

TRAINERS COSTS PROPOSAL



A huge part of the credit for Project Arunima's reputation and success goes towards our amazing team who work day and night to ensure the happiness, progress and wellbeing of our friends (as the service users are called) at Arunima. This job requires people who are willing to go above and beyond, and isn't for the faint of heart. We are so proud of the team we have that genuinely cares about Arunima and about helping people with disabilities access the good things of life.



WHAT OUR STAFF DO:

Arunima is a Residential cum Skilling Center, that is set up to be an alternative to living with the family, as parents age, and people enter adulthood. It has never been a “hostel” or an “institution”. The staff are trained Direct Support Professionals who go above and beyond the role of a care giver. Arunima’s living apartments are set up to function as family like units, with 3 to 4 individuals requiring varying levels of support.

At the residence: The staff is a parent/sibling/buddy/mentor and care worker, all rolled into one. Responsibilities include ***assisting in personal care, mentoring and counseling, teaching life skills as well as monitoring health and wellness to name just a few.***

At the Skilling Center: The Direct Support Professional’s role is that of a team leader, ***guiding the trainees in skills such as administration work, IT competencies, kitchen training, handicrafts.*** The skills taught here are translated into job opportunities outside of our setup, in the mainstream professional world.

Project Arunima is known to hold itself to high standards of professionalism, constantly assessing, reworking, recording and documenting everything we do. The staff are deeply connected with the families of the individuals we work with and the level of accountability expected of the staff is not one an ordinary person can reach.

We value our staff greatly, and are committed to ensure fair wages for the work they do. It is no surprise therefore, that our highest areas of expenditure are Trainers Cost and Professional Development. **These costs infact, account for 50% of our deficit. Our current deficit for staff salaries is close to 35 lakh.** Your support will go a long way in helping us retain and further train the amazing Direct Support Professionals



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successful year,
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