conducting a demographic assessment of the peri-urban and rural areas in the specified location, we discovered a significant number of unattended disabled individuals, the majority of whom are unemployed. This presents an opportunity to effect change and make a difference in the lives of our beneficiary groups within this area.

Why Chennai as Vocational Skill Centre:

Upon conducting the demographic assessment of Chennai, we found that this particular area has a fairly large number of less or unattended disabled populace, and the majority of them are unemployed. Thus, this location provides ample scope for creating change and making a difference in the lives of our beneficiary groups. People from nearby villages might also benefit from this initiative. Challenges are encountered when looking to develop employable skills and gaining meaningful employment for persons with disabilities due to the lack of awareness among stakeholders and resource crunch (infrastructure facilities, manpower, budget, etc.).

Moreover, according to an article in the Times of India, the population of differently-abled individuals in the country increased by 22.4% between 2001 and 2011, from 2.19 crore to 2.68 crore. Tamil Nadu was among the few states where the population of differently-abled individuals was less than 1.75% of the total population. But now, even in Tamil Nadu, the number of differently-abled people is increasing due to factors like pollution, maternal risk factors, and consanguineous marriages. Improving vocational skills and employment opportunities for persons with disabilities is not only a critical element for enhancing the quality of life for individuals and their families but also has substantial gains for the broader economy. The statistics depict the following data:

- **Total population in Tamil Nadu- 67,14,030**
- **PwDs population in Tamil Nadu- 5,40,397**
- **2% Approx PwD population in Chennai- 1,34,280**

Why Vishakhapatnam as Vocational Skill Centre:

Upon conducting the demographic assessment of Vishakhapatnam, we found that this particular area has a fairly large number of less or unattended disabled populace, and the majority of them are unemployed. Thus, this location provides ample scope for creating change and making a difference in the lives of our beneficiary groups. People from nearby villages might also benefit from this initiative. Challenges are encountered when looking to develop employable skills and gaining meaningful employment for persons with disabilities due to the lack of awareness among stakeholders and resource crunch (infrastructure facilities, manpower, budget, etc.).The statistics depict the following data:

- **Total Population in Andhra Pradesh- 84,66,553**
- **PwDs Population in Andhra Pradesh- 6,89,988**
- **2% Approx PwD Population in AP- 1,69,331**

Scope & Objectives

The project aims to empower youth with disabilities to achieve financial independence through vocational skill building and placement support. By focusing on skill development and employment assistance, trainees will secure jobs and maintain them through high-quality performance. The program includes basic skill building, sector-specific training, pre-employment training, allied activities, regular assessments, and feedback. Candidates gain practical knowledge in various trades (IT-ITES, hospitality, organized retail, e-commerce, telemarketing) through well-equipped Sector Skill Labs established at each center.

Mobilization and Training Strategies

Team Sarthak, through its efficient and planned activities of Mobilization, Training, Placement, and equipped team ensures attainment of target on stipulated timelines.

Mobilization Strategy at Sarthak

- Mobilization activity is conducted through primary and secondary data collection by the mobilizer in the supervision of respective center managers. Primary data collection is performed through field visits, door-to-door surveys, and registration camps.
- Secondary data collection is performed through various government and private bodies. Wherein, information of PwDs is solicited from these bodies and thereafter used to plan field visits by the mobilizer.
- In the COVID era, all activities of the training were happening virtually, but now that the things are opening, we have started the Hybrid model of training.

Training Strategy at Sarthak

- Interactive training sessions are designed to invite maximum participation from candidates' side. Use of audio/video aids and power-point presentations to impart training to the candidates is well taken care of.
- Extracurricular activities like Exposure Visits, Motivational Sessions are carried out at regular intervals to break the monotony and to give practical knowledge to the candidates.
- Regular assessments and feedback are another strategy to attain maximum training outcome. All activities of the training were happening in a Hybrid model of training.

Support System for online training delivery

- **Google meet** –To conduct training sessions
- **WhatsApp/ GyanSarathi ELMS**–To share reading content, relevant videos and run quizzes to engage trainees
- **Sarthak Knowledge Bank** –As a reference to conduct training sessions and daily/weekly quizzes
- **Google Forms** –To conduct Term Assessments

Sustainable Employment Strategy at Sarthak

- The dedicated Employment Support Team of Sarthak, with the support of our existing 2000+ hiring partners organizes Job Fairs, schedule candidate's interviews and arrange in – House interview drives to place the PwD candidates.
- Through Allied activities, and other advocacy events like Sensitization Workshops, Regional Summits etc. new corporate partners are persuaded and sensitized towards diversity and inclusion in the workforce.
- Post – Placement follow – up is done by team Sarthak to ensure that the placement is sustainable. All activities of the training were happening in a Hybrid model of training.

Timeline for Meeting Objectives (3-Month Training Module for Each Batch)

Activities	Period
Basic Skill Building (Basic English, Basic Computers & Life Skills)	1.5 months
Sector Specific Training	1 month
Pre-Employment Training	7 days
On-the-Job Training & Placement	7 days

Tabular Presentation of Quantitative Targets

Achievements	Output
Expected number of Trainees	606
Expected number of placements	424

Skill Development Program (Detailed Overview with Timeline & Activities)

Overview:

Sarthak JEET Program for PwDs provides youth with disabilities with a wide range of unique skill-building experiences including leadership, social, communication, computers, and basic life skills. The 3-month training program is given in 3 broad verticals viz IT - ITES, Tourism & Hospitality, and Organized Retail to the youth of the age group of 18 to 35 years.

Post-completion of the training program, the dedicated employment team ensures that the candidates get jobs in various sectors viz; Tourism & Hospitality, Organized Retail, IT – ITES, E-commerce, Telemarketing for different job profiles by organizing Job Fairs, Employment Drives, Interview Drives, etc. with the support of our existing more than 2000 hiring partners.

Furthermore, to extend the scope of employment opportunities, regular job mapping activity is performed at the center level to increase hiring partner support systems and explore new job opportunities.

Activity Module:

The main activities which the organization wishes to carry out as a part of the project are:

➤ **Registration:** Every shortlisted candidate is registered and enrolled for training batches by filling up the registration form and submitting the required documents.

- **Assessment:** Post registration candidates are assessed on baseline assessment, wherein, their basic English, basic computers, and soft skills understanding level is assessed.
- **Counseling:** This activity is performed to develop a detailed and clearer understanding of trainees to direct the training program in accordance with their requirements.
- **Parents-Trainer’s Interaction:** The objective of the activity is to establish rapport with PwD affiliates to make them part of our initiatives and activities.
- **Training Sessions:** The training of the candidates follows a fourfold process. They are:
 - Training by the faculty
 - Training by guest speakers from the corporate house
 - Exposure visits to the corporate sector of every trade (Tourism & Hospitality, Organized Retail, IT-ITeS, E-commerce, Telemarketing).
 - On-the-job training or Internship
- **Motivational Sessions:** These sessions are directed towards instilling a sense of confidence and improvement in motivational levels of trainee batches through sessions by 'Sarthak Alumni', 'PwDs excelling in their fields', 'Corporate Representatives', and 'Motivational Speakers.'
- **Assessments & Feedback:** Regular and timely assessments and feedback help trainers and managers to track the progress of trainees. Baseline (At the point of registration), Mid-term (on completion of basic skill building), and End-term (on completion of sector-specific training) are key assessments and are assisted by various weekly assessments.

All activities of the training are happening in a Hybrid model of training.

Timeline:

Component	Sub-Component	Duration
Basic Skill Building	Basic English + Basic Computers + Soft Skills/Life Skills	1.5 Months (1.5 hours subject per day)
Sector Specific Training	IT-ITes/Tourism & Hospitality/Organized Retail/Ecommerce/Telemarketing	1 Month (1.5 hours of selected sector-specific training) (Refresher training of Basic Skill Building)
Pre-Employment Training	Mock Interviews + Exposure Visits	7 Days Refresher training of Sector specific training
On-the-Job Training/Placement	In-house interviews/Corporate Interviews/Job Fairs	7 Days Refresher training of Pre-Employment Training

Target Audience / Beneficiaries [Selection Criteria / Methodology etc.]

The project focuses on aspects like Employability Enhancement (Skill Development) and Sustainable Employment (Employment Generation) of persons with disabilities. The Skill Development Project aims to create the demand for skilled workforce among persons with disabilities in various industries by conducting job mapping drives and enhancing the candidates' competency and skills to perform the job.

Target Beneficiaries: People with disabilities in the age group 18 to 35 years, willing to work, and minimum 10th qualified. The project aims at enabling Youth with disabilities to live financially independent lives through vocational skill building and placement support creation. Through directed efforts in the direction of skill building and employment support, trainees would get employed and sustain themselves with quality performance.

Batch Size

Beneficiaries will undergo training in batches, with multiple batches scheduled to meet the target within the timeline. The training will be conducted at two centers: Chennai and Visakhapatnam. Each center aims to train 303 beneficiaries throughout the year, totaling 606 beneficiaries. Given that the training spans three months, there will be four batches of approximately 75-76 students in each center, amounting to a total of 303 beneficiaries per center and 606 beneficiaries overall.

Detailed Budget

Budget Head	Details	Per Month	Units	Months	Amount
Mobilization Expenses	Mobilization, Conveyance & Travel	8,000	2	12	1,92,000
	Counsellor	28,000	2	12	6,72,000
	Community Mobilizer's	28,000	2	12	6,72,000
Training Expenses	Rent of Training Centre	55,000	2	12	13,20,000
	2 Trainer (LD cum VI Trainer, HI Trainer) at each location	65,000	2	12	15,60,000
	Advocacy (MIS, Branding, Promotion at online & offline mode), Digital Devices - Mobile App, ELMS, etc), Sensitization workshops	10,000	2	12	2,40,000
	1. Communication - Broadband, Landline, Mobile Recharge of Trainers, Counsellor, Mobilizers. 2. Printing and Stationery - Registration Form, Documentation, Handouts, Assessment, basic stationery use in training centre. 3. Repair & Maintenance - Maintenance of Assets i.e. Computer, CCTV, water dispenser, inverter, Air conditioners, Repairing i.e. Tube light, Fan, Electricity, Socket etc. 4. Misc. expenses - Staff welfare, Housekeeping Material, Security at centre.	20,000	2	12	4,80,000
Placement Expenses	Project Manager	61,450	2	12	14,74,800
	Placement Co-ordinators	40,000	2	12	9,60,000
	Pre & Post Placement (Job Portal, Recruitment Portal, Website maintenance, Google Ads, Interview Line ups)	10,000	2	12	2,40,000
HR Cost	Salary contribution of Operational Vertical Heads - Placement to supervise the vertical on regular basis	30,000	1	12	3,60,000
	Salary contribution of Operational Vertical Heads - Mobilization to supervise the vertical on regular basis	30,000	1	12	3,60,000
	Salary contribution of Operational Vertical Heads - Training to supervise the vertical on regular basis	30,000	1	12	3,60,000
	Salary contribution of Operational Vertical Heads - Helpdesk to supervise the vertical on regular basis	30,000	1	12	3,60,000
Gross Total					92,50,800
Admin	Cost of Finance, Human Resources, Administration support & Audit Fees	31,216.7	2	12	7,49,200
Grand Total					1,00,00,000

*The total duration of the project is 12 months.

Monitoring & Evaluation

Measures/Reporting System

- The Mobilization activity is monitored by the Project Manager and the actual results are compared with the parameters set. The deviation is identified from the report shared by the mobilizer in the form of Daily Candidate Sheet.
- To keep a check on the number of new enrollments, strength of current training batch, candidate's attendance record is maintained in the Training Batch Details Sheet.
- To keep a track on the daily training sessions conducted at the center, all the trainers are required to share the report in the form of New Trainers' Diary, wherein, subjects/topics covered by them in the lecture is well recorded and monitored.
- Record of the extra-curricular activities held at the center like Motivational Sessions, Parent's Workshop, Exposure Visits etc. is maintained in the format titled.

Activity Report

- The placement record of each completed batch is maintained in the Employment Weekly Report (EWR).
- Further all details are uploaded over Orgzit MIS to maintain transparency.

Assessment Parameters

The indicators for measuring the success of the training program would be:

- Mid-Term & End-term Assessment Records
- Successful completion of 3 months training
- Placement Percentage of training batches
- Post placement follow-ups & Employers’ Feedback

Project Team Overview (Required Human Resource)

Profile of team members	<p>At Sarthak Skill Building Center, the team of Eight members carries out the operations at their respective centers. This includes:</p> <ol style="list-style-type: none"> 1. Community Mobilizer 2. Project Manager 3. Facilitator for LD cum VI Candidates 4. Facilitator for HI Candidates 5. Counsellor 6. Placement Coordinators 7. Office Assistant 8. Operational Vertical Head
Roles & Responsibilities	<p>Each of the team member is responsible for the task mentioned below:</p> <ul style="list-style-type: none"> • Community Mobilizer – To mobilize the candidates for enrollment in the training program through field visits & telephonic persuasion. • Program Manager - To plan, manage, and supervise smooth management and conduction of operations and activities at centers. To develop positive rapport and networks with different sets of stakeholders, namely corporate, funding agency, head-office team, government bodies, NGOs, and others. • Facilitator for LD cum VI Candidates - To provide computer training to visually impaired candidates. • Facilitator for HI Candidates – To impart basic and sector-specific training to the hearing-impaired candidates. • Counselor - To support in operational activities at the center, manages the database, connects with the prospective candidates over the telephone and counsel them. • Placement Coordinators - Responsible for ensuring sustainable job opportunities for PwDs. • Office Assistant - For maintaining the habitable conditions at the center. • Operational Vertical Head- Operational Vertical Head oversee ensures effective supervision and coordination within their respective areas.

Expected Outcome (Beneficiary Betterment targets with Timelines)

Quantitative Targets	Achievements		Output
	Expected number of Trainees		606
	Expected number of Placements		424

Qualitative Targets	
1. Vocational Skill Building	Trainees are equipped with vocational skills aligned with corporate requirements.
2. Positive Association	Establishing positive relationships between employers and trainees placed through Sarthak.
3. Good Retention Ratio	Maintaining a high retention ratio for placed candidates.

Employee Engagement Activities

Employee Engagement Activities at Sarthak include voluntary sessions for Persons with Disabilities (PwDs) to learn from industry experts from the employment companies that would be hiring them, participation in the 'Joy of Giving campaign', and advocating for the cause of PwDs through Sarthak’s website.

Why Sarthak deserves grant funding for this project?

<p>Innovation at Sarthak</p>	<p>The 3-month Skill Development Program for Persons with Disabilities, apart from being free of cost, has the following features:</p> <ul style="list-style-type: none"> • Sector Specific Skill Labs for Computer/IT-ITES, Tourism & Hospitality, and Organized Retail are set up at each center where the trainees learn in practical settings. • The Sarthak Skill Building Center serves as a One-Stop Solution to problems faced by unemployed youth with disabilities, where upon completion of the 3-month training program, candidates are placed. • Training sessions are made interactive, utilizing audio/video/presentations mediums to impart training. • Trainings are provided in mediums attuned to the requirement of beneficiary groups, such as: <ul style="list-style-type: none"> I. training through sign language and video content for trainees with hearing impairment, and II. training through JAWS/NVDA for trainees with visual impairment. • Stakeholders are actively involved to support the candidates. Various Parents Workshop, Round Table Conferences, stakeholder engagement seminars, and regional summits are organized to spread awareness and advocate our case.
<p>Beneficiary Betterments</p>	<p>More and more, job roles are requiring formal training qualifications either because of legislative requirements or to meet the requirements of specific employers. Developing skills through training provides significant benefits including increased employment opportunities and personal growth. Sarthak would be bringing the change in the lives of 606 PwDs candidates annually, who shall then be competent and skilled to perform the job.</p>
<p>Sustainable Betterment</p>	<p>Efforts are made to sensitize parents of the PwD candidates via Parents Workshop; also, team Sarthak ensures to sensitize the Corporate Houses who support us in the training and employment vertical of our program. Not only this, we also conduct advocacy events like National Conference, Regional Summits, Round Table Conference and others at National, State and Local level to spread awareness about our operations and bring possible changes in the mindset of the people.</p>

Sustainability Aspect of the Project

<p>Financial</p>	<p>Sarthak Educational Trust is a non - profit making organization and provides all our services free of cost to our beneficiaries; in order to ensure continuous operations, we raise funds from various agencies to ensure unhampered execution of the activities at Sarthak.</p>
<p>Non-Financial</p>	<p>Considering the non - financial sustainability aspect of the project; Sarthak Educational Trust's strong base of its alumni, patrons represent Sarthak at various platforms. Be it the corporate house they work for or the motivational sessions they deliver at the alumni meet at Sarthak Centers, their contribution in the corporate space builds the confidence in the corporate hiring partners which in turn links us to more such hiring prospects. Moreover, the candidates feel motivated upon hearing the achievements of the successfully placed alumni and thus, this boosts them to acquire skills and become financially independent.</p>

Funding Plan

Other than the funds to be raised through the proposed issue, our Trust confirms that for the purpose of this Issue, funding plan will not be applicable, as the objects are proposed to be funded through the Net Proceeds.

Monitoring of utilization of funds

There is no requirement for appointment of a monitoring agency in terms of the SEBI ICDR Regulations. The Board of Trustees our Trust shall monitor the utilization of the proceeds of the Issue. Our Trust shall submit to the Stock Exchanges a statement in respect of utilization of the Net Proceeds, on a quarterly basis, containing (a) category-wise amount of monies raised, (b) category-wise amount of monies utilized, (c) balance amount remaining unutilized, until the utilization of the Net Proceeds in accordance with this Draft Fund Raising Document.

Interim use of proceeds

Our Trust confirms that the unutilized amounts from the Net Proceeds shall be kept in a separate bank account and shall not be commingled with other funds.

Issue related expenses break-up

The expenses for this Issue include, inter alia, advisor fees, fees payable to the Registrar to the Issue, printing and distribution expenses, Statutory Auditor Fee, Advertisement expenses, listing fees and any other expense directly related to the Issue.

The Issue expenses and listing fees will be paid by our Trust. The estimated breakdown of the total expenses for this Issue is as follows*:

Particulars	Amount	As percentage of Issue proceeds (in%)	As percentage of Total expenses of the Issue (in %)
Fee payable to intermediaries (Registrar to the Issue, Auditor and other advisors, etc.)	[•]	[•]	[•]
Fees payable to the regulators including Stock Exchanges	[•]	[•]	[•]
Advertising and marketing, printing and stationery Costs	[•]	[•]	[•]
Other miscellaneous expenses	[•]	[•]	[•]
Grand Total	[•]	[•]	[•]

**To be finalised and updated, prior to filing of the Final Fund Raising Document with the NSE. The expenses are indicative and are subject to change depending on the actual level of subscription to the Issue and the number of Allottees, market conditions and other relevant factors.*

Variation in terms of contract or objects in this Draft Fund-Raising Document

Our Trust shall not, at any time, vary the terms of the objects for which this Draft Fund-Raising Document is issued, except as may be prescribed under the applicable laws. Further, in case of any material deviation in the use of proceeds as compared to the Objects of the Issue, the same shall be intimated / disclosed to NSE.

It is important to note that the project timeline is interconnected, and any changes to the project commencement time will have an impact on the overall timeline. Therefore, if the project commencement time is altered, the subsequent activities and targets mentioned in the above table will need to be adjusted accordingly. Adapting the timeline ensures that the activities are appropriately sequenced and aligned with the project's implementation phases. By considering the seasonality and making necessary adjustments, the project can maintain a logical flow and optimize the available time for each component, contributing to the successful implementation of the JEET program.

Benefit / interest accruing to Promoter/Trustees out of the object of the Issue

Neither our Trustees nor the senior employees of our Trust are interested in the Objects of the Issue in any manner.

Details of any past issuances made by the Social Enterprise on Social Stock Exchange during the last 3 years, if any:

There have been no issuances in the past made by the Social Enterprise on Social Stock Exchange during the last 3 years