

**PLACEMENT LINKED SKILL DEVELOPMENT OF RURAL BPL YOUTH
NRLM / SGSY SPECIAL PROJECTS**

PROJECT COMPLETION REPORT

A. Project Summary at a Glance :

Name of the PIA & Address	CAP Foundation, Flat No.101 & 102, Gowri Shankar Residency, Plot No. 53 & 54, Kamalapuri Colony, Phase-II, Hyderabad-500073, Andhra Pradesh, India Tel : +91-40-23540019 / 2534 / 1763 64
Name of the Project	Placement linked skill training for BPL Youth under SGSY-II Special Project(Health care)
Name of Monitoring Agency	NABCONS
Project Summary	
Letter No. and Date of Sanction	J-17046/42/2009 25-March-2010
Implementation Period and Year-wise Physical and Financial Phasing	2.6 yrs 2010 – 11 2011 – 12 2012 – 13
Coverage (States to be covered)	Andhra Pradesh, Gujarat, Haryana, Rajasthan, Tamil Nadu, Uttar Pradesh
Total Outlay	1499.65
MoRD Share	1124.74
State Share, if any	NA
PIA Share	374.91
Grant released to PIA net of NABCONS fees of 1.5%	9,78,25,103/-
PIA Share : i) Cash ii) Kind	3,74,91,826/-
Project period (From - to) Extension sought. If yes, up to what period	25 th March 2010 to 24 th March 2012 and upto March 2014
I instalment - Amount released and date of release	2,76,96,723/- Date -13.4.2010
II instalment Amount released and date of release	5,53,93,445/- Date-8.04.2011
III instalment Amount released and date of release	1,47,34,935/- Date -4.4.2013
State share if any, Amount released and date of release	NA

B. Terms and Conditions of Sanction of the Project:

Sr.No.	Terms and conditions	Compliance by CRCCT
i)	The total cost of project would be Rs.357.80 lakh with central share of Rs.268.35 lakh (75%). IA will contribute Rs.89.45 lakh (25%) in the project cost per beneficiary subsidy will be Rs .13418/- including fee @1.5% and Rs.2000 per beneficiary for post placement support payable to the beneficiaries @ Rs .1000 per month.	Yes
ii)	Priority should have to be i) 60 Left Wing Extremism(LWE) affected tribal and Backward Districts of 9 States and ii) Bundelkhand region of UP & MP for covering beneficiaries under each project in consultation with the state Governments. Before release of funds the details of Districts to be covered for beneficiaries selection will be finalized in view of the above and furnished by the implementing Agency through the Co-ordination Agency.	The project implementation states were Andhra Pradesh, Uttar Pradesh, Tamil Nadu, Gujarat, Rajasthan and Haryana.
iii)	Under the project, IA will ensure that components like Training Cost, mobilization of beneficiaries, Curriculum, Training, Utilities, infrastructure, equipment, Teaching aids, raw materials, etc. Boarding & lodging of food and fro transport of trainers, Assessment & Certification. Placement Linkage, MIS & Tracking monitoring Institutional overhead (Admin Cost maximum up to 10% of the total project cost), Assistance during post placement settlement support for trainees are included.	Yes - complied
iv)	Audit reports of the project should reflect the total Govt. grant (Central & State share and interest thereon) and cash contribution if any from other sources with reference to cost estimates and component in the project report. In Contribution to Kind by Implementing Agency or other sources, the Auditor will provide a Separate Certificate indicating the valuation of cost components borne by IA or Other sources. The Audited accounts, however, need not reflect this as part of receipts.	Yes - Complied
v)	No stipend will be paid to the beneficiaries, during the training period out of funds provide by MoRD under this project.	Yes - Complied
vi)	The implementing agency will have to ensure that out of the total beneficiaries covered, a minimum of 50% will from SC/ST, 15% from minority categories and coverage of woman will be maximum to the extent possible.	Yes - Complied
vii)	Beneficiary selection has to be done in consultation with the state governments	Yes - Complied

	DRDAs through appropriate awareness and publicity campaigns and advertisements in local electronic /print media. Priority should be accorded in selection to such BPL beneficiaries who completed 100 days of employment under NREGA in the Districts have covered under this project production of BPL cards, SC/ST certificates etc. by candidates duly verified by the Panchayat/Block/Tehsil functionary as BPL may be treated as sufficient for candidate selection by PIA/DRDA.	
viii)	100% rural BPL beneficiaries will be covered in the project and provided placement, which in no case will be less than 75% of beneficiaries trained release of funds after 1 st instalment will be based on achievement of placement corresponding to financial targets and expenditure.	Yes - Complied
ix)	A web based monitoring system is to be established and a web site for this project with details regarding beneficiaries, training, income etc. will have to be maintained by the PIA. The beneficiaries have to be tracked by the PIA at least for one year. The training content/modules under the project will be uploaded on the project website. The website will also be given a link in MoRD's website MIS for placement linked skill development project under SGSY.	Yes - Complied
x)	The market scan/ survey already conducted or to be conducted by implementing agency for the project will be uploaded on the proper website.	Yes - Complied
xi)	No capital assets, equipment or infrastructure will be supported under the project with government funding. Only expenses on consumables and apportioned revenue expenses(rental, lease etc.) on training related infrastructure will be permissible.	Yes - Complied
xii)	The implementing agency will furnish an affidavit to the effect that the infrastructure or cost components included in the project proposal have not been funded and not proposed for funding under any government programmes/schemes. This is an essential condition for the release of funds by the coordinating agency i.e. NABCONS to IA.	Yes - Complied

C. Major Outcomes/Deliverables of the Project:

Details	Target (No.)	Achievement (No.)
• Beneficiaries Trained	8370	8391
• Beneficiaries Placed	6277	6698
• Coverage of Women against the targeted 40%	3348	4607
• Coverage of SC/ST against targeted 50%	4185	4467
• Coverage of Minorities as against targeted 15%	1255	1301
• Coverage in LWI/IAP districts	NA	NA
• Coverage in Bundelkhand districts	NA	NA
• Coverage in Tribal Districts	NA	NA
• Coverage in Backward districts		
• Distribution of Placed Trainees as per Salary Range		
Salary Range	No.	%
• <Rs. 2500	0	0
• 2500-4000	1513	22.6
• 4000-6000	5103	76.1
• >6000	82	1.3

D. Activities and Results

(a) Pre implementation Process

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Conduct market scans	14 market scans conducted.	Market scan reports	The courses offered in the training centres are in line with the findings of the market scans
Development/ customisation of curriculum, student learning material	4 no. of courses implemented. 4 no. of student learning material developed and deployed	Sample docs available at Head Office and the documents at the centre	The student learning material translated into Hindi, Odiya and Marathi
Training of the Trainer	65 trainers were deployed to this project 5 Training of trainers conducted	Training Reports	2 types of training programmes were conducted – Induction and Refresher course

(b) Implementation

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
14 no. of districts will be covered	14 districts are covered	Reports submitted from time to time and MIS	Complied
At least one training centre will be initiated in every district	18 centres were operational in this project.	MIS reports	Complied
A minimum of 2 courses will be offered in each training centre	Every centre had a minimum of 2 courses	MIS reports and reports submitted to NABCONS on a monthly and quarterly basis	Complied
Atleast 1 female facilitator will be deployed in every centre	This was complied	Payrolls	This was to ensure that the female trainees feel a sense of security during the training period.
50% of the trainees will be from SC/ST	53.2% of the trainees were SC/ST	Documents at the centres	
15% of the trainees will be from minority	15.5% of the trainees were minorities	Documents at the centres	
Women will be covered to the maximum extent	54.9% of the trainees were women	Documents at the centres	Health care is one of the post popular course among the females across the states.

(c) Mobilisation

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Door to Door Mobilization	No. of trainees enrolled in the programme	MIS	The mobilisation was with the support of the DRDAs

(d) Candidate Selection

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
	NA	NA	NA

(e) Interest Inventory Test/Aptitude Test

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Conduct interest inventory test to all potential candidates	All the students attending the programme have gone through the interest inventory test. This test is to determine the aptitude of the student and match it with the course offering	Roadshow reports and student portfolios	NA

(f) Registration

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
All the potential trainees will undergo the registration process	Complied	Registration forms at the training centres	Registration forms are maintained batch wise – course wise at the training centres

(g) Induction

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Every student will go through the induction	20 life skills modules are	Student portfolio and monthly	The induction module is conducted to break

module for atleast 15 days before the beginning of the technical courses	covered. Life skills tool kit is provided to each centre	reports of the staff and training calendar	the ice between the faculty and students and set the learning platform for the training program
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(h) Training – Trades, Course Curriculum, Duration, Lesson Plan etc.

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Courses	Nurse Aid,, BMIC, CRC, PSA	Centre and student portfolio and reports submitted to the NABCONS	

(i) Extent of Outsourcing

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Market scans Curriculum Development Third party certification	14 market scans conducted by CAP Workforce Development Institute Curriculum with the student learning material were developed Third party certification was conducted by IGNOU and Edexcel	Reports	These activities were conducted by CAP WDI in line with the proposal and MoU.

(j) Drop Outs

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
No. of students dropped out after completing the induction module	168 (2%) students have dropped out during the training programme	Centre portfolio, Attendance Registers	The drop outs are mainly due to family reasons

(k) Details of Master Trainers of PIA/Faculty members of Training Centres authorised

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
No. of faculties deployed No. of training of trainers conducted	65 trainers were deployed to this project 2 Training of trainers conducted	Training Reports	2 types of training programmes were conducted – Induction and Refresher course

(l) Mid Batch Assessment

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Internal audit of the centres	All the centres have gone through the Internal audits	Audit reports	The team was swapped to conduct these audits

(m) Guest Lectures

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Industry engagement	A minimum of 3 guest lectures per batch were conducted	Reports at the centres	The industry was brought into the classroom through the guest lectures.

(n) Field Visits

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Field visits by the students	2 field visits per student during the training program to understand the work environment	Field reports	This is conducted to ensure the students' expectations are realistic

(o) Assessment of Students

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Internal assessments will be conducted on a monthly basis	The internal assessments have been conducted on a weekly / monthly basis	The students evaluation register and the question & answer sheets maintained at the centre	The test papers are used to provide feedback to the students on their performance,

(p) Batch Completion:

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
75% beneficiaries to be placed	6698 (80%) beneficiaries are placed	Placement reports, offer letter and MIS reports	Few trainees prefer to stay close to villages even if salaries are low rather than relocate to urban areas

(q) Certification

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Every student successfully completing the training programme will be provided third party certification	7300 have completed the examinations thru IGNOU.78 students appeared for NCVT and 956 appeared and provided Edexcel certification.	IGNOU certificates Edexcel certificates	Third party certification is by IGNOU & NCVT and CAP WDI for Edexcel

(r) Beneficiary Tracking

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Beneficiaries are to be	The tracking for	Tracking reports	Tracking is done

tracked for atleast 1 year	6587 students is completed. Currently we are tracking 111 candidates		through alumni trackers and call centre at HO
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(s) Handholding Assistance – Payment

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Post placement support to the students to be paid @ 2000/-	6571 students have been paid the post placement support. 111 students will become eligible for PPS in May 2014	Payment statements and reports	PPS was paid as cash as opening of bank accounts was very difficult in 2009. The last batch of trainees trained in 2014 are paid through the cash cards

(t) Post Placement Tracking

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Tracking of the candidates for 1 year period	The tracking for 6587 students is completed. Currently we are tracking 111 candidates	Tracking reports	Tracking is done through alumni trackers and call centre at HO

(u) Placement verification & Basis (such as Offer letter, 3 months continuous salary slip/ban statement showing credit of salary)

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Offer Letters 3 months' pay slips	Offer letter for 6587 are collected. The documentation is in process for 111 candidates.	Records at the centres	Is a challenge as in the smaller towns the employers hesitate to issue the offer letters immediately on joining

(v) Placement above minimum wages of Various states concerned

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Placements will be above minimum wages	>4000: 1513 4001 – 6000: 5103 <6000:82	Placement reports, offer letter and MIS reports	Few trainees prefer to stay close to villages even if salaries are low rather than relocate to urban areas

(D) ORGANISATIONAL STRUCTURE FOR THE PROJECT

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Given as annexure – 1			

(E) INTERNAL MIS SYTEM AND CONTROL

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Student Registration 100% of the trainees will be from rural BPL families 75% of the trainees will be provided placement	8391 students enrolled The rural BPL cards of the students are collected and wherever applicable the authentication from the sarpanch or the BDO obtained 79% of the trainees are provided placements	Road show Report BPL Proof up loading. Socio economic report Placement report and the offer letters	Door to door campaigning was the best tool to mobilise the students Many employers hesitate to provide the same immediately on joining. They prefer to give the letters after the student works for 1-3 months depending on the location

(F) WEBSITE INFORMATION

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
A web based MIS system will be developed	capfoundationsgsy.com	Site is live and updated	Data entry is done at the field level which is verified at the HO. The website is in compliance with the prescribed norms of MoRD

(G) KEY STATISTICS OF THE PROJECT:**Table 1:****Physical Progress (As on the date of closure of the project)**

S. No.	Particulars	Andhra Pradesh	Gujarat	Haryana	Rajasthan	Tamil Naidu	Uttar Pradesh	Total
1	Target	1750	1200	1600	920	1750	1150	8370
2	In Progress	0	0	0	0	0	0	0
3	Completed	2193	1265	1033	1119	1576	1205	8391
4	Total	2193	1265	1033	1119	1576	1205	8391
5	% of Total Target	100	100	64.5	100	90	100	100
6	% of Total Target Completed	100	100	64.5	100	90	100	100

Table 2 : Gender Analysis of beneficiaries Trained:

Particulars	Andhra Pradesh		Gujarat		Haryana		Rajasthan		Tamil Nadu		Uttar Pradesh		Total	
	No.	% to the total	No.	% to the total	No.	% to the total	No.	% to the total	No.	% to the total	No.	% to the total	Total no.	% to Total
M	1019	46.4	578	45.8	503	48.6	507	45.2	610	38.7	559	46.6	3776	45
F	1174	53.6	687	54.2	530	51.4	612	54.8	966	61.3	646	53.4	4607	55
	2193	100	1265	100	1033	100	1119	100	1576	100	1205	100	8383	100

Mino rity	280	12.7	273	21.5	92	8.9	116	10. 3	345	21. 8	195	16. 2	130 1	15. 5
SC/ ST	1412	64.3	707	55.8	428	41. 4	529	47. 2	732	46. 4	659	55	446 7	53. 2
OTH ERS	501	23	285	22.8	513	49. 7	474	42. 5	499	31. 8	351	28. 8	261 5	31. 3
TOT AL	2193	100	1265	100	1033	10 0	111 9	10 0	157 6	10 0	120 5	10 0	838 3	100

Table 3:
Physical Progress Vis-a-Vis Target – Placement of Beneficiaries (As on the date of closure of the Project)

State	Total Target	Achievement completed trg.	% achievement to Total target	Achievem ent Placement done	% placement to Total Target
	Nos.	Nos.	%	Nos.	%
i	ii	lii	iv	v	vi
Andhra Pradesh	1750	2193	100	1909	100
Gujarat	1200	1265	100	1010	84
Haryana	1600	1033	64.5	900	56
Rajasthan	920	1119	100	698	76
Tamil Nadu	1750	1576	90	1308	74.7
Uttar Pradesh	1150	1205	100	873	77.3
Total	8370	8391	100	6698	80

Table 4 : Gender Analysis of beneficiaries Placed :

Particulars	Andhra Pradesh		Gujarat		Haryana		Rajasthan		Tamil Naidu		Uttar Pradesh		Total no.	% to Total
	No	% to Total	No	% to Total	No	% to Total	No	% to Total	No	% to Total	No	% to Total		
MALE	881	46.1	466	46.2	427	47.4	301	43	481	36.7	529	61.3	3085	46
FEMALE	1028	83.9	544	53.8	473	52.6	397	57	827	63.2	344	38.7	3613	54
TOTAL	1909	100	1010	100	900	100	698	100	1308	100	873	100	6698	100
MINORITY	260	14.6	273	27	92	1.02	116	16.6	345	26.3	195	22.3	1301	19.5
SC/ST	1158	57.5	560	55.5	363	40.3	356	51	624	47.8	484	54.4	3485	52

OTHERS	491	27.8	177	17.5	445	49.4	226	32.3	339	25.9	194	22.2	1912	28.5
TOTAL	1909	100	1010	100	900	100	698	100	1308	100	873	100	6698	100

**Table 5:
Distribution of Beneficiaries according to Salary Range:**

Particulars	Andhra Pradesh		Gujarat		Haryana		Rajasthan		Tamil Naidu		Uttar Pradesh		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<Rs. 2500	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2500-4000	134	7	265	26.2	401	44.5	184	26.3	358	27.4	171	20	1513	22.7
4000-6000	1756	92	735	72.8	489	54.3	497	71.2	929	71.2	696	80	5102	76
>6000	19	1	10	1	10	1.2	17	2.5	21	1.4	6	0.8	83	1.3
Total	1909	100	1010	100	900	100	698	100	1308	100	873	100	6698	100

(H) FINANCIAL PROGRESS:

BANK ACCOUNT DETAILS:

BANK & BRANCH NAME: Axis Bank Ltd, 6-3-879/B First Floor, G.Pulla Reddy Building, Greenland, Begumpet Road, Hyderabad-500016

BANK ACCOUNT NO. : 910010010554367

YEARWISE FINANCIAL PROGRESS

Particulars	2009-10	2010-11	2011-12	2012-13	2013-14
TOTAL AMT SANCTIONED		14,99,65,000	O/B-64,65,672.10	O/B-72,82,879.	O/B -31,803
TOTAL AMOUNT RELEASED less of NABCONS FEES		2,76,96,723	5,53,93,445	0.00	1,49,59,325
NABCONS FEES		4,21,777	8,43,555	0.00	2,24,390
PIA CONTR IN CASH		85,99,741	1,76,65,435	1,12,26,650	

INTEREST IF ANY		7,53,263	16,96,168	75,152	2,46,582
OTHER INCOME		0.00	0.00	0.00	0.00
TOTAL AMT.		3,70,49,727	8,12,20,720	1,85,84,681	1,50,13,320
AMT UTILISED		3,05,84,054	7,39,37,840	1,85,52,878	1,50,12,863
BALANCE, IF ANY		64,65,672	72,82,879	31,803	457
PIA CONTR IN KIND		0.00	0.00	0.00	0.00

Finally audited accounts and UC to be submitted year-wise

Note – There is a total liability of Rs 1,03,69,914/- which is outstanding in the books of account.

(I) BALANCE OUTSTANDING AT THE END OF PROJECT IF ANY TO BE REFUNDED TO MoRD:

NA

(J) List of activities that were planned and that were not able to implement, explaining the reasons:

NA

(K) What is the assessment of the results of the action so far? Include observations on the performance and the achievement of outputs, outcomes and impact in relation to specific and overall objectives, and whether the action has had any unforeseen positive or negative results.

CAP has structured the training in such a way as to ensure the holistic development of a student and thus modules such as life skills and implementation of the Individual Youth Development plan were included. These modules have helped the student in understanding the various aspects of practical life. It has also equipped them with skills to deal with difficult situations, make rational decisions, and establish positive interpersonal relationships. It has had a very positive effect on their self-image and development of their self-help skills. The trainees feel that the project has changed them and has a significant impact on their lives. Financially, it has transformed them from being idle and not having any idea about future to earning money and being a productive resource to the family. Now with skills acquired, they are able to earn money for themselves and their families. With assured income they are able to take care of their family' financial problems, clear debts buy items for the family; spend money on health and education of the siblings. Socially, they have gained good relationships with family and friends and with the industry. The trainees find it satisfying to get recognition from the family and the community. Learning computers, being able to speak in English and having a regular job has enhanced their self-esteem and recognition in the community. Professionally, they have good relationship with the people with whom they are working. They receive support for promotions and upward mobility in their careers. They

take their careers seriously and are able to communicate effectively. They also go through the newspapers and look online seeking further professional support in their careers. Attitudinally, they have gained enormously. They think positively, work hard and are better disciplined. In addition, they are taking feedback positively and working hard on it so that they can move forward.

The parents endorse the perception of the trainees, for they see tremendous change in the lives of their children. While the trainees were not serious enough about their career at the beginning of the project, they have become serious during the training with a clear goal post both in terms of short term and long term.

Another significant outcome of this project is the impact it has had on the community as a whole. There is greater awareness of the opportunities available and a willingness to accept alternate means of livelihood. This project has had an impact on the corporates also. They have become sensitive to the need to support the disadvantaged in upliftment of their life. The partnership and commitment shown by some of the corporates has been encouraging.

For the businesses, the impact of the programme was that it provided an opportunity to “give back to the society” by engaging themselves in the training programme and providing the marginalised youth an employment which is the last mile stone in the journey.

(L) Documented Success Stories - Sample Case studies of the “Placement linked Employability skills training in Health care sector”

1. Murali Krishna, 20, Pharmacy Assistant – Patancheru



Mandula Murali Krishna is the son of an extremely poor farmer in the remote Munidevulapalli village in Ranga Reddy district of Andhra Pradesh. After completing his 10th standard, he was at a loose end. “I used to feel so lost and rudderless after my schooling. We don’t have colleges or any other courses in our village. I wanted to move to the city for higher studies but my father’s income of Rs.100 a day is barely enough for us to survive. I had lost all hope. That’s when the mobilisation team of CAP’s mobilisation team reached our village. I grabbed the opportunity without losing any time. I enrolled for CAP SGSY’s Pharmacy Assistant course. It wasn’t easy because I had to commute 30 kms every day to reach Patancheru centre but for me this was a ‘do or die’ opportunity. Now, I work in Hetero drugs and pharmaceuticals. I earn Rs. 6,500 and contribute financially to support my family.”

2. Anita, 22, Clinical Office Assistant - Gurgaon

Anita comes from Sardana, a small village located in the Gurgaon suburbs. Due to financial constraints she had to leave school after the 11th standard. During one of CAPs road shows she heard about the programs that CAP offers to students like her. However coming from a conservative family, her father was reluctant to send her to the center. He did not want her to travel so far and worried about her safety. It was



only when the staff of CAP paid him a personal visit and told him about the various measures taken for girl students and their safety that he was persuaded to let Anita enroll in the clinical office assistant course.

After Anita finished the course, she noticed a marked change in her self-confidence and the way she interacted with other people. This and her new computer skills helped her land a job as a clinical receptionist at Bhusan Medical's Pvt Ltd with a salary of Rs. 4,500/- a month. She has recently moved as a computer operator earning Rs. 10,000/- per month. This course has opened her eyes to the importance of education. With her salary, not only is she supporting her family she is also paying for her brother's education and pursuing a BA degree herself.

"Now that I'm earning, I can take care of my family, I'm sending my brother for a course in accountancy. I am very happy with my life right now."

3. Reshma, 19, Assistant Nurse, Suraram



"I never imagined I would be financially independent ever in my life. In our community, girls are married off early. We are 5 sisters and 2 brothers in our family. My father drives an auto and whenever I requested him to let me study after my 10th standard, he said he would have sent me to college if he had money. I used to feel very hopeless and helpless until I came to know about SGSY's free training program. I completed my training and have been working as an assistant nurse for the last 3 months. I earn Rs.6000 and my supervisor has promised me a raise after 6 months. I am simultaneously studying for my Diploma now. My duty begins at 3 pm and I attend college in the mornings. The facilitators are always encouraging us to learn more and help us with flexible timings to study. I'm a

focussed and confident girl because of the life skills we were taught during our training. I have also learnt everything about personal hygiene and cleanliness around us. Now I'm not scared about getting married because I know my husband will respect me because of my financial independence. I will also be able to bring up my children in a much better way than I was brought up."

4. Giriraj, 19, Nurse Aide - Jaipur

Laxman is a farmer from a small village on the outskirts of Jaipur. A generous person no one leaves his house empty handed - fresh produce cut from his farms, a glass of butter milk. He tries to do the most that he can with the little that he has. When his brother started facing financial problems he decided to help raise his nephew Giriraj. He wanted to give his nephew the best that he could afford. But as a BPL farmer he couldn't afford to send his nephew for higher education. Giriraj had to quit school after the tenth standard to help his Uncle on the farm. While working in the field one day, he was approached by CAP staff who explained the SGSY program to Giriraj and the benefits he would receive from enrolling in it. When Giriraj went home and told his Uncle about this opportunity Laxman was overjoyed.



“I’m a farmer and I couldn’t afford to send my nephew for higher education. I was very happy to hear about CAP’s SGSY program. Such opportunities do not come easily to people like us.” At CAP people from BPL households are given free training under the SGSY scheme. Giriraj enrolled in the Nurse Aide course where he learnt first aid, basic medical skills and how to assist doctors. Today, Laxman is very happy that Giriraj is now working at a hospital and is able to help the family financially. Giriraj is proud of the fact that even though he comes from a poor farmer’s family he is working in a reputed hospital, which not only allows him to help his family, but also lets him serve the community.

“My life has changed ever since I joined the Nurse Aide course, I will be forever grateful to CAP for giving me this opportunity”. He is working at Rawal Hospital in Bhankrota, Jaipur and earning Rs.4,500/- per month.

5. Reshma Gosai, 20, Nurse Aide – Olpad



Reshma Gosai, a resident of Olpad village in Surat, belongs to the scheduled tribe community. Her parents are agricultural labourers she couldn’t continue her studies after 10th std. due to extreme poverty. She stayed home for a while helping her mother in domestic work till she heard about the SGSY programme. She immediately joined the Nurse Aide course in CAP Foundation’s Olpad centre. She completed her course in 3 months and joined Noble Hospital, Surat for on the job training with Dr. Anitha Desai. Dr. Desai was so impressed with her thorough knowledge and commitment that

she retained Reshma to work as a Bed Side Patient Assistant on a monthly remuneration of Rs. 4500/-.

Reshma is now confident of assisting the duty nurses in all aspects. While contributing financially to her family, she is also saving to pursue higher studies in healthcare.

(M) PHOTOS VIDEO etc.

A movie has been made on the implementation of the project. A copy of the same is being submitted along with the closure report.

(N) List of the potential risks that have jeopardised the realisation of some activities and explain how they have been tackled.

- Though the health care sector is willing to lower their entry level education barriers, they still prefer youth with technical qualification
- The employers require 2-3 references from the students to verify their credentials and security. Given the background, it becomes difficult to provide such references.
- The health care sector demands the manpower to work in shift system. The parents of the girls are hesitant to permit night shifts.

- Though job acceptance is high, retention among women especially is a huge challenge as it acts as a deterrent for girls in the context of marriage.
- The industry in general has started to look upto the NGOs for their manpower requirements as becomes a cost saving option for them. However, this in some cases may lead to exploitative employment to the youth.
- There seems to be a relationship between high migration prone areas and influence of left wing activists. They concentrate on youth in areas of potential high migration and spread information against youth accepting jobs in nearby towns and cities even when there are no jobs available locally; if they fail to convince the students, they work on the parents and influence them to prevent their youth from accepting the jobs. To mitigate this, the results of the market scan are shared with the potential youth and their families even at the time of road shows for mobilization and enrollment of youth into the training program. This strategy, along with continuous interaction with families and bringing parents into the training centers have to a large extent contributed to higher placement acceptance ratios.
- In some other cases, especially with BPL card holders who are obviously not BPL, the value for this SGSY (SP) project intervention is minimized. These “BPL youth” view this training opportunity as a right (from the government) and not an opportunity (for them to become self-reliant). They are more interested in “demanding” than “participating” which is the spirit of the SP-SGSY program. In many such cases, the certification by IGNOU or other reputed government agencies is viewed as an opportunity to get another “certificate” and not necessarily to help them enter the job market. In the case of females, there are instances when youth and their families have openly stated that they are able to find better “matches” for them to marry with this additional qualification.
- In some other cases, BPL family youth prefer to go for daily wages in local factories or for seasonal migratory work as non-formal or daily wage workers, even if they know this is more exploitative. Mobilisation strategies that include clear information on options in the job market have provided in many such cases the opportunity for these youth to make informed choice options. However, several others (particularly females) still remain in the unskilled non-formal, daily wage stream which is a cause for concern.

(O) Partners and Cooperation

Assessment of the relationship between the formal partners of this Action (i.e. those partners which have signed a partnership statement? Please provide specific information for each partner organisation

CAP has partnered with United States Agency for International Development (USAID), European Union and Michael and Susan Dell Foundation to mobilise part of the 25% of the PIA contribution.

(R) Relationship with the state authorities in the action states. How has this relationship affected the action?

The entire activity from mobilisation to the post placement tracking is conducted with the support from the state authorities. Since the project was largely implemented in 10-11, the state government considered this as an initiative of the Gol.

(S) The relationship with any other organisation involved in implementing the action

- Associate (s) (if any) - NA
- Sub contractor (s) (if any) - NA
- Final beneficiaries and target groups –

(T) Where applicable, outline any links and synergies that have been developed with other actions

NA

(U) If the organisation has received previous MoRD grants in view of strengthening the same target group, in how far has this action been able to build upon/ complement the previous one (s)? (List all previous MoRD Project)

Sanction order No	Date	Target	Current status	Monitored by
J-17046/17/2008 - SGSY II (SP)	23 January 2009	7500	Completed	NIRD

(V) Visibility :How is the visibility of the MoRD contribution being ensured in the action?

The standard templates were used at every centre.

(W) NABCONS/MoRD may wish to publicise the results of Actions. Do you have any objection to this report being published on NABCONS/MORD Corporate Office Website? If so, please state your objection here.

No objection

Name of the Contact person of PIA : Dr. Nalini Gangadharan

Signature :

Location : Hyderabad

Date report due : 30th April 2014

Date report sent : 07th May 2014

ANNEXURES

1. List of candidates trained with photos
2. List of candidates placed with Photos
3. List of Handholding payments
4. List of Centres and Contact Nos.
5. Tracking Sheet of placed candidates
6. List of Employers with contact nos.
7. Success Stories
8. Photo/Video Gallery