**PROPOSAL FOR**

**SKILL DEVELOPMENT PROGRAM FOR 120 SLUM YOUTHS IN BHUBANESWAR**

**Skill Gap- a major issue in India:**

It is a fact that every country requires skilled manpower in order to succeed or develop. Without the skilled man power, a country can do absolutely nothing. A country requires its human resources to become developed and if it is developed, it requires skilled man power in order to prosper and move onwards in the global scenario. According to the population statistics, India comes on the second number. Thus, India has a lot of man power and yet the country comes in the list of the developing nations. There are so many sectors where India still lacks behind and comes below many nations.

The reports have shown that there are a significant number of departments where there is an absolute necessity of skilled manpower. The question that arises at this point is why there is a shortage of skilled manpower in India. There are so many reasons that could be attributed to it. The main one is the education system in India is not the kind that aims to produce skilled labors. The second one is, education has become extremely expensive these days and thus, a major portion of the Indian rural population and the population which lives below the poverty line, are unable to get educated and thirdly, whatever education that they get is hardly vocational in any sense. According to a survey conducted by the Nasscom, of all the graduates that pass through universities each year, only 26 % are suitable to seek employment.

The lack of skilled labor can create innumerous problems for a nation. If there is no adequate labor class in a country, the country’s GDP and economic progress will incur heavy losses. The statistics have proved that the shortage of skilled manpower in India is not a myth but a reality. As per the Economic Times report April 10, 2015, around 119 million additional skilled work force will be required by 24 sectors such as construction, retail, transportation, logistics, automobile and handloom by 2022. According to the skills gap report commissioned by National Skill Development Corporation, most of the sectors except agriculture will require more skilled workforce in the next seven years. In one hand the unemployment rate is increasing day by day but in other hand many industries are facing the problem of skilled candidate for their company.

**Problems of the youth in slums:**

The psyche of the inhabitants of urban slums is often complex. The main reasons for migration to cities from villages are low incomes and caste oppression, and there is often a misguided expectation that life in the city will be easier. Even though there are some youth who have completed high school and college education, the slum environment and assortment of diverse culture encourage them to be involved in antisocial activities. On the other hand, the present school and college education system does not help anybody to get a dignified job in this competitive world. Lack of confidence, knowledge on job opportunities, deficiency of learning self esteem and respect, a negative attitude towards the society that build up among the youth and lack of appropriate social behaviour and skills, involvement in drugs/ alcohol and crime and freedom to be implicated in unconscionable gains are some of the causes, responsible for them not accruing appropriate skill and a suitable job placement.

**Let’s find the answer:**

Youth of the slum normally lose their rights to emotional, physical and social development, to health and higher education, to play, cultural activities and recreation. Exploitation even by their parents leads them to lack freedom of expression, access to information, and to a role in public life and personal decisions. Hence ensuring these human rights, through providing education with life skills and vocational skills, are focused in the emerging programmes of Ruchika Social Service Organisation.

Ruchika encourages young people to take up meaningful and gainful employment opportunities and contributing to their household income. Hence it strives to identify possibilities among the youth and in light of this increase their employability through confidence building, skill and personality development programs, so that they can be eligible to compete and enter into the job market.

**Opportunities:**

Bhubaneswar is an administrative, information technology, educational and tourism city. It is ranked as the best place to do business in India by [World Bank](http://en.wikipedia.org/wiki/World_Bank). Bhubaneswar has emerged as one of the fast-growing, important trading and commercial hub in the state and eastern India. In 2011, according to a study by [Associated Chambers of Commerce and Industry of India](http://en.wikipedia.org/wiki/Associated_Chambers_of_Commerce_and_Industry_of_India), Bhubaneswar had the highest rate of employment growth among 17 Tier-II cities in India.In 2012, Bhubaneswar was ranked third among Indian cities, in terms of starting and operating a business by the [World Bank](http://en.wikipedia.org/wiki/World_Bank). In 2009, Odisha was ranked ninth among Indian states in terms of software export by [NASSCOM](http://en.wikipedia.org/wiki/NASSCOM), with most IT/ITES companies established in Bhubaneswar. In 2011–12, Odisha had a growth rate of 17% for software exports. According to a 2012 survey, among the tier-II cities in India, Bhubaneswar has been chosen as the best for conducting IT/ITES business. In addition, the most major non-government social organizations have opened their offices at Bhubaneswar as it is the Capital of Odisha. They employ a large number of youth in different social projects with moderate salaries.

Hence, Bhubaneswar has a wide range of job opportunities in business sectors especially in IT sector, manufacturing companies, hotels, call centres as well as in different non-government social organizations. Many a time it is noticed that a number of posts are lying vacates due to unavailability of suitable candidates. They need skilled candidates to smartly and effectively discharge professional duties.

**Our Experiences:**

Ruchika Social Service Organization started its program in April 1985 for children working in and around the Bhubaneswar railway station with a station platform education center. Today the organization is able to reach out to over 6000 under- privileged children and youth with education, skill development and other right based programs every day and touches over 50,000 community members while addressing various developmental issues and problems.

Ruchika has experience of running technical skill trainings like Tailoring, Hotel Utility & Waiter service (Hospitality) for 25 years, Mobile Repairing and Beautician training for 5 years. Most of them have been rehabilitated.

In Ruchika’s SMART Vocational Training Centre the young youths in the age group of 18-25 years are trained with basic IT, Communicative English and Personality Development (Workplace Readiness) for three months and after which they are placed in different IT companies, retail shops and other business enterprises. In 2015-16, 210 students have completed the training of which 159 (76 %) have been placed with an average salary of 5500/- per month. From April – Sept, 127 students have completed training of which 92 have been placed.

In addition, Ruchika has created a cadre of skill trainers and developed wide range of infrastructure to enhance the training program which includes buildings to run technical and non-technical skill training programs, computers, sewing machines, arrangement for hospitality training etc.

As a quality skilled person supplier, Ruchika has earned a good reputation in the city of Bhubaneswar. It has created a wide range of demand in the job market for its trainees. Since Ruchika is present in almost 200 slums of Bhubaneswar for last 30 years, it has no problem to mobilize right kind of youth for the training program.

Furthermore, Ruchika has already trained thousands of youth and provided them placement services in the city who work as ambassadors for Ruchika's training program.

**Need Scaling up:**

Bhubaneswar, as a Capital city is growing every day. At present more than 13, 00,000 people live in the city. It is also observed that the per capita income of allied group is also increasing which facilitates use of consumable goods and services. In the rapid growing city, the need for tailoring and dress designing, beautician, hotel utility & waiter etc. are growing. In addition, use of mobile phones becomes very common in the city. This requires a huge group of skilled technicians to repair and maintain these machines.

In addition, the business enterprises, IT companies, hotels, and retail houses requires large scale skilled youth for their business.

In view of the growing consumerism in the city, Ruchika plans to enhance its skilled India programs in two folds.

1. Create a cadre of technically skilled youth, trained to provide services like tailoring & Dress making, beautician, mobile repairing who can be employed or can be be helped to start their own independent enterprises.
2. Create a cadre of trained youth skilled with IT, Communicative English, Workplace Readiness with a special skill to work in the hospitality sector and in business houses that will be able to be placed in different non-technical jobs in the city in hotels and restaurants/ guest houses or other places.

**Plan of Action:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Trade** | **No. of trainees per batch** | **Duration** | **Course content** | **Expected Placement/ rehabilitation Plan** |
| 1. **Technical Skill** | | | | |
| Tailoring and Dress making | **30** | **One year** | Technical skill on tailoring & dress making / life skill/ customer service etc. | **35** |
| Door step Tailoring and Dress Making | **30** | **One year** | Technical skill on tailoring & dress making / life skill/ customer service etc. | **35** |
| Beautician Training | **20** | **6 months** | Technical skill / life skill/ customer service etc. | **15** |
| Mobile Repairing | **20** | **3 months** | Technical skill/ life skill and customer services | **15** |
|  | | | | |
| 1. **Non Technical skill** | | | | |
| Hotel Utility/ Waiter/ Hospitality | **20** | **3 months** | Hotel Service/ Bed making/ decoration/ tourism/ communicative English / IT skills/ workplace readiness/ customer service. | **15** |
| **Annual Expectation** | **120** |  |  | **115** |

**Strategies to be followed:**

1. Tailoring and Dress making will be provided in the Vocational training centre of the organization as the organization has developed necessary infrastructure for the same.
2. Two Door step trainers will be made available in the distance slums where they would impart training on Tailoring and Dress making.
3. The trainees of Door Step training centre will be paying a nominal fee for their training so that the centers will be sustained in future.
4. Ruchika has developed a strong network with the National Institute of Hotel Management and Catering Services where the trainees for the hospitality services will be linked. They will be included under the Skill India training program under government of India. Hence they will be imparted free training and placement services.
5. The students interested for beautician training will be linked to a nearby training institution who would be train them for six months. The training centre charges a nominal fee per student which is 1000 INR for six months.
6. After completion of the training the trainees who have not placed will be provided with a rehabilitation kit to start their independent enterprises at their own communities. The rehabilitation kits will be provided with a student’s sharing basis.

**Budget:**

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| --- | --- | --- | --- | --- |
| **Sl**  **No** | **Budget Heads** | **Unit** | **Cost calculation** | **Amount (INR)** |
| 01 | Cost of Project Coordinator | 01 (Full time) | 12,000 p.m. x 12 | 144,000/- |
| 02 | Cost of Tailoring & Dress Making Trainer in the Vocational Training Centre | 01 (Full time) | 8000 p.m. x 12 | 96,000/- |
| 03 | Cost of two trainers for Door step Tailoring and Dress Making training | 02  (Part time) | 3000 pm x 2 nos x 12 months | 72,000/- |
| 04 | Cost of training for Beauticians | 12 trainees | 1000 p.m. x 12 | 12,000/- |
| 05 | Cost of Rehabilitation Kits | For 35 students | 2000 x 35 | 70,000/- |
| 06 | Travel Cost | Lump sum | 10,000 | 10,000/- |
| 07 | Contingency (including repairing & maintenance, student’s welfare etc.) | Lump sum | 10,000/- | 10,000/- |
|  | **Total Cost** |  |  | **414,000/-** |

**Monitoring and Control:**

The vocational training units will be directly supervised by the Coordinator. The Program Manager will also be supervising the activities and work of the staff.

A well designed MIS would monitor the progress of the program.

**Sustainability:**

Both the Door step tailoring and dress making units will be sustained by the training fees collected from the students.

The Tailoring and Dress designing unit of the organization will be converted into training cum production centre. The materials produced in the centre will be sold and the surplus will be deposited in a fixed deposit account to make the centre sustainable in future.

Rapport with the National Institute of Hotel Utility and Catering Services will be continued and the student would continue to receive skill training and placement services.

The service of beautician training will be published in the community as a result the students will start paying for the training which will help the training to be sustained. In addition local donation will be collected to make the Skill Development Training program sustainable in future.

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