

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 2017 – March 2017

Work done

- Total Trained: 307

Introduction about Programs:

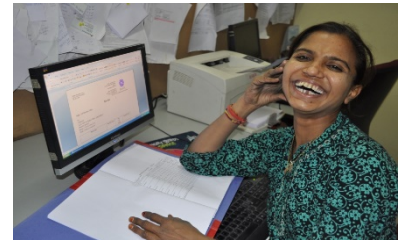
The sector has been divided into formal and non-formal trainings:

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:

- 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



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

Some of the activities conducted during the quarter include:

1. One of the activities that Saath recently conducted not only looked at the trainees of the Nirman Programme, but also at the construction workers' community and the general population at large. Construction workers' skill enhancement programme conducted awareness event for these workers, irrespective of their association with the organization. Area awareness event was conducted on the 17th and 19th of March. Interns of Gujarat University took part in the event. Labour nakas of Bapunagar, Thakkarbapa Nagar and railways station area of Sarkhej was targeted. Information about the material used in various trades was shared and the workers were made aware of the safety aspects. Livelihood Resource Centre (LRC) team of Saath also joined and registered name of workers who showed interested to get more work opportunities.

2. It is said visual memories are the most long lasting ones. Considering this, there are over 50 chart activities carried out during the course duration of four months with the trainees of beautician's course. In order to equip them with multiple work appropriate skills they are encouraged to prepare and take part in activities on the topics ranging identity, rights, dreams, networking, professionalism, etc.
3. The trainees themselves conduct a market survey to understand the demand of their profession. They also visit various salons to see where they stand as far as the skills of a beautician are concerned. This brings them to the reality about how much they are capable and what to expect out of their individual abilities.
4. With the help of Parivar Sewa clinic, a Health Camp in the area of Juhapura was organized on 25th Jan 17. The main purpose of the activity was to create the foot holding of the Women@ Work program in the area. Resultantly, 83 people received medical help.
5. Women's Day was celebrated with various activities such as skit, dance and celebration. The topics covered include dowry, girl child, love marriage, equality, etc.

SUCCESS STORY

How vocational training gave a better life to Mehboob Hasan Shaikh and his family! (Name Changed)



Mehboob Hasan Shaikh is a resident of Indiranagar Chhapra in Kalol. He works as a mason since last six months and is earning around INR10,000 to give a better life to his mother, sister, wife and two school going daughters.

Mehboob belonged to very humble family, where the only bread earner was his father, whose livelihood was from riding pedal rickshaw for commercial purpose and would hardly earn Rs.6,000 for a family of 7. Mehboob his four younger siblings and his parents. With that much income the family could hardly make the ends meet. Mehboob was still studying when his father was diagnosed with cancer. Now being the eldest son in the family, all the financial responsibility fell on him, his father's treatment as well as to feed his family. Majority of earnings went in the treatment and there was no scope he could make more out of labour work. He wanted to learn the work of a skilled worker, but there were no opportunities. Moreover, the contractor would only give menial work and hence, there was no increase in income. Gradually, he started working as a labourer, which earned him Rs. 200 per day. Once his siblings started helping him, condition of the family improved a bit. He got married at the age of 22.

After marriage, needs of the family obviously increased and so were the need of income. Expenses of two children were added, but there was no raise in earnings with growing experience and age.

While Mehboob was going through the dilemma, his friend informed him about the Nirman project. When he visited the centre, he got convinced that he would definitely benefit from it and joined the programme.

About the training he said, "I learnt about types of tools and materials, measurement of pillars, grades of cement, taking measurement using measuring tape, plaster etc. Most importantly, I learnt how to prepare estimate through which I have started working independently.

Through this training, I can now work as a skilled worker and my confidence has improved. Apart from technical training, I also enjoyed life skills training, in which I learnt how to communicate effectively to get work done cordially, importance

of relationships and team work. More importantly, I started saving in bank and got an insurance done. I learnt how to reduce the unnecessary expenses.

My family and I are very happy with the training. I try to give good education to my daughters and started saving for their future. This change is due to the training at Saath and I am grateful to the organization."

YEP DATA- FOR GLOBAL GIVING						
January'17 to March'17 status						
Month	Enrolled			Trained		
	Male	Female	Total	Male	Female	Total
January' 17	34	116	150	-	17	17
February' 17	17	103	120	10	72	82
March' 17	-	-	-	10	40	50
Total	51	219	270	20	129	149

Undergoing training in the month of March' 17			
	Male	Female	Total
No. of students undergoing training	45	262	307
Total	45	262	307

Batches completed (no. of batches carried out)				
	Jan.17	Feb.17	Mar.17	Total
No. of batches completed	2	5	3	10
Total	2	5	3	10

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.



Figure 1: Final Presentation of Beautician Course



Figure 2: Women's Day Celebration



Figure 3: Practical Sessions – Store Visit