

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 to earn livelihood. But they don't have enough skills, so to get the solution for this issue Saath started employability programs, not only 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

Report Duration: April 2016 – June 2016

Work done

- Total Trained: 236

Introduction about Programs:

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

1. Formal training program:
 - Udaan
2. Informal training program:
 - Nirman
3. Informal training program for Women:
 - Women at Work

Udaan:

Udaan program provides livelihood training to youth from vulnerable backgrounds and give them an equal opportunity to employability. The courses selected for the programs are also a result of market research and need assessment program from the community itself. The courses that are currently offered in this program are as follows:

- Beauty Parlour
- Information Technology Enabled Services (ITES)
- Bed Side Patient Assistant (BSPA)
- Retail Management
- Tally
- Career and Workplace Skills

The entire above mentioned program is for entry level jobs. Placement assistance is also provided to the trainees.



Nirman:

Nirman program addresses the training needs of people in the informal sector. Practical and theoretical training is provided which moulds their skills and capabilities to get better incomes. The courses that are currently offered in this program are as follows:

- Sew machine Repairing
- Women Drivers
- Plumbing
- Electrician
- Carpentry
- Masonry
- Mobile Repairing



We are also running women batches for electrician and masonry course. For informal trainings, SAATH has collaborated with Bosch India Foundation, American 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.

Women @ Work:



Saath started new skill development and enhancement program to empower young women and focus on non-traditional job options which will have an inclusion of micro-entrepreneurship, life skills and technology components to aid them in setting up their own businesses if they choose. In the case of young girls below 18 years, there will be a work readiness module and sessions on how they can re-enroll in school if they would like to. Sew machine Repairing

- Women Drivers
- Plumbing
- Electrician
- Carpentry
- Masonry
- Mobile Repairing

BENEFICIARY STORY

Name: Dhaval Udhrejiya(Name Changed)

Age: 19 Yrs

Course: Retail Management

Dhaval comes from Isanpur area where he lives with his parents and older brother. His father and brother run a loading rickshaw and hence their income is not fixed. Dhaval himself has only studied till 9th standard. Dhaval says, "I failed in 10th standard and had to leave my studies after that. I wanted to study ahead but looking at my family's condition I left the studies and started working at a welding shop where I earned Rs. 3,500 per month".



Dhaval was not happy with his current job as he was working in an unsafe environment and the welding fumes started affecting his health but in order to

sustain his family he was not able to leave the job. He came to know about the training course when he met one of our field coordinators who visited his home. He came to know about the retail course where the English course and Computer training along with Retail training attracted him and he joined the training. He really enjoyed the training and says, "I learned a lot during the training and especially the life skills sessions helped increase my confidence. I was afraid about finding a new job but the centre staff helped me tremendously and found me an interview for Sales Executive at DBC Communities nearby. I went for the interview and passed it and now I'm working here happily".

Dhaval is now earning Rs. 8,000 per month, supporting his family much better and his father is very happy with the initiative taken by him.

April'16 to June'16 status						
Month	Enrolled			Trained		
	Male	Female	Total	Male	Female	Total
April'16	91	128	219	14	82	96
May'16	-	51	51	11	73	84
June'16	19	85	104	35	21	56
Total	110	264	374	60	176	236

Batches completed (no. of batches carried out)				
	April'16	May'16	June'16	Total
Udaan	7	3	3	13
Total	7	3	3	13

Innovations of the program:

- Index for trainees has developed to measure the real life impact of the trainings on trainees as an individual and a group. It shows the success of the program. The Index serves as a complete monitoring tool.
- New trades has been introduced like painting, mobile repairing, sew machine repairing
- Special Women batches have been started in non-traditional trade like electrician, masonry, sew machine repairing, women driving.
- Career counselling is provided to the participants of the programs.
- Financial literacy and safety training is provided to the participants.
- "Saath Service Point" Mobile application has been developed to serve as a database for the clients who are in need of services like: Masonry, Plumbing, Electrician, and Carpentry.



Figure 1: Career Counselling



Figure 2: Cleanliness Drive



Figure 3: Job Fair