



Project Closure Report

DFCCIL

SAKSHAM 2



**Dedicated Freight
Corridor Corporation
of India**

Skill India Initiative

Government launched Skill India on the occasion of the first-ever World Youth Skills Day in 2015. Prime Minister Shri Narendra Modi has a vision of (Kaushal Bharat, Kushal Bharat). The main goal is to create opportunities, space and scope for the development of the talents of the Indian Youth and to develop more of those sectors which have already been put under skill development for the last so many years and also to identify new sectors for skill development. The new programme aims at providing training and skill development to 500 million youth of our country by 2020, covering each and every village. Various schemes are also proposed to achieve this objective.



CSR in India

In April 2014, India became the first country to mandate a minimum spend on corporate social responsibility initiatives. This received mixed reactions from corporates, civil society, and bureaucracy.

Section 135 of the Companies Act, 2013 identified all companies having net worth of INR 500 crore or more; or Turnover of INR 1000 crore or more; or Net Profit of INR 5 crore or more as liable to constitute a CSR policy, and are expected to spend 2% of their net profits on CSR activities. This amounts to over INR 17,000 crore.

Dedicated Freight Corridor Corporation of India (DFCCIL)

Dedicated Freight Corridor Corporation of India (DFCCIL) is a Special Purpose Vehicle set up under the administrative control of Ministry of Railways to undertake planning & development, mobilization of financial resources and construction, maintenance and operation of the Dedicated Freight Corridors. DFCCIL was incorporated in October 2006 under Indian Companies Act 1956.

The plan to construct dedicated freight corridors across the country marks a strategic inflexion point in the history of Indian Railways that has essentially run mixed traffic across its network. Once completed, the dedicated freight corridors will enable Indian Railways to improve its customer orientation and meet market needs more effectively. Creation of rail infrastructure on such a scale - unprecedented in independent India - is also expected to drive the establishment of industrial corridors and logistic parks along its alignment.

Keeping this vision in mind and working on the core ethos of the organisation to train the individuals in and around the dedicated corridors. They are doing so by giving appropriate training to the unemployed youth to make them employable so that they can earn their livelihoods.

Confederation of Indian Industry (CII)

CII is a non-government, not for profit, industry led and industry managed organisation, playing a proactive role in India's development process.

CII strongly believes that partnership and cooperation between industry, government and civil society is the key to economic and social development of India.

The Confederation of Indian Industry (CII) works to create and sustain an environment conducive to the development of India, partnering industry, Government, and civil society, through advisory and consultative processes.

CII is a non-government, not-for-profit, industry-led and industry-managed organization, playing a proactive role in India's development process. Founded in 1895, India's premier business association has over 8,300 members, from the private as well as public sectors, including SMEs and MNCs, and an indirect membership of over 200,000 enterprises from around 250 national and regional sectoral industry bodies.

CII charts change by working closely with Government on policy issues, interfacing with thought leaders, and enhancing efficiency, competitiveness and business opportunities for

industry through a range of specialized services and strategic global linkages. It also provides a platform for consensus-building and networking on key issues.

Extending its agenda beyond business, CII assists industry to identify and execute corporate citizenship programmes. Partnerships with civil society organizations carry forward corporate initiatives for integrated and inclusive development across diverse domains including affirmative action, healthcare, education, livelihood, diversity management, skill development, empowerment of women, and water, to name a few.

The CII theme for 2017-18, **India Together: Inclusive. Ahead. Responsible** emphasizes Industry's role in partnering Government to accelerate India's growth and development. The focus will be on key enablers such as job creation; skill development and training; affirmative action; women parity; new models of development; sustainability; corporate social responsibility, governance and transparency.

With 67 offices, including 9 Centres of Excellence, in India, and 10 overseas offices in Australia, Bahrain, China, Egypt, France, Germany, Singapore, South Africa, UK, and USA, as well as institutional partnerships with 344 counterpart organizations in 129 countries, CII serves as a reference point for Indian industry and the international business community.

Saksham -2

Project Saksham is a unique project initiated by the DFCCIL which aims at providing training and capacity building/skills development to the disadvantaged potential candidates to enable them to earn livelihood for themselves and their family. Under this initiative a total of 1450 BPL (Below Poverty Line) categories candidates will be trained at 10 different locations.

Training programs were of a minimum 200 hours duration and included training on employability and social skills. It was ensured that assessments were conducted post completion of the training and all the successful candidates are given the certificates.

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▪ **Learner Break Up**

- ❖ Age
- ❖ Qualification
- ❖ Salary Break Up

▪ **Challenges in Commencing**

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Introduction & Project Overview

Project Name: PROJECT SAKSHAM - II

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

Implementing Partner: Confederation of Indian Industry (CII)

Training Partner: Skills Education Pvt. Ltd

Project Locations:

- 1) Allahabad East (Uttar Pradesh)
- 2) Allahabad West (Uttar Pradesh)
- 3) Meerut (Uttar Pradesh)
- 4) Hathras(Uttar Pradesh)
- 5) Mumbai (Maharashtra)
- 6) Jaipur (Rajasthan)
- 7) Ajmer (Rajasthan)
- 8) Ahmedabad (Gujarat)
- 9) Vadodara (Gujarat)
- 10) Ambala (Haryana)

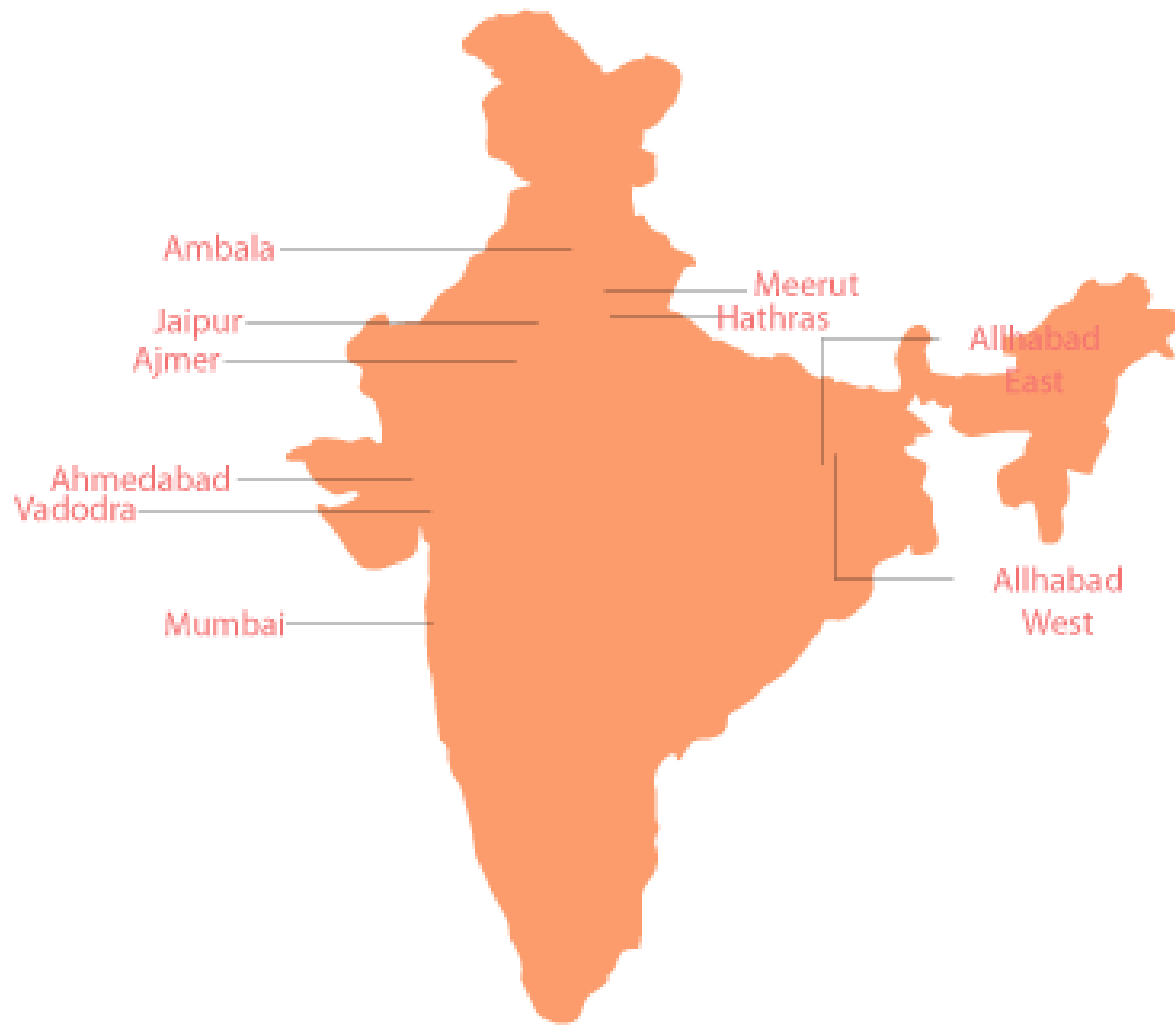
Project Courses:

- 1) Electrician Helper
- 2) Retail Sales Associate
- 3) Data Entry Operators
- 4) Assistant Beautician
- 5) Sewing Machine Operator
- 6) Fitter - Mechanical Assembly
- 7) Associate Desktop Publishing
- 8) Field Technician-Air Conditioner
- 9) Assistant Manual Metal Arc Welder

Project Beneficiaries:

- 1450 candidates to be trained.

Project Locations

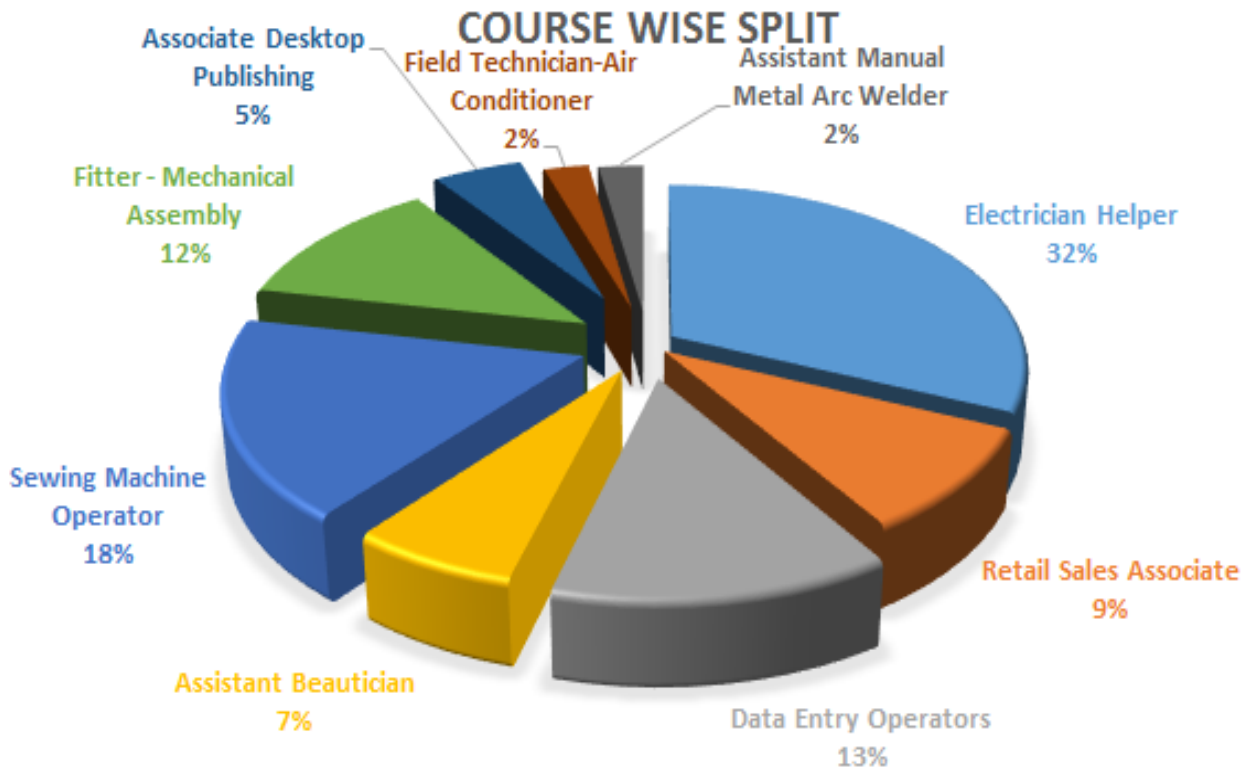


Course List | Location/Center Wise

Location	Center	Courses
Allahabad East	Fatehpur	Electrician Helper
		Retail Sales Associate
Allahabad West	RA Convent	Electrician Helper
		Retail Sales Associate
Meerut	Meerut ITI	Electrician Helper
		Fitter - Mechanical Assembly
	DIPS	Electrician Helper
		Data Entry Operator
Hathras	Premvati Devi Private ITI	Electrician Helper
		Fitter - Mechanical Assembly
Mumbai	Chembur	Assistant Beautician
	Kurla	Electrician Helper
Jaipur	Khatipura	Data Entry Operator
		Sewing Machine Operator
		Retail Sales Associate
Ajmer	Ajmer	Electrician Helper
		Sewing Machine Operator
		Data Entry Operator
Ahmedabad	Sanand	Electrician Helper
		Sewing Machine Operator
		Assistant Beautician
		Data Entry Operator
		Fitter - Mechanical Assembly
Vadodara	Kawant	Sewing Machine Operator
	Gotri	Associate Desktop Publishing
		Field Technician - Air Conditioner
Ambala	Lala Ami Chand Private ITI	Electrician Helper
		Fitter - Mechanical Assembly
	Sadhaura Govt. ITI	Electrician Helper
		Fitter - Mechanical Assembly
		Assistant Manual Metal Arc Welder

Course wise Batches Trained

S. No.	List of Courses	No. of Batches Trained	No. of Learners Trained
1	Electrician Helper	14	460
2	Retail Sales Associate	04	135
3	Data Entry Operator	06	190
4	Assistant Beautician	03	95
5	Sewing Machine Operator	07	255
6	Fitter - Mechanical Assembly	05	175
7	Associate Desktop Publishing	02	70
8	Field Technician-Air Conditioner	01	35
9	Assistant Manual Metal Arc Welder	01	35
Grand Total		43	1450

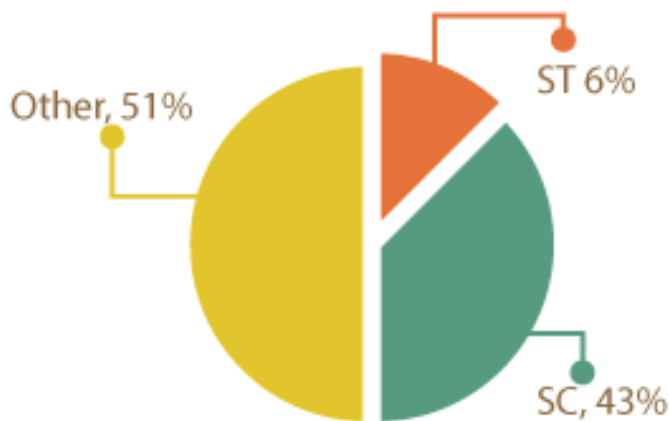


Maximum number of the youth 32% opted for the Electrician Helper and Sewing Machine Operator at 18% was the second highest. The hard core technical trades like field technician and Welders were among the least popular with 2%

Overall SC, ST and Other Break-Up

S. No.	Locations	SC	ST	Other
1	Allahabad East (Uttar Pradesh)	15		85
2	Allahabad West (Uttar Pradesh)	97		78
3	Meerut (Uttar Pradesh)	62		113
4	Hathras (Uttar Pradesh)	18		82
5	Mumbai (Maharashtra)	18	01	81
6	Jaipur (Rajasthan)	88		07
7	Ajmer (Rajasthan)	106	04	70
8	Ahmedabad (Gujarat)	49	07	119
9	Vadodara (Gujarat)	31	68	76
10	Ambala (Haryana)	145		30
Total		629	80	741

CASTE MIX



Percentage of the population

Majority of the population trained belonged to the other category 51%

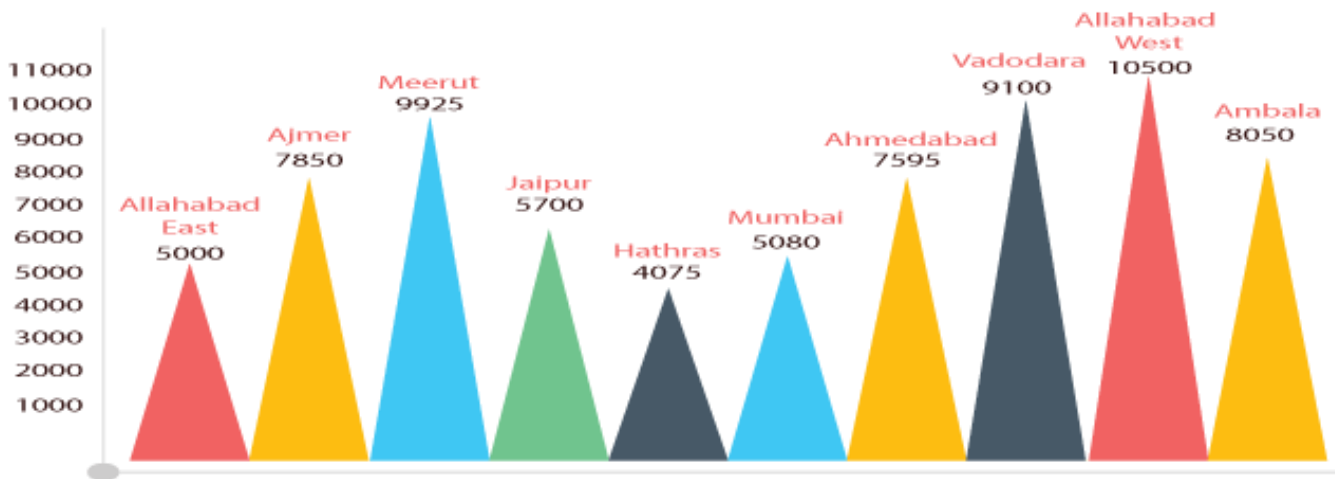
43% of the population is from Scheduled Caste

ST population is 6%

Man Hours & Man Days for training

S. No.	Location	Man Days	Man Hours
1	Allahabad East (Uttar Pradesh)	5000	20000
2	Allahabad West (Uttar Pradesh)	10500	42000
3	Meerut (Uttar Pradesh)	9925	66775
4	Hathras (Uttar Pradesh)	4075	28525
5	Mumbai (Maharashtra)	5080	20320
6	Jaipur (Rajasthan)	5700	22800
7	Ajmer (Rajasthan)	7850	31400
8	Ahmedabad (Gujarat)	7595	30380
9	Vadodara (Gujarat)	9100	36400
10	Ambala (Haryana)	8050	52150
	Total	72875	350750

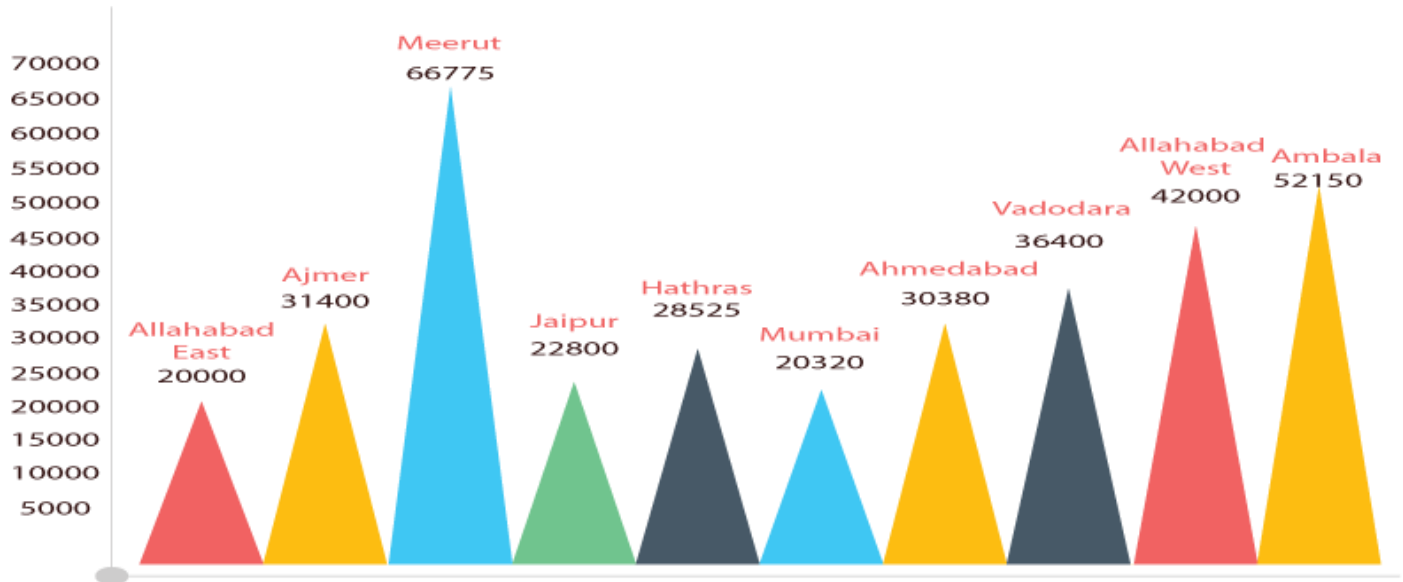
Man Days



Formula used for Man Days – No. of Training Days multiplied to No of learners

In totality 72875 Man Days have been delivered across 10 locations for this project

Man Hours



Formula used for Man Hours – Man Days multiplied to No of hours per day

In total we have put in together a total of 350750
Man Hours in the whole project

Trade Wise Training & Placement Summary

Location	Center	Courses	Trained	Placed
Allahabad East	Fatehpur	Electrician Helper	70	49
		Retail Sales Associate	30	27
Allahabad West	RA Convent	Electrician Helper	105	80
		Retail Sales Associate	70	67
Meerut	Meerut ITI	Electrician Helper	35	29
		Fitter - Mechanical Assembly	35	27
	DIPS	Electrician Helper	15	13
		Data Entry Operator	90	90
Hathras	Premvati Devi ITI	Electrician Helper	65	50
		Fitter - Mechanical Assembly	35	27
Mumbai	Chembur	Assistant Beautician	60	26
	Kurla	Electrician Helper	40	20
Jaipur	Khatipura	Data Entry Operator	30	28
		Sewing Machine Operator	30	27
		Retail Sales Associate	35	31
Ajmer	Ajmer	Electrician Helper	25	18
		Sewing Machine Operator	120	104
		Data Entry Operator	35	5
Ahmedabad	Sanand	Electrician Helper	35	34
		Sewing Machine Operator	35	35
		Assistant Beautician	35	34
		Data Entry Operator	35	27
		Fitter - Mechanical Assembly	35	28
Vadodara	Kawant	Sewing Machine Operator	70	55
	Gotri	Associate Desktop Publishing	70	00
		Field Technician - Air Conditioner	35	10
Ambala	Lala Ami Chand ITI	Electrician Helper	35	14
		Fitter - Mechanical Assembly	35	11
	Sadhaura Govt. ITI	Electrician Helper	35	27
		Fitter - Mechanical Assembly	35	22
		Asst. Manual Metal Arc Welder	35	25
		Total	1450	1040

Location Wise Training Overview

ALLAHABAD EAST

Training Overview

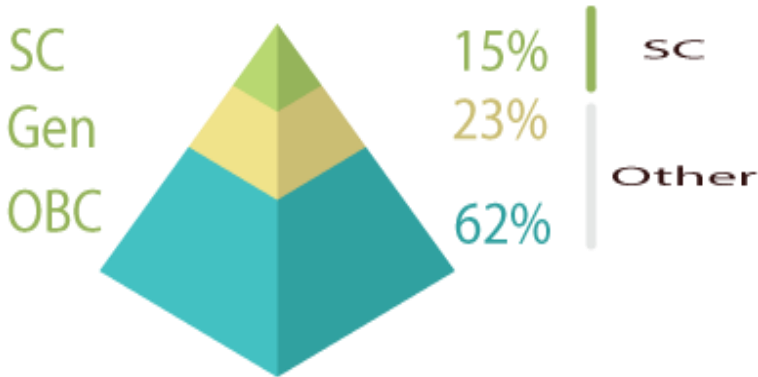
Training Snapshot | Allahabad East

Centre	Trade	Batch No.	Start Date	End Date	Enrolled	Trained	Drop Out
RA Convent	Electrician Helper	1	07-Nov-16	06-Jan-17	35	35	0
RA Convent	Electrician Helper	2	07-Nov-16	06-Jan-17	35	35	0
RA Convent	Retail Trainee Associate	1	07-Nov-16	06-Jan-17	30	30	0
Grand Total					100	100	0

Distribution by Caste

Centers	Gen	OBC	SC	Total
RA Convent	23	62	15	100
Grand Total	23	62	15	100

Caste Mix

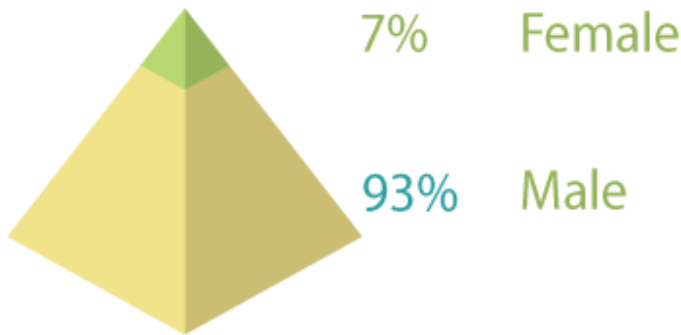


85% of the Population was from other category and 15% of the students were from SC

Male Female Distribution:

Centres	Female	Male	Total
RA Convent	07	93	100
Grand Total	07	93	100

Gender Split



The turnout of the female population was less to 7% but male population turned out in large numbers

Placement Snapshot | Allahabad East

Centre	Trade	Trained	Offered Jobs	Wage Employed	Self Employed	Total Employed	Placement %
RA Convent	Electrician Helper	70	49	49	0	49	70%
RA Convent	Retail Trainee Associate	30	27	27	0	27	90%
Center Total		100	76	76	0	76	76%



ALLAHABAD WEST

Training Overview

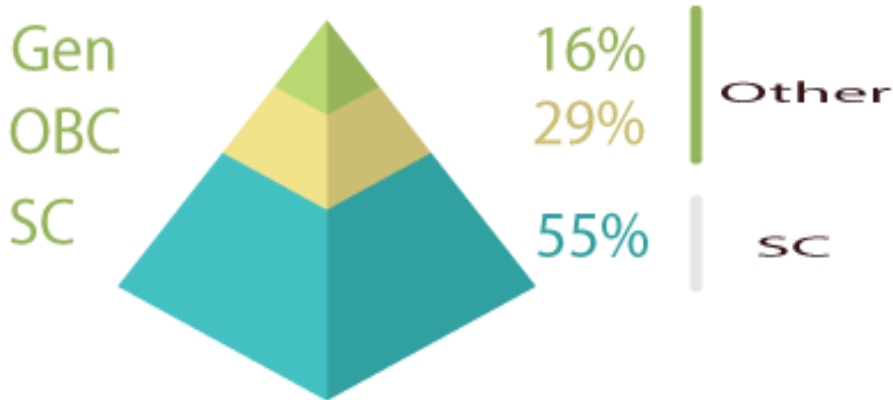
Training Snapshot | Allahabad West

Centre	Trade	Batch No.	Start Date	End Date	Enrolled	Trained	Drop Out
Fatehpur	Electrician Helper	1	26-Sep-16	30-Nov-16	35	35	0
Fatehpur	Electrician Helper	2	26-Sep-16	30-Nov-16	35	35	0
Fatehpur	Electrician Helper	3	26-Sep-16	30-Nov-16	35	35	0
Fatehpur	Retail Trainee Associate	1	26-Sep-16	30-Nov-16	35	35	0
Fatehpur	Retail Trainee Associate	2	26-Sep-16	30-Nov-16	35	35	0
Grand Total					175	175	0

Distribution by Caste:

Centers	Gen	OBC	SC	Total
Fatehpur	28	50	97	175
Grand Total	28	50	97	175

Caste Mix

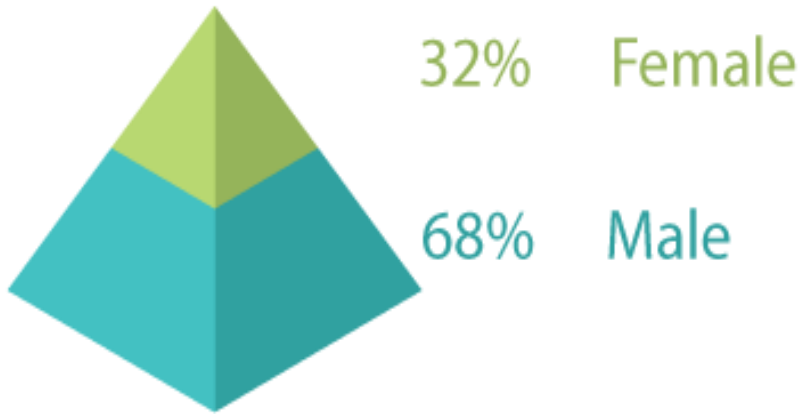


29 and 16 percent of the population was from OBC and Gen
55% of the trained youth were from Other category

Male Female Distribution:

Centers	Female	Male	Total
Fathepur	56	119	175
Grand Total	56	119	175

Gender Split



A significant number of female participation 32% to be precise was one of the key achievements at this location

Placement Snapshot | Allahabad West

Centre	Trade	Trained	Offered Jobs	Wage Employed	Self Employed	Total Employed	Placement percentage
Fathepur	Electrician Helper	105	82	80	0	80	76%
Fathepur	Retail Trainee Associate	70	69	67	0	67	96%
Center Total		175	151	147	0	147	84%



MEERUT

Training Overview

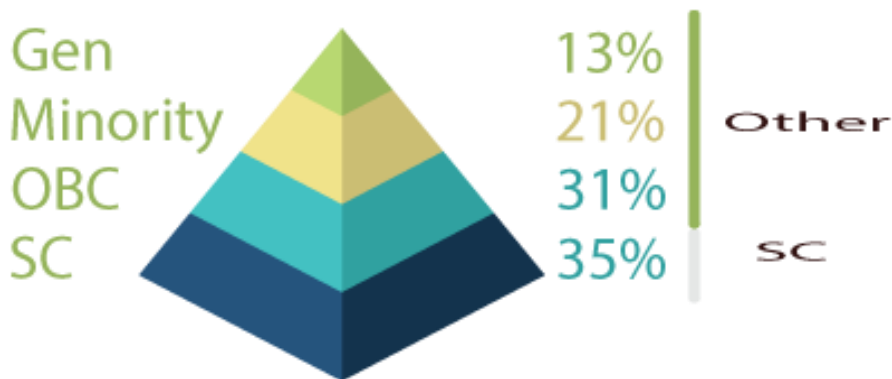
Training Snapshot | MEERUT

Centre	Trade	Batch No.	Start Date	End Date	Enrolled	Trained	Drop Out
DIPS	Electrician Helper	1	28-Nov-16	03-Feb-17	35	15	20
DIPS	Data Entry Operator (Refresher)	1	28-Nov-16	30-Apr-17	30	30	0
DIPS	Data Entry Operator (Refresher)	2	28-Nov-16	30-Apr-17	30	30	0
DIPS	Data Entry Operator (Refresher)	3	28-Nov-16	30-Apr-17	30	30	0
Meerut ITI	Electrician Helper	2	23-Mar-17	30-Apr-17	42	35	7
Meerut ITI	Fitter -Mechanical Assembly	1	31-Mar-17	30- Apr-17	42	35	7
Grand Total					175	175	34

Distribution by Caste:

Centers	Gen	OBC	SC	Other Minority	Total
DIPS	07	27	46	25	105
Meerut ITI	16	27	16	11	70
Grand Total	23	54	62	36	175

Caste Mix

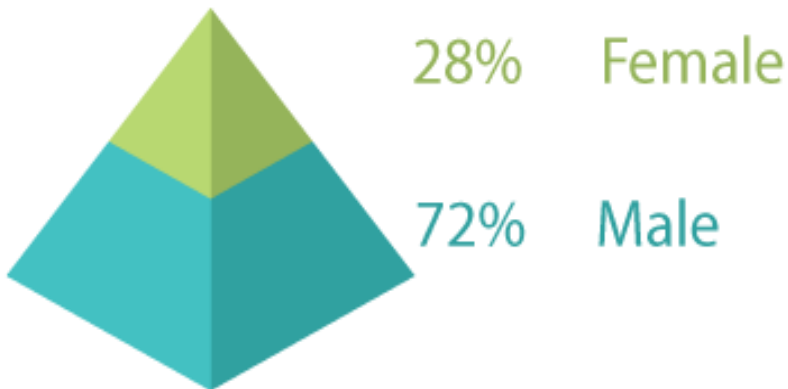


Students belonging to the other category are in major numbers 65%. SC population was 35 %

Male Female Distribution:

Centers	Female	Male	Total
DIPS	49	56	105
Meerut ITI		70	70
Grand Total	49	126	175

Gender Split



28% of the turnout was from women in one of the patriarchal dominant area

Placement Snapshot | Meerut

Centre	Trade	Trained	Offered Jobs	Employed	Self Employed	Total Employed	Placement %
DIPS	Electrician Helper	15	15	13	0	13	87%
DIPS	Data Entry Operator	90	90	90	0	90	100%
Meerut ITI	Electrician Helper	35	35	29	0	29	83%
Meerut ITI	Fitter -Mechanical Assembly	35	35	27	0	27	77%
Meerut - Grand Total		175	175	159	0	159	91%



HATHRAS

Training Overview

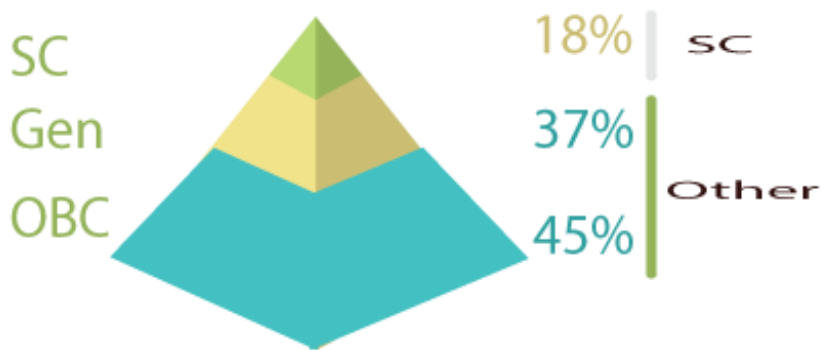
Training Snapshot | HATHRAS

Centre	Trade	Batch No.	Start Date	End Date	Enrolled	Trained	Drop Out
Premvati Devi PVT.I.T.I	Electrician Helper	1	13-Feb-17	12-Apr-17	35	35	0
Premvati Devi PVT.I.T.I	Electrician Helper	2	17-Mar-17	30-Apr-17	35	30	0
Premvati Devi PVT.I.T.I	Fitter -Mechanical Assembly	1	27-Feb-17	12-Apr-17	35	35	0
Grand Total					105	100	0

Distribution by Caste:

Centers	Gen	OBC	SC	Total
Premvati Devi PVT.I.T.I	37	45	18	100
Grand Total	37	45	18	100

Caste Mix



18% of the population was from SC category represented rest of the students were from Other

Male Female Distribution:

Centers	Female	Male	Total
Premvati Devi PVT.I.T.I		100	100
Grand Total		100	100

Gender Split



100% Male

None of the female candidates turned for the training as 100% male enrollments were done in the region. The trades were hard technical trades

Placement Snapshot | HATHRAS

Centre	Trade	Trained	Offered Jobs	Employed	Self Employed	Total Employed	Placement %
Premvati Devi PVT.I.T.I	Electrician Helper	65	58	48	2	50	77%
Premvati Devi PVT.I.T.I	Fitter - Mechanical Assembly	35	31	24	3	27	77%
Center Total		100	89	72	5	77	77%



MUMBAI

Training Overview

Training Snapshot | MUMBAI

Centre	Trade	Batch No.	Start Date	End Date	Enrolled	Trained	Drop Out
Chembur	Assistant Beautician	1	26-Sep-16	30-Nov-16	35	30	5
Chembur	Assistant Beautician	2	24-Oct-16	23-Dec-16	32	30	2
Kurla	Electrician Helper	1	18-Mar-17	30-Apr-17	40	40	
Grand Total					107	100	7

Distribution by Caste:

Centers	Gen	OBC	SC	ST	Other Minority	Total
Chembur	25	04	09	01	21	60
Kurla	26	01	09		04	40
Grand Total	51	5	18	01	25	100

Caste Mix



Total SC population turnout was 18%. 1% of the students were from ST category rest of the students were from other category

Male Female Distribution:

Centres	Female	Male	Total
Chembur	60		60
Kurla		40	40
Grand Total	60	40	100

Gender Split

Male
Female



40%
60%

One of the largest female participation 60% was seen on this location on the other hand the male participation was 40%

Placement Snapshot | MUMBAI

Centre	Trade	Trained	Offered Jobs	Wage Employed	Self Employed	Total Employed	Placement %
Chembur	Assistant Beautician	60	9	8	18	26	43%
Kurla	Electrician Helper	40	30	8	12	20	50%
Mumbai Grand Total		100	39	16	30	46	46%



JAIPUR

Training Overview

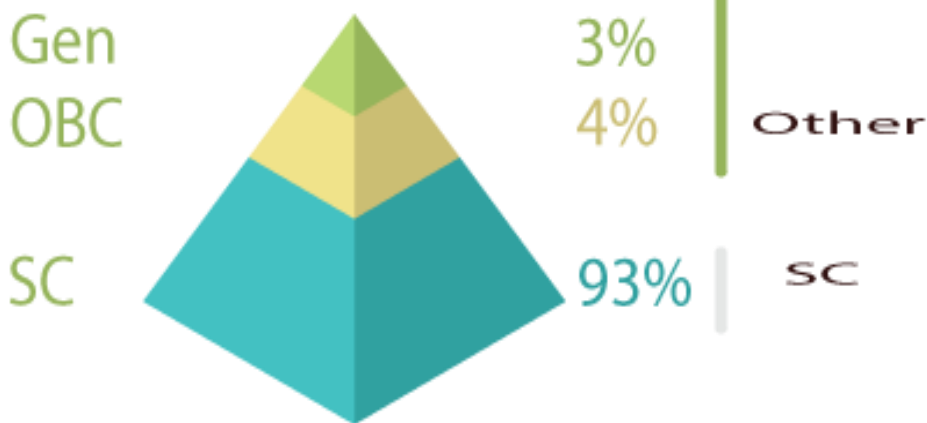
Training Snapshot | JAIPUR

Centre	Trade	Batch No.	Start Date	End Date	Enrolled	Trained	Drop Out
Katipura	Data Entry Operator	1	26-Sep-16	30-Nov-16	30	30	0
Katipura	Sewing Machine Operator	1	30-Sep-16	30-Nov-16	30	30	0
Katipura	Retail Trainee Associate	1	07-Nov-16	06-Jan-17	35	35	0
Grand Total					95	95	0

Distribution by Caste:

Centers	Gen	OBC	SC	Total
Katipura	3	4	88	95
Grand Total	3	4	88	95

Caste Mix

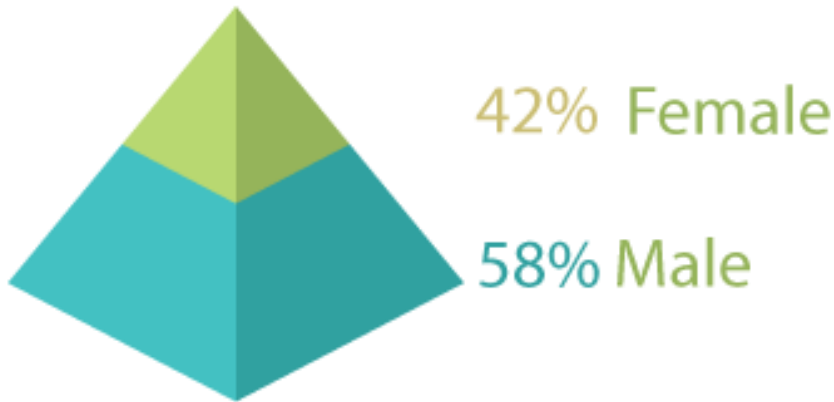


Majorly the SC students took participation in this training which suggest that this particular region needs more attention and more trainings

Male Female Distribution:

Centers	Female	Male	Total
Katipura	40	55	95
Grand Total	40	55	95

Gender Split



Nearly equal participation from both the genders as its a Tier 2 city

Placement Snapshot | JAIPUR

Centre	Trade	Trained	Offered Jobs	Wage Employed	Self Employed	Total Employed	Placement %
Katipura	Data Entry Operator	30	30	26	2	28	93%
Katipura	Sewing Machine Operator	30	30	10	17	27	90%
Katipura	Retail Trainee Associate	35	35	26	5	31	89%
Center Total		95	95	62	24	86	91%



AJMER

Training Overview

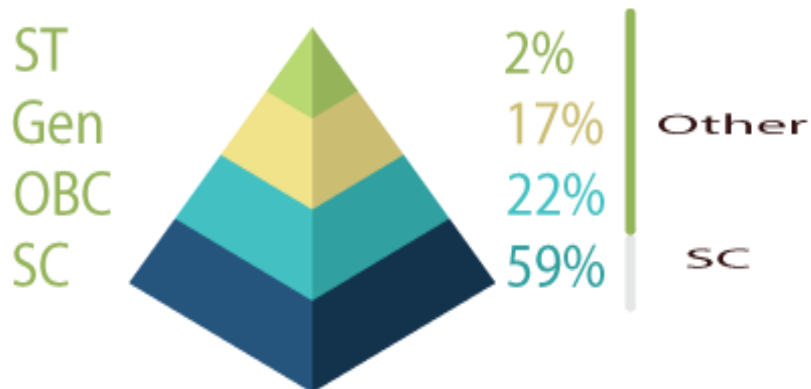
Training Snapshot | AJMER

Centre	Trade	Batch No.	Start Date	End Date	Enrolled	Trained	Drop Out
Ajmer	Sewing Machine Operator	1	14-Nov-16	18-Jan-17	35	35	0
Ajmer	Sewing Machine Operator	2	22-Nov-16	21-Jan-17	35	35	0
Ajmer	Sewing Machine Operator	3	31-Mar-17	30-Apr-17	60	50	10
Ajmer	Helper Electrician	1	31-Mar-17	30-Apr-17	25	25	0
Ajmer	Data Entry Operator	1	20-Feb-17	04-Apr-17	35	35	0
Grand Total					190	180	10

Distribution by Caste:

Centers	Gen	OBC	SC	ST	Total
Ajmer	30	40	106	4	180
Grand Total	30	40	106	4	180

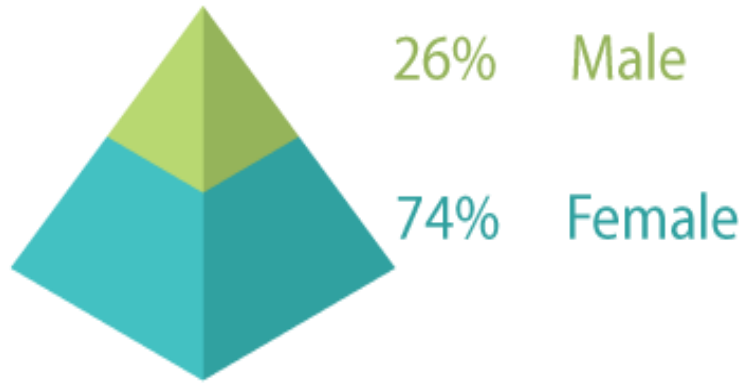
Caste Mix



Male Female Distribution:

Centers	Female	Male	Total
Ajmer	134	46	180
Grand Total	134	46	180

Gender Split



Highest number of the female participation was seen in this region is 74%

Placement Snapshot | AJMER

Centre	Trade	Trained	Offered Jobs	Wage Employed	Self Employed	Total Employed	Placement %
Ajmer	Sewing Machine Operator	35	4	4	29	33	94%
Ajmer	Sewing Machine Operator	35	6	6	28	34	97%
Ajmer	Sewing Machine Operator	50	16	16	21	37	74%
Ajmer	Helper Electrician	25	10	7	11	18	72%
Ajmer	Data Entry Operator	35	0	0	5	5	14%
Ajmer Grand Total		180	36	33	94	127	71%

AHMEDABAD

Training Overview

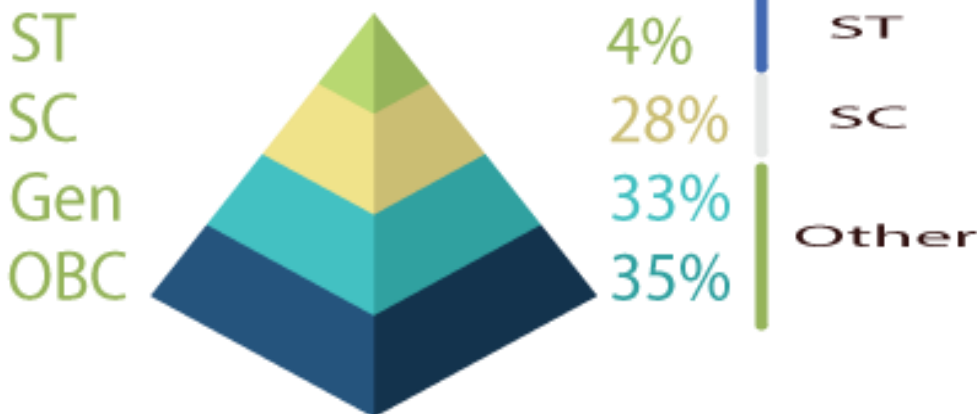
Training Snapshot | AHMEDABAD

Centre	Trade	Batch No.	Start Date	End Date	Enrolled	Trained	Drop Out
Sanand	Helper Electrician	1	26-Sep-16	30-Nov-16	35	35	0
Sanand	Sewing Machine Operator	1	26-Sep-16	30-Nov-16	35	35	0
Sanand	Assistant Beautician	1	26-Sep-16	30-Nov-16	35	35	0
Sanand	Data Entry Operator	1	01-Feb-17	11-Mar-17	35	35	0
Sanand	Fitter -Mechanical Assembly	1	27-Mar-17	30-Apr-17	35	35	0
Grand Total					175	175	0

Distribution by Caste:

Centers	Gen	OBC	SC	ST	Total
Sanand	57	62	49	7	175
Grand Total	57	62	49	7	175

Caste Mix

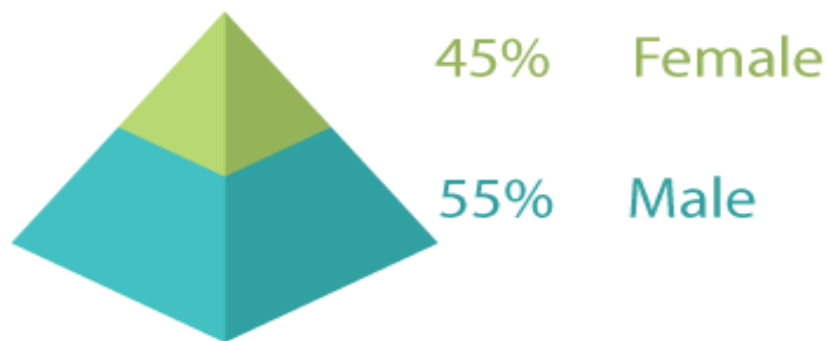


Other category students were in large numbers

Male Female Distribution:

Centers	Female	Male	Total
Sanand	78	97	175
Grand Total	78	97	175

Gender Split



Placement Snapshot | AHMEDABAD

Centre	Trade	Trained	Offered Jobs	Wage Employed	Self Employed	Total Employed	Placement %
Sanand	Helper Electrician	35	22	22	12	34	97%
Sanand	Sewing Machine Operator	35	22	22	13	35	100%
Sanand	Assistant Beautician	35	22	22	12	34	97%
Sanand	Data Entry Operator	35	30	25	2	27	77%
Sanand	Fitter - Mechanical Assembly	35	30	26	2	28	80%
Center Total		175	126	117	41	158	90%

VADODARA

Training Overview

Training Snapshot | VADODARA

Centre	Trade	Batch No.	Start Date	End Date	Enrolled	Trained	Drop Out
Kawant	Sewing Machine Operator	1	07-Oct-16	06-Dec-16	35	35	0
Kawant	Sewing Machine Operator	2	24-Oct-16	23-Dec-16	35	35	0
Gotri	Field Technician-Air Condition	1	22-Mar-17	30-Apr-17	35	35	0
Gotri	Associate Desktop Publishing	1	06-Feb-17	31-Mar-17	35	35	0
Gotri	Associate Desktop Publishing	2	06-Feb-17	30-Apr-17	35	35	0
Grand Total					175	175	0

Distribution by Caste:

Centers	Gen	OBC	SC	ST	Other Minority	Total
Kawant			9	61		70
Gotri	50	20	22	7	6	105
Grand Total	50	20	31	68	6	175

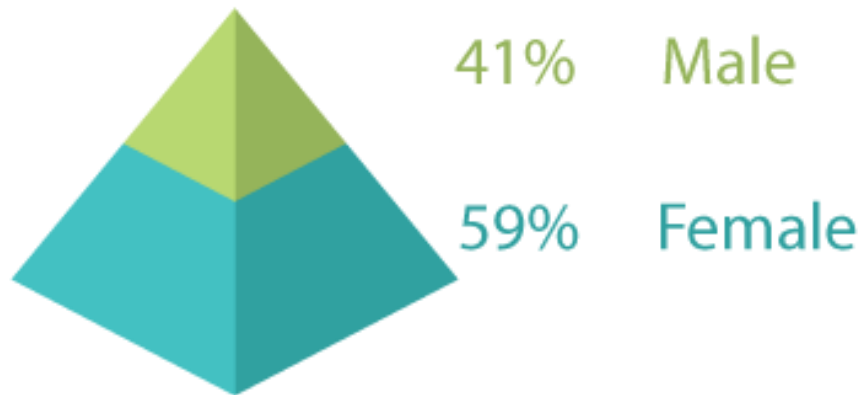
Caste Mix



Male Female Distribution:

Centres	Female	Male	Total
Kawant	67	3	70
Gotri	36	69	105
Grand Total	103	72	175

Gender Split



Placement Snapshot | VADODARA

Centre	Trade	Trained	Offered Jobs	Wage Employed	Self Employed	Total Employed	Placement %
Kawant	Sewing Machine Operator	35	14	14	13	27	77%
Kawant	Sewing Machine Operator	35	18	18	10	28	80%
Gotri	Field Technician-Air Condition	35	10	10	0	10	29%
Gotri	Associate Desktop Publishing	35	0	0	0	0	0%
Gotri	Associate Desktop Publishing	35	0	0	0	0	0%
Vadodara Grand Total		175	42	42	23	65	37%



AMBALA

Training Overview

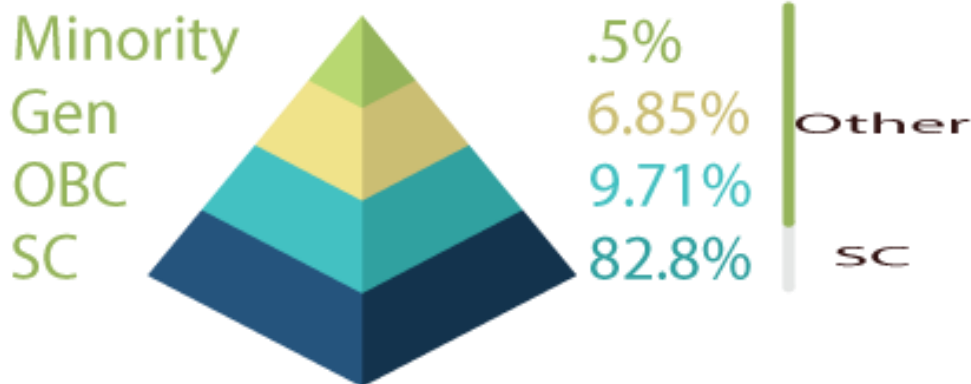
Training Snapshot | AMBALA

Centre	Trade	Batch No.	Start Date	End Date	Enrolled	Trained	Drop Out
Ambala (Lal ami Chand)	Electrician Helper	1	20-Feb-17	10-Apr-17	35	35	0
Ambala (Lal ami Chand)	Fitter -Mechanical Assembly	1	06- Mar-17	25-Apr-17	35	35	0
Yamuna Nagar (Govt ITI)	Electrician Helper	1	21-Feb-17	06-Apr-17	35	35	0
Yamuna Nagar (Govt ITI)	Fitter -Mechanical Assembly	1	22-Feb-17	10-Apr-17	35	35	0
Yamuna Nagar (Govt ITI)	Assistant Manual Metal Arc Welder	1	03-Mar-17	10-Apr-17	35	35	0
Grand Total					175	175	0

Distribution by Caste:

Centers	Gen	OBC	SC	ST	Other Minority	Total
Ambala (Lal ami Chand)	8	6	56	0	0	70
Yamuna Nagar (Govt ITI)	4	11	89	0	1	105
Grand Total	12	17	145	0	1	175

Caste Mix



Maximum turnout was from SC category students

Male Female Distribution:

Centers	Female	Male	Total
Ambala (Lal ami Chand)	0	70	70
Yamuna Nagar (Govt ITI)	0	105	105
Grand Total	0	175	175

Gender Split



100% Male

Only male students were seen taking training

Placement Snapshot | AMBALA

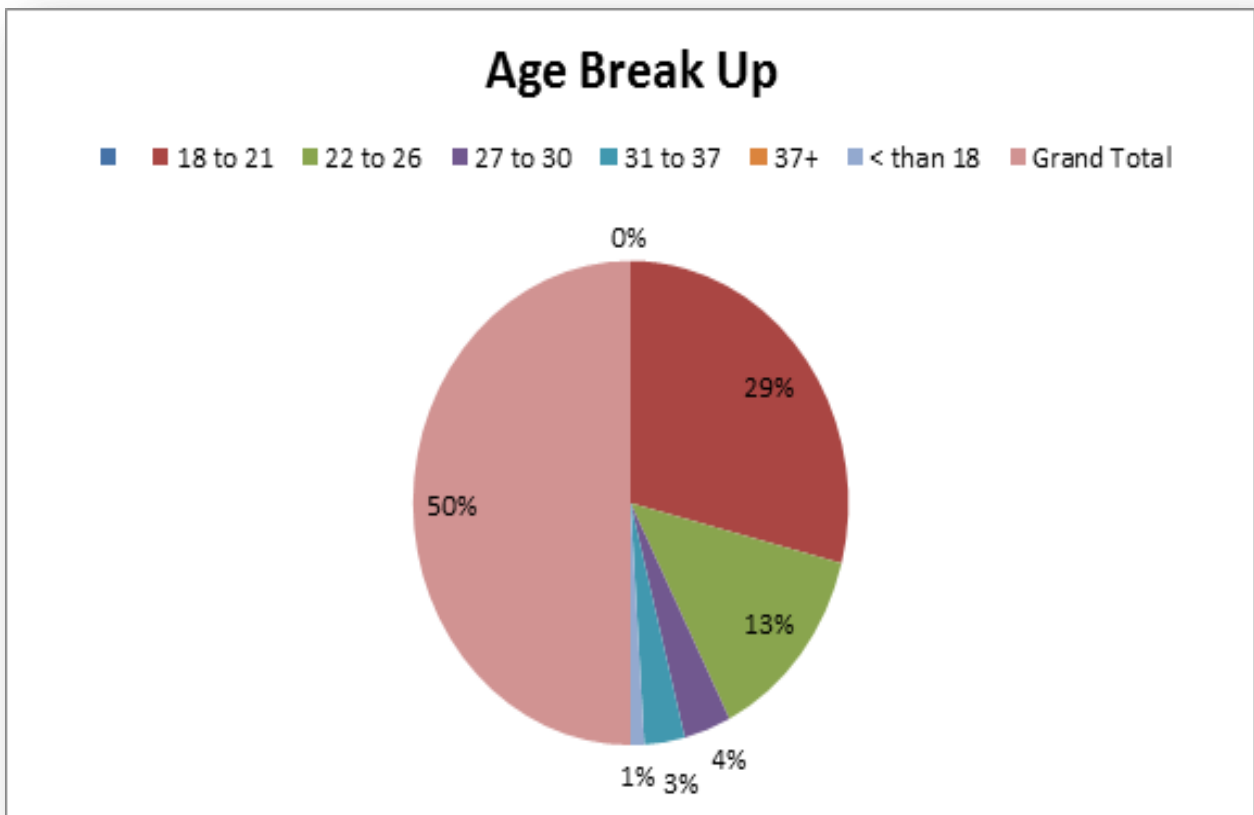
Centre	Trade	Trained	Offered Jobs	Wage Employed	Self Employed	Total Employed	Placement %
Ambala (Lal ami Chand)	Electrician Helper	35	35	7	7	14	40%
Ambala (Lal ami Chand)	Fitter - Mechanical Assembly	35	30	5	6	11	31%
Yamuna Nagar (Govt ITI)	Electrician Helper	35	35	21	6	27	77%
Yamuna Nagar (Govt ITI)	Fitter - Mechanical Assembly	35	35	16	6	22	63%
Yamuna Nagar (Govt ITI)	Assistant Manual Metal Arc Welder	35	35	22	3	25	71%
Ambala Grand Total		175	170	71	28	99	57%

LEARNER BREAK UP

- Age
- Qualification
- Salary Break Up

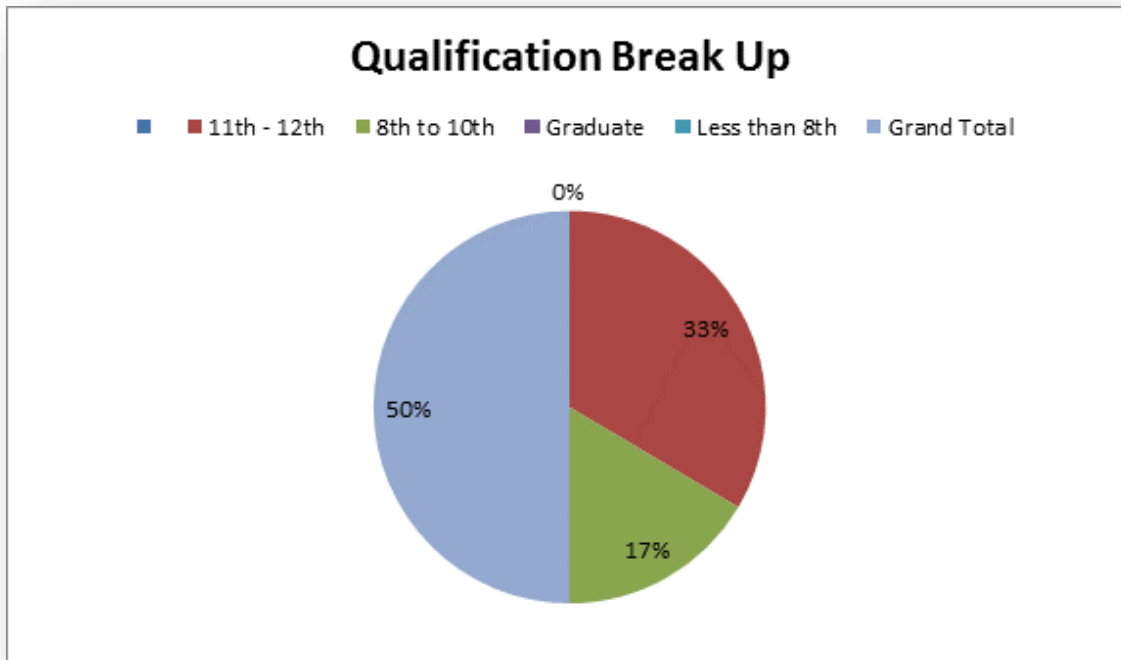
Age Break Up

AGE Range	Allahabad East	Allahabad West	Mumbai	Jaipur	Ahmedabad	Vadodara	Ajmer	Meerut	Hathras	Ambala
18 to 21	58	102	62	52	86	112	92	125	74	105
22 to 26	27	53	16	27	28	34	37	37	18	59
27 to 30	07	15	05	07	18	12	35	03	07	07
31 to 37	06	05	01	02	13	05	06			
37+						01				
< than 18	02		16	07	30	11	10	10	01	04
Grand Total	100	175	100	95	175	175	180	175	100	175



Qualification Break Up

Education Range	Allahabad East	Allahabad West	Mumbai	Jaipur	Ahmedabad	Vadodara	Ajmer	Meerut	Hathras	Ambala
Less than 8 th			01		20	02	36			
8th to 10th	33	72	66	27	98	94	137	172	29	94
11th - 12th	67	103	33	68	57	79	04	03	71	81
Graduate							03			
Grand Total	100	175	100	95	175	175	180	175	100	175

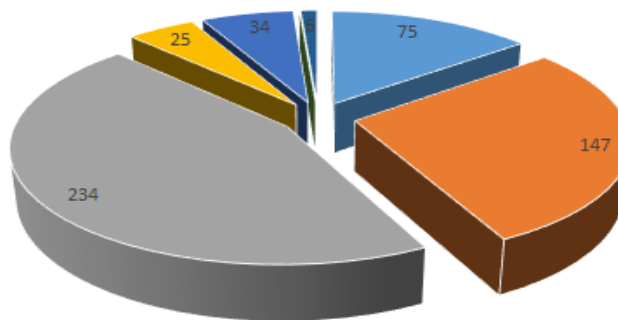


Salary Break Up

States	Placed with salary 5k - 6k	Placed with salary 6k- 7k	Placed with salary 7k-8K	Placed with salary 8K-9K	Placed with salary 9K-10	Placed with salary 10K-11K	Placed with salary < 11K	Total
Allahabad East	0	15	34	0	26	0	0	75
Allahabad West	0	39	108	0	0	0	0	147
Meerut	24	30	48	0	0	0	0	102
Hathras	0	50	22	0	0	0	0	72
Mumbai	1	0	6	0	0	0	1	8
Jaipur	13	13	8	16	3	0	2	55
Ajmer*	0	0	0	0	0	0	0	0
Ahmedabad	7	0	8	3	5	0	3	26
Vadodara	30	0	0	0	0	0	0	30
Ambala	0	0	0	6	0	0	0	6
Total	75	147	234	25	34	0	6	521

* All the candidates are self employed

Salary Break Up



- Placed with salary 5k - 6k
- Placed with salary 6k- 7k
- Placed with salary 7k-8K
- Placed with salary 8K-9K
- Placed with salary 9K-10
- Placed with salary < 11K

Ambala Training Center



Fitter training session

Electrician training session



Jaipur Training Center



DEO training session

Classroom session on Retail training



Vadodara Training Center

DTP training session



RAC training session



SMO training session



Ahmedabad Training Center

Fitter training session



Electrician training



DEO training session



Mumbai Training Center



Electrician training session



Classroom session on Beautician training

Allahabad East Training Center



Electrician training session

Classroom session on
Retail training



Allahabad West Training Center



Electrician training session



Classroom session on Retail training

Meerut Training Center

Fitter training session



Electrician training session



Exam Session in progress



Hathras Training Center



Electrician training session

Fitter Training Session



Pictures from the Ground



Arc Welder Lab Training



Electrician Lab Training



DFCCIL team visit with CPMs

DFCCIL team visit with CPMs



More pictures from the Ground.....



Electrician classroom session



Classroom session



Pre Placement Session

SMO Training session in progress



Challenges in Commencing:-

- Punjab and UP elections slowed the pace of mobilization resulting in the delay in the commencement of new batches
- Introduction of hard trades leading to delay by a month in starting new centers – for example, technical trades intensive in lab equipment and tools Welder, Fitter, etc
- Mumbai - Two batches of Beauty and wellness were trained at the centre and retail batch was mobilized and was to commence training in December itself. However, post discussion with CPM office, a hard trade (Electrician) was added and centre had to be relocated to a new location and this resulted in the delay in the commencement of the batch by about 2 weeks
- Aligarh Dy CPM office denied receiving any intimation on the project. This resulted in delay in the finalization of the centre and commencement of training by 30 days. Also, the understanding at the office was that only PAP are to be trained. Eventually the scope got delivered out of Hathras
- Ambala got delayed due to centre finalization where CPM office preferred to get the training conducted at govt. centre
- In Ahmedabad, CPM did not accept the attendance details when a visit was made to their office due to which there has been issue in approval of the batches

Challenges in Training:-

- Technical trades covered 200 hrs are insufficient to skill learners adequately on job roles
- SSC assessments could not be scheduled as basis National Occupational Standards and Sector Skill Council(SSC) norms, course curriculum for hard trades vary between 280 to 400 hours whereas training imparted was only for 200 hours
- Learners keen to take up jobs with minimal Instructor Led Training interventions
- Drop outs/ absenteeism witnessed in greater numbers during Navratri celebrations in regions like Gujarat and for Makar Sankranti in Rajasthan
- In some cases where SSC assessments could possibly be scheduled(e.g. Beauty and Wellness in Mumbai), the training room and lab specifications were much higher than standards available in catchment area for mobilizing BPL learners
- Readiness of learners to take up organized sector jobs is far less than entrepreneurial / self -employment jobs (prevalent in Rajasthan, Gujarat and Ambala)

Challenges in Placement:-

- Learners getting offers but not taking up jobs due to mismatch in the aspiration
- Learners wanting placement opportunities closer to home (unwilling to relocate)
- Learners opting to attend family events/ travelling to villages over joining jobs within stipulated timelines defined by employers
- Small/ Medium Scale Employers unwilling to issue offer letters/ appointment letters and/ or bank account details on their letter heads as evidence of employment
- Learners unwilling to sign self-declaration forms in cases where they haven't taken up jobs



Company Wise Placement

Location Wise Placement | Allahabad East

	Name of the Employer/Organization	NOS. PLACED	Location
1	Mother SON INDIA PVT LTD	27	Bhiwadi
2	Café Coffee Day	15	Allahabad
3	Yazaki INDIA PVT LTD	34	Ahmedabad, Delhi
	TOTAL	76	

Location Wise Placement | Allahabad West

S.No:	Name of the Employer/Organization	NOS. PLACED	Location
1	Alaxa Infotech	02	Lucknow
2	Café Coffee Day	37	Kanpur
3	DFCCIL (Contractor)	02	Fathepur
4	Lakshmi Cotton pvt ltd	01	Lucknow
5	Yazaki INDIA PVT LTD	106	Ahmedabad, Delhi
	TOTAL	147	

Location Wise Placement | Meerut

S.No:	Name of the Employer/Organization	NOS. PLACED	Location
1	5 Core Sound of India	12	Delhi
2	A.K. Telecom	21	Meerut
3	Al-Huda online services	04	Meerut
4	Career Classes	04	Meerut
5	Chetrali Export Pvt Ltd	19	Delhi
6	Community Information Development Center	04	Meerut
7	CSCL	05	Meerut
8	Deshraj Computer Center	11	Meerut
9	Disha Sewa Sansthan	08	Meerut
10	Gold Star Relators	17	Lucknow
11	Jimmy Telecom	06	Meerut
12	JBj Perfume	01	Himachal Pradesh
13	Malik Technology	07	Meerut
14	Manglik Pvt Ltd	01	Meerut
15	MindaFukran	01	Bhiwadi
16	Perfect computer & solar system	01	Meerut

17	Pro Levels Pvt Ltd	06	Noida
18	Profile Packaging Pvt Ltd	11	New Delhi
19	Samsung Service center	01	New Delhi
20	Shivoham Digital Information & Technology Services Pvt Ltd	04	Meerut
21	ST Electronics	05	Meerut
22	Viklap Foundation	10	Meerut
TOTAL		159	

Location Wise Placement | Hathras

S.No:	Name of the Employer/Organization	NOS. PLACED	Location
1	Chaudhary electric works	11	Hathras
2	JP Degree College, Kota	06	Kota, Hathras
3	Kapil Milk Project	09	Sadabad
4	Ram Shankar Saswat College	10	Kota, Hathras
5	Shiva Dairy Farm	17	Sadabad
6	SS Inter College	12	Darshana
7	Vidya Devi Inter College	08	Kota, Hatras
8	Yasoda Devi Inter College	04	Mursan, Hathras
9	Self Employed	05	Hathras
TOTAL		77	

Location Wise Placement | Mumbai

S.No:	Name of the Employer/Organization	NOS. PLACED	Location
1	Clothes House	01	Chembur
2	Joyesh Beautician	05	Chembur
3	Richfeel	02	Chembur
4	Self Employed	30	Chembur
5	Ameri Electricians	01	Chembur
7	Premier	01	Chembur
8	Shrikrishna Agency	02	Chembur

9	Om Sai DJ Sound Services	01	Chembur
10	13 Degree energies events	01	Chembur
11	Rqgmet Engineerings Pvt Ltd	01	Chembur
12	GopiNath Engineering	01	Chembur
TOTAL		46	

Location Wise Placement | Jaipur

S.No:	Name of the Employer/Organization	NOS. PLACED	Location
1	Bhawani Enterprise	01	Khatipura, Jaipur
2	Big Bazaar	03	Vaishali Nagar, Jaipur
3	Bosch Pvt Ltd	01	Jaipur
4	Buniyad Distributor (Reliance Gas)	01	Jaipur
5	Buniyad Foundation	03	Kalwar Road, Jaipur
6	Burger King India Pvt Ltd	03	Vaishali, Jaipur
7	Country Mission Technologies	01	Vijay path Marg, Jaipur
8	Data Infosys	01	Jaipur
9	Domino's	01	Jaipur
10	Fashions Pvt Ltd	01	Bajrangcolony, Jaipur
11	Future Tech Solution	01	Jaipur
12	Help Foundation	03	Kalwar Road, Jaipur
13	Hindustan Coca Cola Beverages Pvt Ltd	01	Kalwar Road, Jaipur
14	Idea showroom	07	Kachari Road, Jaipur
15	JK Loan Hospital	01	Jaipur
16	K.K. Dance Academy	01	Vaishali, Jaipur
17	KAY CEE Enterprise (Amazon)	01	Jaipur
18	Life Style	01	Jaipur
19	Lupin Pvt LTd (SubhanPvt Ltd)	01	Khatipura, Jaipur
20	MM Shoes Ltd	01	Jaipur
21	Neel kant Associates	03	Jhowtawar, Jaipur
22	Om Sai Associates	06	Jaipur
23	Rajasthan Electrical	02	Khatipura, Jaipur
24	Royal Export	01	Khatipura, Jaipur
25	S.S.INFOTECH (AIRTEL)	02	Pratap Palaza, Jaipur
26	Sangeeta Sadan Archary Technology	01	Jaipur
27	Saraswati computer center	04	Khatipura, Jaipur

28	Sharda Export	03	Jhotwara, Jaipur
29	Sheetkamal International Company	03	Jhotwara, Jaipur
30	SS Fitness Ltd	01	Joshi Marg, Jaipur
31	Teleperformance (LAVA)	01	Jaipur
32	Vinus Boutique	01	Jaipur
33	Self Employed	24	Jaipur
TOTAL		86	

Location Wise Placement | Ajmer

	Name of the Employer/Organization	NOS. PLACED	Location
1	H.N. Marketing	09	Ajmer
2	Laj Fashion Butique	06	Ajmer
3	Onik Enterprises	11	Ajmer
4	Self Employed	94	Ajmer
5	Bramha Construction	07	Puskar
TOTAL		127	

Location Wise Placement | Ahmedabad

S.No:	Name of the Employer/Organization	NOS. PLACED	Location
1	Aavkar Electronics	08	Bavaliya, Zapo, Sanand
2	ASITI	01	Sanand
3	Boss Rexroth	01	Sanand
4	Changodar	02	Sanand
5	Colgate Company Distributor	01	JDMIC, Sanand
6	Darmya	08	Sakama Market, Sanand
7	Dayna	03	Sabba, Sanand
8	DTDC Courier	01	Moraiya, Ahmedabad
9	Fashion Point	10	Amin Vas, Sanand
10	H.K. Electronics	07	Sanand
11	Inbisco India Pvt Ltd	03	GIDC, Sanand
12	Kheriya Electronics	01	Sanand
13	KBL	01	Sanand
14	Laxmi General Store	01	VAS chaurah, Sanand
15	Local Medical Store	01	Sanand
16	Nirma Electronic	04	GIDC, Sanand
17	Modern	17	Chekhla Road, Sanad

18	Online Car Parking office	01	Ahmedabad
19	Patel Electronic	06	Sanad
20	Perlix Phrmacetucal	02	Pokhran, Sanand
21	Rahi Garment	07	Gohel Sarai, Sanand
22	Rupam Cinema	02	Sanand
23	S.R.V.School	02	Sanand
24	School van driver	01	Sanand
25	Local retail shop	01	Amino, Sanand
26	Super Market	02	Mochi Bazar, Sanand
27	Swati Garment	08	Gohil Sarai, Sanand
28	Tanishq beauty parlor	09	Arth Complex, Sanand
29	Tata Nano factory	03	JDMIC, Sanand
30	Tata Nano factory	02	JDMIC, Sanand
31	Umiya Kirana Store	01	Market Chowk, Sanand
32	Self Employed	41	Sanad
TOTAL		158	

Location Wise Placement | Vadodara

S.No:	Name of the Employer/Organization	NOS. PLACED	Location
1	Bajrang Tailor	06	Kawat
2	PoojaTailor	02	Kawat
3	Prateek Tailor	15	Kawat
4	Tarun Ladies Tailor	01	Kawat
5	Vishwas Ladies &Jents Tailor	09	Kawat
6	Self Employed	23	Kawat
7	Blue star (Franchisee)	01	Alkapuri, Vadodara
8	Skyair Engineering	01	Jetalpur, Vadodara
9	Shugham AC repairing	01	Pratap Nagar, Vadodara
10	Sadrnegar AC Services	01	Alkapuri, Vadodara
11	Phenotix BPO	01	Canera circle, Vadodara
12	GSTL	01	Vadodara Industrial area
13	Schinder Electricials	01	Jarod, Vadodara
14	Patel AC service	01	Vadodara

15	Vadodara Municipal Corporation (Driver)	01	Vadodara
TOTAL		65	

Location Wise Placement | Ambala

S.No:	Name of the Employer/Organization	NOS. PLACED	Location
1	Aloyd Engineerings	26	Kalamb
2	Hading Line	02	Ambala
3	Mothersan, Noida	29	Noida
4	Relinace Tower	01	Ambala
5	Usha Photo Studio	01	Ambala
6	Self Employed	28	Ambala
7	Attal Automobile	01	Yamunanagar
8	Lark Engineer company Pvt Ltd	06	Sonali, Yamunanagar
9	AK Motors	02	Yamunanagar
10	Sonu Electricals	02	Yamunanagar
11	Golabus	01	Yamunanagar
TOTAL		99	

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
- Pre-Enrolment **CAREER COUNSELLING** with support from DFCCIL
- More effective **PRE-SCREENING** prior to enrolment to assess learners' interest for placements. Use of tools like Interest inventory to gauge learner interest. This comes in handy while counselling as well
- 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** prior to batch start
- Industry seminars and sessions by guest speakers as well as representatives from DFCCIL has positively affected the training
- More focus should be given on campus placements during the last two weeks of training
- Placement tie-ups with employers to be done before the project launch with the support from DFCCIL
- **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 (or scalable numbers at each location) will lead to better training and placement outcomes



CASE STUDIES

Anita Yadav | 23 | Woman Entrepreneur | Ajmer

23 year old Anita Yadav lives in Shiv Colony, Pharganj, Ajmer with her husband and two kids. Her kids Lakshya and Tanisk study in LKG and Nursery respectively. Her husband Mr. Rajesh Yadav runs a business of making school, traveler and laptop bags. Her husband was facing difficulties to get skilled labor for his business to expand. Even he was willing to pay Rs. 7000 to a skilled labor. One day her husband learned about the DFCCIL – Saksham training program through one of the mobilizers in his area. She was informed about the benefits and the possible outcomes of the training program and then she decided to visit the center to get more clarity from our center in-charge present at the locality. After counselling session with trainers and team, Anita decided to enroll for the Sewing Machine Operator training program. She attended the classes regularly with whole conviction and dedication. She showed major improvements in overall development which is an integral part of the training. Her husband was very supportive during entire training period. After successful training, Anita thought to support her husband in the expansion of business. Rajesh is also happy to get a skilled partner in home as well as in business.

Today Anita encourages other women and cherishes her decision that she enrolled for DFCCIL training. She has now become one of the examples of self-independent woman entrepreneurs.

“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.”



Sunil Kumar Sharma | Fatehpur | Uttar Pradesh

He is from a small village in Bindki, Fatehpur. Sunil has 4 younger sisters. He has been supporting his family since long time. With his father as the only earning member of the family, who worked as a farmer he also support him, the earnings were very meagre to support his studies. Sunil found about the Skills Adacemy training programme to his friends. He enquired and found out that DFCCI centre in Binddki was conducting 3 months training programs leading to employment opportunities. He decided to get enrolled, thinking this could potentially lead to a job. With approval from his parents, Sunil enrolled for Electrician Helper. One of his main challenges was the distance between her village and the centre but It was less in front of the responsibility of your family. For the next 3 months he cycled every day for 6 days a week and completed the programme.



Thank you DFCCIL

He found the training very interesting and according to Sunil the center team was extremely warm and made her feel like a family. "I have fond memories of my time spent at the DFCCIL, Biddki Center. Everybody was so nice specially my trainers who made me very comfortable right from the very first day of my training. "After completing the 3 month training programme, Sunil was offered a job in PANEM STEELS PVT LTD, Fatehpur. The manager Mr. Bajpai of this company is very happy with his work and wants such people to work in his company, Continue through this project. After 6 months now, Sunil is happily working with Panem Steels PvtLtd, Fatehpur. Today's his earning Rs 9,000 per month and he helping his family.

Sunny | Yamunanagar | Ambala

Sunny belongs to a small village Jarkinjna in Yamunanagar Ambala. The centre was 50 Km away from his home but he used to up down daily on cycle to complete the training at our nearest centers. His father is a labourer earning Rs 5000 Monthly. He always wanted to support his family as he has two elder sisters and one your brother. He aims that his younger brother gets a quality education. His vision is very clear, so he joined the course after hearing it from his friend. After enquiring about the trades being offered at the centre, he enrolled in Welder course. Supported by his seniors and always being one of the dedicated students. His hard work paid in the end after the successful completion of the course he was placed in Lark Engineering Company (India) Pvt. Ltd. on a monthly salary of Rs 6500/- as a Helper. He is very sure of being promoted in a year's span as he believes in himself. He now travels daily by train for his job.



I am happy that I listened to my friend.
Thank you DFCCIL

Sunny's new workstation



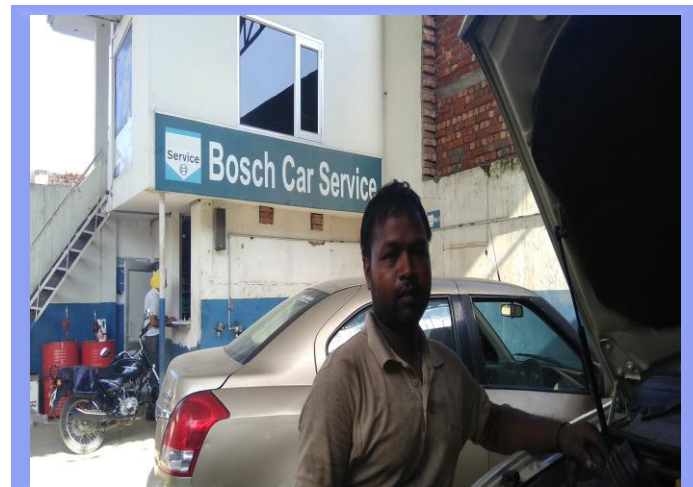
Jai Singh | Yamunanagar | Ambala

Jai Singh is married has two children and was working on and off in the local vicinity without any proper guidance and focus. He saw the advertisement related to the free enrollment and training for the proper course. He got the details from the centre manager present in Yamunanagar. He immediately got interested as he wanted to support his family and looking for their future. He has two kids and mother and father in the family. After the successful completion of the training under the trade of welder he has joined an company Attri Automobile as a Motor Mechanic with a knowledge of trade under his belt he want to gain experience and would want to open his own automobile shop in the near future. His story is exceptional as he used to travel 90 km daily to reach the centers. He is earning a monthly salary of Rs 10000/-.

I am now happy and this is due to DFCCIL



Jai Singh's working area



While working as automobile mechanic

CHANDRAKANT MANHAR BHAI | Vadodara | Helper Electrician

Like most young women his age, 30 year Chandrakant Manhar Bhai wanted to become independent and have a career. He belongs to a BPL family and was fighting with poverty. His Father is a paralysis patient, found it extremely difficult to support his family. Chandrakant is facing very difficulties to meet basic needs.

Chandrakant, a 10th pass out had many dreams and aspirations in his eyes for a bright and successful future for himself and his family but found it difficult to find employment on her own. He heard about DFCCIL training program through a community outreach at his locality and without a second thought he enrolled himself for Helper Electrician course. Dedication and hard work throughout the course of the program resulted in Chandrakant getting a job with Chamunda Electricals as a Electrician in Sanand itself with a monthly salary of Rs. 7000.

From being unemployed 3 months back to earning enough to support not only himself but his family, Chandrakant today is happy and elated that she undertook the training from DFCCI.

Thank you DFCCIL for providing me such an opportunity



Iffat Khan | Meerut | Data Entry Operator

Iffat Khan is of the youngest and the brightest students we had at our center. Coming from the conservative background and fighting all odds where people think that women shouldn't go out and work. She is inspiring other young girls like her in her vicinity of Zakir Colony in Meerut. She joined the DFCCIL center at Meerut under the Data Entry Operator course spanning across a time frame of 3 months. After successful completion she has joined as receptionist at MIT Institute (Meerut Infratech). Now she is earning a monthly salary of Rs 4000/- Her dream is to earn money as she wants to study further and this job will provide her an exposure to broaden her horizon.

"I would like to thank DFCCII, CII and my trainers at my center"

