

“Impact of Skill Training”

a Report

Seba Jagat
Kalahandi, Odisha

Conducted By
Functional Vocational Training and Research Society

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Acknowledgment

This assessment has been one of the innovative interventions that FVTRS has made to understand the impact that is being created by her projects and this is the first of its kind undertaken by FVTRS' team.

We are happy that Seba Jagat has agreed and facilitated this study in their program villages. It has been a great experience to work with Seba Jagat team in conducting this impact assessment of skill training program.

We would like to sincerely acknowledge the people who were involved in the assessment study. Mr. Satyanarayan Pattanayak, the Secretary of Seba Jagat has personally taken interest to make the study a successful one. The association of Ms. Roshnara Pattanayak and other senior staff members who have accompanied and facilitated the process of study has been helpful in making the exercise fruitful. The field staff have also cooperated with the assessment team without which it would not have been a success.

It would not be justifiable if we do not acknowledge and appreciate the contribution and cooperation given to us by the trained youth, the community members, leaders, the training instructors and the employers who have participated and supported the study.

We believe that such exercise will help FVTRS and her partners to shape up their perspectives and refine their concepts which will help to become more effective.

ASSESSMENT TEAM

Mr. P M Philip (Executive Director)

Mr. Jimmy Mathew (Manager)

Ms. Anwasha Tewary (Program Officer)

Introduction

Functional Vocational Training and Research Society (FVTRS) has partnered with several organizations across the country by supporting skill training programs for the school drop-out youth. The organization has trained 1,19,552 youth across the country in more than 200 trades and has supported them for placement and self-employment. In this context, the organization wanted to conduct an impact assessment of the work done by one of its long-standing partners, Seba Jagat working in Kalahandi district of Odisha. The purpose of the assessment study was to find out the impact of skill training program in the lives of rural youth and on their families and communities.

FVTRS

Functional Vocational Training and Research Society (FVTRS) was started in 1993 to promote skill training for the underprivileged youth and completed 23 years of her service to the nation.

FVTRS so far supported 941 projects all over India and trained 1,19,552 youths in more than 200 trades with a placement rate of 70 per cent as employees and successful entrepreneurs. Currently it has 93 projects implemented by partners across the country and has been reaching out to approximately 5000 marginalized young people annually. FVTRS has succeeded in enrolling more than 50 per cent women in the skill training programs.

Forty-two partners of FVTRS have been accredited with NIOS to facilitate academic vertical mobility. They have enrolled 8600 trainees since 2010 for both academic and vocational courses.

Promotional IEC materials like brochures, souvenirs, and documentary films etc. on FVTRS and documentary films on Life Skills as training materials have been produced. FVTRS organized periodic regional/national level Consultations, Meetings, Conferences, Youth and Entrepreneurs' Conventions, Regional Market Fairs and Job Fairs and sensitized various stakeholders on skill training.

FVTRS has trained master trainers for EDP and Life Skills. There are 27 trainers in EDP who are known as "EDP Center" and 32 in life skills known as "Life Skill Club." As a collaborator of ILO, FVTRS has translated ILOs' EDP training materials into Hindi, revised the English version and printed the games-kits which are used as training materials.

At present, FVTRS is engaged in a research which is exploring the skill training possibilities of youth in the tribal areas of Chhotanagpur belt covering the states of Chhattisgarh, Jharkhand and Odisha.

FVTRS has also initiated an action research on SCOPE (Skilling Community Owned Promotion and Enhancement) which is focusing on a community-based approach in skill development, making it a community-owned , continuous and sustainable process.

FVTRS thus is making a movement in the country through various implementing partners, collaborators and other stakeholders to reach out to the un-reached and vulnerable sections to tap the hidden potential of youth and rejuvenate them into productive human capital.

Seba Jagat

Seba Jagat is a Non-Governmental Organization working in Kalahandi District since 1992. It started its work upholding Gandhian Philosophy and ideology with the co-operation of the local masses of Uraladani Panchayat in M. Rampur Block of Kalahandi District. At present, it is working in 8 Blocks i.e. M. Rampur, Lanjigarh, Karlamunda, Kesinga, Narla, Bhawanipatna, Golamunda and Dharmagarh Block of Kalahandi Districts and Baliguda Block of Kandhamal District in Orissa State.

Kalahandi is a part of the KBK (Kalahandi, Bolangir and Koraput) region of the State of Odisha, that has been considered as one of the most backward regions of the country. It is one of the Southern located backward district in Odisha. The District headquarters is located at Bhawanipatna town which is situated on the eastern border of the district. It occupies 5.09 percent of the State and is the 7th largest district of Odisha.



Economic situation: The economy of the district is mainly dependent on agriculture, which employs about 84 percent of its labour force. This is not because agriculture is well developed in the district, but due to the fact that opportunities for gainful work outside agriculture are extremely limited. There are two prominent trends in the district; impressive economic growth and creation of wealth; and stagnation in key social indicators particularly among disadvantaged populations (geographically, caste and gender). The Government of India and State governments have committed significantly more resources to the social sector in the last two years, particularly to the eight flagship programmes including Mahatma Gandhi National Rural Employment Guarantee (MGNREG Act), the self-help group missions, the Integrated Child Development Services and right to information. The challenge, however, remains to convert these commitments into tangible actions and benefits for women, especially those belonging to socially disadvantaged and marginalized communities.

Unorganized Youth: Youth form a formidable size of population in the area. Yet, they are highly unorganized and lead an indifferent life. With limited education and zero skills they are unable to remain in the race. Rural employment pattern has not helped the unorganized youth much and they prefer to migrate rather than stay back for a marginal income which is mostly non-existent in the village.

The unemployment rate among the youth is around 70% in the operational area which is very high against the national average of unemployment. The scope of work in the village is very less and no alternative source of livelihood available other than the agriculture. They are ignorant about the government services and schemes as well as the extension services of government. They are less educated and lack vocational skills. Mostly agricultural laborers migrate to other places for work but the income is not sufficient to maintain their lives

In addition to the above, the vulnerability of the youth in this age are very high due to lack of information on employment opportunities and government schemes, distress migration, addiction to tobacco and alcoholism, unsafe sex and abortions etc.

Migration: Acute economic destitution of the people has fueled deprivation, marginalization and disempowerment in the district. With dried up livelihood options in the villages and surmounting debts, migration for unskilled labour becomes the only solution for the poor. Youth and even children from every family are forced to work hard to survive and maintain their lives. MGNREG has failed to provide the promised livelihood and there is even limited scope for skill based trainings. Around 15% of the total population in the area are either landless agricultural laborers or own small lands which is not sufficient to sustain the family throughout the year. Hence they see migration as the second best alternative.

Migration in this district are three types

Youths migrate without family to Andhra, Hyderabad, Bangalore, Gujarat, Raipur etc. for construction, labour work, shaw mill, rickshaw pulling etc. for 6- 10 months; Families migrate to Andhra Pradesh for brick kiln industries for 6-7 months; and families migrate for harvesting to Bargarh and Sambalpur area for one to two months.

Since most young couples migrate with their children from 6-10 months the children remain out of school during that time and find it difficult to re-enroll after their return. This is context where Seba Jagat is working.

The main activities of the organization are

- Empowering community to make use of the Government programs like MGNREGA(for the first-time unemployment allowance was given in Kalahandi district), RTE, RTI, FRA, Right to Food etc.
- Secure sustainable Livelihood through utilization of locally available human potential especially through natural resource and development of sustainable agriculture practice
- Education and Child Rights with Child Centric programmes
- Formation and strengthening of People's Organization/ CBOs
- Women Empowerment through SHG
- Employable Skill training for youth and women (both placement and Self-employment)
- Fostering women and community participation to reduce environmental degradation and depletion of natural resources, diversity, and secure sustainable livelihoods through Community Property Rights and Customary Rights
- Providing better Primary Health services in remote areas.
- Documentation and Publication
- Supporting Community Based Organizations in their work towards mobilization of political will through sharing of knowledge, exposures, dissemination of achievements, better documentation and reporting of results and towards sustenance of eco-friendly development process.

Context

Seba Jagat has been working in the field of skill training of youth in the district of Kalahandi in Odisha for over 20 years. The organization has been supported by FVTRS over a period of 7 years to implement skill training projects for different categories of youth across multifarious trades. Seba Jagat is a partner of FVTRS since 2009 and has successfully implemented four skill training projects across various trades such as driving, carpentry, bee-keeping, masonry, nursery raising and organic farming, plumbing, cell-phone repairing, garment making, beautician etc. to name a few.

They are also at present implementing one project of FVTRS. In addition to this Seba Jagat has also trained more number of youth in more number of trades by partnering with other organizations.

From training of youths to placing them for employment as well as capacitating them for self-employment, the organization has played a major role in skill development by sensitizing other NGOs and government line departments. Considering the long-term association of FVTRS with Seba Jagat and considering the focus given by Seba Jagat for skill development besides its long experience in human development work, FVTRS conducted an impact assessment of Seba Jagat skill training program over the years. FVTRS believes that this will be useful for both FVTRS as well as Seba Jagat and for other civil society organizations as this study will lead to development of a learning material capturing the changes in the lives of the poor through skill development programs.



This study has been carried out from 20-25 September 2016 in association with Seba Jagat. A TOR has been developed before and it has been shared and discussed with Seba Jagat. Thus, it has been finalized.

The following are the objectives of the assessment study

1. To understand the nature of skill training program imparted to the youth
2. To understand the relation and relevance between training and employment/self-employment of the youth along with enhancement and diversification
3. To study the best practices of skill training program in the organization
4. To study the changes in the socio-economic status of the youth
5. To understand the issues and gaps facing skill development program and identify options to address them
6. To understand the strategies taken up by the organization in scaling up skill training programs

During the study, we have interacted with the trained youth, the training instructors, the community members, the community leaders, the employers and the staff along with the Chief Organizational Functionaries. We have been able to reach out to 67 trained youth with whom we had individual interviews with the help of an interview schedule. This is about 10% of the total youth trained by Seba Jagat. The sample of youth and villages has been selected from the database of the organization through random sampling method done by the partner organization.

Sl. No.	Block	Gram Panchayat	Village
01	Lanjigarh	Bengaon	Khamari, Pajibahali, Bengaon, Thaldma Hati, Khamari, Musanal
		Lakhabahali	Darasarali, Thalborra, Kumaraguda, Barguda
02	M. Rampur	M. Rampur	Burat
		Gochadengan	Talpuna, Gochadengan
		Manikera	Manikera, Upper Nuagaon, Biripadi
		Mohangiri	Mohangiri, Dalla Bahal, Putrupatta Kuttara, Uttar Pala
		Muding	Chittal Patta
		Palam	Palam
		Urla Dani	Khaliya Munda, Sakush, Rangapadar, Jurakhaman, Harlanga, Gandiguda

Table 1: Coverage of the assessment study

We have also interviewed 9 training instructors who are available as well as engaged presently in the trainings.

3 FGDs have been conducted which covered 45 community members and leaders hailing from 30 villages from 9 panchayats of 2 blocks.

We were also successful in meeting few employers who gave their perspective on the trainings and their experience with the trained youth who are employed by them.

The data from the partner organization has also been used to prepare the report. After analyzing the inputs given by the above team we also had a debriefing meeting with the organization's leadership team and validated the inferences. This occasion has also been used to get their perspective on skill training and the organizational plans and practices in relation to skill development.

The whole exercise has been carried out by a team of 7 including 3 from FVTRS (Mr. P M Philip, Mr. Jimmy and Ms. Anwasha) and 4 (Ms. Roshnara, Ms. Sili, Mr. Tankadhar and Ms. Chinmayee) from Seba Jagat.

Skill training scenario in Seba Jagat

It has so far trained 786 youth in about 23 different trades. Out of the total youth, 48% were females while remaining 52% were males. The organization has trained 59% youth who belonged to Scheduled Tribes category, 16% Scheduled Castes and rest 25% belonged to Other Backward Classes.

It is reported that 100% of the trained youth have been either employed or self-employed after the completion of training. The percentage of self-employed youth is 66% and that of employed is 34%.



Table 2: Details of Trained Youth and Employment...

Sl.No	Trade	No. of Batch	Trainee per Batch	Year	Total Trainees	Sex		Social Background					Self Employed	
						Men	Women	SC	ST	OBC	Others	Employed		
01	Broom Binding	2	15	2007-08	30	0	30	12	18	0	0	0	0	30
02	Palm Leaf	3	10 & 20	2007-08	40	0	40	8	32	0	0	0	0	40
03	Sail Leaf	2	10	2008-09	20	0	20	3	17	0	0	0	0	20
04	Spices Making	1	20	2008-09	20	0	20	3	15	0	2	10	10	
05	Oil Extraction	1	10	2009-10	10	5	5	0	10	0	0	2	8	
06	Honey Collection	1	20	2009-10	20	10	10	0	20	0	0	10	10	
07	Masonry	6	10 & 15	2008-10	80	57	23	20	39	10	11	0	80	
08	Food Processing	2	10	2009-10	20	0	20	4	16	0	0	0	20	
09	Driving	9	10 & 15	2010-15	121	121	0	19	78	8	16	67	54	
10	2 wheeler repair	3	15	2010-11	45	45	0	5	14	0	26	19	26	
11	Carpentry	4	10&15	2010-12	55	55	0	7	33	0	15	21	34	
12	Soap Making	2	15	2011-12	30	0	30	0	27	0	3	16	14	

Sl.No	Trade	No. of Batch	Trainee per Batch	Year	Total Trainees	Sex		Social Background					Employed	Self Employed
						Men	Women	SC	ST	OBC	Others			
13	Vermi Compost	2	15	2011-12	30	0	30	9	7	0	14	18	12	
14	Cell Phone	3	10 & 15	2011 & 15	40	37	3	1	20	16	3	22	18	
15	Bee Keeping	1	10	2011-12	10	10	0	0	10	0	0	7	3	
16	Mushroom	2	15	2011-12	30	0	30	3	26	0	1	17	13	
17	Radio & TV	1	10	2011-12	10	10	0	2	3	0	5	7	3	
18	Iron Welding	1	10	2011-12	10	10	0	1	2	0	7	8	2	
19	Plumbing	2	10	2012-13	20	20	0	1	6	0	13	9	11	
20	Garment Making	3	15	2013-14	45	0	45	13	18	13	1	19	26	
21	Electrical & HW	2	10	2015-16	20	20	0	1	19	0	0	10	10	
22	Beautician	2	15	2015-16	30	0	30	2	2	25	1	6	24	
23	Bamboo Craft	3	15 & 20	2011 & 15	50	10	40	14	35	0	1	0	50	
	Total	58			786	410	376	128	467	72	119	268	518	

Major findings

This section presents major findings of the assessment study.

Selection of trainees and trades

Seba Jagat has been providing training program for the deserving youths in different trades which they think appropriate in the area. The following table gives a glimpse of the distribution of the trades among the respondents.

Table 03: Selection of trainees and trades

Sl. No.	Trade	No. of People Trained		Total
		Men	Women	
01	Two-wheeler	01	0	01
02	Beautician	0	02	02
03	Bee-keeping	03	0	03
04	Carpentry	07	0	07
05	Driving	17	0	17
06	Electronics	04	0	04
07	Leaf plate making	0	01	01
08	Mushroom cultivation	0	01	01
09	Masonry	07	0	07
10	Tailoring	0	09	09
11	Vermi-Compost	0	02	02
12	Mobile repair	13	0	13
	Total	52	15	67

If we look at the type of trades selected, they are more of service sector focused which are very much useful and marketable in the villages and rural areas of Odisha.

Almost all the trades are short term courses ranging from 1 month to 4 months. These short-term courses are good enough for people to become capable of making a better income in a shorter period. According to the training instructors it would be better to give long term training to supplement the initial training which is a valid suggestion. However, considering the background of the youth it will be good to start with short-term courses and maintain an agenda for further training so that they enhance their capability.

The training was provided by Seba Jagat personnel or their associates who are potential employers as well. The training was conducted in the vicinity of the trainees who made the accessibility easier for them as well as the community can have a close monitoring of the trainees. Wherever it was required the training has been given at the job site itself as on-job-training mode. It is also observed that most of the training have been implemented most cost-effectively by organizing the training in the villages itself, by choosing the trainers from the locality and selected trades with limited infrastructure requirements.

If we look at the type of trades that have been selected, the academic qualification and professional experience may not be of much relevance. But the instructors with whom we had interacted were quite capable of imparting the training in terms of their knowledge, experience and commitment. Most of the trainees were self-motivated therefore the monitoring process was also easy. The monitoring was basically done by Seba Jagat team and community leaders in addition to the role played by the instructors.

It is reported that 58% of the respondents have received supplementary training like EDP, life skills, marketing etc. along with the vocational skill training. But it appears that it has not made significant changes in the attitude of the trainees. Therefore, it could be concluded that the soft skill training are provided on an adhoc basis rather with a structured module and as a planned intervention. It will be also advisable to increase the quality of the delivery of training for life skill, EDP and other soft skills which will contribute to the entrepreneurship of the trainee.

Initially, the trades were selected by Seba Jagat based on their perspective and later while implementing the projects they have also obtained the opinion of people on what is the type of trade which they require. Of recent, there has been due respect given to the opinion of the community in selecting the trades as well as selecting the trainees. The people are also happy about the process that has been followed by Seba Jagat. This was found during interaction with the community while conducting FGDs.

Focus on Vulnerable Groups

During the selection of the trainees, the community has also given preference to the most disadvantaged youth. Seba Jagat ensured community participation in selection of trainees who belonged to the most marginalized section of the community.

Table 04: Socio-demographic Profile of Trained Youth

Sl. No.	Category	No. of youth	Percentage (%)
1.	OBC	23	34
2.	SC	7	10
3.	ST	34	51
4.	No response	3	5
	Total	67	100

As per table 4, 61% of the trainees belong to SC/ST who is considered as vulnerable persons.

Further analysis of the vulnerable groups reveals that 12% of the trainees belonging to the most vulnerable groups. The number of casual labourers of the trained youth who were unemployed before taking the training was 59 and 49 of them have not reached the 10th standard.

With regards to enrolment of women for skill training, Seba Jagat can be proud to say that 48% of the trainees are women. In terms of number this is a good sign comparing against the situation of women in India and their percentage in workforce. Out of the 67 trainees whom we have interviewed, 15 are women. Out of these 15, 10 of them are engaged in part-time employment bringing in limited income to the family. If we make an analysis of the types of trade in which women are trained, they are mostly stereotypes or do not give opportunity for increased mobility. It would good that more focus is given while training of women to encourage them for taking up trades which facilitates more mobility and exposure to external world and reality.

Table 05: Gender Proportion in Training and Employment

Sl. No.	Gender	Total	Part-time employment	Full-time employment	Not employed
1.	Men	52	50%	44%	06%
2.	Women	15	67%	33%	0%
	Total	67	53%	41%	06%

Employment and Income

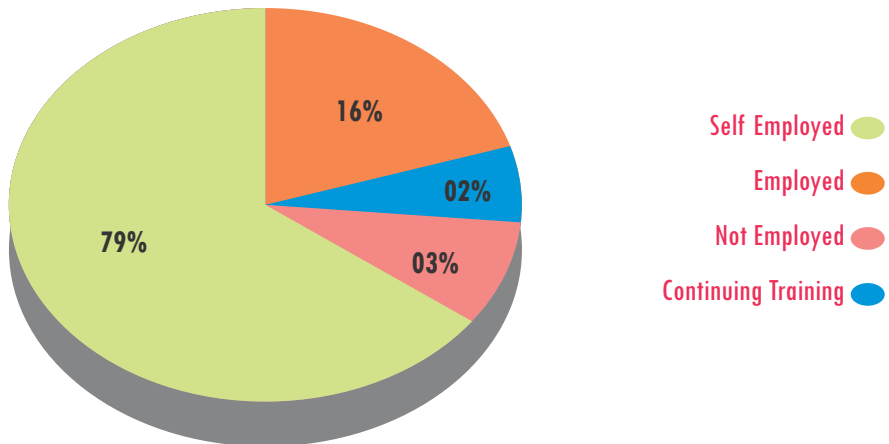
Most of the trades referred above are good enough for the youth to start their own enterprises or can engage with anybody's assistance. They will be able to find an engagement with small capital investments. This is matching with the intention of the trainees who were trained under various trades where which they have responded that they have joined the training because they wanted to be self-employed. It is reported that 85% of the respondents have opted for skill training because they wanted to be self-employed.

Table 06: Type of Employment

Sl. No.	Type of Employment	Total
1.	Employed	11
2.	Self-employed	53
3.	Not employed	02
4.	Continuing training	01
	Total	67

From Table 5 we can say that most of the people are self-employed which is matching with the desire of the youth. The service sector focused trades in which most of the training are given has also contributed to the higher rate of self-employment.

Type of Employment



It is interesting to see that, out of the employed or self-employed, 44% are having full-time engagement which is a good indication of utilization of the skill acquired. This also has to be seen from the perspective that 50% of the participants have completed their training program in the year 2014 or after that. It is also encouraging to note that all these respondents who have started their livelihood engagement after training, are continuing with the same trade as well as continuing their livelihood engagement.

It is also interesting to note that all those who were trained by Seba Jagat have been successful in getting an employment or engaged in self-employment within 6 months of completion of training which is also an indication of the appropriateness and relevance of the trade that were selected and the selection of genuine trainees.

Table 07: Nature of Employment

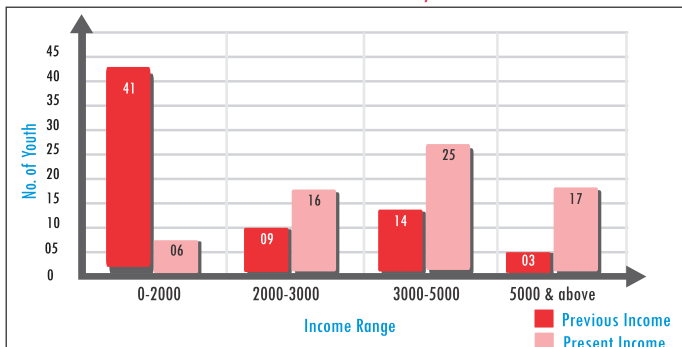
Sl. No.	Type of Employment	Full-time	Part-time	Total
1.	Employed	04	07	11
2.	Self-employed	24	29	53
	Total	28	36	64

From table 7 we can see that 44% of the trainees are engaged in full time livelihood activity as of now.

Table 08: Income of the trained youth

Sl. No.	Income Range (in Rs.)	Previous income (No. of Youth)	Present income (No. of Youth)
01	0-2000	41	06
02	2000-3000	09	16
03	3000-5000	14	25
04	5000 & above	03	17
	Total	67	64

Income of the trained youth



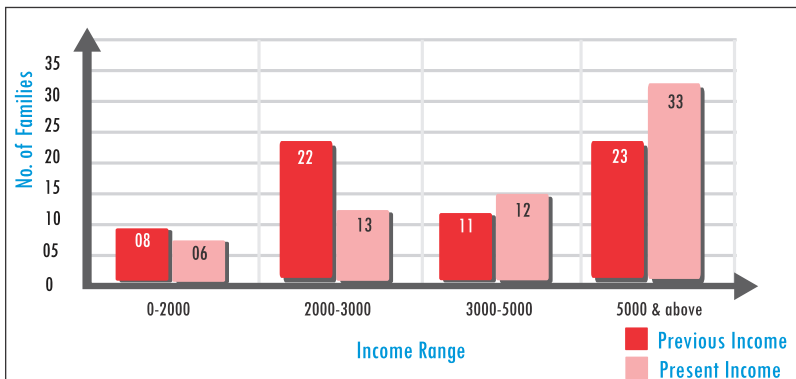
If we have a look at the earnings which the trained youth are making at this point of time, it works out to Rs.4500 on an average. The corresponding figure before the training program was Rs.1500. So, there is an increase of Rs.3000 in the average earning of the trainees which is 200% against their original income. Before the initiative for providing skill training to the youth, the percentage of trainees who were in the category of BPL was 75% and the present income range indicates that it has been reduced to 32% which shows that the training program has significantly impacted the enhancement of income of the trained youth.

A similar trend can be observed in the increase in the family income also. If we consider the original income of the families of the trainees, 46% were earning less than Rs.3000 before they underwent the training. The present income of these families shows that only 30% of them are earning less than Rs.3000 per month.

Table 09: Income of the families

Sl. No.	Income Range (in Rs.)	Previous income (No. of Families)	Present income (No. of Families)
01	0-2000	08	06
02	2000-3000	22	13
03	3000-5000	11	12
04	5000 & above	23	33
	Total	64	64

Income of the Families

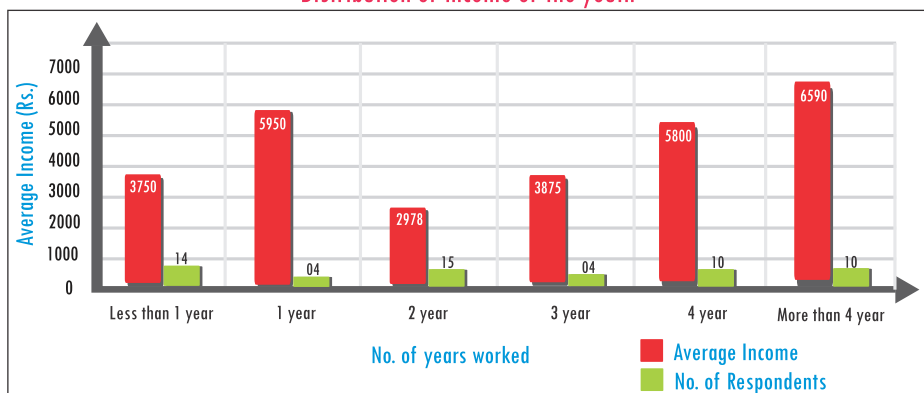


If we compare between the numbers of years, the youth have worked and the average income that they're earning we can see a consistent increase in their income over the years.

Table 10: Distribution of Income of the Youth over the years

Sl. No.	No. of Years Worked	Average income (in Rs.)	No. of Respondents
01	Less than 1 year	3750	14
02	1 year	5950	04
03	2 year	2978	15
04	3 year	3875	04
05	4 year	5800	10
06	More than 4 year	6590	10
	Total		57

Distribution of income of the youth



(The income of 1-year category appears as more because of one person's income which is Rs. 12,000 per month).

At present, 43 respondents are regularly saving from their income which was only 12 before they were trained.

Impact of the training program on the lives of the youth

The primary purpose of providing skill training and engaging them in livelihood action is to enhance their socio-economic status. This can be derived from the enhancement of standard of living of the persons concerned. Out of the 67 respondents, 61 have reported that they have in one way or the other, enhanced their food habits, clothing styles, housing, sanitation facilities and practices, healthcare practices, and approach to education. The incidence may vary from person to person depending on the income that they are getting and the number of years they are in employment. The supplementary training have also contributed positively towards this. This has also contributed in their approach to life as well as competency in negotiating with social realities. It is reported that 24 persons are either members or leaders of various social platforms which are working for the well-being of the society.

Migration has been considered as one of the social issues of tribals and especially of the tribals of Odisha. This is basically due to the lack of sufficient livelihood security in their own abodes. Of recent, the Government of Odisha has enacted a law to enter a TOR with destination states to protect the interest of the migrants from Odisha as the government has no immediate answer to arrest migration. From among the respondents of the trained youths, it is reported that 20 of them were migrating to other states for their livelihood whereas at present there are only seven families who are migrating. Interestingly it is observed that four out of the seven families have been trained in mobile repairing.

Seba Jagat's effort has been recognized and obligated by the community especially youth. According to the staff members, Seba Jagat has brought attitudinal change in the youth and enhanced the participation of the youth in the skill training program.

Best practices

Community participation

Seba Jagat is giving lot of emphasis in involving communities in the skill training. The organization has selected the trainees and the trades in a participatory manner wherein the community members were involved in choosing deserving and interested youth for the training program. Starting from village level meeting to suggesting trades and trainees, the community was thoroughly involved in each of these processes.

The low incident of drop-outs from the training program is also an indication of the relevance and appropriateness of the trainees and trades which are selected by the community.

This has helped in selecting appropriate trades which are useful for the community as well as which are beneficial for the trainees for gainfully engaging in their livelihood activities. Most of the time it has turned out that what was suggested by the people has been found more successful in employment and income.

The community members are also keen in identifying job opportunities for the trained youth and there are instances where the community leaders have linked the job site and the trainees. This platform can be effectively transformed for making skill training and employment as a continuous process by the community thus, moving from skill training as an activity to skill development as a continuous process supplementing the larger development agenda of the people.

Training by the trainees

One of the problems that we have been faced with not only in Odisha but also across the country is that lack of competent trainers in the remote areas of the country. This has become one of the important reasons for people not becoming skilled and not having gainful employment and thus, resulting in migration from the villages to other places. It is observed that there are instances of trained trainees training the other youths from the village itself while they are undertaking job by them. Masons and carpenters are very good examples for this. This practice has created an opportunity for unskilled youth to become skillful and make a livelihood out of it.

The most encouraging factor is that this is done with their own initiative without any remuneration. If this practice can be mainstreamed, then we will have competent and committed trainers in the villages itself who can deliver the training in the local languages itself. If we can identify and encourage more and more such trainers in the same locality for different trades, then that could be converted into village resource centers. We can consider this as a very good process of making skill development, a community based and community owned phenomenon wherein the community members are training their own fellow men and finding jobs for them.

Focus on self-employment

Self-reliance has been considered as one of the important development goal. Self-employment by a person is a major step towards becoming self-reliant. In this case, he/she has the freedom to choose the working hours, the service conditions, etc. by himself as well as he/she will enjoy the entire benefits of his/her efforts. It is highly encouraging to note that in this case most of the youth had opted for self-employment and they have successfully engaged themselves in terms of continuity, enhancement of income and providing employment for others. It is interesting to note that none of the people who are self-employed is migrating anymore as few of them were doing earlier. They have owned the enterprise which they have initiated and made extra effort in mobilizing more resources and enhancing the livelihood activity.



Seba Jagat has been training youth across different trades since 2006-07. The organization has conducted training programs based on changing market demands and local needs from palm leaf making to broom making to mobile repairing and electrical trades, etc. Earlier, the organization largely depended on trainers from outside whereas today, it gives emphasis on the local trainers who are in most of the cases trained by the organization.

We are happy to note that though the present focus of the organization is on service oriented training which has been helpful to find employment for the trainees. However, the scope for training more youth in these trades will diminish soon as the number of skilled persons in one place will increase. Therefore, Seba Jagat has started focusing on product oriented training. The scope for product oriented trainings can be more as one is able to increase the market with suitable marketing strategies. Hence, one will be able to find training opportunities for more and more youth.

In terms of stakeholders' participation, the organization has also increased its involvement with different line departments unlike previously where only community was the stakeholder. The organization has established linkage with several government line departments like NABARD, TDCC, REDP etc. who have supported and recognized Seba Jagat's role in skill training. This has helped in fund diversification to the organization. In terms of number of staff involved in skill training program, they have started skill training without full-time personnel. Since, FVTRS has started supporting them; they have a full-time Coordinator for skill training.

At present other staff members are also engaged in skill training promotion like supervising the program's activities, supporting the Coordinator, etc. from time to time.

Seba Jagat has received accreditation from National Institute of Open Schooling (NIOS) for conducting examination for school drop-out youths who couldn't complete formal education due to various reasons. Although Seba Jagat is not a certified skill training agency, yet it is recognized as a reputed skill providing organization by the District administration.

Besides, previously the organization didn't have training infrastructure to conduct skill training programs. Last year, it has received grants under MPLADS for constructing a building for imparting training and has developed in-house training infrastructure facilities. Thus, today skill training has become a mainstreamed as major agenda for Seba Jagat which has been used as a strategy for enhancing the livelihood of the poor and the marginalized.

Issues and Challenges

The following are some of the issues and challenges that have been reported by different stakeholders. The period of training is very short for certain trades like tailoring, carpentry and electronics, etc. There is a difference between the wages paid to our trainees and other staff where they are employed because of limited training and limited work experience. Though the training have been conducted in the village itself, still some of the training centers were not accessible for people living in remote villages.

Since most of the youths are coming from marginalized families, financial backing has always been a challenge in starting their own enterprises. The skill training has to be supported with sufficient study materials as the case may be.

Our interaction with the community has revealed that there are more youth in the villages who are ready to be trained but not able to train. They have also observed that there is an issue of irregular income to some of the self-employed/employed persons due to part-time involvement.

The post-training accompaniment of Seba Jagat seems to be insufficient in terms of the requirement especially the target group with whom they are working. Due to this, the enhancement and post-training support requirements are not identified and addressed on time. The skill training programs provided are on a project basis. This is causing discontinuity of the intervention in terms of training to more trainees in time as well as follows up.

Some of the challenges reported by the organization's staff are: finding experienced and good trainers for the training program, retention of trainees, lack of value-addition or marketing facilities for products, cultural and traditional challenges in selecting trades, social mobility of female trainees, lack of ethical and professional approach in marketing of products and the like.



Recommendations

Most of the challenges that have been articulated above can be addressed provided Seba Jagat develops a systematic skill development plan with the participation of the community. Seba Jagat also needs to look for establishing sustainable relationship with service providers which are relevant from the perspective of skill development like RTO, District Collectorate etc. This will help Seba Jagat to bring in convergence of services and programs to support skill training as well as trained youth. Seba Jagat also can consider itself to become a resource center which is equipped with information and relationships for supporting youth during the training and after the training.

The present focus of trades which are service oriented can be continued. However, it needs to be expanded to product oriented trades also where more youths can be accommodated for training. Agriculture, which is the main stay of the local people, can be considered for this as the opportunities are enormous in this field. It should become an agenda of the skill development plan which has been referred earlier. It is good that Seba Jagat has got certain amount of infrastructure for providing the present training. However, it needs up gradation as the outside requirements are changing fast.

While looking at most of the challenges described above, one of the major concern is limited financial backing for the communities and the youth. A mechanism needs to be evolved to create internal resources within the community with the contribution of the trained youth so that resources are available at the community for undertaking skill development on a regular basis and as designed by the community. In this context, we would like to suggest that a platform of the skilled workers could be created which will take care of the above aspects as well as look into the possibility of accessing government schemes and services as the case may be. Within this platform of skilled workers, it is also important to develop a skill development resource center by the community members who could be at the service of more youth who are in need of skill training.

Since the organization has training infrastructure, it can establish itself as training and certifying agency and continue to train more number of youths thereby enhancing their individual and family incomes.

Along with skill training, it is also important to streamline the training on life skill and EDP so that it is provided to the trainees as well as trained youth on systematic, planned and regular intervals.

As it has been suggested in this report earlier, there has to be a conscious effort on the part of the organization in bringing in more women in the field of skill development and looking for skills which are breaking gender stereotypes.

Conclusion

Drawing inferences from what has been stated in the preceding part of this report, it can be concluded that the organization has been successful in training many youths across multiple trades and has provided them with skill to eke out their living. Seba Jagat has its presence in the community and it has rightly involved the community in the skill training process. The long presence of Seba Jagat in the area and the credibility that they have established with the community along with the community based organizations that they have promoted is a strong base for them to mainstream skill training as an agenda of the people themselves. A more systematic and structured approach to skill training by Seba Jagat shall make the services more effective, continuous and community owned.

Case Studies

Struggle and Will Power Brings a Person Prosperity

The Village Khaliamunda is situated 4 K.M away from the Gram Panchayat Head Quarter Urladani under M.Rampur block of Kalahandi District in the state of Odisha.



Manosa belongs to Kutia community and is residing with his widow mother and two sisters. His father expired while he was only 5 years old. Now he is about 26 years. Due to severe poverty he left school after class VIII. His father does not possess any land or property so he depends on wages, collection of NTFP, engages in shifting cultivation in hilly patch throughout the year to maintain

his family. Due to irregular rainfall and other climatic conditions the production from shifting cultivation reduced year by year and NTFP collections became scarce as the forest coverages are reducing gradually. With the little annual income, he was worried about the maintenance of his family. Even his family managed for 2-3 months with a single meal per day. In his leisure time he tried to involve himself in carpentry work. Due to unfinished product no one was interested to purchase the furniture from him. He was quite unhappy with his income and way of life.

During October 2010, Manosa came to know that Seba Jagat is going to organize 4 months' carpentry training with support from Functional Vocational Training and Research Society (FVTRS), Bangalore. He immediately applied and selected this trade. He continued this 4 months' carpentry training which was completed in January, 2011.

He was very sincere during the training course and performed his tasks nicely. He could learn the theory classes as well as practical perfectly. His sincerity pleased the trainer and other trainees.

During training period, he got the kits and after completion of training he got some required materials. Still he was in need of purchasing electronic machine to start his business. So he tried to request Bank for finance and luckily his loan amounting to Rs. 40,000 towards purchase of the machine got sanctioned. He has established one workshop on his own and hired two local persons to work in his workshop as his assistant.

He faced an important challenge towards collection of raw materials which required permission. So he requested customers to supply the raw materials as a means to solve the challenge.

Now he is preparing the furniture and other wooden products. Due to higher technical knowledge in handling of electronic machine, the products are of high quality and demand for the products has also improved. Presently, he is able to earn around Rs. 12,000 per month which is sufficient towards maintenance of his family.



Strong Desire Wins the Race

Sri Jitendra Sahu S/o Jagindra Sahu belongs to Dolabahali village in Mohangiri Panchayat, M.Rampur block of Kalahandi district. He belongs to a poor family consisting of his parents and two brothers. His father has a little patch of cultivation land. Apart from that his father is engaged in daily labour

and maintains his 5 members' family. In this situation Jitendra could not study more.

He was informed by one of his brothers that Seba Jagat is conducting one cell phone repairing training at Mohangiri. He immediately contacted and continued the same training. After completion of training he worked at the trainer's repairing shop and now he has started mobile repairing shop on his own. He applied for loan at Mohangiri Utkal Gramya Bank after the sanctioning of which he started his own shop. Now his monthly income is Rs. 7000 per month. He is thankful to Seba Jagat for his success.

Short Duration of Training Gives Long Term Benefits



Darasarli village in Lanjigarh Block is a remote and tribal dominated village of Kalahandi district. The village is located at a distance of 35 km from the block headquarter, Biswanathpur. The village comprises of 65 households; most of the villagers are daily wage earners or agricultural laborers. Most of the residents of this village are illiterate and depend on village forest products in some way or the other.

Lilabati Sahu is a 21-year-old girl, living with her father, mother, two elder brothers and her small sister in this village. Lilabati is the third child in the family. The family members depend on daily wage work and forest for their livelihood. Belonging to a poor family, going to school has not been easy task either, however, with a supportive family Lilabati studied till 8th

standard. But her inner urge to learn never really died down and she thought of doing some work and give financial support to her family through additional income.

When she came to know that Seba Jagat is conducting Garment making training at Darasarli village in support of Functional Vocational Training and Research Society (FVTRS), Bangalore, she applied and opted for this trade. Lilabati, along with 14 other girls received 4 months of training in her village from February to May 2014. Lilabati completed Garment Making Training successfully.

After 4 months of training, an evaluation was done and it was revealed that out of 15 trainees, Lilabati was able to make varieties of dresses i.e. school dress, shirt, trousers, traditional wear, blouse, petticoats, frock, salwar, kurta, etc.

After completion of training she continued work in her master trainer Laxmana Sahu's shop on a regular basis. Now she is getting Rs.4000 per month as honorarium and supporting her family.

She is now an example for the village and unemployed youth in her area. Her parents are quite happy with the activities of their daughter. They also praised the effort of Seba Jagat through which Lilabati is able to support them. They understood that the short duration training unexpectedly gave long term benefits. She supports her family through her income and saves Rs.1000 per month regularly. She is now planning to take admission in Class 10 under National Institute of Open Schooling run by Seba Jagat and complete her matriculation.



Skill India- Making underprivileged youth employable



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