

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

PROJECT COMPLETION REPORT

A. Project Summary at a Glance :

Name of the PIA & Address	CAP Foundation, Plot No 60, Abhis Hiranya, Kavuri Hills, Madhapur, Hyderabad- 500081. Telangana Tel : +91-40-23540019/ 2534 / 1763 64
Name of the Project	Placement linked Skill Development training of Rural BPL Youth of Uttar Pradesh
Name of Monitoring Agency	NABCONS
Project Summary	
Letter No. and Date of Sanction	J-17036/14/2011 SGSY-II (SP)
Implementation Period and Year-wise Physical and Financial Phasing	2 Years 2013-14, 2014-2015
Coverage (States to be covered)	Uttar Pradesh
Total Outlay	149989000
MoRD Share	112492000
State Share, if any	37497000
PIA Share	0
Grant released to PIA net of NABCONS fees of 1.5%	90951155
PIA Share : i) Cash ii) Kind	Not Applicable
Project period (From - to) Extension sought. If yes, up to what period	Yes , 6 Months

I instalment - Amount released and date of release	MoRD share : 2,77,01,115 on 2 nd April '2013 State Share : 92,33,626 on 18 th July '2014
II instalment Amount released and date of release	MoRD Share : 5,40,16,374 on 5 th September '2015
III instalment Amount released and date of release	Being requested
State share if any, Amount released and date of release	NA

B. Terms and Conditions of Sanction of the Project:

Sr.No	Terms and Conditions	Compliance by CRCCT
1	The total cost of project would be Rs. 1499.89 lakh with central share of Rs. 1124.92 lakh (75%). State Govt will contribute Rs.372.97 lakh (25%) in the project cost per beneficiary subsidy will be Rs .18985/- including fee @1.5% and Rs.2000 per beneficiary for post placement support payable to the beneficiaries @ Rs.1000 per month.	Yes
2	The program should cover the Hamirpur, Mahoba, Banda, Jhansi, Lalitpur and Jalaun of Bundelkhand region, Chandauli and Mirzapur of IAP Districts and Lucknow, Kanpur, Varasnasi and Allahabad district	Yes
3	Audit reports of the project should reflect the total Govt. grant (Central & State share and interest thereon) and cash contribution if any from other sources with reference to cost estimates and component in the project report. In Contribution to Kind by Implementing Agency or other sources, the Auditor will provide a Separate Certificate indicating the valuation of cost components borne by IA or Other sources. The Audited accounts, however, need not reflect this as part of receipts.	Yes

4	Under the project, IA will ensure that components like Training Cost, mobilization of beneficiaries, Curriculum, Training, Utilities, infrastructure, equipment, Teaching aids, raw materials, etc. Boarding & lodging of food and fro transport of trainers, Assessment & Certification. Placement Linkage, MIS & Tracking monitoring Institutional overhead(Admin Cost maximum up to 10% of the total project cost), Assistance during post placement settlement support for trainees are included.	Yes
5	No stipend will be paid to the beneficiaries, during the training period out of funds provide by MoRD under this project.	Yes
6	The implementing agency will have to ensure that out of the total beneficiaries covered, a minimum of 50% will from SC/ST, 15% from minority categories and coverage of woman will be maximum to the extent possible.	Yes
7	Beneficiary selection has to be done in Consultation with the state governments DRDAs through appropriate awareness and publicity campaigns and advertisements in local electronic/print media. Priority should be accorded in selection to such BPL beneficiaries who completed 100 days of employment under NREGA in the Districts have covered under this project production of BPL cards, SC/ST certificates etc. by candidates duly verified by the Panchayat/Block/Tehsil functionary as BPL may be treated as sufficient for candidate selection by PIA/DRDA.	Yes
8	100% rural BPL beneficiaries will be covered in the project and provided placement, which in no case will be less than 75% of beneficiaries trained release of funds after 1st instalment will be based on achievement of placement corresponding to financial targets and expenditure.	Yes

9	A web based monitoring system is to be established and a web site for this project with details regarding beneficiaries, training, income etc. will have to be maintained by the PIA. The beneficiaries have to be tracked by the PIA at least for one year. The training content/modules under the project will be uploaded on the project website. The website will also be given a link in MoRD's website MIS for placement linked skill development project under SGSY.	Yes
10	The market scan/ survey already conducted or to be conducted by implementing agency for the project will be uploaded on the proper website.	Yes
11	No capital assets, equipment or infrastructure will be supported under the project with government funding. Only expenses on consumables and apportioned revenue expenses (rental, lease etc.) on training related infrastructure will be permissible.	Yes
12	The implementing agency will furnish an affidavit to the effect that the infrastructure or cost components included in the project proposal have not been funded and not proposed for funding under any government programmes/schemes. This is an essential condition for the release of funds by the coordinating agency i.e. NABCONS to IA.	Yes

C. Major Outcomes/Deliverables of the Project:

Details	Target (No.)	Achievement (No.)
• Beneficiaries Trained	7900	7998
• Beneficiaries Placed	5925	6478
• Coverage of Women against the targeted 40%	3160 (40%)	3306 (41.8%)
• Coverage of SC/ST against targeted 50%	3950 (50%)	4124 (52.02%)
• Coverage of Minorities as against targeted 15%	1185 (15%)	1236 (15.64%)
• Coverage in LWI/IAP districts	Yes	Yes
• Coverage in Bundelkhand districts	Yes	Yes
• Coverage in Tribal Districts	NA	NA
• Coverage in Backward districts	NA	NA
• Distribution of Placed Trainees as per Salary Range		
Salary Range	No.	%
• < Rs. 2500	0	0
• 2501-4000	0	0

• 4001-6000	4272	66
• >6000	2206	34

D. Activities and Results

(a) Pre implementation Process

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Conduct market scans	12 market scans conducted.	Market scan reports	The courses offered in the training centres are in line with the findings of the market scans.
Development/ customisation of curriculum, student learning material	6 no. of courses implemented. 6 no. of student learning material developed and deployed	Sample docs available at Head Office and the documents at the centre	The student learning material translated into Hindi.
Training of the Trainer	72 trainers were deployed to this project 5 Training of trainers conducted	Training Reports	2 types of training programmes were conducted – Induction and Refresher course

(b) Implementation

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks

12 no. of districts will be covered	12 districts are covered	Reports submitted from time to time and MIS	Students from Lucknow, Kanpur, Varanasi, Allhabad, Banda, Orai, Lalitpur, Jhansi, Mirzapur, chandauli, Mahoba, Hamirpur were trained in Uttar Pradesh.
At least one training centre will be initiated in every district	12 centres were operational in this project.	MIS reports	As required
A minimum of 3 courses will be offered in each training centre	Every centre had a minimum of 3 courses	MIS reports and reports submitted to NABCONS on a monthly and quarterly basis	
Atleast 1 female facilitator will be deployed in every centre	This was complied with	Payrolls	This measure was to ensure safety and build confidence of female trainees
50% of the trainees will be from SC/ST	52.02 % of the trainees were SC/ST	Documents at the centres	
15% of the trainees will be from minority	15.64 % of the trainees were minorities	Documents at the centres and MIS reports	
Women will be covered to the maximum extent	41.8% of the trainees were women	Documents at the centres and MIS reports	

(c) Mobilisation

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks

Door to Door Mobilization	No. of trainees enrolled in the programme	MIS	The DRDA was involved in mobilization at every center
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(d) Candidate Selection

Effective Approaches, strategies, best practices that had impact

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

(e) Interest Inventory Test/Aptitude Test

Effective Approaches, strategies, best practices that had impact

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

(f) Registration

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks

All the potential trainees will undergo the registration process	Complied	Registration forms at the training centres	Registration forms are maintained batch wise – course wise at the training centres
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(g) Induction

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Every student will go through the induction module for atleast 5 days before the beginning of the technical courses	22 life skills modules are covered. Life skills tool kit is provided to each centre	Student portfolio and monthly reports of the staff and training calendar	The induction module is conducted to break the ice between the faculty and students and set the learning platform for the training program

(h) Training – Trades, Course Curriculum, Duration, Lesson Plan etc.

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Courses	Information Technology Enabled Services Customer Relations & Sales Hospitality, Nursing Assistant Bed Side patient Assistant, Pharmacy Assistant	Centre and student portfolio and reports submitted to the NABCONS	

(i) Extent of Outsourcing

Effective Approaches, strategies, best practices that had impact

Result

Indicators of achievement	Achievement	Sources of verification available	Remarks
Market scans Curriculum Development Third party certification	12 market scans conducted by CAP Workforce Development Institute 6 curriculum with the student learning material were developed Third party certification was conducted by Edexcel through CAPWDI	Reports	These activities were conducted by CAP WDI in line with the proposal and MoU.

(j) Drop Outs

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
No. of students dropped out after completing the induction module	224 (2%) students have dropped out during the training programme	Centre portfolio, Attendance Registers	The drop outs are mainly due to family reasons

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

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks

No. of faculties deployed	72 trainers were deployed to this project	Training Reports	2 types of training programmes were conducted – Induction and Refresher course
No. of training of trainers conducted	5 Training of trainers conducted		

(l) Mid Batch Assessment

Effective Approaches, strategies, best practices that had impact

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

(m) Guest Lectures

Effective Approaches, strategies, best practices that had impact

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

(n) Field Visits

Effective Approaches, strategies, best practices that had impact

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

(o) Assessment of Students

Effective Approaches, strategies, best practices that had impact

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

(p) Batch Completion:

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
75% beneficiaries to be placed	6478 (82%) beneficiaries are placed	Placement reports, offer letter and MIS reports	Few trainees prefer to stay close to villages even if salaries are low rather than relocate to urban areas

(q) Certification

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Every student successfully completing the training programme will be provided third party certification	Assessments have been secluded for 7998 candidates out of which 7317 have completed the assessments	Test papers and marks registers	Third party certification is by Edexcel through CAP WDI

(r) Beneficiary Tracking

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Beneficiaries are to be tracked for atleast 1 year	The tracking for 6478 students is completed.	Tracking reports	Tracking is done through alumni trackers and call centre at HO

(s) Handholding Assistance – Payment

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Post placement support to the students to be paid @ 2000/-	4660 students have been paid the post placement support. The PPS for 1818 students in in pipeline.	Payment statements and reports	PPS is being paid either through the bank accounts or cash cards.

(t) Post Placement Tracking

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Tracking of the candidates for 1 year period	The tracking for 6478 students is completed.	Tracking reports	Tracking is done through alumni trackers and call centre at HO

(u) Placement verification & Basis

(such as Offer letter, 3 months continuous salary slip/ban statement showing credit of salary)

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Offer Letters 3 months' pay slips	Offer letter for 6478 are collected.	Records at the centres	Is a challenge as in the smaller towns the employers hesitate to issue the offer letters immediately on joining.

(v) Placement above minimum wages of Various states concerned

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Placements will be above minimum wages	>4000: 0 4001 – 6000: 4272 >6000: 2206	The offer letters and the pay slips of the students	In many cases the student is placed at 4000 to 4500 as salary but is paid 1500 to 3000 as incentive making the take home 4500 to 6500

(D) ORGANISATIONAL STRUCTURE FOR THE PROJECT

Effective Approaches, strategies, best practices that had impact

Given as annexure - 1

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks

(E) INTERNAL MIS SYTEM AND CONTROL

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
Student Registration	7998 students enrolled	Road show report	Door to Door campaigning was the best tool
100% of the trainers will be from rural BPL families	The rural BPL cards of the students are collected and wherever applicable the authentication from the sarpanch or the BDO obtained	BPL proof uploading	
75 % of the candidates will be provided with placements	81 % of the trained candidates have been provided with placements	Placement report and Offer letters	

(F) WEBSITE INFORMATION

Effective Approaches, strategies, best practices that had impact

Result			
Indicators of achievement	Achievement	Sources of verification available	Remarks
A web based MIS system will be developed	Capfoundationsgsy.com	Site is live and updated	The site is in compliance with the prescribed norms of MoRD

(G) KEY STATISTICS OF THE PROJECT:

Table 1:

Physical Progress (As on the date of closure of the project)

S. No.	Particulars	Total
1	Target	7900

2	In Progress	0
3	Completed	7998
4	Total	7998
5	% of Total Target	100
6	% of Total Target Completed	101

Table 2 :

Gender Analysis of beneficiaries Trained:

Particulars	Uttar Pradesh	
	No	% to Total
MALE	4692	58
FEMALE	3306	42
TOTAL	7998	100
MINORITY	1236	15
SC/ST	4124	52
OTHERS	2638	33
TOTAL	7998	100

Table 3:

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

Particulars	Total Target	Achievement completed trg.	% achievement to Total target	Achievement Placement done	% placement to Total Target
	Nos.	Nos.	%	Nos.	%
i	ii	iii	iv	v	vi
Uttar	7900	7998		6478	82

Pradesh		100	
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Table 4 : Gender Analysis of beneficiaries Placed :

Particulars	Uttar Pradesh	
	No	% to Total
MALE	4998	62
FEMALE	3000	38
TOTAL	7998	100
MINORITY	609	9
SC/ST	3606	55
OTHERS	2263	34
TOTAL	6478	100

Table 5:

Distribution of Beneficiaries according to Salary Range:

Particulars		
Salary Range (Rs.)	No.	%
< Rs. 2500	0	0
2500-4000	0	0
4000-6000	4272	66
>6000	2206	34
Total	6478	100

(H) FINANCIAL PROGRESS:

BANK ACCOUNT DETAILS:

BANK & BRANCH NAME: Axis Bank, Begumpet Main Branch

BANK ACCOUNT NO.: 913010013379621

YEARWISE FINANCIAL PROGRESS:

Particulars	2013-14	2014-15	2015-16
TOTAL AMT SANCTIONED	2,81,23,000/-	93,74,250/-	5,48,38,958/-
TOTAL AMOUNT RELEASED less of NABCONS FEES	2,77,01,155/-	92,33,626/-	5,40,16,374/-
NABCONS FEES	4,21,845/-	1,40,624/-	8,22,584/-
PIA CONTR IN CASH	0	0	0
INTEREST IF ANY	9,64,381/-	6,96,112/-	5,66,411/-
OTHER INCOME	0	0	0
TOTAL AMT.	2,86,65,536/-	2,96,68,730.73/-	5,74,20,230/-
AMT UTILISED	89,26,543.27/-	2,68,31,285.73/-	5,72,53,643/-
BALANCE, IF ANY	1,97,38,992.73/-	28,37,445/-	1,66,587/-
PIA CONTR IN KIND	0	0	0
Finally audited accounts and UC to be submitted year-wise	Submitted	Submitted	Submitted

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

The same shall be reflected in the final UC after the 3rd and 4th instalment is received and expended.

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

NA

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

CAP has structured the training in such a way as to ensure the holistic development of a student and thus modules such as life skills and implementation of the Individual Youth Development plan were included. These modules have helped the student in

understanding the various aspects of practical life. It has also equipped them with skills to deal with difficult situations, make rational decisions, and establish positive interpersonal relationships. It has had a very positive effect on their self-image and development of their self-help skills. The trainees feel that the project has changed them and has a significant impact on their lives. Financially, it has transformed them from being idle and not having any idea about future to earning money and being a productive resource to the family. Now with skills acquired, they are able to earn money for themselves and their families. With assured income they are able to take care of their family's financial problems, clear debts buy items for the family; spend money on health and education of the siblings. Socially, they have gained good relationships with family and friends and with the industry. The trainees find it satisfying to get recognition from the family and the community. Learning computers, being able to speak in English and having a regular job has enhanced their self-esteem and recognition in the community. Professionally, they have good relationship with the people with whom they are working. They receive support for promotions and upward mobility in their careers. They take their careers seriously and are able to communicate effectively. They also go through the newspapers and look online seeking further professional support in their careers. Attitudinally, they have gained enormously. They think positively, work hard and are better disciplined. In addition, they are taking feedback positively and working hard on it so that they can move forward.

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

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

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

Name: Ram Sevak
ETC Varanasi

Ram Sevak, a resident of Kesharipur village of Varanasi, ages 19 years belongs to a BPL family of eight members. Despite repeated trials, his father failed to secure a good job and decided to continue their family business as a potter.

Ram Sevak could not tolerate the pathetic living condition of his family and decided to become self independent. He came to learn about the skills'



training programme offered by CAP Foundation and enrolled for the same. He underwent rigorous training for ITES, spoken English and personality development.

He now has a different perspective to life and looks at obstacles as opportunities. After the completion of his training he got placed in Hotel Plaza as an F & B associate earning a monthly salary of Rupees Five Thousand per month.

He is in a much better position and his family prides in him. However, he gives the credit of his success to the almighty, his parents and mostly to MoRD for its help and support.

Name: Reema
ETC Varanasi



Reema, a resident of Rohaniya village, Varanasi, belongs to a BPL family. She is the eldest sibling in a six member family, where her father's primary occupation is of a farmer. From the very beginning, Reema has been an ambitious girl. She had completed her intermediate and wanted to go forward in her career. Being the eldest child she had always wanted to contribute to the family.

She came to learn about the skills' training programme of CAP Foundation during the door-to-door mobilization process of CAP, and enrolled herself for the same. She had always been a regular student and has completed training for subjects such as, basic computer skills, spoken English, basic Customer Relation and Sales, as well as soft skills, presentation skills and life skills.

After the completion of her course, she applied and secured a full time employment Domino's Pizza and has been earning a decent and steady salary. She has a good working environment and is happy in her life now. She never forgets to thank MoRD for the incessant support provided to her to achieve her goals in life.

(M) PHOTOS VIDEO etc.

Yes

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

No

(O) Partners and Cooperation

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

NA

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

The entire activity from mobilisation to the post placement tracking is conducted with the support from the state authorities. The State Rural Livelihoods Missions of UP was proactive They monitor the programme through continuous surprise visit to the centres, post placement tracking through calling the students from the database and conducting regular review meetings.

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

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

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

NA

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

Sanction order No	Date	Target	Current status	Monitored by
J-17046/17/2008 - SGSY II (SP)	23 January 2009	7500	Completed	NIRD
J-17046/42/2009 - SGSY II (SP)	25 March 2010	8370	Completed	NABCONS
J-17046/105/2009- SGSY-II (SP)	29 February 2012	7660	Completed	NABCONS
J-17046/12/2011- SGSY-II (SP)	29 February 2012	7200	Completed	NABCONS
J-17020/11/2011- SGSY II (SP)	27 February 2012	6200	Completed	NIRD

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

The standard templates are being used at every centre.

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

No objection

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

Signature :

A handwritten signature in blue ink is written over a circular purple stamp. The stamp contains the text "CAP FOUNDATION" around the top edge and "HYD" at the bottom, with two small stars on either side of "HYD".

Location : Hyderabad

Date report due : NA

Date report sent : 7.06.2016