

# Employability Programme for youth in slums

Unemployment is one of the major problems faced by youth in India. Saath noticed that there are many youngsters in Gujarat who have dropped out of schools so that they could work and earn money. But they don't have proper training for this. So to solve this Saath started employability programs, not in Gujarat but also in Rajasthan.

## Objectives of the Programme

1. To train disadvantaged youth, aged 18-30 years, between 180 - 300 hours and ensure they are placed and try to support of them in relevant jobs with assurance of minimum wages and opportunity for career advancement
2. To introduce minimum three innovations that would directly impact retention, skill enhancement, and program sustainability

Duration: October 2012 to December 2012

## Work done

Total Trained: 989

Total Placed: 455

Total Undergoing: 756 (in the month of December 12)

## Introduction about Programs:

The courses selected for the programs are also a result of market research and need assessment program from the community itself. The courses which are run in these training centres are:

- Masonry
- Carpentry
- Electrician
- Computer hardware
- Nursing
- Tally

The entire above mentioned program is for entry level jobs. We also provide them placement assistance.

The sector has been divided into formal and non-formal trainings:

## 1. Under non formal trainings:

- Bosch and Shivia non formal sector job trainings

## 2. Formal training programs:

- Umeed
- Udaan
- Yuva Mast



For non-formal trainings, SAATH has collaborated with Bosch India Foundation and Shivia Micro finance as they both are well known for their qualitative and effective work. They use their expertise in providing opportunity to impart training about safety standards. For formal trainings we have collaborated with Government of Gujarat, American India Foundation and Rajasthan Mission of Livelihood.

- Innovations of the program:
- A road show team has been trained and oriented that mobilizes students for all centres to impart skills, trainings and employment to vulnerable youth. The road show team works closely with faculty to mobilize students for each centre. Mobilization is also done by converting walk-ins into enrolments at the centres.
- Staff Trainings and meetings were held with the core team and faculty to discuss issues of quality and target.
- Under the Youth Employability program SAATH have taken up different type of trainings in which women and differently abled person were also included. Different types of trainings are:
  - Classroom training

- Practical training
- Safety training- through Bosch Rexroth employee engagement
- Finance training
- Life skill trainings

As a value addition for youth SAATH have organized guest lectures on:

- Health care
- Information on computers and internet
- Motivational aspects

For the persons with disability sensitization lecture is also organized, to take more and more differently abled student sensitized parents are also included for the lecture.

- *Certificate Distribution:* For appreciating student's work certificates are also distributed. The reward and recognition initiative was to give faculty and centers a boost and motivate them to achieve targets with quality.
- *Advocacy:* This provides various benefits such as education to children, medical, training, insurance, financial help for construction and purchase of house, etc. to the people who are associated with the informal sectors
- **Women Focused Livelihood Center**

SAATH set up a community based livelihood Centre named “Falah- E- Niswa” at Juhapura (which is an area with a 99% Muslim population) for vulnerable women with the aim of linking them to livelihood resources, providing information and to develop training and capacity building programs to help them get jobs or work from home.

This center will provide the information to women on issues like domestic violence, Educational and Health issues etc and try to guide them to overcome those. Center will also create linkages with other programmes of Saath like Micro Finance, CFS, Urban Resource Center Etc. This will holistically support the women approaching the center.



Activity based learning- Students of Computer course



Shaikh Sana Parvin, student of English speaking course practicing during the training

Activities undertaken are as follows.

- **Mobilization:** Group discussion carried out with the women residing in Juhapura area and they were informed about the training program

Women Development Centre- Status as on 30 <sup>th</sup> December 12			
Centre Name	Batch date	Trade	No. of Women undergoing training
Juhapura	15th Sep. 12 to 15 <sup>th</sup> November	Computer Course	23
Juhapura	15th Sep. 12 to 15 <sup>th</sup> November	English Speaking	17
	1 <sup>st</sup> October to 31 <sup>st</sup> December 2012	Beauty Parlour	12
<b>Total</b>			<b>52</b>

## TRAINING AND PLACEMENT

During October, 12 to December 12, total **25 batches** were carried out covering Gujarat and Rajasthan. Profiling of the students was undertaken by the placement cell at each centre. Students were provided counselling three times during the batch for guidance and placement support to the students. Below mentioned table shows the status for first six months.

Youth Employability Program Status (October 12' to December 12')						
	Trained			Placed		
	Male	Female	Total	Male	Female	Total
General	573	400	973	287	162	449
Disabled	8	8	16	6	-	6
<b>Total</b>	<b>581</b>	<b>408</b>	<b>989</b>	<b>293</b>	<b>162</b>	<b>455</b>



Ms. Jyoti Patel, BSPA faculty, Meghaninagar imparting knowledge in BSPA class

SAATH has achieved and gone beyond the target set out for the year 2011-12. Currently SAATH has been requested by multiple nagarpalikas to restart the Umeed program across Gujarat.

### Success Story:

Name: Minaz Mehmood Saha

Age: 21 years



Minaz lives with her parents and 2 brother-sisters at Sankalit nagar, Juhapura. Her mother is a house wife and father is a daily wagger so their economic condition was not got. Due to her socio- economic Minaz had to quit studies but due to her interest in computer she joined the course her family was not happy with her decision, her father told her that doing a computer course wont give you a job then what is the use of learning it? But she was determined to learn the course. One day she went to a nearby balghar(preschool) where she met women development coordinator Zaheeda Shaikh , she asked her about her education and family background. Looking at her enthusiasm and determination Zaheeda offered her a computer teacher's post at her center. Minaz was really happy but was reluctant to say yes. When Zaheeda asked her about her reluctancy she told her that her parents won't agree on this. Zaheeda then went Minaz's place and convince her parents. After initial hesitancy her parents finally agreed to do a teacher's job at the center. After joining the center Minaz helped many underprevilage muslim girls in learn the basics of computer, during this period she developed an interest for studying again. Minaz met Zaheeda and told her that she again want to continue her studies. Zaheeda not only encouraged her but also convinced her parents. Now Minaz has continued her 12 standard studies and also she's working as a computer teacher at Women development centre.