**Project Proposal on**

**Enhancing Employability through Vocational and Skill Development Training among**

**Women, Adolescent Girls, and Youth members in rural areas of Guntur District**

 **Andhrapradesh**

# Submitted by

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 **KENNEDY VOCATIONAL SCHOOL**

 A PROGRAMME OF

 RURAL CARE MINISTRIES

 (Regd no:169/2004)

 13th Line,Sivanagaraju colony

 Reddypalem post

 Guntur,A.P

 Mobile:09346504751

 E-mail:ruralcarengo@gmail.com

# General Information

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| **1** | **Name of the Project** | Enhancing Employability Enhancing Employability through Vocational and Skill Development Training among Women, Adolescent Girls, and Youth members in  rural areas of Guntur District , Andhrapradesh |
| **2.** | **ImplementingOrganization** | **RURAL CARE MINISTRIES** |
| **3** | **Project Head**  **Office** |  13th line, Sivanagarau colony Reddypalem post Guntur, A.P |
| **4.** | **Legal status of the implementing Organization** | * Registered under Societies Registration Act 35of 2001

 Registered no: 169/2004* Registered under FCRA1976, Registration Number :010190423,dated:09/04/2010
* Registered undersection12AA(2) of IncomeTax Act1961,
* PANCardNumberAABTR2006A
 |
| **5.** | **Name of the Chief Functionary** | **Yonathanu Karyampudi**  **Director RCM** |
|  | **Target Area** | 15 villages in vatticherukuru And Ponnur revenue Mandals of Guntur district |
| **7** | **Target Group** | Women, Adolescent girls and unemployment youth members |
|  | **Project duration** |  12 Months |
| **9** | **Total cost of the project** | $5750 |
| **10** | **Banking details** | A/cNo:001510100009141Andhra Bank, Guntur-A.PFCRA Account :2552500103282101,Karnataka bank,Guntur,A.P |

 **EXECUTIVE SUMMARY**

The people living in villages of Guntur district are agricultural laborers and very poor in

Andhrapradesh. Unemployment is one of the burning issue among youth. Due to lack of right skills,

The poor people unable to utilize the available local resources. The poor people includes the Schedule

caste and Schedule Tribe communities forcible migrating to different places in Guntur and working

as a daily labors, construction workers, cooks, brick workers and daily wages. The girls and women

physically and sexually harassed by brick owners and contractors. They are living in slums, getting

very low wages and infected by HIV/AIDS also. Based on the problems, community request letters,

 **Rural Care Ministries** designed a project proposal in association with community people titled

called “***Enhancing Employability through Vocational and Skill Development among 15 Villages of***

***Guntur district* “** with the motto of “ ***Building skill Creating Opportunitie*s**. The overall objective of

the project is to enhancing the employability of 200 Nos disadvantaged and poor adolescent

girls, youth and women through vocational and skill development trainings. The project

directly supports to 200 Nos beneficiaries from poor background includes adolescent girls,

youth and women from 15 villages . The activities mainly includes Vocational and Skill

trainings on Tailoring, Mobile repairing, Welding, Electrical, Driving, with the expertise

support from training agencies and resource persons . After the training, the trainees will

placed in various companies, and established micro enterprise to enhance their

employability as well livelihood security. In long run, the project will establish training

center and Self Help Cooperative to be promoted for marketing, financial and non financial

services to the poor people. To achieve the project objectives, Executive Director and four

operational team and financial $5750 will be required. **Rural Care Ministries** role

in monitoring and evaluation of project activities. The experienced Executive Director is

fully responsible for planning, implementation, monitoring, evaluation and timely reporting

to donors of this project.

# PROJECTPROPOSAL

1. **Name of the Project:**“Enhancing Employability through Vocational and Skill

Development Training among Women, Adolescent Girls, and

 Youth members in rural areas of Guntur District, A.P”

# 2.Implementing Organisation Profile : Rural Care Ministries is a non profit

#  Organization working towards women empowerment, education and livelihood

#  promotion. Rural Care Ministries is working for improve The living condition of the

#  poor and marginalized by adopting strategies through community initiative,

#  participation and sensitization. The organization is working among backward

#  communities, Scheduled caste, Scheduled Tribes in the rural areas of Guntur district

#  of Andhrapradesh .

#

**3.Background of the project :** The

Andhra Pradesh lies between 12°41’ and 22°N latitude and 77° and 84°40’E longitude and is

bordered by Maharashtra, Chhattisgarh, Telangana and Orissa in the north, the Bay of Bengal in the

East, Ta-mil Nadu to the south and Karnataka to the west. Two major rivers, the Godavari and the

Krishna run across the state. A small enclave of 12 sq mi (30 km²) - the Yanam district of

Puducherry, lies in the Godavari Delta in the north east of the state. The state includes eastern part

of Deccan plateau and a considerable part of Eastern Ghats. The state is richly endowed with

natural and human resources with competitive socio economic ad-vantages. Its geographical area of

1,60,205 sq km makes it the 8th largest state in the country. Andhra Pradesh situated in a

tropical region, has the 2nd longest coastline in the country with a length of 974 km.

State has a forest area of 34,572 Sq.Kms as per the forest records, which accounts for

21.58% the total geographical area. The state has a variety of physiographic features

ranging from high hills, undulating plains to coastal and deltaic environment. Population

The population of 4.94 Crore which accounts for 4.08% of the country’s population makes it

the 10th most populous state in the country. The Rate of Growth of population, as per 2011

Census, has come down to 9.21 percent compared to 11.89 per-cent in 2001. **While**

**70.42% of the total population lives in rural areas** 29.58% live in urban areas of the

state. Of the total population, 2.47 crore (50.1%) are males and 2.46 Crore (49.9%) females.

 Literacy : Literacy Rate in Andhra Pradesh has witnessed up-ward trend and is 67.4

 percent as per 2011 population census. While the literacy rate in rural area is 62.4

 percent, in urban areas it is 79.2 percent. Male literacy stands at 74.8 percent while female

 literacy is at 60.0 percent.

# The socioeconomic situation:

Women play an active role India today survival of the rural communities but

unfortunately their contribution to the rural communities remains unnoticed. Rural

women are actively engaged in field work, construction work and also labor works.

They bear the double burden of work for the labor work and for the house hold. The

rural women of Guntur district are illiterate and they do not have any other skill than

agriculture and other daily labor work. Increasing competition for scarce agriculture

resources makes it difficult for women to go for field work . Lack of alternative income

generating opportunities in rural areas people became very poor.

In the proposed target area, 60% of the youth mass, women and adolescent girls

migrating to Guntur, Vijayawada and Hyderabad for alternative livelihoods. The main

causes were poverty, lack of employment, food insecurity and financial problems. The

migrated youth and male population are working as a daily labors, construction

workers, maid servants, brick workers, electricians, welders and guards and earning

very low income. The adolescent girls also working as cooks in the hostels, made

servants, construction workers, small factories earning Rs.2500 to3500.00 per month,

which is not sufficient to meet the family requirements in the cities. They are living in

slum areas in shed houses and effected by deadly health diseases especially HIV/AIDS.

Due to high migration in this operational area, Guntur District having number one

position in HIV/AIDS in Andhrapradesh. While inter acting with the poor women, it

came to light that, few adolescent girls and women are sexually harassed by the owners

at their workplace . Due to lack of skills and capacity they are engaging as security

guards and other non productivity activities. The earned income also not sufficient to

meet the meet the day to day expenses of the family. The children also migrating to the

parents, leaving their studies and engaging in labor work to earn Rs.50 to Rs.70 from

the construction work.

# 3.Problem statement:

To identify and priorities the problems, Rural Care Ministries conducted a need

assessment among the target area, and CBOs. ,local NGOs.

# Lack of skills and training opportunities among youth and adolescent girls

After passing the 10thclass, the students were unable to join in higher education.

Due to financial crisis, they are unable to undertake vocational and skills

trainings. In near by cities inside and outside the state ,plenty of job

opportunities available. But skilled and efficient man power not available to

meet the existing job demand in the market ,welding, mobile repairing,

electricians but skilled man power supply not available to meet the current

demand. Due to poverty, forcibly the poor youth members migrating to cities,

converting daily labors, earning low wages and affected by HIV/AIDS.

# Lack of awareness and poor implementation of government schemes

Given the poverty scenario, a number of poverty eradication measures have

been initiated by the government, mostly central government supported

programs. For improving the standard of living of the poor ,state intervention

in the form of implementing anti-poverty programs, elimination of hunger

schemes, Employment Assurance scheme(EAS), Public Distribution

System(PDS), Integrated Child Development Scheme(ICDS )and Mid-day Meal

Scheme have been introduced. All the above schemes are aimed at improving the

living conditions of the poor by directly involving the appropriate target groups.

However, this programme is not directly included related to vocational and skills

development and not reaching to the poor people due to lack of awareness.

# Lack of capacity building, skills and strong community based institutions

Many SHGs among rural communities have difficulty in accessing these

resources because they lack voice, confidence, basic administrative skills and

capacity and capability in negotiating with, and accessing support from rural

banks, resource and marketing agencies. Substantial numbers of poorer house

holds are outside of the SHG fold. Lack of capacity building activities for SHG and

Cooperatives in the field of vocational training and micro-enterprise

promotion. The lack of financial resources and access to sources of credit needed

for investments in productive assets, to meet operational expenses and to cover

consumption needs during periods with little or no income is among the major

problems and livelihood constraints identified by members of rural

communities.

# Project Design

The initiative was originated at the target communities. During filed visits and

community meetings, the villagers approached **Rural Care Ministries** and

requested to undertake development projects on vocational and skill training in

the form of request letters. **Rural** **Care Ministries** community volunteers

conducted social research using tools, problem identification, problem prioritize

and problem tree. Based on the priority of the need and demand from the

community, **Rural Care Ministries** has taken this initiative to design a

community based vocational and skill development project for sustainable

development of rural women , youth and adolescent girls in villages of Guntur

district in India .

# Goal of the project:

***‘****To*enhancing the employability of 200Nos disadvantaged and poor adolescent girls*, youth and through vocational and skill trainings in Villages of Guntur district“*

# Project Log-frame Matrix

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| --- | --- | --- |
| **Project Description** | **Indicators** | **Source of Verification** |
| **Overall Objective**: Contribute to e*nhancing the employability of disadvantaged and poor adolescent girls, youth and through vocational and skill trainings in villages of Guntur district* | Increased skills of 200 trainees  especially among poor families living in villages by end of one2016 | -Impact assessment report-Quarterly, Half yearly and Annual Report |
| **Purpose1:**Improved skills of unemployed youth, adolescent girls and women through vocational and skill trainings | -100%beneficiary to be trained under various skills and trades-50% trainees to be placed in various companies with salary range from Rs.5000toRs.7000-50% trainees to be established micro enterprise to increase 30 % income on their present income.79% migration will be controlled among beneficiaries | -Training Report, Training partners agreement and certificates-Placement Report-SHG status report -Monthly and Quarterly progress reports |
| **Results1.1:** Drop-out adolescent girls, unemployed youth and poor women skills enhanced under various skills and vocational trades | -40 Nos adolescent girls to be trained under tailoring-30 No persons youth to be trained under mobile repairing- 20 persons youth to be trained under welding-20 persons youth trained under electrical | -Training Application,-Training register-Training completion certificates-Training Reports-Monthly Progress Reports |

|  |  |  |
| --- | --- | --- |
|  | -30 persons trained under driving- 20 women trained under pickles-40 women trained under fruits vending and other fruits valued added products |  |
| **Result1.2:**Building Relationships with Industries, Financial Institutions and Marketing agencies for placement, financial and nonfinancial services support. | -50% poor youth will be placed in various companies with salary from Rs.5000toRs.7000-20% No s adolescent girls will be self employed-30% Nos women will establish pickles and other value added products micro enterprises-Approx. Rs.5Lacks grant/ loan to be generated from financial institutions and Government | -Placement reports-Monthly Reports-Quarterly Reports-Loan reports-SHG loan and progress reports-SHGs loan agreement documents and passbooks |
| **Result1.3:**SelfHelp Cooperative registered  | 1Nos women Cooperative Society will registered for financial and nonfinancial support to community people. | -Cooperative Memorandum and Bye Laws-Cooperative Registration certificate |
| Activity1.1.1:Recruitment of project team-Project Coordinator, Accounts cum admin  assistant and 2 community organizersActivity1.1.2:Orientation and training to Project teamActivity1.1.3:Development of training curriculum and pedagogyActivity1.1.4:Conducting community assessment to select beneficiaries for the  trainees Activity1.1.5:Selection and Initial contact with Training partnersActivity1.1.6:Conducting vocational training on tailoring to 40 adolescent girls Activity1.1.7:Conducting vocational training on mobile repairing to the 30 poor  youth Activity1.1.8: Conducting vocational training on welding to the  20 interested youth Activity1.1.9:Conducting skill training on four  wheeler driving. Activity1.10: Conducting vocational training on electrical to the 20 poor youth Activity1.1.11:Conducing skill training on pickles to 20 SHGs membersActivity1.1.12:Conducting skill training on fruits vending to 40 SHGs membersActivity1.2.1:Building linkage with financial institutions, vendors, marketing  agencies and other stake holdersActivity1.2.2:Placing trainees in various organizations for self employment Activity1.2.3:Establishment of micro enterprisesActivity1.3.1:Registration of women Self Help Cooperative for marketing, financial and  nonfinancial servicesActivity1.3.2:Conducting Impact Assessment by using external  consultantActivity1.3.3:Conducting Monthly Progress staff review  meetsActivity1.3.4:Timely donor reporting in monthly/quarterly/half yearly/final |

* 1. **:Risk and Assumptions:**

The following are some of the assumptions for successful implementation of the project

* + - There is no major natural/ manmade disasters affect the target area during the project period as the target area is prone to cyclonic storms.
		- The political scenario in the target communities does not change significantly.
		- There is no radical change in government policies with regard to livelihood entitlements.
		- The financial institutions continue to support SHG movement with financial resources.

# Expected Outcomes:

* + - 15 No s community need assessment will done on skill development and vocational trades
		- 40 No s adolescent girls will be trained on tailoring and engage in self employment for income generating
		- 30 No s poor youth members on mobile repairing will be trained and will be place in various companies and repaying shops also.
		- 20 No s poor youth members will be trained on welding and will be placed
		- 30Nos poor youth members will be trained on driving and will be placed in various offices earnRs.5000 toRs.6000 per month
* 20 No s poor youth will be trained on Electrical and will be employed to earn Rs.5000 toRs.6000 per month.
* 20 SHGs members will be trained on pickles and will establish Pickles Business under Self Help Cooperative model to increase 30% of their current monthly income
* 40 SHGs members will be trained on fruits vending and other fruits value add products and will establish fruits Business under Self Help Cooperative model to increase 30% of their current monthly income
* One women Self Help Cooperative will be promoted for marketing, financial and nonfinancial services.
* At least 80 persons will be placed in various industries and companies.
* Atleast100 Nos Microenterprises will be established for income generating activities.
* One tailoring center will be established.
* 60%migration among 200 families to be controlled.

# Project Target Area

The project will cover 15 villages in o Vatticherukuru and Ponnur Revenue

Mandals of Guntur district, Andhrapradesh. The nearest town Guntur is at a

distance of half an hour drive from the project location. The air port is located

at (Gannavaram) Vijayawada, the state capital of Andhrapradesh, and is at a

distance of 70 km s from Guntur town and 2 hours journey by road.

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 **45.Target beneficiaries:**

The number of direct beneficiaries of this project would be200 members from

Villages of Guntur district. The annual number of indirect beneficiaries would

be 200 families. Along with more than 70 jobs to be created through this trained

beneficiaries. The beneficiaries belong to Schedule Caste(SC)Schedule Tribe(ST)

and Other Backward Castes in the target villages.

**4.6.Project duration:** The duration of the project is one year (12Months).

# Project Implementation Strategy

The project will be organized in three phases:

**In 1stPhase**, Rural Care Ministries will cover formation of core team, Orientation

and training, design of course curriculum and pedagogy, area study and

selection of training partners.

**In 2ndphase,** **Rural Care Ministries** will give more focus on organizing quality

trainings to selected beneficiaries on vocational and skill development by using

local resources. After selection of beneficiaries, the training to be conducted as

per the training calendar.

**In 3rdphase,** **Rural Care Ministries** will conduct placement activities for the trainees

# 5.1 training chart

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| --- | --- | --- | --- | --- |
| **Name of training** | **Target group** | **Duration** | **Conducted by** |  |
| Training on tailoring | Adolescent girls | 3months | Rural Care Ministries will conductDirectly by using local professional trainer | Rs.200 perperson |
| Training on Mobile Repairing | Un employed youthmembers | 4months | Partner trainingagency | Rs. 400 perperson |
| Training on Driving | Un employed youthmembers | 1month | Partner trainingagency | Rs.250person |
| Training on Welding | Un employed youthmembers | 3months | Partner trainingagency | Rs. 400 perperson |
| Training on Electrical | Un employed youth members | 3months | Partner trainingagency | Rs. 400 per |

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| Training on Pickles | Poor SHG Members | 1week | Rural Care Ministries will conductAt community centre level by using resource persons | Rs.150person |
| Training on Fruits Vending | Poor SHG Members | 1 week | Rural Care Ministries will conductAt community centre level by using resource persons | Rs.150person |

**5.2. Activity schedule:**

Estimated duration of the project is 12months(1year).The following is the activity schedule of the project.

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| --- | --- | --- |
| **Sl.****No.** |  **Activity** | **Month wise activity plan** |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 1 | Recruitment/Formation of projectTeam | X |  |  |  |  |  |  |  |  |  |  |  |
| 2 | Orientation and Trainings to Projectteam | X |  |  |  |  |  |  |  |  |  |  |  |
| 3 | Development of training curriculumAnd pedagogy | X |  |  |  |  |  |  |  |  |  |  |  |
| 4 | Selection and initial contact toTraining partners |  | X |  |  |  |  |  |  |  |  |  |  |
| 5 | Conduct base line survey of targetVillages to collect comprehensive information on the skill and vocational training |  | X | X |  |  |  |  |  |  |  |  |  |
| 6 | Establishment of tailoring trainingcentre |  | X | X |  |  |  |  |  |  |  |  |  |
| 7 | Training on tailoring to adolescentgirls |  |  |  | X | X | X |  |  |  |  |  |  |
| 8 | Training on mobile repairing |  |  |  |  | X | X | X | X |  |  |  |  |
| 9 | Training on driving to youth |  |  |  |  | X | X |  |  |  |  |  |  |
| 10 | Training on welding |  |  |  |  |  |  | X | X | X |  |  |  |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 11 | Training on electrical |  |  |  |  |  |  | X | X | X |  |  |  |
| 12 | Training on pickles |  |  | X |  |  |  |  |  |  |  |  |  |
| 13 | Training on fruits vending |  |  |  | X |  |  |  |  |  |  |  |  |
| 14 | Placement of trainees |  |  |  |  |  |  |  |  |  |  |  |  |
| 15 | Linkage with financial institutions  |  |  |  | X | X | X | X | X | X | X | X | X |
| 16 | Registration of women self help cooperative society |  |  |  |  | X | X |  |  |  |  |  |  |
| 17 | Impact assessment |  |  |  |  |  |  |  |  |  |  | X |  |
| 18 | Project review meet | X | X | X | X | X | X | X | X | X | X | X | X |
| 19 | Final report to donor with in one week of project completion |  |  |  |  |  |  |  |  |  |  |  | X |

# 5.3 Strategy of the activities

1. **Forming a Core team, orientation and training:** Forming a core team and give orientation towards the present project. The core team consists of a Project Coordinator, one Account cum admin assistant and 2 community organizers. During this, the staffs will given necessary materials for their understanding and make a syllabus for the vocational and skill development training.
2. **Designing of Course Curriculum and Pedagogy:** The training programs comprising of two segments i.e. classroom and practical field work. The course wise curriculum will be designed in association with experts from the industries based on market demand and aims at integrating experiential practical learning in the field and theoretical understanding in the classroom. Along with continuous personality development for the trainees is undertaken with the support of outside agencies/professionals the trainees before final placement. The learning methods will include observation, discussion, action, presentation and examination. Pre assessment, midterm assessment and final assessment to be conducted at project level as a part of monitoring and evaluation. After the final evaluation, the certificate to be awarded.
3. **Area study:** The project staff will conduct area study of 15villages for selection of trainees. The trainees were identified and selected by each concerned village development committee.

d.**Eligibility and Selection of trainees:** Any poor person is eligible for this training based on trade. People with disability and BPL members will be preferred . Application forms are available in the project office, with Community Organizers The Project Coordinator is available for any query related training. After collection of applicants from meetings, the Project committee will call trainees for group discussion and personal interaction. Based on interview, the candidates to be selected and informed.

***The general criteria of selection trainees will be***

 They should be from the same village

 They should have basic interest and zeal for their development

 They should be free from other work obligations for minimum of six hours

 They should be literate with minimum of 10th standard in order to make

 effective communication.

**Partnership with Training institutes: Rural Care ministries** will organize

trainings in association with training institutes in the local area to enhance

quality of training and minimize cost at project level. Minimum three

quotations collected from the experienced training institutes as per the course design. The training institute to be selected in procurement committee based on quality and legally Memorandum of Understanding (MoU)to be signed with training partner with strict guidelines.

1. **Training on Tailoring:** The objective of training is to build vocational skills to

The adolescent girls who dropped their higher education due to financial problems

 in katrapadu village. The duration of the training is 3 months will provided in a

 participatory method by a hired experience resource persons. At Rural Care

 Ministries training centre with 50 theory and 50% practical. Rural Care

 Ministries will establish training centre will have 10 machines. After the training,

 the trainees will start their own microenterprise ‘Tailoring centre” and engage in

 other enterprises to generate income from Rs.3000.00 to Rs.4000.00 per month

 at community level.

1. **Training on Mobile Repairing**: The primary objective this training is to enhance the skills on mobile repairing of the un employed rural youth age between from 18 years to 30years. The duration of the training is 4months will be organized jointly in association with local level mobile repairing training institute. Every day theory and more practical classes will conduct for better understanding. After successful completion of the training, the trainees to be placed in various mobile repairing companies. **Rural Care Ministries** will facilitate for financial linkage from Banks, financial institution and District Industry Centre (DIC)to interested persons to start independent mobile repairing centers.
2. **Training on Driving:** The objective of this training will be improve the driving skills of interested 30 youth (male) members, age between 18 years to 30 from the project area. The one month training will be provided in association with driving training institute. After training, the certificate and four wheeler licenses will be given. **Rural Care Ministries** will be facilitated to place in various organizations salary range between Rs.5000to Rs. 6000.00. Along with, financial linkage from banks also provided to procure four wheeler and start their own micro enterprise for self employability.

**h.Training on Welding and Electrical:** Male members, those who completed their matriculation. Three months training will organize in association with a training partner (ITI) and certificate will be provided. The 40 trainees will be easily placed in various companies and earn ranging fromRs.7000toRs.8000.00permonth.

# i.Training on Pickles, Fruits vending and other value added products:

**Rural Care Ministries** will organize training will be organized to existing Self Help Groups of rural communities at central level. 20 interested trainees will be selected from communities by the existing self help groups for pickles trainings. The resource persons to be invited. Rural Care Ministries also plan to organize training on fruits vending and other value added products to 40 women from communities selected by the SHGs. The resource persons will be invited to enhance their skills and knowledge. After the training, financial and marketing linkage will be strengthened to promote microenterprises at household and community level in the operational area.

1. **Placement:** After successful training ,the trainees should be placed in various private organizations. Along with, Rural Care Ministries will provide financial and market linkage support to trainees to establish microenterprises at community level to promote livelihood and self employability.

# Humanresources

The Executive Director, appointed by the Board of Governance, represents the organization in all legal and contractual obligations. He will also be responsible for implementation of the project and reporting to the donor in all project related matters. He will appoint project staff, develop project work plans and review project progress on regular basis. He will be responsible for project accounting and reporting till end of the project. He will not get any remuneration from the project and voluntarily contribute for project planning, implementation, monitoring and evaluation. In addition ,the project will require four full time paid staff (including a Project Coordinator) for implementation of the project.

The project Coordinator will manage day today project operations and report to Executive Director.

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| --- | --- | --- | --- | --- |
| **Positions and quantity** | **Status** | **Salary** | **Required Qualification** | **Job Profile** |
| ProjectCoordinator(One) | Fulltime | INR8000Per month | PostGraduation preferably in Social Work with at least three years experience in project management | Overall responsible for theProject implementation, monitoring and reporting under the frame work of the project. The incumbent will be responsible for staff capacity building initiatives and networking with various stakeholders. |
| Accounts&Admin Assistant(One) | Fulltime | INR6000Per month | Graduation inAccounting/Commerce with two years of experience in NGO accounts and office administration | Assist the project coordinatorWith administrative and financial functions of the project. The person will assist the project coordinator to maintain project documentation and provide coordination support to t he field staff. |
| CommunityOrganizers(Two) | Fulltime | INR5000Per month | Graduate andTwo years experience in community mobilization | The community organizers are Primarily responsible for under taking community mobilization activities as well as awareness raising initiatives. |

# 5.5 Summary of the budget:

The total financial requirement is **Rs. 19,14,000/-towards** entire project cost for one year.

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| --- | --- | --- | --- |
| **SI. No** | **Expense head** | **Amount** |  |
| 1 | Program cost |  $ 5750 |  |
| 2 | Personnel cost |   |  |
| 3 | Administration cost |   |  |
|  | ***Total*** |  ***$5750*** |  |

Monitoring and Evaluation **Rural Care Ministries** will commit to follow up the project. In addition, the project will establish a project monitoring plan based on the project log-frame for internal project reviews after every six months of project Completion in line with project monitoring plan. The project reviews will focus on review of project progress, challenges encountered during previous semester and achievements. It will guide the project team to plan .It will also analyses the financial achievement of the project .Agreements and decisions of the project reviews will be documented for future reference.

 The monthly activity plans will be derived from the project monitoring plan. **Rural Care Ministries** will develop appropriate reporting formats for collection of project information on a monthly basis. Monthly project review meetings will be organized to review the progress and these meetings will be facilitated by the Project Coordinator .Proceedings of each monthly review will be recorded and kept for future reference. In addition , the project will form an executive committee consisting of the following members:

* Executive Director of Rural Care Ministries
* Project Coordinator RCM
* Two members from the community
* Two members from SHG

Towards end of the project an external evaluation is planned by external resource person. The evaluation will assess the impact of the project as per initial project frame work. It will also identify the gaps and provide recommendations to be considered for similar future projects. In case, donor agency commits to undertake the external evaluation of the project, then the project will reconsider the budget for the evaluation activity. However, **Rural Care Ministries** will appreciate a communication in this regard.

# Sustainability

* 1. **Socio cultural sustainability**

The behavioral and attitudinal changes brought in by the project among the local communities particularly by the youth and women will empower them to actively participate in decision making in all other future activities. Women will come together in a common platform to discuss their socio cultural problem bringing changes in age old social habits. The project will significantly affect the lives of rural women and young girls in their income generation activities, livelihood security and self employability thus bringing in the much needed confidence among them helping the m move forward towards development. Their active participation in decision making process, community based planning; monitoring and evaluation will bring in an owner ship of the project. Once the external funding is over, **Rural Care Ministries** plans to continue the project from income generated from the Trained persons .

**Rural Care Ministries** will continue to play an active role to facilitate the SHGs to establish a strong link with government schemes and projects also as to generate the required assistance. Internal income will be generated inform of membership fees, donations and revenue generated from community based institutions. Similarly reasonable percentage of revenue will be generated from small scale unit, pickles unit and tailoring training institute. The project will build local capacities to increase livelihood opportunities for women in the target communities. This projects will motivate the unemployed youth and girls to start micro enterprises at local level as well as controls the migration.

# Economic sustainability

The federation, on the completion of the project will raise its own funds through membership development fees, interest charged on micro credit, processing fees of micro loans generated from the income generation activities will cover the cost of operating expenses in future. During loans ,benefit events, grants from the government and donor support. The revenue these three years, the groups will mobilizes savings, establish linkages with Government and NGOs adolescent girls, and try for financial assistance from Bank and other financial institutions. After the project ending, all youth and will engage

Actively in income generating as well as self employability enterprises. They can support their family members in education, health and livelihood development activities.

# Technical sustainability

The staff will have the capacity in form of skills, knowledge and equipment to manage the project and continue the activities. All technical services will be made available to the beneficiaries on fees basis. The computer and the printer used for the project by the Rural Care Ministries will be handed over to the federation after the completion of the project to be used for their accounts and documentation purpose.

The project will promote a federation of SHGs with objective of sharing information, conducting training, providing financial and non financial services to its members. The SHG federation is a network of several SHGs from the operational villages. Every SHG will nominate one member(President/ Secretary of the group)to the general body of the federation. The general body will select executive committee consisting of seven active women members to manage the day to day activities of the federation. **Rural Care Ministries** will under take several trainings on organizational development, leadership and financial management of the federation. So finally the federation will be responsible for technical management of the impact of the project after completion under the active guidance of **Rural Care Ministries.**

We are all appreciating your kind support and cooperation in the growth of this organization. Looking forward for opportunities to work with you and fulfill the noble cause you are committed for.

Thanking you Yours sincerely,

Jonathan karyampudi

Director

Rural Care Ministries