

**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 & 564, Kamalapuri Colony, Phase-II, Hyderabad- 500 073, Andhra Pradesh, Tel : +91-40-23540019/ 2534 / 1763 64
Name of the Project	Placement linked skill development training in IAP districts of Andhra Pradesh, Maharashtra, Odisha and Chattisgarh (IAP – South)
Name of Monitoring Agency	NABCONS
Project Summary	
Letter No. and Date of Sanction	J-17046/105/2009-SGSY-II (SP) 29 <sup>th</sup> February 2012
Implementation Period and Year-wise Physical and Financial Phasing	2 Years 2012-2013, 2013-2014
Coverage (States to be covered)	Andhra Pradesh Chhattisgarh Maharashtra Orissa
Total Outlay	1440.08
MoRD Share	1080.06
State Share, if any	NA
PIA Share	360.02
Grant released to PIA net of NABCONS fees of 1.5%	Rs. 7,97,88,940
PIA Share : i) Cash ii) Kind	Rs. 45,70,827 Rs. 2,59,37,310
Project period ( From - to) Extension sought. If yes, up to what period	No
I instalment - Amount released and date of release	Rs. 2,65,95,985 on 27.02.2012
II instalment Amount released and date of release	Rs. 5,31,92,955 on 18.10.2013
III instalment Amount released and date of release	Being requested
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 is exclusively for the IAP districts in Andhra Pradesh, Odisha, Maharashtra and part of Chattisgarh
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 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.	Yes - Complied
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 <sup>st</sup> 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
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### C. Major Outcomes/Deliverables of the Project:

Details	Target (No.)	Achievement (No.)
• Beneficiaries Trained	7660	7812
• Beneficiaries Placed	5745	6048
• Coverage of Women against the targeted 40%	3064 (40%)	3374 (44%)
• Coverage of SC/ST against targeted 50%	3830 (50%)	5286 (69%)
• Coverage of Minorities as against targeted 15%	1149 (15%)	1170 (15.2%)
• Coverage in LWE/IAP districts	Yes	Yes
• Coverage in Bundelkhand districts	NA	NA
• Coverage in Tribal Districts	NA	NA
• Coverage in Backward districts	NA	NA
• Distribution of Placed Trainees as per Salary Range		
<b>Salary Range</b>		<b>No.</b>
• < Rs. 2500	0	%
• 2500-4000	420	7
• 4000-6000	5314	88
• >6000	314	5

### 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	15 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	6 no. of courses implemented. 6 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

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Training of the Trainer	85 trainers were deployed to this project 2 Training of trainers conducted	Training Reports	2 types of training programmes were conducted – Induction and Refresher course
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### (b) Implementation

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
15 no. of districts will be covered	15 districts are covered	Reports submitted from time to time and MIS	Students from Gajapati district were trained in Keonjhar and 1 <sup>st</sup> batch students from Malkangiri were trained in Koraput. Subsequently a centre was opened in Malkangiri itself.
At least one training centre will be initiated in every district	15 centres were operational in this project. Except for Gajapati district, one centre in each district were operational. Due to the delay in the fund release, in order to avoid setting up a new centre in Gajapati the students from Gajapati were mobilised and trained in Keonjhar after completing the target for the district. This was done in consultation with ORMAS which is the SRLM for Orissa.	MIS reports and letter from ORMAS	This was to ensure utilisation of space and infrastructure without adding to the cost and to meet the project deadlines.

A minimum of 3 courses will be offered in each training centre	Every centre had a minimum of 3 courses	MIS reports and reports submitted to NABCONS on a monthly and quarterly basis	
Atleast 50% of the training centres will be residential	The programme was 100% residential	Expenditure and centre visits	Since the trainees were required to commute long distances to come to the training centres and have connectivity issues, the residential facility was provided. This helped in retention of the students
50% of the trainees will be from SC/ST  15% of the trainees will be from minority  Women will be covered to the maximum extent	69% of the trainees were SC/ST  15% of the trainees were minorities  44% of the trainees were women	Documents at the centres  Documents at the centres  Documents at the centres	This can be attributed to the residential facility provided to the trainees.
Atleast 1 female facilitator will be deployed in every centre	This was complied with.	Payrolls	This measure was to ensure safety and build confidence of the female trainees

**(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 DRDA was involved in mobilisation at every centre

**(d) Candidate Selection**

Effective Approaches, strategies, best practices that had impact

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

**(e) Interest Inventory Test/Aptitude Test**

Effective Approaches, strategies, best practices that had impact

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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 module for atleast 5 days before the beginning of the technical courses	20 life skills modules are covered. Life skills tool kit is provided to each centre	Student portfolio and monthly reports of the staff and training calendar	The induction module is conducted to break the ice between the faculty and students and set the learning platform for the training program

**(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	Information Technology Enabled Services Customer Relations & Sales Hospitality Automobile Repairs White Goods Services Patient Care	Centre and student portfolio and reports submitted to the NABCONS	Apart from the trades offered, Basic computers, Spoken English and Life skills are given as part of the core skills to all the trainees

**(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	15 market scans conducted by CAP Workforce Development Institute  6 curriculum with the student learning material were developed  Third party certification was conducted by Edexcel through CAPWDI	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	152 (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	85 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 2 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
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**(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	6048 (79%) 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	5111 have completed the examinations.  2701 will appear in April 2014.	Test papers and marks registers	Third party certification is by Edexcel through CAP WDI

**(r) Beneficiary Tracking**

Effective Approaches, strategies, best practices that had impact

Result			
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Indicators of achievement	Achievement	Sources of verification available	Remarks
Beneficiaries are to be tracked for atleast 1 year	The tracking for 2622 students is completed. Currently we are tracking 3426 candidates	Tracking reports	Tracking is done through alumni trackers and call centre at HO

**(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/-	4635 students have been paid the post placement support. The PPS amount for 1413 students is in pipeline. Of this, 511 students become eligible for payment of PPS in May & June 2014 as they have been placed towards the end of March/early April 2014.	Payment statements and reports.	PPS is being paid either through the bank accounts or 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 2622 students is completed. Currently we are tracking 3426 candidates	Tracking reports	Tracking is done through alumni trackers at the centre level and through the 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 4443 are collected. The same is in process for 1605 candidates and the same will be completed by May 2014	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: 420 4001 – 6000: 5314 <6000: 314	The offer letters and the pay slips of the students	In many cases, the employer does not issue the offer letter or the pay slips. The student is placed at 3000 – 3500/- as salary but is paid 1500-3000/- as commission/ incentive making the take home pay as Rs. 5000/- - 6000/-. This is a common feature in technical courses like white goods services, Refrigeration and Air Condition repairs & maintenance, Automobile servicing etc which is still in unorganised sector in most of the LWE states.

**(D) ORGANISATIONAL STRUCTURE FOR THE PROJECT**

Effective Approaches, strategies, best practices that had impact

Given as annexure - 1

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks

**(E) INTERNAL MIS SYSTEM AND CONTROL**

Effective Approaches, strategies, best practices that had impact

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Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
<p>Student Registration</p> <p>100% of the trainees will be from rural BPL families</p> <p>75% of the trainees will be provided placement</p>	<p>7812 students enrolled</p> <p>The rural BPL cards of the students are collected and wherever applicable the authentication from the sarpanch or the BDO obtained</p> <p>79% of the trainees are provided placements</p>	<p>Road show Report</p> <p>BPL Proof up loading. Socio economic report</p> <p>Placement report and the offer letters</p>	<p>Door to door campaigning was the best tool to mobilise the students</p> <p>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</p>

**(F) WEBSITE INFORMATION**

Effective Approaches, strategies, best practices that had impact

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

**(G) KEY STATISTICS OF THE PROJECT:**

Sl. No.	Particulars	Andhra Pradesh	Chhattisgarh	Maharashtra	Orissa	Total
1	Target	1400	1920	960	3380	7660
2	In Progress	0	0	0	0	
3	Completed	1406	2062	962	3382	7812
4	Total	1406	2062	962	3382	7812
5	% of Total Target	100	100	100	100	100

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6	% of Total Target Completed	100	100	100	100	100
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Particulars	Andhra Pradesh		Chhattisgarh		Maharashtra		Orissa		Total no.	% to Total
	No	% to Total	No	% to Total	No	% to Total	No	% to Total		
MALE	928	66	1160	60.4	503	52.3	1847	54.6	4438	58
FEMALE	478	34	902	47	459	47.8	1535	45.4	3374	44
TOTAL	1406	100	2062	100	962	100	3382	100	7812	100
MINORITY	142	10	147	7.6	159	16.5	659	19.4	1170	15.2
SC/ST	812	58	1508	78.5	621	64.6	2345	69.3	5286	69
OTHERS	452	32	407	21	182	19	378	11.1	1356	17.7
TOTAL	1406	100	2062	100	962	100	3382	100	7812	100

**Table 2 : Gender Analysis of beneficiaries Trained:**

**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	Achievement Placement done	% placement to Total Target
	Nos.	Nos.	%	Nos.	%
i	ii	iii	iv	v	vi
Andhra Pradesh	1400	1406	100	1200	76
Chhattisgarh	1920	2062	100	1492	77
Maharashtra	960	962	100	797	82.8
Orissa	3380	3382	100	2559	75.7
Total	7660	7812	100	6048	79

**Table 4 : Gender Analysis of beneficiaries Placed :**

Particulars	Andhra Pradesh	Chhattisgarh	Maharashtra	Orissa	Total	% to
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	No	% to Total	No	% to Total	No	% to Total	No	% to Total	no.	Total
MALE	827	69	846	57	418	52	1408	55	3499	57.8
FEMALE	373	31	646	43	379	48	1151	45	2549	42.2
TOTAL	1200	100	1492	100	797	100	2559	100	6048	100
MINORITY	138	11.5	118	8	131	16.4	598	26.4	1064	17.5
SC/ST	697	58	1066	71	526	66	1699	63.3	3909	64.6
OTHERS	365	30.5	308	21	140	17.5	262	10.2	1075	17.7
TOTAL	1200	100	1492	100	797	100	2559	100	6048	100

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

Particulars	Andhra Pradesh		Chhattisgarh		Maharashtra		Orissa		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
Salary Range (Rs.)										
< Rs. 2500	0	0	0	0	0	0	0	0	0	0
2500-4000	75	6.2	132	8.8	67	8.4	146	5.7	420	6.9
4000-6000	1060	88.3	1279	85.7	653	82	2322	90.7	5314	87.8
>6000	65	5.4	81	5.4	77	9.6	91	3.5	314	5.1
<b>Total</b>	1200	100	1492	100	797	100	2559	100	6048	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. : 912010009336723

**YEARWISE FINANCIAL PROGRESS**

Particulars	2011-12	2012-13	2013-14 (Upto 26.2.2014)
TOTAL AMT SANCTIONED	10,80,06,000		
TOTAL AMOUNT RELEASED less of NABCONS FEES	2,65,95,985		531,92,955.00

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NABCONS FEES	4,05,015.00		8,10,045.00
PIA CONTR IN CASH		45,70,827.00	
INTEREST IF ANY	14,573.00	7,78,945.00	3,09,833.00
OTHER INCOME (Loan From CAP)			24,22,000.00
TOTAL AMT.	2,66,10,558.00	3,19,60,330.00	6,00,23,788.00
AMT UTILISED	0.00	2,78,61,330.00	5,99,93,949.27
BALANCE, IF ANY(Closing Balance)	2,66,10,558.00	40,99,000.00	29838.73
PIA CONTR IN KIND		31,92,960.00	2,27,44,350.00

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

The same shall be reflected in the final UC after the 3 & 4<sup>th</sup> Instalment is received and expended.

**(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

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computers, being able to speak in English and having regular jobs 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**



“I have to pinch myself several times in a day to believe that I am really working in a hospital. Where I come from, even for drinking water, we had to walk for miles. Forget about electricity, we can't even afford candles in our homes. But I knew I had to go to school no matter what. So a bunch of us girls would walk 20 kilometres one way to get to the only government school in our village. But we persevered. Our prayers were finally answered with CAP's BSPA course where we got an opportunity to stay in the hostel and complete our training. The Zarina you see today is a far cry from the Zarina in Malegoan. Then, she would shiver to utter a word, now; she confidently works and lives on her own.”

### **NAGARAJU, 20 Years**



“To enrol into a three month programme employability skills program which puts us at an equal footing with other students who have completed 3 year BHM courses in nothing short of a miracle.”

Nagaraju has completed his training from Khammam in Hospitality course and is currently working with HMS Host. He is posted at Shamshabad airport in Hyderabad at “Idly Factory” with a salary of 12000/- pm.

### **(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.**

- Transportation – There are no proper roads in interiors of the IAP districts. This was a severe challenge during the mobilisation stage. Sometimes the field team has no way to come back to the parent location due to the gun firing between CRPF & Naxalites leading to lot of anxiety for both the PIA and the families of the staff.
- Local support – Getting the support from Sarpanchs and Village heads was quite a big challenge since fear from Naxalites to them.
- Mobilization of female candidates – Females are not ready to move out from home as well as their parents are not allowing them to leave village and staying outside. Convincing them to enrol the female candidates for a period of 3 months residential programme was a huge task.
- Education – In some parts of the interiors of the districts the aspirants do not have even the minimum qualification but are recommended by the district/ village administration to train and provide placements to them which is difficult for short term placement training programs.
- Dacoits/ extornists issue -- Some locations in Orissa and Chattisgarh handling Dacoits/ extornists is a challenge to the team.
- Female parents' approval – During the placement time convincing the female parents was a huge task to the field team. Normally Parents have fear about the work culture, gender issue, Accommodation etc.
- Electricity— Frequent electricity load fluctuations is common in the IAP districts which is damage the infrastructure at the centre. Replacement of the same is both expensive and time consuming.
- Tele communication— Naxalites frequently damage the mobile towers disrupting the communication.
- Funds support— keeping the training centre's operational during the period that the fund release is delayed is a huge challenge. Some of the venue owners & hostel vendors threaten the field team for delay of their payments.
- Facilities— Providing proper hostel facilities to the students at the rate of Rs 50 was a challenge especially in meeting the expectations of the state / district administration
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**(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 European Union to mobilise part of the 25% of the PIA contribution. Approx. Rs. 45 lakhs has been spent towards this project from the EU grant.

**(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. The State Rural Livelihoods Missions of Odisha, Chattisgarh and Andhra Pradesh are very proactive. They monitor the programme through continuous surprise visit to the centres, post placement tracking through calling the students from the database and conducting regular review meetings.

*Handwritten signature: Nefel*



**(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)**

Following is the list of the previous projects sanctioned by MoRD;

Sanction order No	Date	Target	Current status	Monitored by
J-17046/17/2008 - SGSY II (SP)	23 January 2009	7500	Completed	NIRD
J-17046/42/2009 - SGSY II (SP)	25 March 2010	8370	Completed	NABCONS

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

The standard templates are being 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 : NA

Date report sent : 02.05.2014

*Nalini*  


## 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