

## 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 Jharkhand and Bihar.

### Objectives of the Programme:

- To introduce minimum three innovations that would directly impact retention, skill enhancement, and program sustainability
- 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

**Report Duration:** September 2019 – November 2019

### 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
- Retail Management
- 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 enhance their skills and capabilities to get better incomes. The courses that are currently offered in this program are as follows:

- Plumbing
- Electrician

- Masonry
- Welding

SAATH has collaborated with American India Foundation and Ambuja Cement Foundation 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 adolescent girls below 18 years, there will be a STEM (Science Technology Engineering & Mathematics) and Life-skills Module, through which they recreate interest in science stream also this programme, will help them in re-enrolling back to school.



- Electrician
- Mobile Repairing
- STEM

### Activities during month of September, October & November:

- 1) **Counselling of students:** Counselling of students was done at Udaan programme's vocational training centres of Isanpur and Ghodasar. Main aim of this exercise is to know students preferences pertaining to the available jobs also to counsel them to join job. Around 20 students participated in the process.
- 2) **Exposure Visit to a post office:** Under Udaan's Beauty parlour trade, Beautyparlour students of Ghodasar and Isanpur center visited Rambhag post office on 10<sup>th</sup> of October to know more about financial management and various types of savings and deposit schemes. Around 20 students participated during the visit.
- 3) **Workplace Readiness Session:** A session on how to appear for the interview and mock session was conducted in Ghodasar by Volunteer from Canada Ms. Barbara and Monitoring Manager, Mr. Kunal. A total of 25 students participated in the session.
- 4) **Lifeskills Session:** Life skill session on Human rights was taken by our Life skill trainer Ms. Hansaben. A total of 24 students participated.
- 5) **Expert lecture:** An in-depth combine batch (Mason and Electrical) session on how to make water tank and water proofing was taken by Civil engineer, Mr. Hasmukhbhai was organised at Nirman's Meghaninagar center. A total of 28 students actively participated in the session. Same session was taken by him on 29<sup>th</sup> November at Isanpur center, where 18 students participated

- 6) **Teachers training workshop:** Under Women@Work programme, two days STEM teacher's training were organized at Saath Head office on 18<sup>th</sup> and 19<sup>th</sup> September with an aim to enhance and build the capacity of newly joined staff so that they can easily implement new STEM project and workbook activity with the adolescent girls.
- 7) **Exposure visit to Construction site:** Under Nirman programme, exposure visit to a construction site (*Ramesh Bunglow, Panchvati*) was organized in Kalol. Students were exposed to various intricacies of Mason trades. Students also learned about how commercially on a large scale all the process are being implemented. 17 students participated in the visit.

## Success Stories



**Name: Salmabanu Ilyas Mansuri (Name Changed)**

**Age: 29**

**Trade: Beauty & Wellness**

### Family & background

Salmabanu is married past 11 years. She was happy with her marriage. Day after day passed and she got to realize that her husband isn't supportive enough let her dream and work independently. Still she was living happily with her husband three beautiful children. On an unfortunate day lost one of her three children in an accident. Situation got even worse, her family was losing strength over the finances. She had to start working as a maid. She tried everything to support her husband but somehow that wasn't enough for her husband. She eventually started facing domestic violence.

Dark days continued to rise. One day she found something unusual with her daughter. She took her to the hospital to realize that she has some mental disorder. She broke down into tears. After all these she did not lose the courage to fight for a happy life. She took the responsibility of her children and herself.

### How did you get to know about this course?

She got to know about this course via door to door mobilization. Her husband first did not allow her to step outside the home and learn this trade of beauty and wellness. She tried and convinced her husband after some time to join this course.

### Salmabanu's journey

She took some time to come at the centre and learn technical skills in the trade of beauty and wellness even though she could hardly manage her routine and her children. She successfully completed the

course with a very good score. "Salmaben showed specifically more interest in makeup and hairstyling during her training period" Tasminaben(her trainer) says.

**In what aspects this programme influenced your personality/life?**

Immediately after completing the course Salmaben started to provide with this salon services at her place. She now has generated another source of steady income. She wants to open her own and bigger salon in her house. She is more than happy after generating this source of income to her children.