



# IMPACT ASSESSMENT REPORT

OCTOBER'21

Impact Assessment of Employment Oriented Training and Skill Development Programme for SC/ST/OBC/  
Women, Unemployed Youth & EWS of Society for more than 2000 persons under CSR Initiative of Airport  
Authority of India

## Introduction

### Global Context – Sustainable Development Goals

In September 2015, the United Nations adopted ‘*The 2030 Agenda for Sustainable Development*’, a plan of action aimed at “ending all forms of poverty, fighting inequality and tackling climate change, while ensuring that no one is left behind”. The 2030 Agenda includes a set of seventeen sustainable development goals to be achieved by the year 2030.

A central principal of the 2030 agenda is that ‘no one is left behind’. This all-encompassing nature of the 2030 agenda requires that youth, defined by United Nations as persons aged 15 to 24 years, should be considered across all goals<sup>1</sup>.

### Goal 8: Decent Work and Economic Growth

While all the SDGs are critical to development of youth, *Goal 8: Decent Work and Economic Growth*, is intrinsically important to youth. The goal is to promote inclusive and sustainable economic growth, employment and decent work for all. Working towards this goal is crucial as nearly 2.2 billion people live below the \$2 poverty line. According to the International Labour Organization (ILO), more than 202 million people are unemployed as of 2012, out of which around 75 million are young men and women. Channelizing the energy of the youth towards value for all will lead to global prosperity. The dangers, if left unaddressed would be perpetual social unrest as seen in gang ridden, poor and politically fragile zones across the world; or even an apathetic, immature youth, divorced from the world’s problems and disinterested in political engagement.

### Employment, Unemployment and Skilling in India

While unemployment is a global problem, the Centre for Monitoring Indian Economy’s (CMIE) report signalling massive job losses presents the gravity of the issue in India. As per the report as of 2018, a whopping 31 million people are unemployed. As India is likely to touch a median age of 29 years by 2020 (E&Y and ASSOCHAM, 2014), the bulk of the unemployed are the youth. In order to reap the benefits of India’s famed ‘demographic dividend’, it is essential that the youth of the ‘world’s youngest country’ contribute to its GDP. This is where skilling followed by employment of youth plays a very important role in shaping the economy of the country and the world.

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<sup>1</sup> \_\_\_\_\_ (2018). World Youth Report: Youth and the 2030 Agenda for Sustainable Development. New York: United Nations Publications

Presently, only a miniscule proportion, less than 5% of the total workforce in India, have acquired formal skills training, as per the annual report of the Ministry of Skill Development & Entrepreneurship (2016-17). This explains why job opportunities for the youth are mostly in the informal sector (with low skill set requirement) with low wages and high job insecurity. Youth across India from underprivileged backgrounds often abandon their education to earn for their families and cover for rising living costs. Their poor economic and educational backgrounds lead to lack of stable and grounded job opportunities. This in turn reinforces the cycle of poverty. This state of working poverty continues to weaken their ability to prepare for better employment and the status quo remains unchanged for generations.

In order to address this challenge of providing decent employment to the burgeoning youth population and simultaneously addressing concerns like skills mismatch and working poverty, the Government of India launched several Skill Development Programs like Deen Dayal Upadhyaya Grameen Kaushalya Yojna, Pradhan Mantri Kaushal Vikas Yojna (PMKVY), Pradhan Mantri Kaushal Kendra, Financial Assistance for Skill Training for Persons with Disabilities etc. Apart from the government, various corporates have invested in skills training programs across the country, under their corporate social responsibility initiatives in order to ensure availability of a large skilled workforce and to invest in the nation's economic well-being. AAI is one such organization which has funded the skills training program for 2000 people from poor socio-economic background. This program has been implemented by Construction Industry Development Council (CIDC).

### About the Program

This program sponsored by AAI and run by CIDC provided employment oriented skills training to 2000 candidates from economically and socially backward category in broadly eight trades- Electrician, General Work Supervisor, Lab Technician, Land Surveyor, Mason & Plumber, Mechanical Fitter and Welder, Office Assistant and Site Accountant. These trainings were provided in 11 CIDC centres across 5 states in India:

1. Jharkhand- Bokaro 1, Bokaro 2, Daltonganj and Ranchi
2. Assam- Chapaguri
3. Rajasthan- Dausa
4. Uttar Pradesh- Dhaulana, Gorakhpur, Ramshapur and Sidhauri
5. Haryana- Faridabad

The objective of this program was to provide employment opportunities through livelihood promotion in backward and remote areas as well as help the marginalized section gain meaningful employment leading to their social and economic upliftment. The training duration that comprised

20% in-class training and 80% hands-on training was of 3 months for each batch. Each candidate was assessed on weekly and monthly basis with a final test done at the end of the training.

## Methodology

The population of this study was 2000. The list of these 2000 beneficiaries were provided by AAI and a sample of 102 i.e.5% was drawn through stratified random sampling. Each of the 8 trades were represented in the sample.

<b>Sr. No.</b>	<b>Trade</b>	<b>Sample size</b>
1	Electrician	42
2	General Work Supervisor (G.W.S)	26
3	Lab Technician/BMLT	2
4	Land Surveyor	9
5	Mason &Plumber	16
6	Mechanical Fitter and Welder	5
7	Office Astd.	1
8	Site Accountant	1
<b>Total</b>		<b>102</b>

A semi-structured Interview-schedule was designed to collect data from the parents of the beneficiaries. Refer Appendix A for Interview Schedule

## Findings

1. **Hands-on Training and Exposure visits-** The main component of this skills training program was hand-on learning. 30% of the respondents maintained that lots of practical training and exposure visits were provided during the training. Also 32% of the respondents mentioned that the technical training component helped them the most in getting a job.
2. **Regular Assessments-** Assessments are a major part of any training program and it helps the trainers to understand if the training program is effectively implemented or not. For this program, approximately. 86% of the candidates maintained that regular weekly assessments were conducted.
3. **Placement Support -** While 68% of the respondents admitted that CIDC arranged for their job placements, 45% of the candidates reported to being employed after training completion. Main reasons provided by the respondents for not getting employment was their interest in preparation for Government Jobs, Higher Studies, rejection during interviews and helping their parents in farming.
4. **Match between training and current job skills requirement-** Out of the candidates who were employed, approximately 50% admitted to full match between training and current job skills requirement. The technical and life skills imparted during training were of utmost importance in their current jobs.

## Recommendations

1. **Need to encourage enrolment of females-** During the assessment, only a very small percentage (4%) of respondents were female. One of the main reasons for less female enrolment in training was the “male dominated trades”. In order to encourage female participation, trades like Beauty and Wellness, Organized Retail, Healthcare, IT & ITES may be started along with mobilization drives where women are encouraged to join male dominated trades.

2. **Robust Placement and Post-Placement Support-** As mentioned in the findings part, 45% of the respondents were employed after training. In order to ensure maximum placement percentage, the training centres may provide counselling sessions to candidates from the time of enrolment in order to ensure that only candidates who are interested in employment are enrolled in training. Once enrolled, based on their interests and requirements, liasoning with employers may be attempted and also post-placement support may be provided to them in order to ensure maximum retention.
3. **Increase the number of courses, exposure visits and practical training-** During the asesment around 16% candidates mentioned that more number of courses may be started by CIDC. Few courses that are more relevant at present like media, artificial intelligence may be started so that candidates learn the 21<sup>st</sup> century skills. They also added that more practical training and exposure visits be added in the training program.

## Appendix

### **Interview Schedule for students who have completed training through Construction Industry Development Council (CIDC)**

Respondent Sr. No.:

Date:

Place:

Course/trade completed at CIDC- 1 ( ) Lab Technician/BMLT 2 ( ) Electrician 3 ( ) General Work Supervisor 4 ( ) Land Surveyor 5 ( ) Mason 6 ( ) Mechanical Fitter 7 ( ) Office Assistant 8 ( ) Plumber 9 ( ) Site Accountant 10 ( ) Welder

#### **Section A. Beneficiary details**

1. Name (optional):.....

2. Age (yrs).....

3. Gender: 1( ) Male 2( ) Female 3( ) Transgender

4. Marital status: 1( ) married 2( ) unmarried 3( ) widowed 4( ) separated

5. Caste category: 1( ) SC 2( ) ST 3( ) OBC 4( ) General 5( ) BC 6( ) Minority 7( ) SBC

6. Religion: 1 ( ) Hindu 2( ) Muslim 3( ) Sikh 4( ) Christian 5( ) Buddhist 6( ) Jain 7( ) Others

7. Area of domicile: 1( ) Rural 2( ) Urban

8. Place of origin: .....

Name of the Village/Town/City:.....

District:.....

State: .....

9. Place of current residence:

Name of the Village/Town/City:.....

District:.....

State: .....

10. Educational details:

Regular		Vocational	
Standard	Year	Field/Stream	Year
10 <sup>th</sup>			
12 <sup>th</sup>			
Graduation			
Post-graduation			

11. Details of family members:

S. No.	Household members (Relation to Beneficiary)	Age	Place of residence	Educational qualification including vocational education	Present occupation	Present monthly income (Rs.)
1						
2						
3						
4						
5						
6						
7						

### B: Employment details

12. What were you doing before joining the CIDC training (one year before CIDC)?

1 ( ) Studying 2 ( ) Working 3 ( ) Nothing 4 ( ) others (please specify)

13 (a). If working, please fill the details:

Serial no.	Date and Duration (from and to)	Job-description	Nature of the job  Permanent/ Contract/ Daily wage/ Casual labour/Business/ others (specify)	Name of the employer	Monthly salary (Rs.)	Location	Reasons for leaving the job


13 (b). If studying, please fill the details:

Serial no.	Date and Duration (from and to)	Course	Institution	Expenditure including tuition fees and accommodation	Means of financing (scholarship/parental income/odd jobs)	Completed or not (Yes/No)	If not completed, reason

13 (c). If others, please specify.....

14. What did you do after finishing the CIDC training till date?

1 ( ) Studying 2 ( ) Working 3 ( ) Nothing 4 ( ) others (please specify)

15 (a). If working, please fill the details:

Serial no.	Date and Duration (from and to)	Job-description	Nature of the job Permanent/ Contract/ Daily wage/ Casual labour/Business/ others (specify)	Name of the employer	Monthly salary (Rs.)	Location	Reasons for leaving the job

15 (b). If studying, please fill the details:

Serial no.	Date and Duration (from and to)	Course	Institution	Expenditure including tuition fees and accommodation	Means of financing (scholarship/parental income/odd jobs)	Completed or not (Yes/No)	If not completed, reason

15 (c). If others, please specify.....

16. Current employment status: 1( ) Employed 2( ) Unemployed

18. After placement, did you get any offer letter? 1( ) Yes 2( ) No

19. Were on The Job training provided in this company? 1( ) Yes 2( ) No

If Yes,

- Trained by whom.....
- Duration:.....
- Major learnings from this training:.....

20. What incentives/facilities do you get from your company/organization? *(This question should not be asked from self-employed)*

- Medical insurance: 1( ) Yes 2( ) No
- HRA: 1( ) Yes 2( ) No
- Increment per year: 1( ) Yes 2( ) No
- PF: 1( ) Yes 2( ) No
- Others (please mention the details)

21. Mode of salary payment

- Cash: 1( ) Yes 2( ) No
- Cheque: 1( ) Yes 2( ) No
- Online Bank Transfer: 1( ) Yes 2( ) No
- Others (Please mention the details)

22. Do you get your wage/salary on time? 1( ) Yes 2( ) No

23. How much the CIDC training matches with skills required in this current job? (Rate in a scale of 1 to 5, where 1 means “does not match at all” and 5 means “totally matched”).

1 ( ) 2 ( ) 3 ( ) 4 ( ) 5 ( )

24. How much do you like working in this company? (Rate in a scale of 1 to 5, where 1 means “do not like” and 5 means “extremely like”).

1 ( ) 2 ( ) 3 ( ) 4 ( ) 5 ( )

25. How likely are you going to continue this job till the age of retirement? (Rate in a scale of 1 to 5, where 1 means “not likely at all” and 5 means “extremely likely”).

1 ( ) 2 ( ) 3 ( ) 4 ( ) 5 ( )

26. Please specify the issue which you **do not like** in the company?

1 ( ) Salary

2 ( ) Job-security

3 ( ) Location

4 ( ) Infrastructure

5 ( ) Co-operation from colleagues and management

6 ( ) Skill-set mismatch

7 ( ) Work-pressure

27. If you get an additional payment, what will you do with it?

28. If you leave this job before retirement, what will you do after resigning?

1 ( ) Join another employer in the same field

2( ) Join some other employer in another field/ industry

3( ) Going back to hometown and do family-business/farming

4( ) Start own enterprise

5( ) Others (Specify).....

29. If you are planning to leave this job, how much additional income would you need to stay in this job? And what will you do with this money?

.....

30. Is your family supportive enough for you to continue in this job? 1 ( ) Yes 2 ( ) No

If No,

why?.....

31. What is your future career plan? .....

### **Section D: Cost of living**

32. What is your monthly gross expenditure (including travel, accommodation, food, entertainment and all other facilities) to continue working at your current workplace?.....

33. Do you have to send money to dependents who are not staying with you? If yes, how much?.....

### **Section E: CIDC training**

36. How did you get to know about CIDC's training program?

.....

37. Duration of training at CIDC (start and end date):.....

38. Why did you join the CIDC program?.....

39. Was there Hands on Training/Exposure visits during the CIDC training? 1 ( ) Yes 2 ( ) No

40. Were assessments conducted during the training ? 1 ( ) Yes 2 ( ) No

41. If yes, how often? 1 ( ) Weekly 2 ( ) Monthly 3 ( ) Other

42. After training, did CIDC arrange placements for you? 1( ) Yes 2 ( ) No

43. Did CIDC prepare you for interview/test before the actual placement? 1( ) Yes 2( ) No

If Yes, how?

.....  
.....  
.....  
.....

44. What part of training has helped you most in your current job?

1 ( ) Life skills

2 ( ) Technical skills

3 ( ) Both of these

4 ( ) None of the above

42. What would you like to suggest for further improvement of CIDC training program?

1( ) Mobilization

2( ) Training Content

3( ) Training methods

- 4( ) Infrastructure
- 5( ) Teachers' quality
- 6( ) Pre-Placement Preparation
- 7( ) Placement strategy    8( ) Post Placement Support
- 9( ) Others (Specify.....)
- 45. Any suggestion for your CIDC juniors?.....
- 46. Any message for Airport Authority of India?.....

