

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: January 2016 – March 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

Ramesh's Dream comes true- Runs his own mobile shop!

Ramesh (name changed) is 20 year old young man residing in Isanpur area of Ahmedabad. He lives with his family that includes his parents, two brothers and three sisters. He had been working at one of the mobile shop as a salesman. Ramesh aspired to open his own mobile shop, but due to lack of guidance and support, he was unable to take the big leap.

Ramesh came to know about the Retail Management course run by Saath from Kanjibhai, who is a part of the resource mobilization team during one of the door to door promotions. He got keen about the training course, since it was linked to job placement. As he started off with the course, his hope of opening his own mobile shop again got ignited. He found the training very useful, since he got to learn many new things like life skills and spoken English from the interactive and interesting sessions. Also he got all his doubt cleared during the training. It was a complete learning and unlearning experience for him. He also learned about team work and work place readiness. He learned the effective ways of communicating with the customers, which would fetch him more business.

After completing three month of training, Ramesh has now started his own mobile shop in his own area. He is now managing the entire shop on his own, where he is repairing the mobiles and also selling mobile phones. The shop is helping him earn Rs. 12000-15000/- per month.

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

Batches completed (no. of batches carried out)				
	Jan'16	Feb'16	Mar'16	Total
Udaan	7	4	3	14
Total	7	4	3	14

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: Women@Work celebrating Women's day at Novotel Hotel



Figure 2: Beauty Parlour Training



Figure 3: Retail Course Training