



PROJECT REPORT

SKILL TRAINING FOR YOUTH

info@credai.org



SUMMARY

CREDAI CSR Foundation partnered with Spandana Sphoorty Financial Limited (SSFL), to undertake off-site skill training for unemployed youth. CREDAI-SSFL, under their partnership, has upskilled 1000 youth in the last FY.

SSFL as part of its CSR initiative, propose CREDAI CSR Foundation to conduct off site skill development program for the unemployed youth in “Household electrician”, “Facility Management” and “Microfinance Executive” courses in 5 states which will impact 1000 beneficiaries by providing them wage-based employment.

The project focuses on improving the living standard of trainees and a sense of security, which invariably has an impact on the overall well-being, increasing their skills. Apart from this, it is also crucial to train these candidates in financial literacy, digital literacy, and life skills to make them market ready.

PROJECT INTRODUCTION



TARGET BENEFICIARIES

- ✓ *A total of 1034 candidates registered for training.*
- ✓ *Established 8 skill centres in 6 districts in 5 states.*

The lack of skilled candidates is a significant issue faced by various sectors in India, including Electrical, Finance and Hospitality as well. To address this problem, the government of India launched several initiatives to provide skill training to students and unemployed youth. This project was undertaken to contribute to this effort and provide training to 1000 students in electrician and facility management courses.

CREDAI CSR Foundation & Spandana Sphoorty Financial Limited (SSFL) Skill training program started in August 2022. CREDAI CSR Foundation offers off-site skill development programs for unemployed youth in trades such as household electrician, microfinance executive, and facility management.

The primary objective of this program is twofold. Firstly, to equip unemployed youth, both men and women, with the necessary skills for wage-based employment and livelihood opportunities. Secondly, to empower unemployed youth with the skills to become self-employed and meet the local demands in their respective areas, as well as the demands in other towns and metros.

Based on the location list shared by SSFL, CREDAI CSR Foundation depute Centre managers to reached out to local SSFL branch and briefed them about the program and benefits, analyze the availability of target youth at ground and availability of placement opportunity.

The following is the list of locations where skill training is conducted.

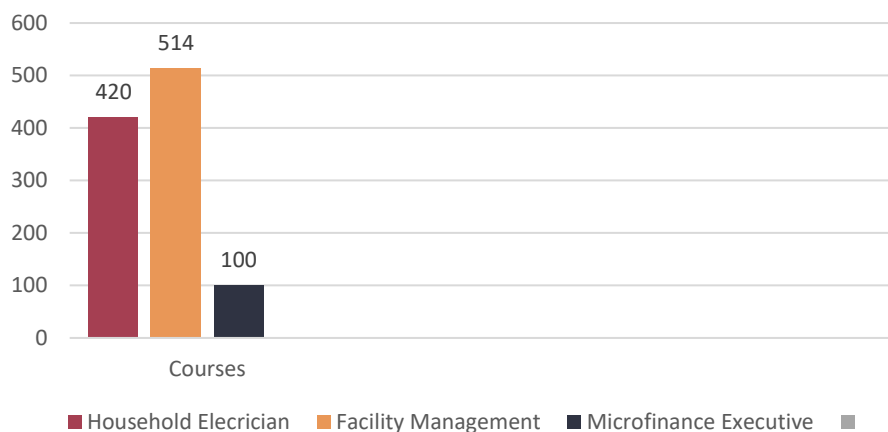
| State | District | Numbers |
|----------------|----------------------------|---------|
| Andhra Pradesh | Rajahmundry / Vizianagaram | 200 |
| Karnataka | Shimoga | 200 |
| Jharkhand | Giridih | 200 |
| Odisha | Berhampur | 200 |
| Maharashtra | Kolhapur | 200 |



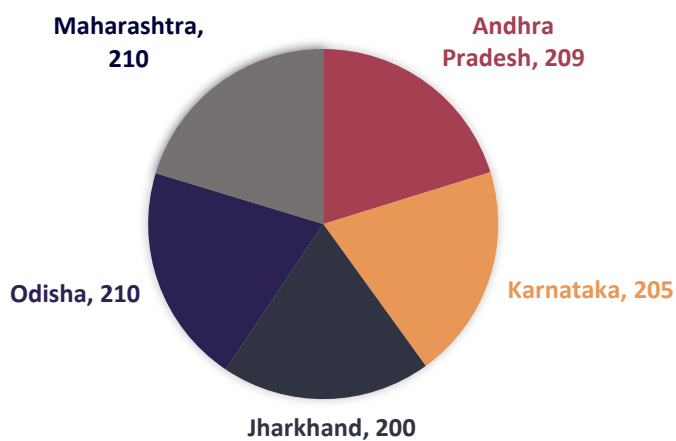
ADDED BENEFITS

- ✓ *Inclusion of Non-technical training components such as digital / financial literacy, soft skills and interview basics.*
- ✓ *New bank accounts were opened with coordination with Local banks.*

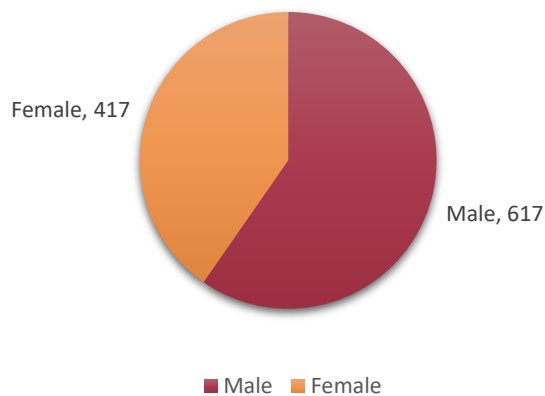
TRADEWISE NUMBERS



STATE WISE EMROLMENTS



GENDER



PROJECT SUMMARY

| Location | No. of Batch | Emrolled | Assessed | Pass | Placed |
|--------------|--------------|-------------|-------------|------------|------------|
| Rajahmundry | 4 | 140 | 139 | 130 | 115 |
| Vizianagaram | 2 | 69 | 61 | 58 | 56 |
| Giridih | 6 | 200 | 200 | 187 | 158 |
| Shimoga | 6 | 205 | 200 | 191 | 165 |
| Kolhapur | 6 | 210 | 200 | 189 | 153 |
| Berhampur | 6 | 210 | 200 | 190 | 143 |
| Total | 30 | 1034 | 1000 | 945 | 790 |



Demonstration of Personal Protection Equipment at Shimoga, Karnataka

- ✓ Bridging the skill-gaps by providing training.
- ✓ Certification & Recognition.
- ✓ Improved job opportunity.
- ✓ Longer association with employer.
- ✓ Overall improvement in standard of living & social status.



Topic: Treat customers courteously and helpfully always

OUTCOME IMPACT ON THE LIVES OF YOUTH

All 1000 students who underwent training completed their courses successfully. They were equipped with the necessary skills and knowledge required for employment in their respective fields. The students were also trained in soft skills, including communication, teamwork, and problem-solving, which helped them in their job placements.

The industry partners were impressed with the quality of training provided to the students and offered job placements to 790 students. The students were placed in various sectors, including retail, manufacturing, and hospitality.

| Centre Location | Candidate Placed |
|-----------------|------------------|
| Rajahmundry | 115 |
| Vizianagaram | 56 |
| Giridih | 158 |
| Shimoga | 165 |
| Kolhapur | 153 |
| Berhampur | 143 |
| Total | 790 |



RAJAHMUNDRY



RAJAHMUNDRY



KOLHAPUR



KOLHAPUR



HEALTH & HYGIENE AWARENESS

TOPICS COVERED

- ✓ *Covid-19 safety protocols.*
- ✓ *Promoting general health.*
- ✓ *Awareness of basic sanitation & hygiene practices.*
- ✓ *Sexual & reproductive health & hygiene.*
- ✓ *Awareness on menstrual hygiene for better health of female candidates.*

WORK UNDERTAKEN

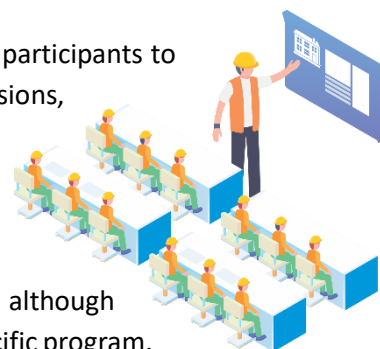
The training was conducted in five states, namely Maharashtra, Tamil Nadu, Karnataka, Andhra Pradesh, and Telangana. The training programs were designed to provide practical and theoretical knowledge in these fields. The training modules included basic electrical concepts, wiring, installation, maintenance, and repair of electrical systems, and facility management principles, including cleaning, maintenance, and security.

The trainers were experienced professionals who provided hands-on training to the students. The training was conducted in collaboration with various industry partners who provided job placement opportunities to the students.

METHODOLOGY

Each batch consisted of a maximum of 30-35 participants to ensure effective training. The training sessions, with a duration of 6 hours per day, were flexibly scheduled to accommodate specific requirements. The overall training program spanned 240 hours, completed over a period of 45 days, inclusive of Sundays and holidays, although the duration could vary depending on the specific program.

To gauge participant performance, dedicated faculty members conducted regular assessments, including individual evaluations after theoretical and practical demonstration sessions. This comprehensive approach ensured that participants received personalized attention and feedback throughout the training process.



INCLUSION OF DIGITAL & FINANCIAL LITERACY

Digital literacy empowers trainees with improved access to modern digital practices and efficient utilization of digital banking resources. Through the training program, participants will learn about seamless, speedy, and secure transactions facilitated by net banking, mobile banking, point of sale (PoS) systems, and various payment apps.

The training program aims to enable trainees to make informed decisions about their finances. They will learn about the banking system, digital world, and various digital payment systems. The program will also cover important financial terms such as savings account, current account, recurring account, fixed deposit account, loan account, and basics of financing, loans, and credit facilities.

MONITORING AND EVALUATION

To assess impact created, a strong monitoring & evaluation methodology is incorporated into the program. The following steps were undertaken:

- ✓ Visits to the Centers.
- ✓ Regular attendance analysis.
- ✓ Regular video calls are conducted to review the training.

ASSESSMENT & CERTIFICATION

In the process of assessing trainees' skills, a neutral assessor from Construction Skill Development Council of India (CSDCI) or another reputable assessment body, in accordance with the NSDC Guidelines, is responsible for conducting the evaluation. This assessment involves multiple components, including feedback from trainers, theoretical examinations, practical demonstrations, and objective evaluations. The aim is to maintain a rigorous certification process.

Upon successfully completing the assessment, trainees receive a certificate along with stipend of Rs 1500/- through CREDAI CSR Foundation & SSFL. This certification signifies the trainees' competence in their respective skills and serves as a formal recognition of their achievements in the industry.



GIRIDIH



GIRIDIH



SHIMOGA



SHIMOGA