

# Employability Programme for Youth in Slums

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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:** October 2015 – December 2015

## 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

### **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.

## 1.1 Success Story of Dixita

My name is Dixita Patel (Name Changed). I am living in Thakorvas, Isanpur. I live with my husband, daughter, and parent-in-laws. My husband works in a Salon through which he earns Rs. 4,000 per month and my father-in-law drives ST bus and earns Rs 8,000 per month. I studied till 11th standard and was looking for some work to support my family.



I came to know about Saath's Udaan centre through one of my relative and visited the centre.

When I visited the centre Mayuri Raval, Centre Coordinator who provided me all the information about the courses run i.e. Retail Management, Tally, ITES and Beauty Parlour. I was also informed that after training I will be offered placement opportunities. Being a commerce student I enrolled myself for the Tally course.

Apart from tally I attended life skills sessions and Basic English classes as well during the training period and learned about team work, behaviour with the stranger and known person and to solve the private issues in the family.

When I informed Mayuri madam about my family's financial condition at that time she sent me at Raipur Coffee Café Day for an interview. I was happy to hear that and then rushed to the shop and gave an interview and also passed it.

This is my first job. I am working as a Cashier and sometime providing customer service at a platform. Like this I am working as an all rounder and earning Rs. 6,500 per month.

I feel proud when I give my salary to my husband to support our family. I am happy that I am meeting the needs of my daughter and managing the small to big expenses of my home. I am very happy and want my daughter also to be like me in future. Saath has given me a new direction to live my life. Now I can fulfil my dreams. Great thanks to Saath.

YEP DATA- FOR GLOBAL GIVING - Gujarat						
October'15 to December'15 status						
Month	Enrolled			Trained		
	Male	Female	Total	Male	Female	Total
October' 15	91	128	219	14	82	96
November' 15	-	51	51	11	73	84
December' 15	19	85	104	35	21	56
<b>Total</b>	<b>110</b>	<b>264</b>	<b>374</b>	<b>60</b>	<b>176</b>	<b>236</b>

Undergoing in the month of December'15			
	Male	Female	Total
Udaan	80	320	400
<b>Total</b>	<b>80</b>	<b>320</b>	<b>400</b>

Batches completed (no. of batches carried out)				
	Oct.15	Nov.15	Dec.15	Total
Udaan	7	4	3	14
<b>Total</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>14</b>

### 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: Petrol Pump Female Assistance



Figure 2: Winners!!!Women Cricket Tournament



Figure 3: Orientation session from Airtel