



Confederation of Indian Industry



डेडीकेटेड फ्रेट कोरीडोर
A Govt. of India (Ministry of Railways) Enterprise

*Dedicated Freight Corridor
Corporation of India (DFCCIL)*

PROJECT SAKSHAM
| FINAL REPORT |
MAY 2016

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Introduction & Project Overview

Project Name: PROJECT SAKSHAM

Project Sponsor: Dedicated Freight Corridor Corporation of India (DFCCIL)

Implementing Partner: Confederation of Indian Industry (CII)

Training Partner: Skills Education Pvt. Ltd

Project Locations:

- a) Jaipur (Rajasthan)
- b) Tundla (Uttar Pradesh)
- c) Allahabad (Uttar Pradesh)
- d) Mumbai (Maharashtra)

Project Courses:

- a) Hospitality – Room Attendant
- b) Hospitality – Meet & Greet
- c) Data Entry Operators
- d) Retail Sales Associate
- e) Courier & Logistics – Documentation Assistant
- f) Telecom In-Store promoter
- g) Electrician
- h) Fitter

Project Beneficiaries:

- Projected Affected Persons (PAPs) - 50%
- Below Poverty Line (BPL) - 50%
- 1000 candidates to be trained. 250 candidates per location.

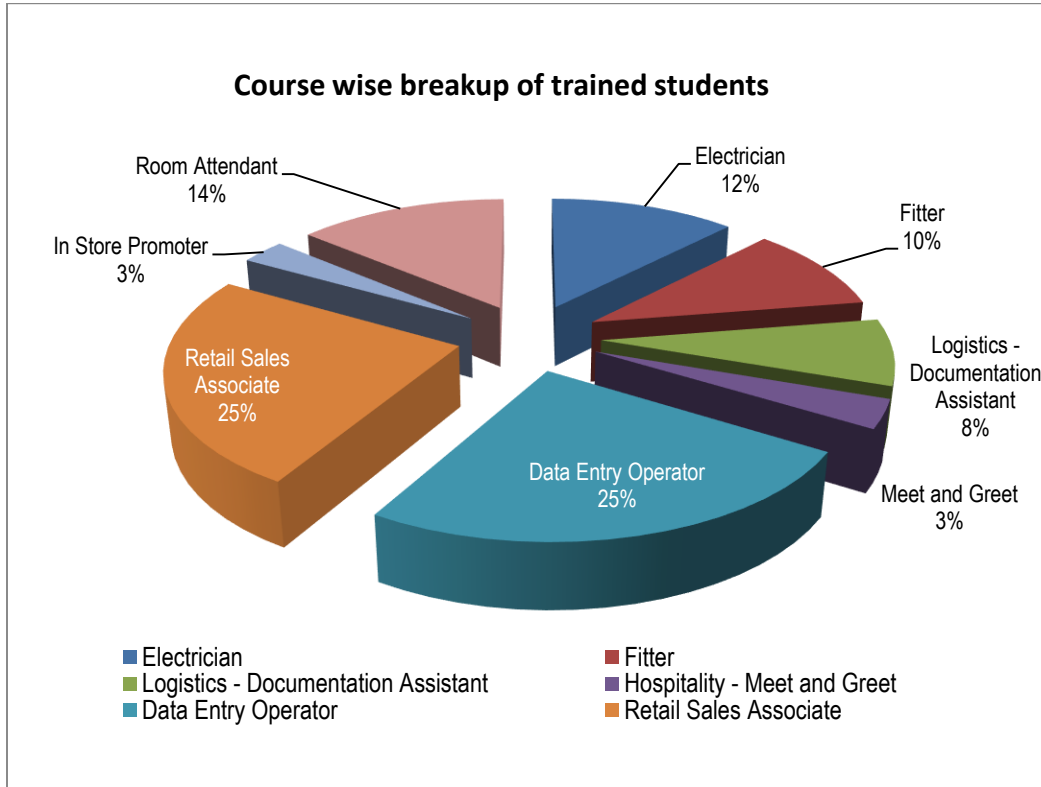
Course List | Location/Center Wise

Location	Center	Courses
Allahabad	Bhagwatpur	Hospitality - Room Attendant
		Retail Sales Associate
	Katra - Roshni Institute	Retail Sales Associate
	Mandari	Hospitality - Room Attendant
		Logistics - Documentation Assistant
		Retail Sales Associate
	Sallahpur	Hospitality - Room Attendant
		Courier & Logistics - Documentation Assistant
		Retail Sales Associate
Tundla	Firozabad	Data Entry Operator
		Electrician
		Fitter
		Retail Sales Associate
	Tundla	Hospitality - Room Attendant
		Fitter
Jaipur	Jaipur	Data Entry Operator
		Retail Sales Associate
	Phulera	Data Entry Operator
		Electrician
	Ringus	Data Entry Operator
		Electrician
Mumbai	Dahanu	Data Entry Operator
		Courier & Logistics - Documentation Assistant
		Retail Sales Associate
		Telecom – In-Store Promoter
	Thane	Hospitality – Meet and Greet
	Vasind	Retail Sales Associate
	Virar	Data Entry Operator

List of Courses	Batches	Trained
Electrician	4	125
Fitter	3	103
Courier Logistics - Documentation Assistant	3	79
Hospitality - Meet and Greet	1	34
Data Entry Operator	8	252
Retail Sales Associate	9	248
Telecom - In Store Promoter	1	30
Hospitality - Room Attendant	5	141
Grand Total	34	1,012

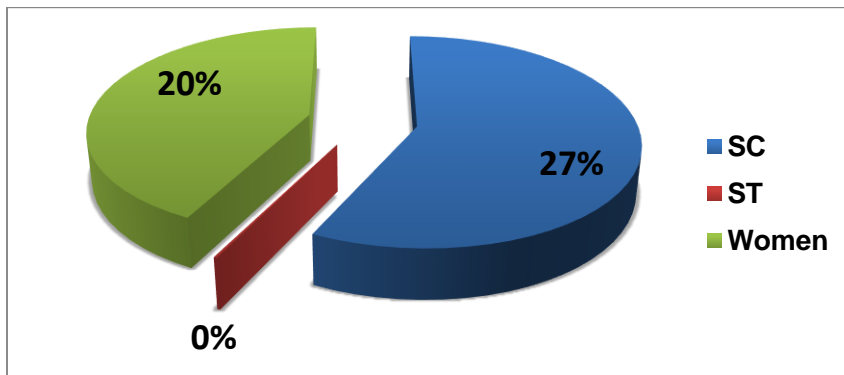
In all 1,039 learners were enrolled in anticipation of learners dropping-out during the training. Thirty two learners dropped out and 1,012 learners completed the training.

Of the students enrolled there were 530 students from PAP families and 509 from BPL families.

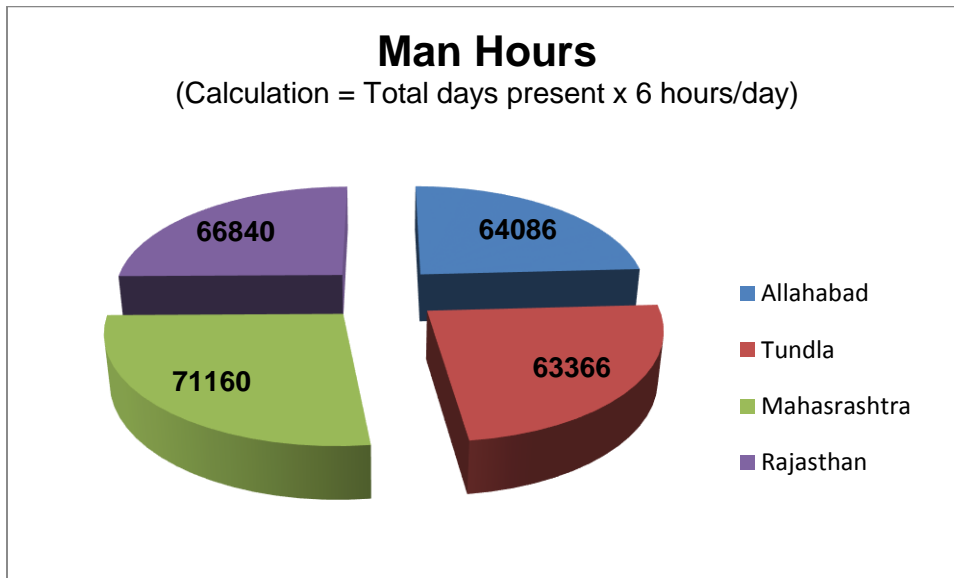
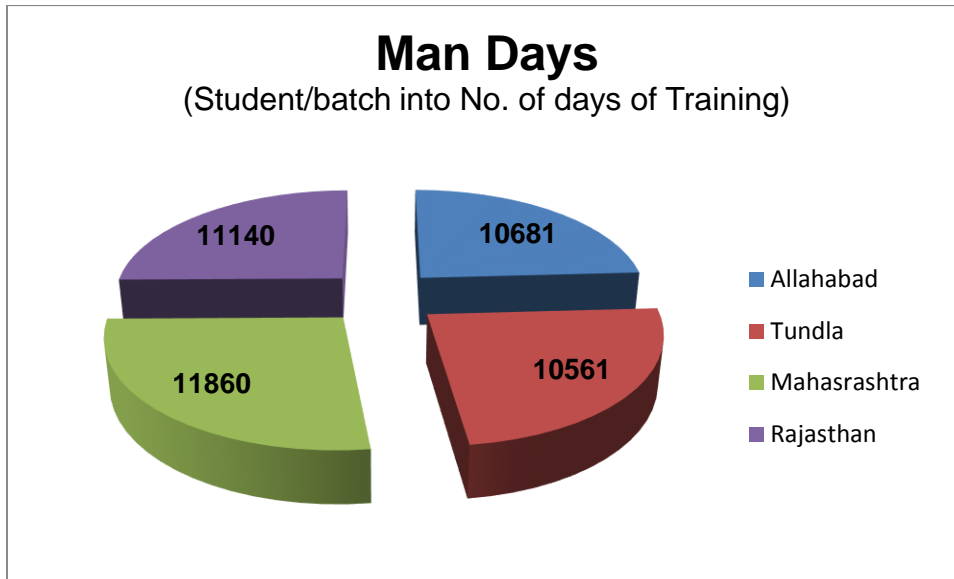


Overall SC, ST and Women Break-Up

Locations	SC	ST	Women
Allahabad	138	0	73
Tundla	28	0	30
Jaipur	0	1	16
Mumbai	107	0	84
Total	273	1	203



Man Hours & Man Days for training



Location	Man Days	Man Hours
Allahabad	10681	64086
Tundla	10561	63366
Mumbai	11860	71160
Jaipur	11140	66840
Total	44242	265452

Trade Wise Training & Placement Summary

Location	Trade	Trained		Offered Jobs		Placed		Joining in May
		PAP	BPL	PAP	BPL	PAP	BPL	
Allahabad	Retail Sales Associate	33	71	24	63	24	63	12
	Logistics - Documentation Assistant	38	11	30	8	28	8	7
	Hospitality - Room Attendant	64	24	36	20	32	20	3
	Category Total	135	106	90	91	84	91	22
	Centre Total	241		181		175		
Tundla	Fitter	37	66	29	56	28	49	42
	Hospitality	19	34	9	23	8	21	18
	Electrician Helper	0	35	0	29	0	27	14
	Data Entry Operator	0	35	0	18	0	17	9
	Retail	0	35	0	28	0	25	11
	Category Total	56	205	38	154	36	139	94
	Centre Total	261		192		175		
Jaipur	Data Entry Operator	110	30	77	27	85	25	3
	Electrician	90	0	67	0	64	0	5
	Retail Sales Associate	0	30	0	27	0	25	2
	Category Total	200	60	144	54	149	50	10
	Centre Total	260		198		199		
Mumbai	Hospitality - Meet and Greet	0	34	0	34	0	31	
	Retail Sales Associate	33	46	23	32	21	30	28
	Data Entry Operator	32	45	21	31	19	28	
	Logistics - Documentation Assistant	30	0	22	0	20	0	
	Telecom - In Store Promoter	30	0	21	0	17	0	
	Category Total	125	125	87	97	77	89	28
	Centre Total	250		184		166		
	Grand Total	516	496	359	396	346	369	154
		1012		755		715		
				76%		72%		

* **Offered Jobs:** Out of total **1012** candidates who were provided employment opportunities, **910** (90%) turned up for the selection/interview process. Out of 910 candidates, **755** (76%) were offered jobs.

There are approximately **205** candidates not interested to work. These include both offered and students who did not turn up for the selection/interview process (Allahabad – 78, Tundla – 42, Jaipur – 41, Mumbai – 44).

** **Placed:** **715** is the total no of students who accepted the employment offer and joined. More placements are expected between now and the first week of June.

Note:

- Total 1,012 learners trained against the project target of 1,000.
- The % for **offered jobs & placed** is calculated against **PROJECT TARGET** of 1,000.

Company Wise Placements

Allahabad

	ROW LABELS	NOS. PLACED
1	ADVISER CAREER INSTITUTE	3
2	APLOMB HEALTH CARE CENTER	5
3	ARYAN ENTERPRISES	5
4	BABA REFRESHMENT POINT	3
5	BBS INTER COLLEGE	3
6	BELA KALA KENDRA	3
7	CCD	3
8	HOTEL YATRIK	6
9	HOUSE CONSTRUCTIONS	14
10	JASWANT GENERAL STORE	4
11	KHUSHI BEAUTY PRLOUR	4
12	MACLEODS PHARMACEUTICALS LTD	1
13	MADHU BEAUTY PARLOR	5
14	MARUTI SUZUKI (R. M. MANPOWER SERVICES)	16
15	MAYURI BEAUTY PARLOR	5
16	MINDA FURUKAWA PVT LTD (NEHA ASSOCIATES)	34
17	MKS TRADERS	3
18	NAMRATA COACHING	2
19	NATIONAL STOCK BROKING	5
20	PHOOL PATTI DEVI INTER COLLEGE	1
21	RAJ COMMUNICATION & ELECTRONICS	4
22	RIMJHIM COMMUNICATION	5
23	ROSE VALLEY TOWNSHIP	1
24	ROYAL ENTERPRISES	2
25	SAHARA ROADLINES	2
26	SAVITRI FRUIT SUPPLIER	4
27	SHIVAM PUBLIC INTER COLLEGE	3
28	SHREE SHINE SYSTECH PVT LTD	7
29	SIDDHI VINAYAK RESTAURANT	6
30	SURYA JWELLERS	5
31	SWADESH ACADEMY	1
32	YASHRAJ FASHION STYLE	8
33	ZULFISH TELECOM	2
	TOTAL	175

Tundla

	ORGANISATION	NOS. PLACED
1	MOTHERSON	117
2	HERO HONDA	33
3	MEDANTA	8
4	KINGFISHER	1
5	VINUTHALA FERTILIZERS	10
6	BBQ RESTAURANT	1
7	COLD POWER PVT. LTD	1
8	JK ENTERPRISES	1
9	RDS INTER COLLEGE	1
10	SAHAJ FOUNDATION	2
	TOTAL	175

Jaipur

	COMPANY	NOS. PLACED
1	B.S. GROUP	1
2	BHADORIYA LAWERS CHAMBERS	1
3	BIG BAZAAR	1
4	BONANZA PORTFOLIO LTD	5
5	CASTROL AGENCY	1
6	CHAUDHARY ENTERPRISES	1
7	CHOUDHARY TRANSPORT	1
8	CORRIDOOR	1
9	EUREKA FORBES	1
10	GVK EMRI 108	3
11	HAVELLS INDIA	53
12	HOME CREDIT	2
13	IACT	2
14	IDBI BANK	1
15	INTERNATIONAL COMPUTER ACADEMY	1
16	JAIPUR GOLDEN TRANSPORT COMPANY	1
17	L & T	1
18	LAXMI STORE	1
19	MDH	1
20	MOON ADVERTISING, JAIPUR	1
21	NEELKANTH ASSOCIATE	6
22	OM SAI ASSOCIATE	9
23	OTSUKA	18
24	P & G	1
25	RELIANCE	19
26	RELIANCE JIO	1
27	RELIANCE STORE	1
28	RLWM	9
29	ROYAL ADVERTISING	1
30	RSCIT OFFICE	1
31	SCHOOL TEACHER	1
32	SELF BUSINESS	9

33	SSEPS	2
34	TEXTILE STORE	3
35	THE FLAIR	2
36	UCS	29
37	VERTEX	1
38	VODAFONE	1
39	VODAFONE	5
	GRAND TOTAL	199

Mumbai

	COMPANY	NOS PLACED
1	ACG	1
2	BOISAR MIDC	4
3	CAFE COFFEE DAY	33
6	CASH CONNECT SERVICES	8
7	CHETAK EXPRESS	7
9	DURATEX	1
10	J W MARRIOTT	7
11	JAGAT BHARATI	1
12	KSHITIJ INFRASTRUCTURE	1
14	MANDANA INDUSTRY BOISAR	3
15	METRO MALL	6
16	MIDC BOISAR	27
19	PAREKH PLASTICS	1
20	PIZZA SHOP DAHANU	1
21	PRADHAN S OCEAN TECH	6
22	PRASHANT CORNER FOODS	10
23	RAJANI GROUP	3
25	RAJANI MARKETING GROUP	4
27	RESTAURANT MI HAI KOLI	7
28	SARASWAT COACHING CLASSES	3
29	SELF EMPLOYED	14
33	SHRIRAM FINANCE	8
34	SUBWAY	7
35	TATA SKY	3
	TOTAL	166



ALLAHABAD

Training Overview

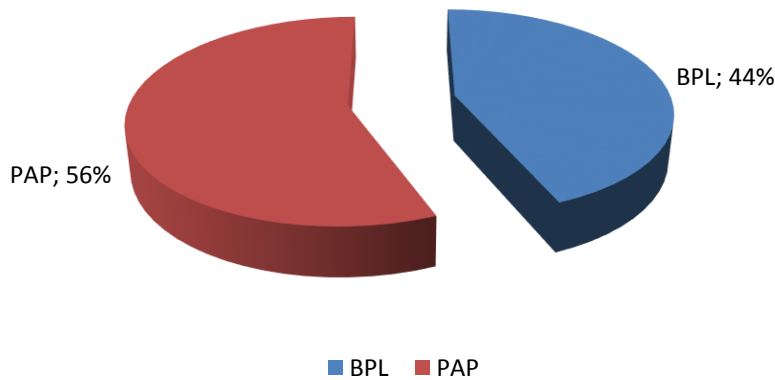
Training Snapshot | Allahabad

Centre	Trade	Batch No.	Start Date	End Date	Enrolled	Trained	Drop Out
Bhagwatpur	Retail Sales Associate	1	22-Jan-16	29-Feb-16	18	16	2
	Hospitality - Room Attendant	1	22-Jan-16	29-Feb-16	37	35	2
Katra - Roshni Institute	Retail Sales Associate	1	26-Dec-15	5-Feb-16	30	30	0
	Retail Sales Associate	2	12-Jan-16	22-Feb-16	20	20	0
Mandari	Logistics - Documentation Assistant	1	18-Jan-16	28-Feb-16	21	16	5
	Retail Sales Associate	1	20-Jan-16	29-Feb-16	27	22	5
	Hospitality - Room Attendant	1	18-Jan-16	28-Feb-16	24	24	0
Sallahpur	Logistics - Documentation Assistant	1	18-Jan-16	25-Feb-16	38	33	5
	Retail Sales Associate	1	15-Jan-16	25-Feb-16	20	16	4
	Hospitality - Room Attendant	1	11-Jan-16	21-Feb-16	30	29	1
Grand Total					265	241	24

BPL and PAP Distribution:

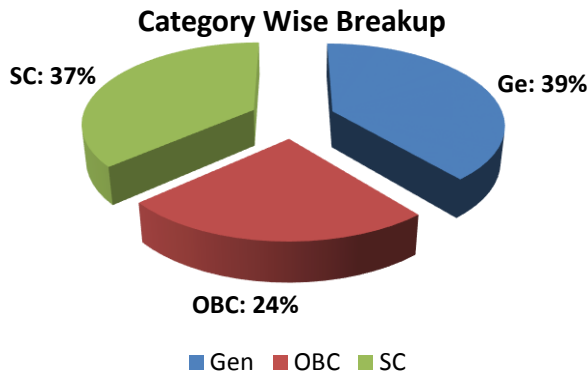
Centers	BPL	PAP	Total Students
Bhagwatpur	11	40	51
Mandari	17	45	62
Rohini	50	0	50
Sallahpur	28	50	78
Grand Total	106	135	241

BPL/ PAP Breakup



Distribution by Caste:

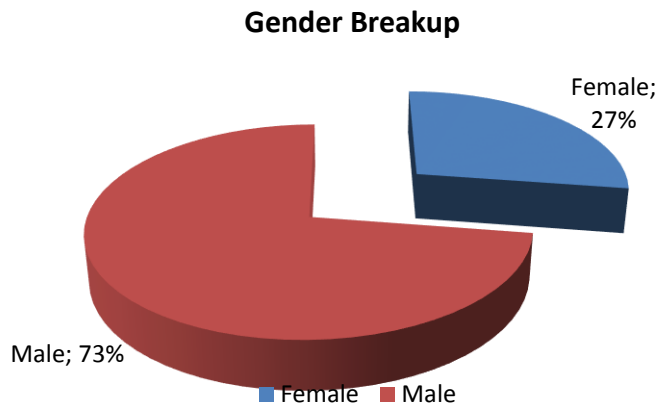
Centers	Gen	OBC	SC	Total
Bhagwatpur	49	2	0	51
Mandari	44	3	15	62
Rohini	1	22	27	50
Sallahpur	0	32	46	78
Grand Total	94	59	88	241



- 265 were enrolled of which 241 completed the training, 24 dropped out.
- 35% of the candidates trained were of SC, 25% OBC and remaining 39% belonged to Gen category.
- 28% of the candidates trained were females.

Male Female Distribution:

Centers	Female	Male	Total
Bhagwatpur	16	35	51
Mandari	19	43	62
Rohini	26	24	50
Sallahpur	5	73	78
Grand Total	66	175	241



Placement Snapshot | Allahabad

Centre	Trade	Trained		Offered Jobs		Offered Jobs %		Did Not Join		Placed		Placed %		Drop Out		Future Joining
		PAP	BPL	PAP	BPL	PAP	BPL	PAP	BPL	PAP	BPL	PAP	BPL	PAP	BPL	
Katra	Retail Sales Associate	0	30	0	28	0%	93%	0	0	0	28	0%	93.3	0	8	
Katra	Retail Sales Associate	0	20	0	19	0%	95%	0	0	0	19	0%	95.0	0	5	
Katra	Hospitality - Room Attendant	18	11	15	11	83%	100%	1	0	14	11	77.8	100.0	4	1	
Katra	Retail Sales Associate	8	8	7	8	88%	100%	0	0	7	8	87.5	100.0	1	2	
Katra	Logistics - Documentation Assistant	24	9	20	6	83%	67%	1	0	19	6	79.2	66.7	5	0	
Katra - Rohini Institute Total		50	78	42	72	84%	92%	2	0	40	72	80.0	92.3	10	16	
Mandari	Logistics - Documentation Assistant	14	2	10	2	71%	100%	1	0	9	2	64.3	100.0	0	0	
Mandari	Hospitality - Room Attendant	18	6	11	5	61%	83%	2	0	9	5	50.0	83.3	1	0	
Mandari	Retail Sales Associate	13	9	11	4	85%	44%	0	0	11	4	84.6	44.4	2	0	
Mandari Total		45	17	32	11	71%	65%	3	0	29	11	64.4	64.7	3	0	
Bhagwatpur	Retail Sales Associate	12	4	6	4	50%	100%	0	0	6	4	50.0	100.0	0	1	
Bhagwatpur	Hospitality - Room Attendant	28	7	10	4	36%	57%	1	0	9	4	32.1	57.1	3	0	
Bhagwatpur Total		40	11	16	8	40%	73%	1	0	15	8	37.5	72.7	3	1	
Category Total		135	106	90	91	67%	86%	6	0	84	91	62.2	85.8	16	17	
Center Total		241		181		75.10%		6		175		73%		33		

Note: Total 22 candidates who did not join will be joining in May. **Drop Out** Nos. are from Placed and not from **Offered Jobs**.



TUNDLA

Training Overview

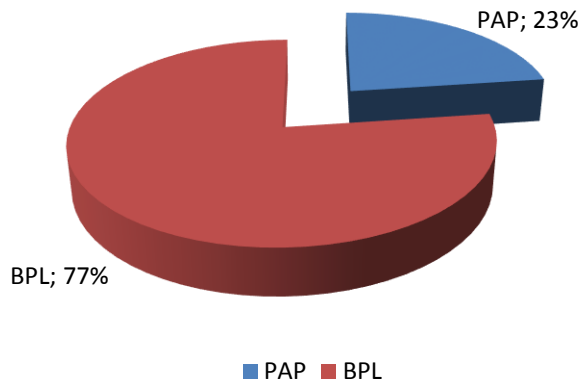
Training Snapshot | Tundla

Centre	Trade	Batch No.	Start Date	End Date	Enrolled	Trained	Drop out
Firozabad	Electrician	1	19-Jan-16	29-Feb-16	35	35	0
	Fitter	1	21-Jan-16	29-Feb-16	35	35	0
	Data Entry Operator	1	19-Jan-16	29-Feb-16	35	35	0
	Retail Sales Associate	1	21-Jan-16	29-Feb-16	35	35	0
Tundla	Fitter	1	8-Jan-16	18-Feb-16	35	34	1
	Fitter	2	15-Jan-16	25-Feb-16	35	34	1
	Hospitality - Room Attendant	1	11-Jan-16	21-Feb-16	30	27	3
	Hospitality - Room Attendant	2	15-Jan-16	25-Feb-16	27	26	1
Grand Total					267	261	6

BPL & PAP Category Distribution

Centers	PAP	BPL	Total
Firozabad	0	140	140
Tundla	56	65	121
Grand Total	56	205	261

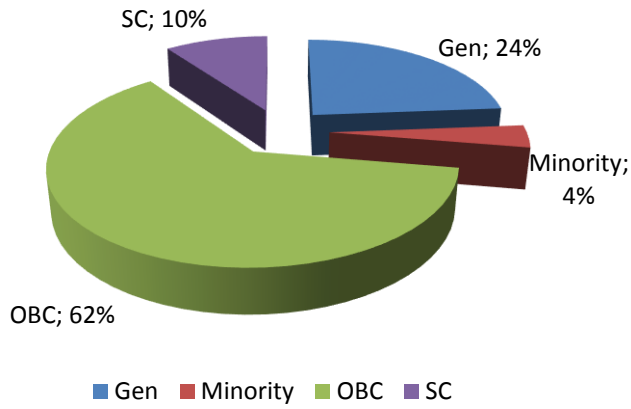
PAP/ BPL Breakup



Distribution by Caste

Centers	Gen	Min	OBC	SC	Total
Firozabad	24	7	97	12	140
Tundla	38	3	66	14	121
Grand Total	62	10	163	26	261

Category Wise Breakup

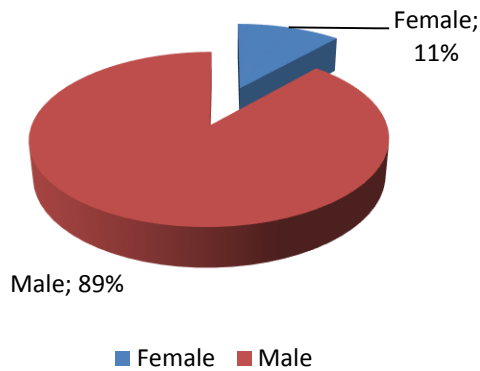


- PAP comprised 23% of the candidates and BPL 77%.
- 10% of the candidates trained were of SC, 62% OBC and 24% belonged to Gen category. Minorities were 4%.
- 11% of the candidates trained were females.

Male & Female Distribution

Centers	Female	Male	Total
Firozabad	12	128	140
Tundla	18	103	121
Grand Total	30	231	261

Gender Breakup



Placement Snapshot | Tundla

Centre	Trade	Trained		Offered Jobs		Offered Jobs %		Did Not Join		Placed		Placed %		Drop Out		Future Joining if any
		PAP	BPL	PAP	BPL	PAP	BPL	PAP	BPL	PAP	BPL	PAP	BPL	PAP	BPL	
Tundla	Fitter	13	21	10	19	77%	90%	1	0	9	19	69.2%	90.5%	0	0	
Tundla	Hospitality	2	25	2	21	100%	84%	1	2	1	19	50.0%	76.0%	0	0	
Tundla	Fitter	24	10	19	10	83%	100%	0	0	19	10	79.2%	100.0%	0	0	
Tundla	Hospitality	17	9	7	2	47%	22%	0	0	7	2	41.2%	22.2%	0	0	
Tundla Total		56	65	38	52	71%	80%	2	2	36	50	64.3%	76.9%	0	0	
Firozabad	Electrician Helper	0	35	0	29	0	83%	0	2	0	27	0%	0%	0	0	
Firozabad	Data Entry Operator	0	35	0	18	0	51%	0	1	0	17	0%	0%	0	0	
Firozabad	Retail	0	35	0	28	0	80%	0	2	0	25	0%	0%	0	0	
Firozabad	Fitter	0	35	0	27	0	77%	0	8	0	20	0%	0%	0	0	
Firozabad Total		0	140	0	102	0	73%	0	13	0	89	0%	0%	0	0	
Category Total		56	205	38	154	71%	75%	2	15	36	139	64.3%	67.8%	0	0	
Center Total		261		192		73.56%		17		175		67.0%		0		

Note:

- **Drop Out** Nos. are from Placed and not from **Offered Jobs**.



JAIPUR

Training Overview

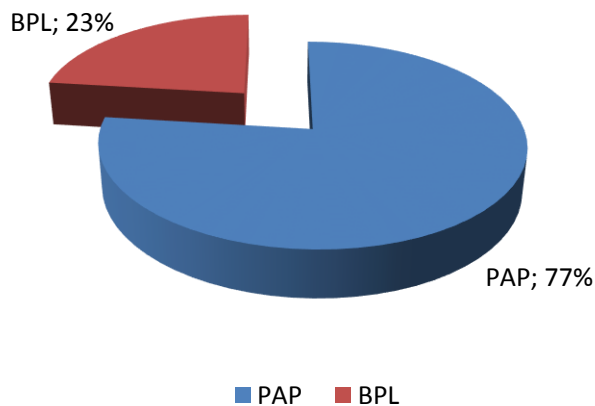
Training Snapshot | Jaipur

Centre	Trade	Batch No.	Start Date	End Date	Enrolled	Trained	Drop out
Jaipur	Data Entry Operator	1	4-Jan-16	15-Feb-16	30	30	0
	Retail Sales Associate	1	7-Jan-16	18-Feb-16	30	30	0
Phulera	Electrician	1	11-Jan-16	28-Feb-16	30	30	0
	Data Entry Operator	1	11-Jan-16	24-Feb-16	25	25	0
	Data Entry Operator	2	11-Jan-16	24-Feb-16	25	25	0
Reengus	Electrician	1	8-Jan-16	26-Feb-16	30	30	0
	Electrician	2	12-Jan-16	29-Feb-16	30	30	0
	Data Entry Operator	1	8-Jan-16	20-Feb-16	30	30	0
	Data Entry Operator	2	8-Jan-16	20-Feb-16	30	30	0
Grand Total					260	260	0

BPL & PAP Category Distribution

Centers	BPL	PAP	Total
Jaipur	60	0	60
Phulera	0	80	80
Reengus	0	120	120
Grand Total	60	200	260

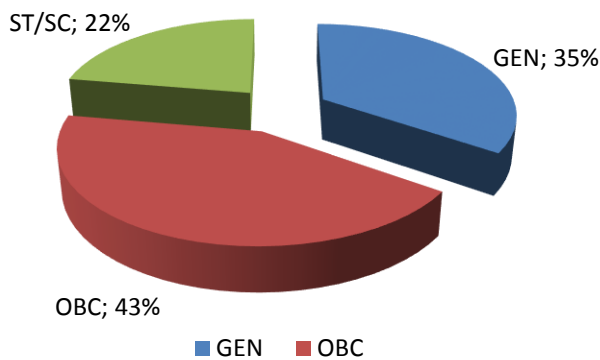
PAP/ BPL Breakup



Distribution by Caste

Centers	Gen	OBC	SC	Total
Jaipur	28	0	32	60
Phulera	55	0	25	80
Reengus	7	112	1	120
Grand Total	90	112	58	260

Category Wise Breakup

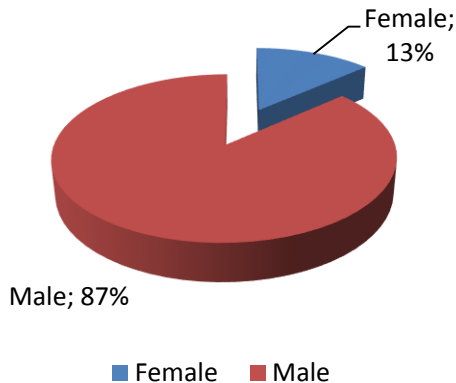


- 260 were enrolled of which 260 completed the training, **no drop out.**
- PAP comprised 77% of the candidates and BPL 23%.
- 22% of the candidates trained were of SC, 43% OBC and 35% belonged to Gen category.
- 13% of the candidates trained were females.

Male & Female Distribution

Centers	Female	Male	Total
Jaipur	4	56	60
Phulera	14	66	80
Reengus	17	103	120
Grand Total	35	225	260

Gender Breakup



Placement Snapshot | Jaipur

Centre	Trade	Trained		Offered Jobs		Offered Jobs %		Did Not Join		Placed		Placed %		Drop Out		Future Joinings (If Any)
		PA P	BPL	PAP	BPL	PAP	BPL	PA P	BPL	PAP	BPL	PAP	BPL	PAP	BPL	
Jaipur	Data Entry Operator	0	30	0	27	0%	83%	0	2	0	25	0.0%	83.3%	0	8	
Jaipur	Retail Sales Associate	0	30	0	27	0%	83%	0	2	0	25	0.0%	83.3%	0	11	
Jaipur Total		0	60	0	54	0%	83%	4	0	50	0.0%	83.3%	0	19		
Phulera	Data Entry Operator	25	0	21	0	76%	0%	1	0	25	0	100.0%	0.0%	5	0	
Phulera	Data Entry Operator	25	0	20	0	56%	0%	0	0	20	0	80.0%	0.0%	7	0	
Phulera	Electrician	30	0	23	0	70%	0%	2	0	21	0	70.0%	0.0%	12	0	
Phulera Total		80	0	64	0	68%	0%	3	0	66	0	82.5%	0.0%	24	0	
Reengus	Data Entry Operator	30	0	19	0	47%	0%	0	0	24	0	80.0%	0.0%	10	0	
Reengus	Data Entry Operator	30	0	17	0	47%	0%	1	0	16	0	53.3%	0.0%	4	0	
Reengus	Electrician	30	0	21	0	70%	0%	0	0	21	0	70.0%	0.0%	14	0	
Reengus	Electrician	30	0	23	0	67%	0%	1	0	22	0	73.3%	0.0%	20	0	
Reengus Total		120	0	80	0	58%	0%	2	0	83	0	69.2%	0.0%	48	0	
Category Total		200	60	144	54	62%	83%	5	4	149	50	74.5%	83.3%	72	19	
Center Total		260		198		76.2%		9		199		77%		91		

Note:

- 15-20 more candidates are expected to be placed by this week.
- **Drop Out** Nos. are from **Placed** and not from **Offered Jobs**



MUMBAI

Training Overview

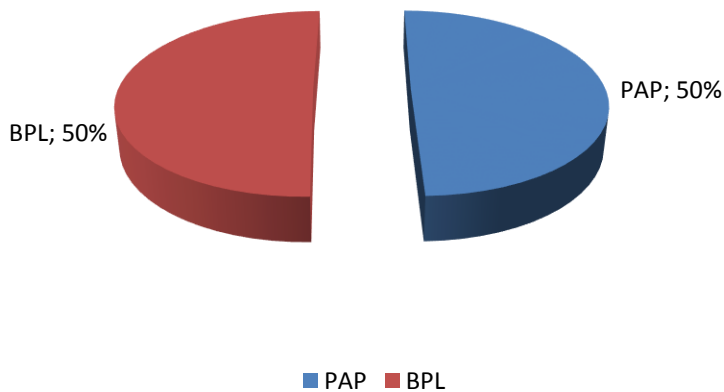
Training Snapshot | Mumbai

Centre	Trade	Batch No.	Start Date	End Date	Enrolled	Trained	Drop out
Palghar	Logistics - Documentation Assistant	1	20-Jan-16	28-Feb-16	30	30	0
	Data Entry Operator	1	11-Jan-16	21-Feb-16	32	32	0
	Retail Sales Associate	1	11-Jan-16	21-Feb-16	33	33	0
	Telecom - In Store Promoter	1	20-Jan-16	28-Feb-16	30	30	0
Thane	Hospitality - Meet and Greet	1	8-Dec-15	18-Jan-16	34	34	0
Vasand	Retail Sales Associate	1	30-Dec-15	20-Feb-16	48	46	2
Virar	Data Entry Operator	1	30-Dec-15	10-Feb-16	45	45	0
Grand Total					252	250	2

BPL & PAP Category Distribution

Centers	BPL	PAP	Total Students
Thane	34	0	34
Virar	45	0	45
Vasind	46	0	46
Dahanu	0	125	125
Grand Total	125	125	250

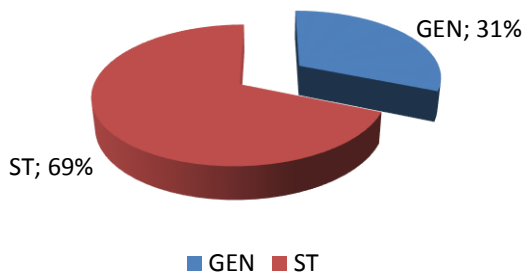
PAP/ BPL Breakup



Distribution by Caste

Centers	OBC	SC	Total Students
Thane	13	21	34
Virar	21	24	45
Vasind	15	31	46
Dahanu	29	96	125
Grand Total	78	172	250

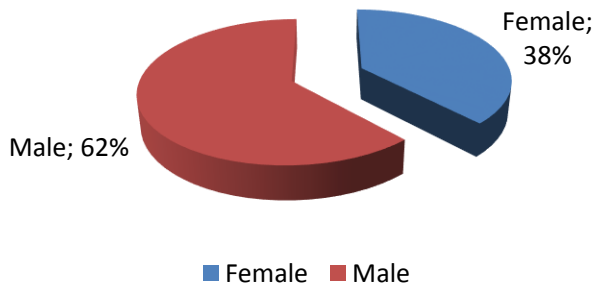
Category Wise Breakup



Male & Female Distribution

Centers	Female	Male	Total
Thane	7	27	34
Virar	25	20	45
Vasind	25	21	46
Dahanu	38	87	125
Grand Total	95	155	250

Gender Breakup



- 252 were enrolled of which 250 completed the training. 2 learners dropped out.
- PAP and BPL comprised 50% of the candidates each.
- 68% of the candidates trained were of SC, 32% OBC.
- 38% of the candidates trained were females.

Placement Snapshot | Mumbai

Centre	Trade	Trained		Offered Jobs		Offered Jobs %		Did Not Join		Placed		Placed %		Drop Out	
		PAP	BPL	PAP	BPL	PAP	BPL	PAP	BPL	PAP	BPL	PAP	BPL	PAP	BPL
Thane	Hospitality - Meet and Greet	0	34	0	34	0%	100%	0	3	0	31	0.0%	91.2%	0	0
Thane Total		0	34	0	34	0%	100%	0	3	0	31	0.0%	91.2%	0	0
Vasind	Retail Sales Associate	0	46	0	32	0%	70%	0	7	0	30	0.0%	65.2%	0	2
Vasind Total		0	46	0	32	0%	70%	0	7	0	30	0.0%	65.2%	0	2
Virar	Data Entry Operator	0	45	0	31	0%	69%	0	9	0	28	0.0%	62.2%	0	0
Virar Total		0	45	0	31	0%	69%	0	9	0	28	0.0%	62.2%	0	0
Dahanu	Retail Sales Associate	33	0	23	0	70%	0%	2	0	21	0	63.6%	0.0%	0	0
Dahanu	Data Entry Operator	32	0	21	0	66%	0%	4	0	19	0	59.4%	0.0%	0	0
Dahanu	Logistics - Documentation Assistant	30	0	22	0	73%	0%	5	0	20	0	66.7%	0.0%	0	0
Dahanu	Telecom - In Store Promoter	30	0	21	0	70%	0%	4	0	17	0	56.7%	0.0%	0	0
Dahanu Total		125	0	87	0	70%	0%	15	0	77	0	61.6%	0.0%	0	0
Category Total		125	125	87	97	70%	78%	15	19	77	89	61.6%	71.2%	0	2
Center Total		250		184		73.6%		34		166		66%		2	

Note:

- **Drop Out** Nos. are from **Placed** and not from **Offered Jobs**

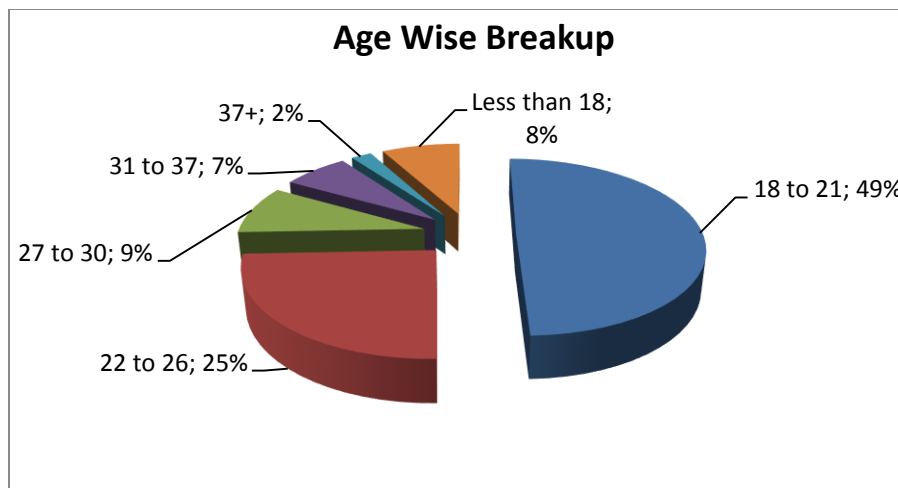


LEARNER BREAK UP

- Age
- Qualification
- Salary Break Up

Age Break Up

AGE Range	Mumbai	Jaipur	Allahabad	Tundla	Grand Total
18 to 21	138	123	91	173	525
22 to 26	69	77	42	32	220
27 to 30	25	28	18	7	77
31 to 37	19	27	6	0	51
37+	6	7	1	0	14
Less than 18	22	14	28	60	124
Grand Total	278	276	186	271	1012

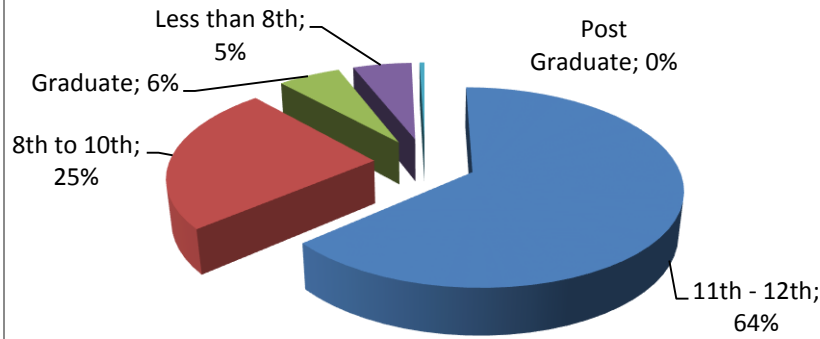


- About half (49%) of the candidates were in the age group of 18-21 and another 25% were between the ages of 22-26.

Qualification Break Up

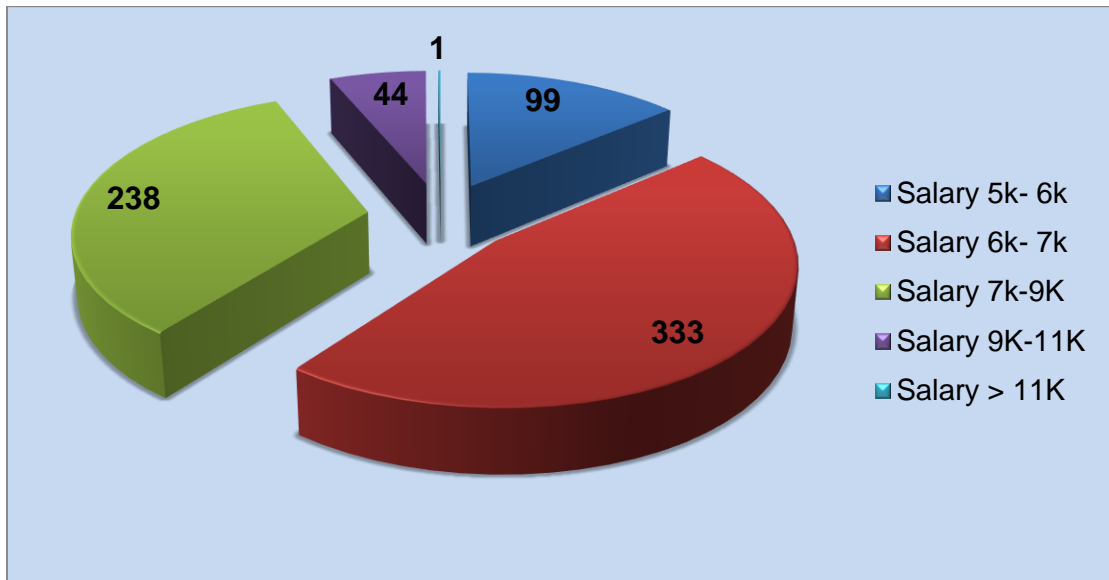
Education Range	Mumbai	Jaipur	Allahabad	Tundla	Grand Total
11th - 12th	199	176	68	201	644
8th to 10th	35	104	54	56	249
Graduate	21	19	14	6	59
Less than 8th	3	0	46	6	56
Post Graduate	5	0	0	0	5
Grand Total	263	298	183	268	1012

Qualification Wise Breakup



- 64% of the learners trained had completed high school and another. Another 25% had studied between the 8th and 10th standard.
- Only 6% were graduates.

Salary Break Up



Location	Placed with salary 5k - 6k	Placed with salary 6k- 7k	Placed with salary 7k-9K	Placed with salary 9K-11K	Placed with salary < 11K
Mumbai	25	92	49		
Jaipur	0	72	112	14	1
Tundla	3	134	10	28	
Allahabad	71	35	67	2	
Total	99	333	238	44	1

Challenges in Commencing

Setting Up Centres

- At the outset since the locations were Mumbai, Jaipur, Allahabad and Tundla we had assumed that PAP candidates would be available in these locations. However, given the nature of the scattered population of PAP families along the railway corridor, we had to alter the strategy and instead find infrastructure closer to where PAP families were available. We lost time in this process. Since time was of the essence, we had to in several locations go with the best options available.

Mobilization & Training Delivery

- Difficulty in finding PAP candidates, time available for mobilisation was very short.
- Mobilisation of the candidates in the given time span was a challenge primarily for PAP candidates as due to examinations and other engagements like farming, these candidates were unwilling to get enrolled for the training programme. However, support from DFCCIL team helped to an extent.
- There were certain misconceptions among PAPs about the training program leading to employment or a job with the railways. This caused a lot of drop outs amongst shortlisted candidates.
- There was a significant proportion of female PAPs who had to drop out midway through the program because of family pressure and commitments.

A significant proportion of the learners were engaged as daily-wage labourers and wanted flexibility in the timing of the centres.

To ensure their continued participation, this flexibility was incorporated into the training plan and the sessions were conducted as per their convenience.

Challenges in Placement

% of trained candidates not willing to work at all - 20% (Approx.)

Reasons for candidates dropping out post-placement or not willing to accept jobs

- **Long working hours** and working in shifts in factories such as Havell's
- High and sometimes unrealistic expectations of candidates in terms of **salary and facilities offered**.
- **Relocating** to other places for jobs is a big challenge as learners prefer employment in and close to their homes.
- A large proportion of candidates opting to **pursue studies, examinations**.
- **Preference ONLY for local placements** by candidates.

Placement Camps

In addition to the continuous placement process, specific placement camps were held and organized in coordination and support from various employers at all the project locations. The details are as mentioned:

State	Placement Camps.
Jaipur	<p><u>Date: 19-Feb-16</u> One placement camp was held on, wherein two employers (Vertex and Otsuka) participated and interviewed 104 candidates and 32 candidates were selected. Other placement interviews were conducted at employers' site.</p>
Mumbai	<p><u>Date: 22-Feb-16</u> Trades: BPL Hospitality & Retail Sales Location: Thane Center and Asangaon Organizations: Café Coffe Day, Filpkart, Subway Candidates Present : 60 to 70</p> <p><u>Date: 25-Feb-16</u> Trades: BPL Data Entry Location: Virar and Dahanu Center Organizations: Chetak Express and Mitula Web Candidates Present : 30 to 40 Candidates</p> <p><u>Date: 15-Mar-16 and 16-Mar-16</u> Organizations: Café Coffee day, Tata Sky and Cash Connect ASU Candidates Present : 80 to 90 Candidates Candidates offered jobs: 178</p>
Tundla	<p><u>Date: 8-Mar-16</u> Employer - Motherson Candidates Interviewed: 100 Candidates Selected: 30</p> <p><u>Date: 13-Mar-16</u> Employer - BBQ Nation Candidates Interviewed: 15 Candidates Selected: 10</p> <p><u>Date: 19-Mar-16</u> Employer – Hero Honda Candidates Interviewed: 60 Candidates Selected: 35</p> <p><u>Date: 29-Mar-16</u> Employer – Vinuthna Fertilizers Candidates Interviewed: 38 Candidates Selected: 20</p>
Allahabad	<p><u>Date: 28- Mar-16</u> Employer – Vinuthna Fertilizers Candidates Interviewed: 13 Candidates Selected: 7</p>

Placement Partners

Location	Companies
Jaipur	Havells Otsuka, Vertex India, Reliance Geo, GVK EMRI, Home Credit
Mumbai	Subway, Prashant Corner Foods, Restaurant Mi Hai Koli, Cash Connect, Chetak Express Cargo, Café Coffee Day, Shriram Finance Retail, Mitula Web.
Tundla	Motherson, BBQ Nation, Hero Honda, Vinuthna Fertilizers
Allahabad	Café Coffee Day Maruti Suzuki Hotel Yatrik Minda Furukawa Pvt Ltd National Stock Broking Zulfish Telecom MKS Traders Macleods Pharmaceuticals Ltd

Learnings & Recommendations

- Having sight of a longer duration for the project and the volume to be trained would permit greater investment in infrastructure
- More time should be given to **MOBILIZE** and target the right candidates. Ideally, a two month-lead time prior to commencement of training would ensure proper selection of candidates post screening.
- Ideally, a bulk of the training delivery should be completed between May and January. Finding only drop-outs who are not even enrolled as private candidates in many locations is a challenge today.
- Pre Enrollment **CAREER COUNSELLING** with support from DFCCIL.
- More effective **PRE-SCREENING** prior to enrollment to assess learners' interest for placements. **SELECTION** of candidates accordingly with a keen interest and desire to work and relocate if needed. . Within PAP candidates significant screening may be required to select those who are genuinely willing to consider employment.
- Considering the points above, the lead time required for mobilization, pre-screening, counselling and selection of candidates needs to be at least **45-60 days**.
- Personal and career counselling and guidance even during the training.
- More focus on campus placements during the last week of training.
- Increased **AWARENESS CAMPAIGNS** on the training programs
- **RESIDENTIAL TRAINING** could ensure that better quality infrastructure is set up and learners are brought in from a larger area. This will also improve the quality of training delivery, reduce drop outs and ensure only serious candidates are taken.
- A longer project duration will lead to better training and placement outcomes.

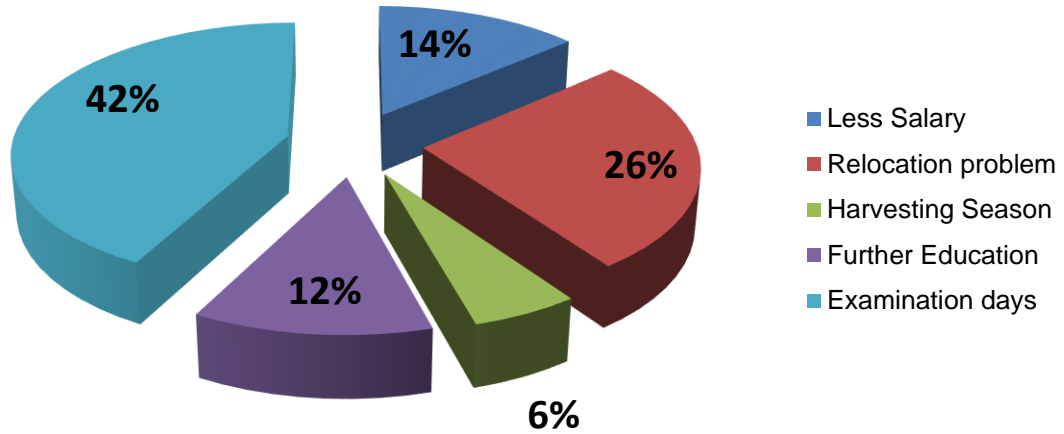
Preferred Courses

State	Response
Jaipur	Technical courses like Electrician are preferred by candidates.
Mumbai	Hospitality, Retail and Logistics courses as job opportunities are high in Mumbai and candidates were well aware of this.
Tundla	Technical trades like Fitter, Electrician etc., are more successful and preferred courses.
Allahabad	Hospitality – Can cater to different categories irrespective of qualification and job profiles. Potential of jobs which also provide boarding and lodging.

Reasons for not Joining/Accepting Offers

State	Centre	Trade	Batch	Reasons for not joining					Total
				Less Salary	Relocation problem	Harvesting Season	Further Education	Examination days	
Rajasthan	Jaipur	D.E.O	1	5	2				7
Rajasthan	Jaipur	Retail	1	3	3				6
Rajasthan	Phulera	D.E.O	1	2	4			4	10
Rajasthan	Phulera	D.E.O	2	4	6			6	16
Rajasthan	Phulera	Electrician	1	3	5			2	10
Rajasthan	Ringus	D.E.O	1	2	2			5	9
Rajasthan	Ringus	D.E.O	2	1	1			6	8
Rajasthan	Ringus	Electrician	1	5	2				7
Rajasthan	Ringus	Electrician	2	6	3			1	9
Maharashtra	Dahanu	Retail	1		9				9
Maharashtra	Dahanu	Data Entry	1		8				8
Maharashtra	Dahanu	Logistics	1		12				12
Maharashtra	Dahanu	Telecom	1		7				7
Maharashtra	Virar	Data Entry	1	7					7
Maharashtra	Dombivili East	Retail	1			16			16
UP	Tundla	Fitter	1						0
UP	Tundla	Hospitality	1				1	2	3
UP	Tundla	Fitter	2				3	6	9
UP	Tundla	Hospitality	2					6	6
UP	Firozabad	Electrician	1		8			6	14
UP	Firozabad	D.E.O.	1						0
UP	Firozabad	Retail	1		9		2	6	17
UP	Firozabad	Fitter	1		2			6	8
UP	Katra	Retail		8	3	2	7		20
UP	Katra	Retail		1		2	3		6
UP	Sallahpur	Hospitality			2		7		9
UP	Sallahpur	Retail		2	2		5		9
UP	Sallahpur	COL		3	4	5	6	5	23
UP	Mandari	COL		1	3	1	1		6
UP	Mandari	Hospitality			5		3	2	10
UP	Mandari	Retail		2	2		1	2	7
UP	Bhagwatpur	Retail					6		6
UP	Bhagwatpur	Hospitality			1		2		3
		Total	28	55	105	26	47	64	297

Reasons for Not Joining/Accepting Offers





Training Pictures

Inaugurations

Centre Inauguration Allahabad



Centre Inauguration Tundla



Centre Inauguration Allahabad

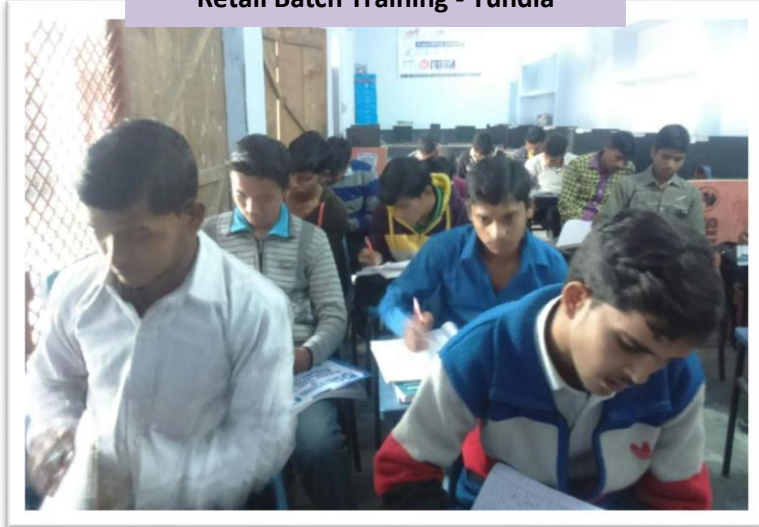


Centre Inauguration - Rajasthan



Theory Trainings

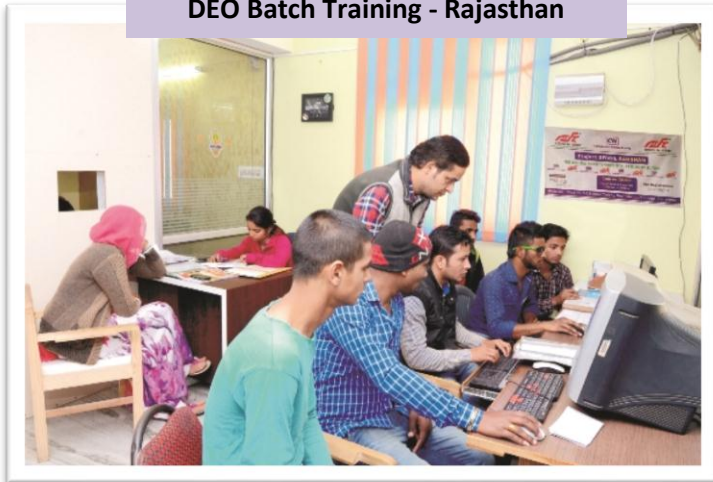
Retail Batch Training - Tundla



Retail Batch Training - Allahabad



DEO Batch Training - Rajasthan

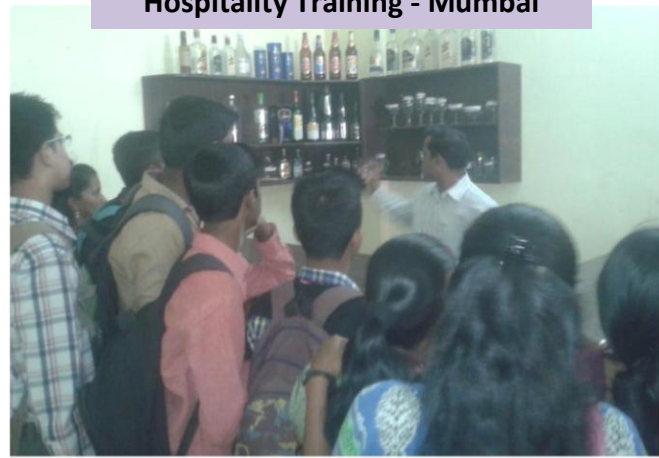


DEO Batch Training - Mumbai



Practical Trainings

Hospitality Training - Mumbai



Electrician Training - Rajasthan



Fitter Training - Tundla



Placements

Placement Drive - Mumbai



Skype Interviews - Tundla



On Site Placement - Allahabad



Placed Candidates - Allahabad



Other Activities

Job Fair - Mumbai



DFCCIL Centre Visit - Tundla



Mobilisation - Mumbai





CASE STUDIES

NANCY

Allahabad | Retail Trainee

20 year old Nancy lives in Thatheri Bazar chawk in Allahabad district with her family members. The only livelihood for the family is agriculture. They have a few acres of agricultural land which is the sole source of income and all of the members are dependent on the little produce that they derive from farming. The family is also not aware or educated enough to scale up their income and find it difficult economically to make ends meet. With a monthly income of Rs. 4000 per month, it was very difficult for Nancy's family. Nancy's wanted to stand up on her own feet and help provide and support for the family. But in her small town, and being a woman, she found it extremely difficult to get employment anywhere.

Nancy heard about the DFCCIL training through some of the mobilizers in her district. She was informed of the placement linked training program and decided to visit the centre and meet the team there. After a counselling session with the trainers and the team, Nancy decided to enroll for the Retails training. She attended the classes regularly and showed a lot of dedication. She showed major improvements in her confidence and attitude.

After the training, Nancy was interviewed and got selected for an organization called Sun Shine Systech as a Tele caller in Allahabad. She was offered Rs. 8000.

Today, Nancy is extremely happy that she decided to enroll for the DFCCIL training. She is self-independent and earns more than her family ever did. She can now support her parents and her family.

“I am extremely happy that I decided to undertake the training which has now changed my life completely. I thank DFCCIL for providing me this opportunity.”

POONAM KATRA

Allahabad | Retail Trainee

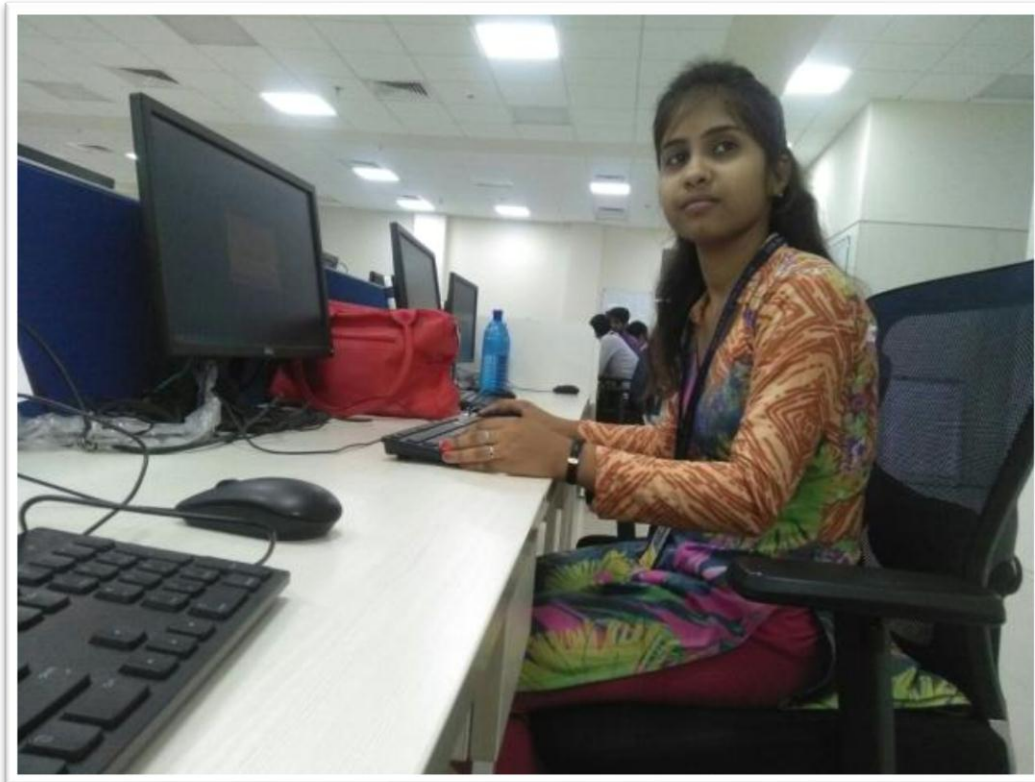
Like most young women her age, 29 year Preeti Kumari wanted to become independent and have a career. Preeti belongs to a BPL family and was fighting with poverty. Her Father, a farmer, found it extremely difficult to support his family through his meagre income and could barely make both ends meet.

Preeti, a 12th pass out had many dreams and aspirations in her eyes for a bright and successful future for herself and her family but found it difficult to find employment on her own.

Poonam heard about DFCCIL training program through a community outreach at her locality and without a second thought she enrolled herself for the retail program. Dedication and hard work throughout the course of the program resulted in Poonam getting a job with **Shine Systech** as a Tele-caller in Allahabad with a monthly salary of Rs. 8000.

From being unemployed 3 months back to earning enough to support not only herself but her family, Poonam today is happy and elated that she undertook the training from DFCCIL.

“Thank you DFCCIL and everyone involved for giving me this opportunity”



MAYA KUMAWAT

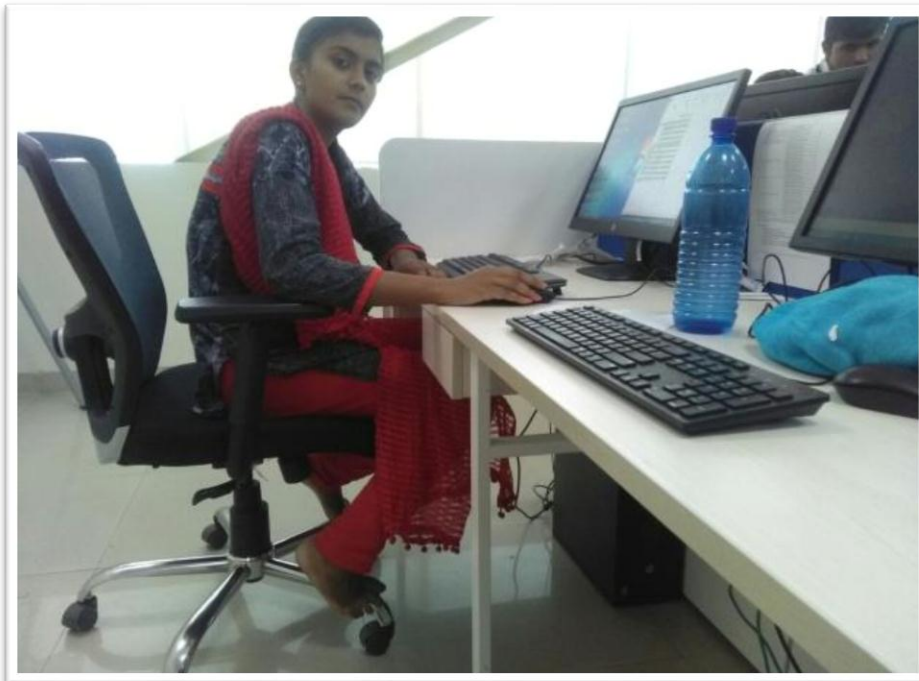
Jaipur | Data Entry Operator Trainee

Maya Kumawat comes from a very poor family and a rural background. Her father's economical condition has not been good since the beginning. Her parents are not well educated and according to Maya, there was nobody in the family who could guide her in a right way. Maya has studied till class 12th but was greatly disappointed because of lack of employment. She started feeling disappointed and depressed with herself.

Maya came to know about the DFCCIL training program through some local mobilizers and decided to contact the concerned people at the Jaipur centre. After speaking to the centre team and a brief counselling on the training and possible employment opportunities, Maya then submitted the required forms along with the required documents and got admitted.

After completing her training, Maya was placed with **NSB-BPO (Reliance Jio)** and is extremely happy to work there and does her job with utmost hard work and honesty. This has also helped her to support her parents who are extremely proud of what her daughter has achieved.

“Whatever I have achieved till today is all because of this project .I proudly tell this to my family and friends today that this new phase in my life is a result of my hard work and the DFCCIL training. My family and I will always be obliged to you”



Kiran Kanwar Gaur

Jaipur | Data Entry Operator Trainee

Kiran Kanwar Gaur comes from a small rural family in a tiny village of Jaitpura. Kiran had no job and didn't know whom to approach or turn to. He hails from a very small village where there were practically no options for employment except for farming. He had no one to guide him. His parents being illiterate could not guide or counsel him.

But the situation changed when mobilizers visited his small village informing youths about the DFCCIL training and the employment opportunity provided after successful completion of the training. He decided to visit the centre and enrolled for the training in Data Entry Operator after consultation with the trainers and the centre team.

After the training, Kiran got employed with **NSB-BPO (Reliance Jio)** for a salary of Rs. 9000. Today he is extremely happy that he decided to trust his instincts and take the DFCCIL training.

“My parents are proud of me. I am glad that I have not only have a job but an opportunity to make a career. I thank DFCCIL for the opportunity.”

DEVESH KUMAR

Tundla | Data Entry Operator Trainee

Devesh is a resident of Village Garapur in Tundla. His family consists of 4 members. His father is a farmer and they have never had any money for basic necessities like education.

Devesh always had a dream to work but because of lack of funds, he could not get himself enrolled in any ITI and just by having an educational qualification till 12th standard was not going to take me him to any level.

Devesh came to know about the DFCCI training through the mobilization drive in his village and was told that candidates belonging to BPL and PAP would be provided the training under the DFCCIL. Candidates would be provided free of cost training, books etc. According to Devesh, the soft skill really helped him in getting ready for the interview and the core skills gave him the basic knowledge for the trade.

After the training, through the placement drive conducted by the centre team, Devesh and others like him were offered number of opportunities in good and well established organizations, like Hero Honda, Motherson etc. Devesh got placed in Motherson though he was offered an opportunity with J K Enterprises, Agra. Devesh finally chose JK Enterprises as it was near to his house. Devesh was offered a salary of Rs. 7000 with accommodation and food.

Devesh is now able to send money back to his parents. His employment has improved the standard of his family. He is also supporting his younger brother and sister can with their education.

“I am grateful to DFCCIL as I got trained in all necessary life skills and this type of education made me eligible for a decent livelihood. Today what I am is all due to this project and I hope that in future CII, DFCCIL and Skills Academy would progress in eliminating the unemployment throughout all the rural areas like mine.”



SHYAM KUMAR SHUKLA

Tundla | Fitter

Shyam belongs to the small village of Latifpur in Tundla and hails from a family of 5 which was not financially stable with only his father supporting the family financially by working in the fields. He always wanted to support his family, improve its standard of living and he could sense that it was possible only with a job.

Shyam heard about the DFCCI training through some of his friends. Ultimately, owing to his interest and determination he decided to enroll for the training at Tundla Centre. He attended the classes regularly, was a very keen & enthusiastic student and actively took part in the classroom sessions.

After the training, Shyam got placed in Motherson but at the same time I also got an opportunity with Cold Power in Agra with a salary of Rs. 10,000. Since Agra was closer to home, Shyam decided to work with Cold Power.

Today, Shyam is self-independent and extremely happy. His parents are very happy to see their son doing a respectable job in the vicinity.

“I am grateful to DFCCIL as I got trained in all necessary life skills. This training has made me eligible for a decent livelihood. Today what I am is all due to this project and I hope that in future DFCCI and everyone involved in this project would help eliminate the unemployment in rural areas like mine.”



KUMBHAR SHWETA VITTHAL

Mumbai | Hospitality

Kumbhar is a very sincere and hardworking person and comes from a very poor family. His father is a daily wage labour and is the only source of income. Krishna's life has been difficult. With the meager income from his father, his family had to always struggle for basic requirements and found it extremely difficult to make ends meet. Krishna always wanted to start earning, to stand on his own feet and support his family, specially his other.

The free DFCCIL training in Dahanu seemed like a window of opportunity to explore a career and find a suitable employment. He decided to visit the centre and enquire more about the training. Kumbhar met the mobilizers and trainers and decided to enroll for the Hospitality domain. He was determined, worked hard and very soon completed his course.

Today with the DFCCIL training, Kumbhar is working with Subway and earning Rs. 7000 and is extremely happy. He cannot believe he is working for a multinational chain like Subway and wants to work hard and do well.

“I just want to thank DFCCIL for the free training. Youths like us need such kind of training to help us gain skills and find employment”