



# CAP-SARI/Q

(South Asia Regional Initiative/Equity)

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*Linking Learning and Livelihood*

CAP SEEKS TO REMOVE THE VEIL OF SHAME AND STIGMA OF TRAFFIC VICTIMS AND IMPART LIFE SKILLS AND GIVE THEM SELF AWARENESS TOOLS THRU THE INDIVIDUAL YOUTH DEVELOPMENT PLAN.

# CAP-SARI/Q



(SOUTH ASIA REGIONAL INITIATIVE/EQUITY)

## INTRODUCTION

CAP-SARI/Q (South Asia Regional Initiative/Equity) Project aims to strengthen local Non-Governmental Organizations (NGOs) and networks in South Asian countries to become effective advocates for policy changes that reduce human rights violations against women and children and protect the rights of victims. The main projects that the CAP Foundation launched with the support of CAP-SARI/Q are:

- Trafficking victims protection project,
- Empowerment of international as well as local migrants' with in the country

Over the last few years CAP Foundation launched different projects such as empowerment of international migrants for Sri Lankan refugees and tsunami victims in Tamilnadu, and empowerment of high way nomads in selected highways adjoining metros in slums of Hyderabad and in Nalgonda district of Andhra Pradesh.

## OBJECTIVE

CAP-SARI/Q is a unique collaboration between CAP Foundation and SARI/Q with an objective to provide a change in the lives of young adults from economically weak backgrounds and an opportunity to assimilate into the competitive job market. CAP Foundation helps them acquire the required livelihood and social skills in an environment of learning and mentoring that is responsive to the individuals emotional and development needs for the different target groups in the country such as:

- Traffic victims in Andhra Pradesh (Yadagirigutta, Nalgonda district)



- Sri Lankan refugees
- Tsunami victims in Tamilnadu
- Migrants in Andhra Pradesh.

The CAP-SARI/Q Project attempts to bridge the ever-widening divide between those who have access to opportunities and those who are increasingly being marginalized from the new jobs in the new economy. On one hand is the ever growing and constantly changing need of the various sectors in the new market economy for a skilled workforce. On the other is the very serious problem businesses and industries face in terms of turnover rates, leading to escalating investments on human resources.

CAP Foundation attempts to, in a very simple and systematic manner, match this demand of the industry to the potential of the beneficiaries' - CAP Foundation's trainees and potential employees.

## METHODOLOGY

CAP Foundation through its training courses offered job oriented training to youth who may or may not have reached high school levels of formal education and prepared them for entry level jobs in the emerging New Economy sectors. The only criterion to qualify for the training was that the student should belong to the last 15% income strata and demonstrate an aptitude for the chosen course of training. Selected students were then put through a course of 3-4 months of classroom training and on-the-job-training in the form of apprenticeship. While the classroom training

covers academic inputs, theoretical concepts and subject knowledge, other relevant inputs in Spoken English, work readiness skills equip students to seek appropriate entry-level positions with future potential. Practical training gives them a chance to hone their untapped potential and skills. Unique to CAP's training courses are the following two components:

### Life Skills Module:

The life skills module is a tried and tested module and extensively used by CAP Foundation for imparting life skills for adolescents and young adults. It covers the following topics: Identity and background, Goals , Expectations, SWOT Analysis, Gender, Values & Perceptions, Attitude, Self esteem, Balancing Relationships, Decision Making, Conflict Resolution, Communication Skills, HIV/AIDS Awareness, Time Management, Money Management, Workplace Expectations,



Entry Level job Scenario analysis, tips for success at the work place, resume preparation and interview preparation.

### **Individual Youth Development Plan (iydp)**

The IYDP is an evolved self-awareness tool used extensively by CAP Foundation. It captures the progress of each individual trainee on 16 attributes ranging from time management to inter- personal skills to the maturity level displayed by the trainee to the work preparedness demonstrated by them. It is filled in by all the facilitators who interact with the trainee to remove bias, and an average is considered. It is done at frequent intervals (usually monthly) to check progress of the trainee on each attribute.





# HYDERABAD - SARI/Q PROJECT

## FALAKNUMA:

The CAP SARIQ partnered with local NGO PRAJWALA to provide livelihoods through training and placements to the families of traffic victims in Hyderabad.

The worst affected traffic victims and families were targeted and trained to take up suitable trades like House keeping and HCNA given their age backgrounds and also taking the support of NGO.

## MANGARBASTHI:

CAP- SARI/Q launched the skill based training and placement programme with Teen Channel methods and IYDP methods in a tough community known as Mangarbasthi known for its composite culture and criminal background in Hyderabad city.

Without providing skills that are employable to the youth who are prone to criminal activities no training programme has any relevance. Hence this project was started by CAP Foundation without the partnership of NGOs. CAP Foundation relied on the community for mobilization and rapport building with the beneficiaries.

## FATHENAGAR:

CAP-SARI/Q launched the skill training and placement programme for the children of migrant parents who are poor and residing in slums like Fathenagar in Hyderabad city with Teen Channel methods and IYDP methods.

Educated unemployed migrant youth in the slums of the cities who are first generation literates needed orientation and training for Entry-level jobs.



# NALGONDA-SARI/Q PROJECT

## YADAGIRI GUTTA:

CAP- SARI/Q launched training programme for trafficking women and their children with a view to provide alternative livelihood opportunities to the trafficking women and jobs to their children with Teen Channel methods and IYDP methods.

Without these interventions it was next to impossible to stop the trafficking in a pilgrim centre like Yadagirigutta. The project relied heavily on police support given the seriousness of problem of trafficking in the area and also prevalence of unemployment among the educated unemployed youth.

## MIRYALAGUDA:

CAP-SARI/Q project was initiated in Miryalaguda, Nalgonda district for the target groups of poor and rural educated unemployed youth of remote villages of the district with Teen Channel and IYDP modules.

The rationale for initiating project in Miryalaguda is that large chunk of rural educated unemployed youth needed jobs without which they would be getting attracted to

Maoist activities and religious extremist activities like ISI, which are prevalent in these areas. Hence CAP-SARIQ adopted a different approach by taking the support of police without whose support it is extremely difficult to mobilize the students from remote villages.



# CHENNAI-SARI/Q PROJECT

In Chennai CAP-SARI/Q worked with Displaced and Migrant Communities Sri Lankan Refugees and People affected by Tsunami, to provide livelihoods to them.

CAP worked with local NGO OFERR (Organization For Eelam Refugees' Rehabilitation) run by the Sri Lankan Tamilians covering 105 refugee camps through out Tamilnadu and MCCSS (Madras Christian Council of Social Service) an NGO at Pulicat for leveraging and sustainability.

The rationale for working with Sri Lankan refugees and Tsunami victims is that 800 families from Sri Lanka were living in the refugees' camp since 1991 with minimum support from authorities. Further, they were not sure about their repatriation date. Continuing in the camps resulted in frustration, discontent, feeling of having undignified life and depression. Most of the children and youth lost their education due to migration and a different educational system in the new place. Children lost their childhood. Local employer hesitated to provide employment to the refugees for various reasons. Further, Fisherman hamlets on the east

coast of Chennai were one of the worst affected places by Tsunami. Their prime occupation was fishing and related activities for generations. Tsunami had taken away their lives and livelihoods. Deep shock and fear pervaded in their minds that prevented them from resuming their old occupation. Youth with indefinite future needed support to choose alternate career and livelihood opportunities.





# MUMBAI-SARI/Q PROJECT

CAP Foundation is part of a consortium of six organizations namely IJM, PRERANA, STCI, OASIS, Nirmala Niketan which work together in Mumbai to provide a holistic service package by providing legal, psychosocial, education/life-skill training using a team approach to rescued girls in shelters.

CAP is also working together with Save the Children India to achieve results under education/life-skill training. CAP-SARI/Q aims to provide, job-oriented training to rescued girls in Mumbai shelters. Two training models that have been implemented in the training program are:

The Rationale for working among the rescued girls from Trafficking of Mumbai Victims of Mumbai is to provide livelihoods to socially worst affected Traffic Victims through skill training by Teen Channel methods and IYDP. The Approach of the project to achieve its objectives is different as it had to work with five different partners. The Project diligently moved to achieve its objectives while working with partners in spite of different activities of partner Organizations.

According to a market survey, an estimated

30,000 placements are available at entry and micro entrepreneurial level. In the last one year the pilot project has trained and placed 400 beneficiaries in various sectors and another 200 are undergoing training currently. We still have miles to go before we can even think of bridging the demand-supply divide.

However, CAP Foundation's Mumbai Employability Training Program in association with SARI/Q, ILO INDUS, Government of Maharashtra and the QUEST Alliance's combined advantages, has been promising so far. The future can only be better and brighter.



# QUEST ALLIANCE

CAP is part of the Quality Education and Skills Training (QUEST) Alliance, which aims to implement projects and advocate for improvements in the quality and relevance of basic education and skills training with particular attention to those most vulnerable and marginalized. The core partners of the alliance promoted by USAID with IYF as the alliance secretariat are APF, WIPRO, Pratham, DRF, CAP Foundation and Microsoft are organizations that are highly respected in India in the area of education and have developed signature programs.

Of these five, APF, CAP and Pratham India will collaborate in implementing a two-year Lucent Technologies funded program entitled "Improving Learning and Employability through Computer-Assisted Instruction for Underprivileged Children and Youth in Bangalore and Mumbai. This large program aims to improve the quality of elementary education for 8,400 children aged 6-14 years and the life skills education, career exploration, and employability skills of 4,000 youth 12-21 years of age, using computer assisted learning models. This is being done by establishing four pre-vocation and vocational skills training centers in Mumbai that will serve poor, out-of-school adolescents and will provide them with life skills and access to jobs.

## **The students are being trained in four areas:**

- Customer Relationship Management & Sales,
- Information Technology Enabled Services (ITES),
- Hospitality, and
- Basic English and Numeracy.

## **Locations of Centers:**

- Deonar
- Dongri, Sandhurst road
- Borivli
- Andheri
- Baiganwadi
- Govandi



# “VOICES”

## **Mahesh Bhagwat, SP, Women's Protection Cell**

“You can wake up a person who's asleep but not someone who's pretending to be sleeping. That sums up the attitudes of women who are into flesh trade.

When we launched an initiative to get women out of trafficking and vulnerable situations in 2005, the problem was serious. Men and women belonging to lambada and dommara communities were traditionally into prostitution for generations. Women were into flesh trade and men acted as their pimps. In these communities, birth of a girl is celebrated but for a different reason altogether. Girls for them have been the sole source of income for hundreds of families. They were convinced that it was late for them to change their lifestyle. But if they could they would not let their daughters into this trade. When CAP-SARI/Q offered an alternative, the women were skeptical but after we convinced them, they enrolled their

daughters. Two such girls are working as home guards right now in this office. The most important contribution of CAP- SARI/Q program, according to me, is the attitudinal change in the beneficiaries. Realisation that an alternative is possible acts as a major catalyst in bringing about a change in their life styles and priorities. CAP-SAR/Q in association with the help of the police has given 100s of men and women a life of dignity, hope and social acceptance. The program is remarkable.”

## **Surina Rajan, ILO**

CAP-SARI/Q Program is a path breaking step in the journey of empowerment. CAP Foundation's credo is futuristic. It will succeed no matter what. We're actually submitting a study based on CAP's work on how we could rehabilitate children who come from hazardous work situations. They need to be trained for better opportunities.

## **Dange, Principal Secretary, Labour, Maharashtra**

I think you should change the name of CAP to CAP-ABLE. I am yet to come across an NGO that has such a simple solution to the most complex problem. Rescuing is temporary. Rehabilitation of children and their parents is important. And CAP offers just that.

## **Jayalakshmi Menon, Superintendent, Asha Sadan**

Girls in my home are absolute fans of CAP-SARI/Q. That says a lot because the same girls had opposed all attempts made by us earlier to change their attitudes towards life. Several of them are employed decently and some of them are well on their way to acquire their own homes.



CAP Foundation is an innovative Public Private Partnership demonstrating end-to-end solutions to link learning and market-oriented livelihood for disadvantaged young people and women. CAP Foundation's Ek Mouka Employability Training Program works with a wide range of difficult-to-reach groups of in-school, out-of-school and post high school disadvantaged young people through community-based programs spread across India, Nepal, Sri Lanka and Bangladesh. The CAP Foundation has an impressive footprint in terms of its approach, training content and methodology, capacity building of service providers, placement support to trainees and sustainability of market-oriented entry level workforce development initiative with active collaboration with local NGOs / CBOs, corporates, businesses, professional mentors, government departments and funding agencies.



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