

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: July 2016 – September 2016

Work done

- Total Trained: 234

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

Aparna Prahlad Khairnar (Name Changed)

Aparna is a 31-year-old married woman. She stays with her in-laws, husband and two children. Her husband, Prahlad, an auto rickshaw driver, is the only bread winner of the family. He manages to make about Rs. 15,000 per month. Moreover, they stay in a rented house in a chawl. Most of the expenses go towards house rent and children's education.

Aparna could study up to class 10. She aspired to go to college but circumstances were not in favour. She thought of working, but got married at the age of 18. Following year she entered the motherhood and all her time went into childrearing. Aparna wished to support her husband towards income generation, but family responsibilities did not allow her to take up any job. When she learnt about the beauty parlour course at Kalyan centre through her friend who had already enrolled for it, she looked it as an opportunity to do something for herself.



She joined the course and regularly enthusiastically takes part in the training session. She used to be very shy initially and would not mix with batch mates. In her words, "I would hardly go out of the house earlier as I used to get everything at home. Even daily purchases were made by my husband and father-in-law. Because of this, I was afraid of interacting with non-family members. During these three months, I have gained confidence in expressing myself and talking to others without hesitation."

Her training is about to complete. And she has already started working for two-three hours daily with a nearby beauty parlour to get experience. Currently, she works five days a week and makes about Rs. 2,000. She is confident enough to start her own beauty parlour once she attains all necessary skills.

July'16 to September'16 status						
Month	Enrolled			Trained		
	Male	Female	Total	Male	Female	Total
July'16	91	128	219	14	80	94
August'16	-	51	51	11	73	84
September'16	19	85	104	35	21	56
Total	110	264	374	60	176	234

Batches completed (no. of batches carried out)				
	July'16	August'16	September'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

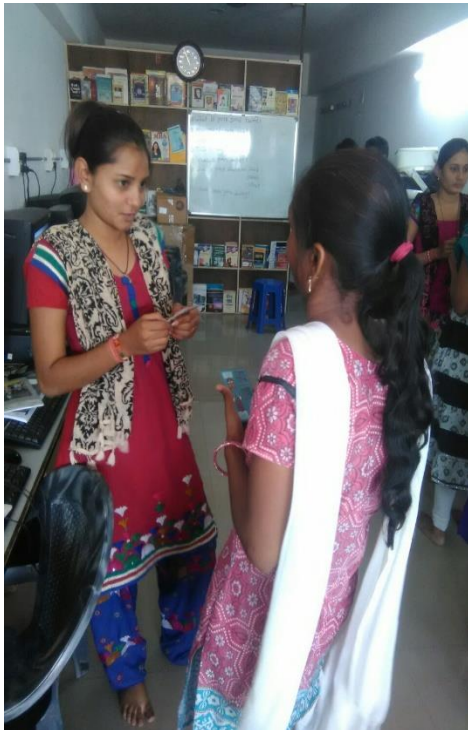


Figure 2: Team Building Game



Figure 3: Retail Class