GOVERNMENT OF KARNATAKA

Evaluation Study of Employment Training Imparted Under Skill Training and Placement component of National Urban Livelihood Mission, Implemented by Directorate of Municipal Administration Karnataka

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Karnataka Evalution Authority

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DEPARTMENT OF PLANNING, PROGRAMME MONITORING AND STATISTICS

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March 2018

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Government of India

CONSTITUTION OF INDIA

PREAMBLE

WE, THE PEOPLE OF INDIA,

having solemnly resolved to constitute India into a

SOVEREIGN SOCIALIST

SECULAR DEMOCRATIC REPUBLIC

and to secure to all its citizens:

JUSTICE, social, economic and political;

LIBERTY of thought , expression,

belief, faith and worship;

EQUALITY of status and of opportunity;

and to promote among them all

FRATERNITY assuring the dignity of the

individual and the unity and

integrity of the Nation;

IN OUR CONSTITUENT ASSEMBLY

this twenty-sixth day of November, 1949, do

HEREBY ADOPT, ENACT AND GIVE TO

OURSELVES THIS CONSTITUTION.

FOREWORD

Foreword will be issued by KEA.

Evaluation of Employment Training Imparted Under Skill Training and Placement component of National Urban Livelihood Mission, Implemented by Directorate of Municipal Administration Karnataka

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ABBREVIATIONS

Acronym	Particulars
ATCA	Advanced Training in Computer Application
BPL	Below Poverty Line
CCT	Call Centre Training
CIPET	Central Institute of Plastics & Engineering Technology
CMC	City Municipal Corporation
CMMU	City Management Monitoring Unit
DC	Deputy Commissioner
DET	Directorate of Employment & Training
DIC	District Industries Centre
DMA	Directorate of Municipal Administration
DUDC	District Urban Development Cell
EDP	Enterprise Development Programme
EST&P	Employment through Skill Training and Placement
FGD	Focus Group Discussion
GOI	Government of India
GT&TC	Government Tool room & Training Centre
ITI	Industrial Training Institute
KEA	Karnataka Evaluation Authority
KEONICS	Karnataka State Electronics Development Corporation Ltd
KGTTI	Karnataka German Technical Training Institute
KSFES	Karnataka State Fire and Emergency Services
KSRTC	Karnata State Road Transport Corporation
KSULSS	Karnataka State Urban Livelihood Samvardhana Samsthe
LMV	Light Motor Vehicle
MES	Modular Employable Skills
MSME	Micro, Small & Medium Enterprises
MOHUPA	Ministry of Housing and Urban Poverty Alleviation
NCVT	National Council for Vocational Training
NSDC	National Skill Development Corporation
NULM	National Urban Livelihood Mission

Acronym	Particulars
OBC	Other Backward Class
PH	Physically Handicapped
PMEGP	Prime Minister Employment Guarantee Programme
RDAT, Hyderabad	Regional Directorate of Apprenticeship Training, Hyderabad
RGRHCL	Rajiv Ghandhi Rural Housing Corporation Ltd
RTO	Regional Transport Office
RUDSET	Rural Development and Self Employment Training Institute
SC/ST	Schedule Caste/ Schedule Tribe
SDIS	Skill Development Initiative Scheme
SHG	Self Help Group
SJSRY	Swarna Jayanthi Shahari Rozgar Yojane
SSC	Sector Skill Council Certification
STPs	Skill Training Providers
SULM	State Urban Livelihood Mission
TI	Training Institution
TOR	Terms of Reference
ULB	Urban Local Body
UPAMU	Urban Poverty Alleviation Management Unit
VTP	Vocational Training Provider

Executive Summary

NABCONS has been retained by the Karnataka Evaluation Authority (KEA) to undertake '*Evaluation study of Employment training imparted under Skill Training and Placement component of National Urban Livelihood Mission*' implemented during the period 2014-15 by the Directorate of Municipal Administration. The overall objective of this assignment is to evaluate the impact of the scheme on the individual beneficiaries.

The study was mounted to evaluate the quality of training so as to assess whether the training enabled the beneficiaries to have gainful employment or self-employment impacting improvement in their livelihood on a sustainable basis. Further,the study was undertaken to ascertain whether the self-employed after training received institutional credit facility. Besides, it aimed at identifying the constraints in implementation and to suggest measures for the improvement of the existing scheme.

The methodology used for the study, as proposed in the TOR included survey of beneficiaries, focus group discussions with the stakeholders and beneficiaries, documenting a few success stories. The sampling method used in this study is systematic random sampling. There are 35 NULM cities in which the EST&P component of NULM is implemented. These cities are grouped into 4 revenue divisions for sampling purpose. 11 cities fall under Bengaluru division and 8 cities each under other three revenue division. Purposive sampling is adopted to select 3 cities/urban centres from each of the revenue divisions, but from Bengaluru division 4 cities are selected, such that they cover all the skills in which trainings are imparted. As per TOR, a sample of 470 beneficiaries were to be covered. However, 518 beneficiaries across the sampled 13 urban centres were covered under the study.

An overview of the findings vis-a-vis the objectives of the programme are:

Provide an asset to the urban poor in the form of skills for sustainable livelihood.

The study has clearly indicated that skills imparted through the programme are really an asset to the urban poor. There are about 68 courses approved under the programme with varied duration ranging from 120 to 430 hours. All the Skill Training Providers have followed the approved curriculum. The sample beneficiaries are satisfied with the quality of training imparted by the Institutes.

Increase the income of urban poor though structured, market-oriented certified courses that can provide salaried employment and / or self-employment opportunities

All the approved courses are designed to improve the skillset of the individual which has helped the trainee get salaried employment or self-employment opportunities. Most of the sample beneficiaries acknowledged that the training undergone has helped in improving their employability quotient and many have been employed. 63.5% of the sample beneficiaries secured employment. Some of them have also taken up self-employment, particularly those who have undergone LMV and Construction courses. However, the study has revealed that some beneficiaries (Department of Health) under the scheme have successfully completed the training but do not have employment opportunities viz., 'Nursing aids', 'Health care multipurpose worker', 'Midwifery assistant'. Thecertificates issued by RDAT Hyderabad are not recognised by the private or government hospitals, as the course duration is less than 6 months and do not have a component of internship. Hence,course module of such trainings may be modified to meet the industry standards and requirements.

Ensure inclusive growth with increased contribution of skilled urban poor to the National Economy

The findings of the study has brought out that the programme has been highly beneficial for the urban poor targeting the people from BPL families. As per the data furnished, the coverage under women was 42% as against the norm of 30% and 21% under minority category against the requirement of 15%. The programme has undoubtedly benefited the poor urban youth.

The Overall Findings of the study are given below:

1. As per the field observations, ULBs created awareness about the programme in their area of operation through TV, local cable operator, Newspaper, SHGs, Pamphlets, Notice Board in ULB and wall paintings. The major source of knowledge about the conduct of training programme was from Newspapers/pamphlets (37.8%), through friends & relatives (31.9%), and through CMC (18.3%). The field study indicated that awareness created by the ULBs is satisfactory. Due to wide publicity through different medium the target population is aware of the benefits under various schemes applicable to them. Recently, the department has come out with radio jingles to publicise the scheme.

2. As per the terms and conditions of sanctions accorded to enlisted Skill Training Providers, out sourcing for conduct oftraining is not permitted. Accordingly, no outsourcing was observed in the field except in respect of Keonics who are imparting training through their franchisees. CIPET, conducted the training programmes in Mysore, KSFES in Bangalore, KGTTI in Bangalore and Kalburgi. KSRTC in 4 training centres. RGRHCL have their training institute in Bangalore and they have conducted the training programmes in all the districts with the help of NirmithiKendras.

3. In all the sample cases interacted, it was observed that the Training Institution have not charged any fee or collected any charges from the beneficiary. The franchisees of KEONICS have also not levied any additional charges.

4. It was observed that each Training Institution followed its own time table and commenced the trainings as per the local requirement. However, the duration of training i.e. number of hours/ days, syllabus, teaching methodology of each training course was similar.

5. The syllabus, training content, duration, methodology was observed to be similar in all the sample cases.

6. The DMA fixedthe targets to each ULB and Training Institution based on their capacity & infrastructure. The decision to allot certain courses to a training institution is dependent upon the hardware and software configuration, availability of Faculty support, space and number of machines. As regards LMV training the ULBs decide the Training institute after assessing that the Motor Driving School has valid licence from RTO and is in the business for the last 3 years.Training Institutions like Keonicsallocated the target in each urban centre among their franchisees depending upon their capacity and capability.

7. The discussions with ULB officials reveal that the eligibility criteria stipulated in letter no. DMA/UPAMU/EST&P/CR/66/2014-15 dated 10.10.2014 for selecting the candidates have been strictly adhered to. No major deviations were observed in the field visit and among the sample beneficiaries, except in respect of upper age limit.

8. As per the data furnished by DMA the ratio of women and minority was 42.1% and 21% as against the requirement of 30% and 15% respectively. However, in respect of differently abled persons, the performance was not satisfactory, as the achievement was 0.8% only against the

requirement of 3%. Even from the sample studied during the field visit, it was observed that the share of women was 45% and minority was 11.6% while differently abled was 1.2%.

9. 'MargadarshanaSabhe' are conducted by the ULBs to give publicity to the programmes of the department. The preliminary selection of a candidate is done by a Committee consisting of Municipal Commissioner/ Dy.Commissioner, Chief Officer, Representative of Training Institute etc., either through personal interview or scrutiny of the application. The list is then placed before the Committee, City Management Monitoring Unit (CMMU), which will finalise the list of candidates for the Training Programme. Generally, for each approved Training programme additional candidates list is attached as reserve list. In case there is absenteeism or if the candidate leaves the programme after a week, the next candidate in the reserve list is included for the programme. This procedure is being followed as per the field study observations.

10. The field study findings and discussions with Training Institutions indicated that selected candidates not joining the training and candidates leaving the course after joining is not a common phenomenon, though it has happened in certain batches. The major reasons for not joining or leaving after joining the course are as under:

a.Candidates leave if they find it difficult to cope with the subjects

b.Due to domestic reasons

c.Selected by another department which apart from training is giving stipend.

d.Absence of financial stake/ commitment or penalty has prompted some of the candidates to leave the course in between.

e.Proper food and accommodation is not provided by the Training Institutes.

Discussions indicated that the absenteeism is more pronounced in outstation residential courses organized at CIPET, Mysore; KSFES, Bangalore; KSRTC training Institutes in four districts.

11. About 46% of the sample, had an educational qualficiation of SSLC or below SSLC. They have been given training mainly in courses offered by RGRHCL, CIPET, GT&TC, ITI, KSRTC, LMV and Health. Graduates and post graduates accounted for 26 % and 4% respectively who underwent training mainly in courses offered by KEONICS.The male-female ratio in the sample was 55:45. Minority was 11.6% SC/ST - 31.8%, OBC-38.8% and General-17.8%.

12. The field study indicated that about 65% of the beneficiaries were not given soft skills during the training. The interactions with the training institutes indicated that long duration courses generally have this component and some of the institutions are ensuring that this component is included in their curriculum. CIPET beneficiaries acknowledged that they were provided soft skills, while some of the KEONICS beneficiaries acknowledged that they were given training on soft skills. Interactions indicated that communication skills, group discussions, etiquettes, were some of the components which were taught as soft skills.

13. Field study indicated that 63.5% of the sample beneficiaries have secured employment. None of the beneficiaries reported permanent employment in Government/ Board/ Corporation. However, 13 beneficiaries reported they are working in CMC, Board as contract employees. 72.7% of the sample reported that they are employed in private sector. Of the 239 beneficiaries working in private sector, nine beneficiaries reported that they are employed/continuing employment not based on the training received. About 23.4% of the sample indicated that they are self-employed but none of them reported to have secured bank loan.

14. As per the field study findings, only 99 out of 329 employed beneficiaries i e. 30% of the sample, got employment within one month after completion of Training.

15. Analysis of the Training Institution wise employment indicates that majority of GT&TC, ITI, RGRHCL beneficiaries got employment within one month. As regards KEONICS it is 29%. Data analysis also indicated that those who have SSLC and below qualification have got employment earlier that those who have higher qualifications.

16. As per the guidelines the following skill training providers viz., KGTTI, GT&TC, CIPET, KSFES, RTO (LMV), KSRTC (for HMV), have been authorized to issue certificates. The certification for other skill training providers viz., Government ITIs/ Polytechnic Colleges, KEONICS, DIC, Dept of Health, RUDSET, RGRHCL is to be done by RDAT Hyderabad. Field visit indicated that some of the Institutions viz., ITI/Polytechnic College, RGRHCL have issued the certificates to the candidates after successful completion of the training. They are NCVT recognized and follow the required syllabus. As third party assessment was not done through RDAT Hyderabad, DMA does not recognize the certificates issued by RGRHCL/ ITIs.

17. Only 25% of the sample indicated that they have received the certificate within one month. This includes samples from RSETI, DIC, ITI/Polytechnic College. Though they have received the certificates, it is not through third party assessment. For instance, Polytechnic College Bhadravati has got the Third party assessment done through RDAT Hyderabad subsequently and the certificates were received after a period of 5-6 months. During 2014-15, it was observed that the Third party assessment through RDAT, Hyderabad was delayed. The DMA follows a procedure where they will get the training completion details from the ULBs across the State and consolidate and advise RDAT, Hyderabad for assessment. RDAT, Hyderabad after receipt of the data will assign Assessors to various ULBs. After conduct of examination, the Assessors share the result with RDAT, Hyderabad which in turn issues the certificates to DMA Bangalore for distribution of certificates by various ULBs. The tedious process and red tape had delayed the conduct of examination by the Assessors as also issue of certificates to the candidates.

The candidates trained by KSFES Bangalore have not received the certificates even after a lapse of two years. KSFES has indicated that as per their rules they will not issue a certificate unless full payment is received from the candidates. DMA has paid only 40% as the first instalment and the second instalment of 40% will be released only after issue of certificates to the candidates, while the balance 20% will be released when 50% of the trained candidates are employed. Owing to this impasse, the candidates are sufferers and they have not got any employment till date.

18. The field visits indicated that very few STPs viz., CIPET, KEONICS have some tracking mechanism of successful candidates. Generally, post tracking of successful candidates and assisting them to secure wage employment or facilitating them to obtain financial assistance under any government scheme/banks etc was absent in the field.

19. The field study revealed that in none of the sample cases, the trainees have availed bank loan or subsidy after training for the self-employed under PMEGP.

20. As per the scheme guidelines the Skill Training Providers will get the sanctioned amount in three instalments in the ratio of 40:40:20. This is applicable to all Training providers except LMV and RGRHCL where the instalments will be released in the ratio of 50:30:20. The first release will be after commencement of the training and the second instalment will be released

after certification and the third instalment will be released after 50% of the trained candidates get employment and post placement track is done for 6 months.

Discussions indicated that there is no additional penalty to STPs other than non-release of the third instalment of 20% of the sanctioned amount. In majority of the sample cases, it was observed that DMA had released only the first instalment. It was also reported that as on 30.06.2017 none of the STPs has received all the three instalments, across 35 Urban Centres for the sanctions made during 2014-15.

21. In all the sample cases, there was no failure and all had passed in first attempt. Discussions with the Training Institutes indicated that there are failures in some batches but the percentage of failures is less than 3%. The Training Institute retrains the candidates, without charging any additional fee and ensure that they pass certification exam. This is done mainly because the DMA will not only stop release of 40% of the fees in respect of failed candidate but also recover the first instalment of 40% already released and the examination fee. The discussions indicated that failures are mainly due to delay in conduct of examination by the certifying agency, after the course is completed. In some of the sample cases the delay in conducting the Certificate exam was more than one year.

22. The field study indicated that there is no public domain where the list of all successful candidates with their bio-data, experience and skill set under the programme is published. Some ULBs are conducting the job melas where the unemployed certified candidates register in advance with the department and the prospective employers take part in the mela and select candidates based on skill test, interview etc. Recently Ministry of Skill Development and Entrepreneurship has come out with a portal https://ncvtmis.gov.in wherein the candidates can register, search for vacancies and apply. Similarly, the Job providers/Establishments can register, post vacancies and access the data of suitable candidates. This portal is for ITI certificate holder who have secured NCVT certificate. DMA may come out with a similar portal for candidates to register with certified skill set with their bio data, the prospective employers will have to access the data base so that they can source their requirement through this portal.

23. The field study indicated that skill gap analysis has not been done to identify the market demand in that particular urban centre. The discussions with the officials indicate that they have not referred to the skill gap analysis prepared by NSDC. They indicated that target is given by

DMA and they try to achieve the same. Sometimes they change the trade allotted by DMA at the district level depending upon the demand. The district level committee headed by Deputy Commissioner has been permitted to change the Trade allotted by DMA.

24. As discussed six skill training providers viz., KGTTI, GT&TC, CIPET, KSFES, RTO (LMV), KSRTC (for HMV), have been authorized to issue certificates. The certification for other skill training providers viz., KEONICS, DIC, Dept of Health and Family Welfare, RGRHCL, Government ITIs/ Polytechnic Colleges, RUDSET is to be done by RDAT Hyderabad. The Certifying agency visits the urban centres and conducts a written examination of the trained candidates and issues the certificates. The DMA is making payment of certification fee directly to RDAT Hyderabad.

Undue delay was observed in the certification process in respect of candidates who had to receive certificates from RDAT Hyderabad. The delay was ranging from 6 months to 2 years after completion of the training which definitely has impacted the employment opportunities. To address this issue DMA may consider enlisting some more agencies for third party assessment.

25. The field study indicated that there is no change in the course content, training syllabus since 2014-15. Discussions with the candidates and Skill Training Providers indicated that the syllabus is comprehensive and there is no need to revise it for the present.

26. The field study revealed that this programme is a boon to the urban poor which has imparted skill training free of cost. The beneficiaries have improved their employability quotient and many of them have improved their economic status. The objectives and the guidelines of the scheme are comprehensive. There is scope for improvement in the procedure followed during implementation of the scheme. The recommendations and changes required are given separately.

Major recommendations:

The study indicates that the targets are set by the DMA at the State level and distributed among the urban centres. The training institutions and targets are set without taking into account the local needs. Some of the important recommendations are as under:

- There is no specific instruction as to who are considered 'urban poor' and what the eligibility criteria is. The Department has to fix appropriate income criterion for identification of urban poor.

- The upper age limit needs to be relaxed and increased to 45 years from the present 35 years. There is potential to skill the age group of 35-45 years, especially urban poor women, which would help them to be economically empowered.

- The DMA may put in place a procedure for the third party assessment to be done on the last day of the training programme. If required they may enlist other suitable agencies for third party assessment.

- There is enormous delay in settlement of claims raised by the STPs. The entire procedure for settlement of claims to be revamped and red tapism to be curtailed. Delegation of power in this regard will facilitate improved delivery under the scheme.

- DMA shall ensure that Skill Training Providers have in place a proper tracking mechanism of the trained candidates. The STPs shall work towards providing job-placement or setting up self-enterprise for all the successful candidates.

- DMA shall ensure that a suitable web portal is designed and placed in public domain indicating the bio-data, skill set of all successful but unemployed trainees. This would help the prospective employers in private/public sector, individual entrepreneurs to source their requirement from the pool of skilled candidates.

- Soft skills training needs to be included in all the training modules as they will facilitate the candidate to improve their employability. Soft skills training course module to include Basic Communication skills (in English and Kannada language), Basic Computer operations (for courses other than computer training), Professional etiquettes, Personality Development& Financial literacy. The soft skills may also include a session on how to write a CV.

- DMA may ensure that the Skill Training Providers give proper food and accommodation to the Trainees.

- The LMV training should also accompany advanced training for obtaining 'yellow badge'. This would facilitate the candidates to get employment as taxi drivers for driving yellow board vehicles.

- Third party assessment on course completion should be taken up on the last day of the training programme or immediately after the programme so that the trainees will get the Certificates on time.

- Training courses like Nursing Aids, Health care multipurpose worker, Midwifery Assistant are not recognized by private hospitals/ Nursing homes and even Government Institutions, as the course duration is less than 6 months and do not have a component of internship. Hence,course module of such trainings may be modified to meet the industry standards and requirements.

- It is observed that similar to Directorate of Municipal Administration, many other departments in Karnataka have also been imparting skill training to the youth. To avoid duplication of efforts and to have focused attention, all training and Skill development programmes may be brought under single umbrella.

- Marketing support to Women entrepreneurs under the Scheme may be extended in coordination with Women and Child Development Department and Trade Related Entrepreneurship Assistance and Development (TREAD) Scheme for Women implemented by Ministry of Micro, Small & Medium Enterprises (MSME).

1. Introduction

India is one of the youngest nations in the world with more than 54% of the total population below 25 years of age. India's workforce is the second largest in the world after China. While China's demographic dividend is expected to start tapering off by 2015, India will continue to enjoy it till 2040. As per Census of India, 2011, India's urban population is now 37.7 crore which shows a 31 per cent increase from 2001. Economic development and urbanisation are closely linked. Cities in India are emerging as the country's engines of economic growth, with a contribution of more than 60 per cent to GDP. The disparity in income of the poor and the rich in urban areas is pronounced. The Government of India is aware of the problem of disparity in income and trying to address the issue by implementing welfare measures, which would improve the economic status of urban poor.

The National Commission on Enterprises in the Unorganised Sector in their report brought out in August 2007 about the conditions of work and promotion of livelihoods in the unorganised sector indicated that in 2004-05, out of India's total workforce, 92 per cent worked in informal economy. The urban informal sector comprises a large part of the unorganised non-agriculture sector.

Low levels of education and skill in the unorganized sector workers have resulted in their inability to access the opportunities offered by emerging markets. This underscores the criticality of skills up-gradation for better livelihoods opportunities in urban areas.

Background and the context:

Nearly 25% of the population is poor in Karnataka. 1/3 of them reside in urban areas. Identification of urban poor and weaker sections has been done and several poverty alleviation measures are taken by the Government. Under this, the Ministry of Housing and Urban Poverty alleviation, Government of India, has renamed and re-structured the *Swarna Jayanthi Shahari Rozgar Yojane* as "*National Urban Livelihood Mission (NULM)*" from September 2013. There are 6 sub-components of this programme namely-

1. Social Mobilization and Institutional Development
2. Employment through Skill Training and Placement (EST&P)
3. Self-employment Programme

4. Support to Urban Street Vendors

5. Shelter for Urban Homeless, and

6. Capacity Building and Training

Purpose

The EST&P component of NULM will focus on providing assistance for development / upgrading of the skills of the urban poor so as to enhance their capacity for self-employment and salaried employment. EST&P intends to provide training to the urban poor as per the skill demand from the market, so that they can set up self-employment ventures or secure salaried employment. EST&P will target the urban poor subjected to occupational vulnerability.

In Karnataka as per 2011 census there were 26 cities with population of 1 lakh and above 9 district headquarter cities with population of less than 1 lakh. The programme is being implemented in the 35 notified cities.

Objectives of the Programme:

The objectives of the employment through Skill Training and Placement programme is

- To provide an asset to the urban poor in the form of skills for sustainable livelihood.
- To increase the income of urban poor though structured, market-oriented certified courses that can provide salaried employment and / or self-employment opportunities which will eventually lead to better living standards and alleviation of urban poverty on a sustainable basis.
- Ensure inclusive growth with increased contribution of skilled urban poor to the National Economy

Need for Evaluation study

The EST&P Programme is being implemented in all urban areas where the population is more than 1 lakh (as per 2011 census) and in all district headquarter towns. The beneficiaries under the programme are mainly BPL card holders. The minimum education qualification is prescribed as per the Skill Training being imparted. The Directorate of Municipal Administration has prescribed a physical and financial target of 60821 beneficiaries and Rs.5202.23 lakh for the year 2014-15 covering 35 centres.

The DMA intends to take up the evaluation of the programme to understand if the programme is meeting the set objectives, if so, to what extent it is being met, measures for improving the programme and identify constraints in implementing. The period of evaluation of the study is for the year 2014-15.

Intended Audience

This report is intended to give an understanding of the extent of success of the programme in meeting the set objectives. The report is aimed at providing the DMA an insight into the perception of beneficiaries, problems faced during implementation and suggestions to improve the effectiveness of the delivery. At the same time, it is intended to provide Karnataka Evaluation Authority, planners and policy makers information about the usefulness of such programmes, which could be put to use in formulating similar programmes in future.

2 Log Frame/Theory of Change/Programme Theory

(Basis for Government Intervention)

India has the advantage of a "demographic dividend" due to its large and growing population in the 15 to 59 year age group estimated to be upwards of 600 million currently. This large working age population can make a significant contribution to the country's growth provided it is equipped to be productive. Skills and knowledge are the driving forces of economic growth and social development of country. They have become even more important given the increasing pace of globalization and technological changes, both challenges that are taking place in the world.

The Boston Consulting Group in their report indicated that by 2020 India will have a surplus of 56 million working people while the rest of the world will have shortage of 46 million in the work force. However, the Labour Bureau Report 2014 indicates that the size of India's skilled labour force is only 2% and only 6.8% have received or are receiving vocational training. In parallel, the labour force participation rate of females is 25% in comparison to 75% for males. Concurrently, the Indian Labour Report predicts that 300 million youth will enter the labour force by 2025 and NSDC estimates that over 120 million skilled people will be required in the non-farm sector from 2013-22.

Taking into account that huge young population of India will be entering the labour market, the Government of India has come up with many programmes and schemes to improve the employability of the youth through various Skill Up gradation programmes.

Government Policies on Skill Development: The Government has recognized the need for Skill Development with the 11th Five Year Plan providing a framework to address the situation. The first National Skill Development Policy was framed in 2009 and subsequently a National Skill Development Mission was launched in 2010. The Policy was to be reviewed every five years to evaluate the progress and revised appropriately. The12th Five Year Plan observes that Skill development programmes in the past have been run mainly by the government, with insufficient connection with market demand. It has called for an enabling framework that would attract private investment in Vocational Training through Public–Private Partnership (PPP). The NDA Government created a Ministry of Skill Development & Entrepreneurship to address the Skill Development needs.

To alleviate the sufferings of the poor in urban areas the Government has re structured and re named the SJSRY and launched NULM in September 2013. NULM was launched with the objective to reduce poverty and vulnerability of the urban poor households by enabling them to access gainful self-employment and skilled wage employment opportunities, resulting in an appreciable improvement in their livelihoods on a sustainable basis, through building strong grassroots level institutions of the poor.

The Employment through Skills Training & Placement (EST&P) is one of the six components under NULM which is designed to provide skills to the unskilled urban poor as well as to upgrade their existing skills. The program will provide for skill training of the urban poor to enable them setting up self-employment ventures and for salaried jobs in the private sector. The EST&P Program intends to fill the gap between the demand and availability of local skills by providing skill training programs as required by the market.

The centrally sponsored Mission is funded with a Central share of 75% and State share of 25%. Karnataka State has set up State Mission Management Unit (SMMU) registered as a Society and implementing the programme.

Table 1: Logical Framework

	Project Description	Performance indicators	Means of verification	Assumptions
Input	1. Provide an asset in the form of skill. 2.Provide wage employment / self-employment 3.Ensure inclusive growth	1. Number of candidates acquiring the skill. 2. Number of candidates securing wage employment. 3. Number of candidates who are self-employed 4.Number of candidates who have improved their economic status	1. Data obtained from ULBs and maintained at DMA. 2.Field survey, Focus Group Discussion,	1.Comprehensive data base is maintained at ULBs and DMA. 2.Published Survey reports are available. 3. Availability of randomly selected candidates for the survey. 4. Availability of randomly selected Skill Training Providers for the survey. 5. Data base of candidates is maintained at Training Institute.
Activities	1.Formulation of Guidelines for selection of STPs 2. Selection of Trade. 3. Designing syllabus, training content, methodology and duration. 4.Guidelines for implementation of the programme 5.Survey of skill gap analysis	1. Number of STPs empaneled 2. Number of Trades approved 3. Number of courses approved. 4. Number of ULBs sensitized about the programme 5.Survey reports available	1. Data obtained from ULBs and maintained at DMA. 2.Field survey, Focus Group Discussion, 3. Published data of survey reports.	
Outputs	1.Certification of candidates 2. No. of candidates who have secured wage employment 3. No. of candidates who are self-employed	1. Number of training programmes conducted 2. Number of candidates who were issued the certificates. 3. Number of candidates wage employed/self employed 4. Post Training Tracking of candidates	1.Data obtained from ULBs and maintained at DMA. 2.Field survey, Focus Group Discussion,	
Outcome/ Impact	Economic empowerment of Urban poor	1. Number of urban poor benefited due to this intervention. 2. Number of beneficiaries who have been empowered.	1. Data obtained from ULBs and maintained at DMA. 2.Field survey, Focus Group Discussion.	

3 Review of Literature

Many countries have designed programs to empower youth by imparting skill training and make them eligible for wage employment or set up their own enterprise. The evaluation study of such programmes in Nepal and Liberia are briefly discussed as under

The Role of Training Programs for Youth Employment in Nepal – Impact Evaluation Report on the Employment Fund

Using a quasi-experimental approach, this report presents the short-run effects of skills training and employment placement services in Nepal Launched in 2009, the intervention provided skills training and employment placement services for more than 40,000 Nepalese youth over a three-year period, including a specialized adolescent girls' initiative that reached 4,410 women ages 16 to 24. The report finds that after three years of the program, the Employment Fund intervention positively improved employment outcomes. Participation in the Employment Fund training program generated an increase in non-farm employment of 15 to 16 percentage points for an overall gain of about 50 percent. The program also generated an average monthly earnings gain of about 72 percent. The report finds significantly larger employment impacts for women than for men, but younger women aged 16 to 24 experienced the same improvements as older females. These employment estimates are comparable, although somewhat higher, than other recent experimental interventions in developing countries.

The Impact of an Adolescent Girls Employment Program – The EPAG Project in Liberia

The EPAG project was launched by the Liberian Ministry of Gender and Development in 2009 with the goal of increasing the employment and income of 2,500 young Liberian women by providing livelihood and life skills training and facilitating their transition to productive work. The analysis in this paper is based on data collected during two rounds of quantitative surveys in 2010 and 2011, the second of which was conducted six months after the classroom-based phase of the training program ended. Strong impacts are found on the employment and earnings outcomes of program participants, relative to a control group of non-participants. The EPAG program increased employment by 47 percent and earnings by 80 percent. In addition, the impact evaluation documents positive effects on a variety of empowerment measures, including access

to money, self-confidence, and anxiety about circumstances and the future. The evaluation finds no net impact on fertility or sexual behavior. At the household level, there is evidence of improved foodsecurity and shifting attitudes toward gender norms. These results reinforce the highly positive feedback received from focus group discussions with program participants. Finally, preliminary cost-benefit analysis indicates that the budgetary cost of the EPAG business development training for young women is equivalent to the value of three years of the increase in income among program beneficiaries. These preliminary results provide strong evidence for further investment and research into young women's livelihood programs in Liberia.

Evaluation of Placement Linked Skill Development Special Projects under SGSY – Report: Volume II Ministry of Rural Development

The Ministry of Rural Development, Government of India has been implementing many development schemes with a mandate to eradicate poverty, generate employment and establish food security. Under these schemes, both wage employment and self-employment are provided to the people below the poverty line. In 1998-99, the Government of India proposed to unify various poverty alleviation and employment generation programmes under two broad categories of Self Employment Schemes and Wage Employment Schemes. Among these, is the Swarnjayanti Gram Swarozgar Yojana (SGSY), which is a Self-Employment Scheme launched with an objective to bring the assisted poor families (Swarozgaries) above the poverty line by ensuring appreciable sustained level of income over a period of time. This objective is to be achieved by inter alia organising the rural poor into Self Help Groups (SHGs) through the process of social mobilization, their training and capacity building and provision of income generating assets. About 6.5 lakh people have been trained and about 5.2 lakh people have got placement and the scheme has been subsumed with Deendayal Upadhyaya-Grameen Kaushalya Yojana-DDU-GKY, which has its origins in the Aajeevika Skills programme and the 'Special Projects' component of the Swarnjayanti Gram Swarozgar Yojana (SGSY).

References

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- The Impact of an Adolescent Girls Employment Program – The EPAG Project in Liberia

- Evaluation of Placement Linked Skill Development Special Projects under SGSY – Report: Volume II Ministry of Rural Development March 2013

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- Bulletin, (August 2010) Skill for Employment Project Vol.1.Page 1-10.

4 Progress Review

The Scheme is implemented in all the 35 urban centres of the State. The candidates selected for training should be from the urban poor households only. Candidates for Training are selected based on the following eligibility criteria

i) S/he should not have undergone skill development training under the SJSRY / NULM in any other trade during the last 3 years. The candidate can however be provided advanced training on the skills acquired in any previous training.

ii) The candidate should meet the minimum qualification as per requirement of the training curriculum approved by the State Executive Committee.

iii) The percentage of SC and ST candidates being trained should not be less than the percentage of SC and ST population in the town.

iv) Out of the total beneficiaries for the State/UT under EST&P; minimum 30% should be women, minimum 15% should belong to the Minority community and minimum 3% of the candidates should be differently-abled. However, based on the trade and area of implementation, if the above requirement of minimum percentage cannot be fulfilled through common training programs, specific training programs targeting the above vulnerable communities maybe undertaken by the SULM.

The Trainings imparted to the candidates by the Skill Training Providers are approved by the State Urban Livelihoods Mission (SULM). The SULM generally approves the curriculum based on the requirements of the National Occupational Standards (NOS) and the National Vocational Education and Qualifications Framework (NVEQF).

During the year 2014-15 the SULM had approved 68 courses having a duration ranging from 120 hours to 430 hours. There were 12 Skill Training Providers viz., GT&TC, KGTTI, ITI/Polytechnic Colleges, DIC, Department of Health &Family Welfare, KSRTC, KSFES, RGRHCL, KEONICS, RUDSETIs/RSETIS, CIPET, RTO registered Institutions.

Table 2: The performance of the Scheme for the year 2014-15

Name of the ULB	Training institute	Target given by DMA	Target	Achieve ment	Gen	SC	ST	Minorit y	No of Women	No of PH	Certificati on
Gangavathi	DIC	1444	500	500	178	98	45	179	500	12	440
	ITI		50	12	12	0	0	0	0	0	0
	KEONICS		450	450	217	75	30	128	99	5	280
	RGRHCL		170	170	86	28	19	37	0	0	170
	RTO		274	185	100	32	15	38	0	0	185
BBMP	NIL	17220	0	0	0	0	0	0	0	0	0
CMC Vijayapur	Handloom & textile	1468	100	100	62	17	6	15	100	3	100
	KEONICS		555	555	344	94	34	83	183	17	405
	RTO		297	297	184	50	18	45	118	9	0
	RUDSET		140	140	86	24	9	21	140	4	0
	SAN IT		210	210	130	36	13	31	79	6	0
CMC Bagalkot	KEONICS	625	263	263	155	50	15	43	82	0	238
	R-SET		45	16	10	3	1	2	16	0	0
CMC Belagavi	GTTC	1183	36	36	17	4	8	7	3	0	36
	ITI		88	70	53	5	2	10	31	0	59
	KEONICs		280	280	163	44	16	57	116	4	220
	KSRTC		69	18	6	5	0	7	0	0	16
	RTO		380	380	238	61	4	77	59	0	380
	RUDSET		399	399	188	96	6	109	399	0	399
CMC Bellary	DH&FW	4719	20	0	0	0	0	0	0	0	0
	DIC		2695	98	21	23	4	50	98	0	17
	ITI		598	174	35	80	20	39	9	0	101
	KEONICS		860	715	281	271	74	89	305	0	586
	KILT		220	0	0	0	0	0	0	0	0
	KSRTC		100	0	0	0	0	0	0	0	0
CMC Bidar	ITI	966	300	174	85	40	7	42	97	0	0

Name of the ULB	Training institute	Target given by DMA	Target	Achieve ment	Gen	SC	ST	Minorit y	No of Women	No of PH	Certificati on
	KEONICS		311	311	122	121	9	59	154	3	166
	KSRTC		65	30	6	16	0	8	30	0	30
	LMV		40	40	15	9	1	15	2	0	40
	RGRHCL		120	120	28	37	6	49	0	0	0
	RUDSETI/RSE TIs		80	80	40	25	4	11	60	0	80
CMC Chamarajanagar	CIPET	934	6	6	3	1	0	2	0	0	0
	KEONICS		486	486	190	180	28	88	231	0	404
	RUDSET		63	63	25	31	3	4	63	0	63
CMC Chikkaballapura	CIPET	369	20	3	1	1	0	1	0	0	3
	DIC		80	69	21	25	3	20	69	0	69
	KEONICS		145	91	28	30	4	29	42	0	0
	KSFES		11	11	5	1	0	5	0	0	11
	RGRHCL		45	45	7	18	3	17	0	0	45
	RTO		25	25	9	8	0	8	0	0	25
CMC Chikmagalur	CIPET	314	5	5	0	5	0	0	0	0	5
	COBSET		50	27	7	18	0	2	27	0	27
	KEONICS		120	120	60	38	1	21	90	0	79
	RTO		139	136	55	57	8	16	29	0	136
CMC Chitrdaurga	DIC	1165	175	175	78	28	10	59	175	0	0
	CIPET		30	9	2	4	3	0	0	0	9
	DH&FW		95	67	20	36	7	4	59	2	67
	Heavy Motor Vehicle		45	21	4	10	4	3	0	0	21
	ITI		40	34	10	12	0	12	19	0	0
	KEONICS		360	340	89	100	24	127	234	0	340
	LMV		110	47	12	13	8	14	0	0	47
CMC Davanagere	CIPET	2664	60	9	4	3	1	1	0	0	9

Name of the ULB	Training institute	Target given by DMA	Target	Achievement	Gen	SC	ST	Minority	No of Women	No of PH	Certification
	DIC		543	0	0	0	0	0	0	0	0
	GT&TC		205	22	17	4	1	0	0	0	22
	ITI		450	0	0	0	0	0	0	0	0
	KEONICS		891	527	274	100	30	123	333	3	372
	KSFES		0	0	0	0	0	0	0	0	0
	KSRTC		75	4	3		1	0	0	0	4
	LMV		535	535	257	65	23	190	40	0	535
	RGRHCL		0	0	0	0	0	0	0	0	0
	RUDSET		180	92	76	8	2	6	92	1	92
CMC Doddaballapur	CIPET	748	25	5	3	2	0	0	0	0	0
	KSFES		25	5	5	0	0	0	0	0	0
	KSRTC		25	5	4	0	0	1	0	0	0
CMC Gadag-Betgeri	CIPET	1101	3	3	2	1	0	0	3	1	0
	DH&FW		172	172	105	28	13	26	56	5	0
	DIC		242	242	146	44	16	36	81	8	0
	ITI		115	115	69	19	9	18	39	5	0
	KEONICS		239	239	145	42	16	36	80	7	0
	KSRTC		30	30	18	5	2	5	10	1	0
	RTO		130	130	79	22	9	20	43	4	0
	RUDSET/RSET		170	170	103	30	10	27	48	7	0
CMC Hassan	CIPET	647	4	4	3	0	0	1	0	0	0
	DIC		303	303	79	46	3	175	303	0	0
	ITI		60	60	53	5	0	2	8	0	37
	KEONICS		180	180	70	21	1	88	125	0	27
	KSRTC		100	100	40	26	0	34	11	0	0
CMC Haveri	KEONICS	226	107	107	80	5	3	19	66	0	107
CMC Hospet	DIC	1659	230	230	98	54	32	46	78	2	78

Name of the ULB	Training institute	Target given by DMA	Target	Achievement	Gen	SC	ST	Minority	No of Women	No of PH	Certification
	ITI		72	66	25	20	4	17	0	0	0
	KEONICS		843	843	349	204	126	164	407	21	734
	KSRTC		50	11	2	5	2	2	0	0	11
	RTO		186	186	66	76	24	20	10	0	186
CMC Karwar	KEONICS	353	202	182	140	11	0	31	112	0	27
CMC Mandya	KEONICS	1032	225	212	106	70	5	31	171	0	60
	KSRTC		70	17	7	8	2	0	0	0	17
	RTO		240	240	103	55	8	74	0	0	237
CMC Mysore	DIC	4078	535	535	355	86	31	63	108	12	535
	KEONICS		1194	1179	674	222	115	168	425	47	1179
	KSRTC		83	83	51	15	5	12	0	0	83
	RTO		1220	1219	779	197	86	157	239	0	1219
	RUDSET		157	157	81	36	16	24	27	0	157
CMC Raichur	DIC	2179	300	300	92	115	18	75	165	0	0
	ITI		300	300	96	110	16	78	0	0	0
	KEONICS		1164	1052	430	288	85	249	263	0	785
	KSRTC		75	75	20	30	5	20	10	0	0
	LMV		150	150	50	70	10	20	15	0	0
	RGRHCL		207	130	45	48	5	32	0	0	0
CMC Yadgiri	KEONICS	664	185	185	49	39	24	73	144	3	90
CMC Bhadravathi	CIPET	1531	10	6	5	1	0	0	0	0	6
	GT&TC		147	31	20	6	0	5	0	0	0
	KEONICS		519	519	319	138	14	48	367	0	271
	Keonocs		50	50	26	17	4	3	38	0	50
	KSRTC		60	17	12	2	0	3	0	0	0
	Polytechnic		250	208	126	38	10	34	176	0	206
	RGRHCL		50	48	28	11	1	8	0	0	47

Name of the ULB	Training institute	Target given by DMA	Target	Achievement	Gen	SC	ST	Minority	No of Women	No of PH	Certification
	RTO		155	155	79	11	9	56	18	0	0
CMC Ramanagara	CIPET	704	8	6	4	0	0	2	1	0	0
	KSFES		8	6	0	6	0	0	0	0	0
	KSRTC		38	9	1	8	0	0	0	0	0
	RGRHCL		140	35	8	21	0	6	0	0	0
	KEONICs		250	240	74	99	2	65	194	0	165
	RUDSET		100	73	16	19	2	36	73	1	0
CMCKoppal	DIC	560	93	93	34	24	14	21	37	0	60
	KEONICS		380	380	194	69	38	79	95	1	290
	RGHRCL		50	50	18	13	11	8	0	0	50
	RTO		212	212	100	35	32	45	25	5	212
CMC Hubballi-Dharwad	CIPET	2173	30	4	2	0	1	1	0	0	4
	DIC		460	460	213	65	16	166	455	0	460
	GT&TC		450	385	256	9	3	117	1	0	385
	ITI		100	65	29	17	2	17	0	0	65
	KEONICS		781	780	448	138	55	139	433	7	780
	KSFES		20	0	0	0	0	0	0	0	0
	KSRTC		50	40	8	20	5	7	0	0	40
	RGRHCL		60	0	0	0	0	0	0	0	0
	RTO		50	49	9	14	3	23	0	0	49
	RUDSET		62	0	0	0	0	0	0	0	0
CMC Kolar	CIPET	708	15	5	3	2	0	0	0	0	5
	DIC		130	130	68	20	2	40	130	0	50
	GTTC		40	40	8	21	0	11	0	0	40
	ITI		20	20	12	3	1	4	20	0	20
	KEONICS		163	159	37	40	2	80	126	0	111
	KSFES		15	4	1	2	0	1	0	0	0

| Name of the ULB	Training institute	Target given by DMA	Target	Achieve ment	Gen	SC	ST	Minorit y	No of Women	No of PH	Certificati on
	KSRTC		15	8	2	4	0	2	0	0	8
	RTO		80	80	40	19	0	21	27	0	80
Madikeri CMC	KEONICS	165	30	30	10	8	1	11	22	0	0
	RUDSET		30	30	10	7	4	9	30	0	30
CMC Mangaluru	ITI	917	150	150	92	20	4	34	110	0	150
	KEONICS		293	280	168	49	7	56	200	0	270
	Polytechnic		554	554	400	34	11	109	440	0	554
Ranebennur	ITI	648	140	140	74	18	3	45	2	1	0
	KEONICS		360	360	248	32	21	59	335	2	210
	KSRTC		17	17	13	2	2	0	0	0	0
	RGRHCL		40	40	21	4	2	13	0	0	0
	RTO		114	114	61	34	9	10	4	0	0
Robertsonpet KGF	DIC	416	110	110	6	91	0	13	110	0	90
	KEONICS		75	75	9	55	0	11	51	0	0
	KSFES		10	9	0	9	0	0	0	0	0
	RGRHCL		30	30	0	30	0	0	0	0	0
	RTO		69	69	3	66	0		6	0	69
CMC Shivamogga	CIPET	1848	40	2	1	0	0	1	1	2	2
	GT&TC		67	10	8	2	0	0	0	0	10
	ITI		315	135	89	24	1	21	0	2	0
	KEONICS		740	700	485	92	14	109	359	5	391
	KSFES		15	0	0	0	0	0	0	0	0
	KSRTC		6	6	4	2	0	0	0	0	6
	Polytechnic		120	100	72	11	3	14	100	2	0
	RGRHCL		90	30	17	7	1	5	0	0	0
	RTO		455	355	238	56	4	57	34	0	355
Tumkur C.C.	ATDC, Tumkur	760	35	35	8	22	1	4	35	0	35

Name of the ULB	Training institute	Target given by DMA	Target	Achievement	Gen	SC	ST	Minority	No of Women	No of PH	Certification
	KEONICS		220	217	72	57	13	75	100	0	194
Udupi CMC	ITI	306	33	33	19	5	1	8	20	0	33
	RTO		60	60	27	15	10	8	26	0	60
	GT&TC	4327	250	200	81	59	19	41	0	0	188
Kalaburgi (South)	KEONICS		1160	1160	585	437	47	91	520	0	1160
	KGTTI		655	386	181	45	12	148	49	4	386
	KSRTC		207	115	35	63	0	17	0	0	115
	GT&TC		250	200	67	23	0	110	9	0	200
Kalaburgi (North)	KEONICS		1234	1234	483	551	57	143	430	0	673
	KGTTI		480	297	136	38	8	115	45	4	297
Grand Total		60821	37837	29664	14664	7055	1714	6231	12484	228	20834
					49.4	23.8	5.8	21.0	42.1	0.8	70.2

Source: Directorate of Municipal Administration

The department had set a target of 60821 beneficiaries under the programme for the year 2014-15 with a financial target of Rs.5202.23 lakh. The financial achievement for the year 2014-15 was Rs.897.75 lakh (17%).As per the data compiled by department after consolidating the target and achievement under the programme from 35 ULBs the performance is as under. As against the target of 37837 the achievement was 29664 (78.4%). As per scheme guidelines the coverage of women beneficiaries is stipulated at 30%, Minority 15% and Physically Handicapped 3%. The achievement was 42.1%, 21% and 0.8% respectively. While the achievement under Women and Minority had surpassed the requirement it had fallen short under Physically Handicapped category. The coverage under SC and ST category was 23.8% and 5.8% respectively and the General category was 49.4%.
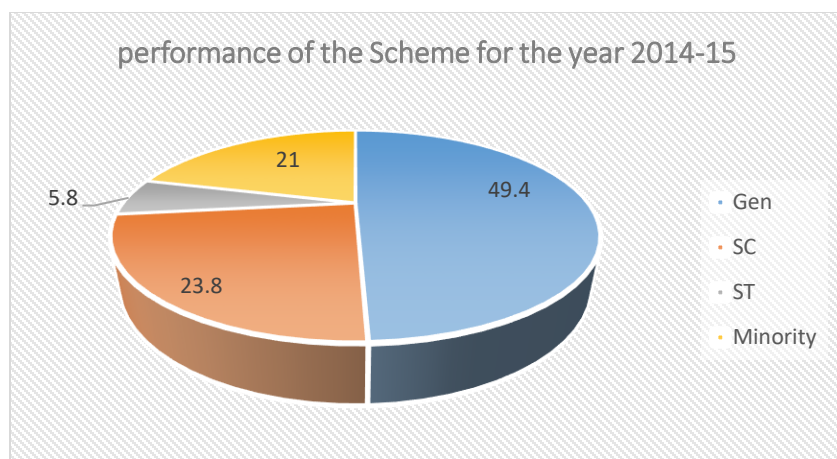
As per the data furnished by the Department only 70% of the trained candidates have received the Certificates despite lapse of two years after completion of Training.

5 Problem Statement

There is a significant growth in the urban population of Karnataka and the urban areas contribution to the GDP is increasing. The Government is aware of the growth potential of this section of society. The growth will not be inclusive unless the urban poor and weaker sections of the society are also empowered. To achieve equitable growth poverty alleviation programmes are being implemented. EST&P component of NULM is one such scheme being implemented with the following objectives

- To provide an asset to the urban poor in the form of skills for sustainable livelihood.
- To increase the income of urban poor through structured, market-oriented certified courses that can provide salaried employment/self-employment opportunities.
- Ensure inclusive growth with increased contribution of skilled urban poor to the National Economy.

The Directorate of Municipal Administration the nodal agency implementing the scheme in the 35 identified urban centres. During the year 2014-15 the progress was as under

Table 3: progress during the year 2014-15

35 ULBs Total	Target	Achievement	Gen	SC	ST	Minority	Total	Women	PH
	37837	29664	14663	7164	1714	6231	29664	12484	228

Source: Department of Municipal administration

It may be observed that the target could not be achieved and certification is also tardy. The department felt the need to evaluate the scheme to understand its impact and also to improve the delivery mechanism.

6 Scope, objectives and evaluation questions

NABCONS has been retained by the Karnataka Evaluation Authority (KEA) to undertake 'Evaluation study of Employment training imparted under Skill Training and Placement component of National Urban Livelihood Mission' implemented during the period 2014-15 by the Directorate of Municipal Administration. The overall objective of this assignment is to evaluate the impact of the scheme on the individual beneficiaries. The findings from the study shall be utilized to identify key areas of improvement based on the feedback from the beneficiaries and key stakeholders.

Purpose of the Study:

- The purpose of the study is to evaluate the quality of training.
- To evaluate whether the training has enabled the urban poor beneficiaries to access gainful wage employment and self-employment opportunities in Government/ Boards/ Corporations resulting in improvement in their livelihood on a sustainable basis.
- Further, it is also to be ascertained whether any institutional credit facility is made available for self-employment after the training, to those who have not got employment elsewhere. EDP training is to be imparted by ULBs for three to seven (3-7) days through RSETI and RUDSETIs.
- To suggest for improvement in the scheme guidelines if any, find loop holes in the process of implementation and suggest measures to be taken for better and effective implementation of the scheme and its continuation with modifications if any.

Specific objectives

- The impact of training on the beneficiaries
- The current status of individual beneficiaries and impact on their economic status
- Identify the constraints in implementation and to suggest measures for the improvement of the existing scheme
- Collate suggested measures for improvement of the scheme

Evaluation questions

The main components that will be studied during course of evaluation are

- Profile of beneficiaries
- Training system and certification

- Employment

- Process of execution

- Impact of the scheme

- Recommendations

The study aims to specifically answer the following questions:

1. Has the awareness about the existence and time schedule of the training programme, skills/Skill Training Providers been created in all the NULM cities? Are these enough? What more measures can be suggested if there are deficiencies NULM city/ skill/training institution?

2. In how many skills, cities and Skill Training Providers are the trainings outsourced? In doing outsourcing, what is the pattern of cost/revenue sharing that is followed between the Skill Training Provider and the outsourced training provider?

3. In case of outsourced trainings, does the outsourced training provider charge any kind of fee, in the name of training expenses or under some pseudonym, from the candidates? If yes, which are these cases and what are the charges collected?

4. Do all the trainings related to a particular skill and imparted by a particular Skill Training Provider run simultaneously all over the State? If not, why not?

5. Is the syllabus, training content, training pedagogy and skill imparting methodology uniform of all trainings of a particular skill imparted by a Skill Training Provider all over the State (particularly in case of outsourcing of trainings)?If not, why so?

6. Whether any capacity study of the institutions imparting the training been done before fixing the targets to them?

7. Whether the candidates for trainings have been selected by following the eligibility conditions stipulated in letter no. DMA/UPAMU/EST&P/CR/66/2014-15 dated: 10.10.2014? If not, please list out the deviations Skill wise, City wise and Skill Training Provider wise.

8. Has the ratio of 33% women, 15% minority and 3% Physical Handicapped in the candidates selected been maintained as stipulated in the NULM guidelines? If not, why not?

9. Is there a documented fair, transparent and rigorous system of inclusion and exclusion in the selection of candidates for this programme? If not, what should be the criteria of inclusion and exclusion?

10. Did all the selected candidates joined the training programme? If not, what is the reason for not joining?

11. What is the academic and social profile of the candidates who completed the trainings?

12. Were soft skills training given to the selected candidates during their training? If so, what are these?

13. How percentage of candidates got salaried employment in (a)Government (b) Boards and (c) Corporations of the government and (d) private companies after the training? {Skill wise, City wise and Skill Training Provider wise figures may be reported}.

14. What percentage of candidates did not get salaried employment within one month of completion training? {Skill wise, City wise and Skill Training Provider wise figures may be reported}.

15. What are the results and pattern that emerges from the analysis of the data reported in the previous two questions?

16. Who provided the certification to the successful candidates? {Skill wise, City wise and Skill Training Provider wise figures may be reported}. Was this in conformity with the certification provided in NULM guidelines? If not, where are the deviations seen?

17. How much time (in days) elapsed between the completion of training and awarding of certificate? Did the time gap affect employment opportunity of the candidate?

18. What is the action taken by the Skill Training Providers on the candidates who did not get appointment after training? Was their tracking done? If yes, for how long was it done?

19. How many of the trained candidates were facilitated bank linkages/subsidy after training for self-employment under the Prime Minister's Employment Guarantee Scheme (PMEGP) or any other scheme.

20. What is the penalty imposed to the Skill Training Providers who have not provided placement/self-enterprise set up support to at least 50% of the successfully trained candidates? {Skill wise, City wise and Training Institution wise figures may be reported}If so, what is the amount of penalty levied? How much of the penalty has been realised?

21. In how many cases has the certification agency declared the candidates as failed? (Skill wise, City wise and Skill Training Provider wise figures may be reported) What action was taken for re-training and reassessment of the candidates? In case retraining and reassessment is done, who paid the cost of this?

22. Is there a data base in public domain consisting of all successful but unemployed trainees maintained at some level in the district or State, which any individual/ government department or parastatal/ private sector enterprise/ business house can refer to get skilled personnel of their requirement? If not, should that be done as used to be in the case of employment exchange in the past?

23. Has the skill gap analysis been done at the city level showing industry or trade wise market demand and requirement of industries? If yes, what is the demand for trades? If not, has the district wise skill gap analysis prepared by NSDC been referred?

24. Whether Sector Skill Council Certification (SSC) is an impediment in getting employment or not?

25. When was the course content and training syllabus last revised? Please document this Skill and Skill Training Provider wise. Can these be rated as correct, complete and up to date? Which of these need to be revised or updated or both?

26. Should the programme be continued? If no, why so? If yes, with what changes? {Skill wise, City wise and Skill Training Provider wise changes may be suggested}.

7 Evaluation Design

For a project of this nature, the study was carried out using qualitative and quantitative methods.

a) **Survey of beneficiaries**

The survey of beneficiaries of the scheme in select urban centres was carried out through a semi-structured questionnaire. The questionnaires were designed to cover all the relevant aspects of Terms of Reference of the study.

b) **Training Institutions**

The survey of Training Institutions imparting training to the beneficiaries was carried out through a semi-structured questionnaire. The questionnaires were designed to cover all the relevant aspects of Terms of Reference of the study.

c) **Urban Local Body**

A semi-structured questionnaire was designed to elicit information from officials of the ULBs

d) **Focus Group Discussion**

FGD was designed to elicit the response from beneficiaries and stakeholders about the implementation of the scheme. It is an interactive session with all the stakeholders to identify the areas requiring improvement, collating the suggestions and observations of the participants.

e) **Case studies**

Every programme related to Skill development, capacity building and livelihood will have innovative or outstanding achievements, or in some cases failures, which are important learning experiences. The study team has documented specific cases/instances of beneficiaries who had positive impact due to the programme on their economic and social status.

Secondary data

Secondary data regarding the scheme implementation was collected from the records of Directorate of Municipal Administration at State level and ULBs at the District level.

8 Evaluation Methodology

This Section describes the methods adopted for primary data collection on the field, sampling framework, sample size, criteria for selection of sample, instruments used for data collection etc.,

Sampling Design

As per the Terms of Reference the sampling method used in this study is systematic random sampling. There are 35 NULM cities in which the EST&P component of NULM is implemented. These cities are grouped into 4 revenue divisions for sampling purpose. 11 cities fall under Bengaluru division and 8 each under other three revenue division. Purposive sampling is adopted to select 3 cities/urban centres from each of the revenue divisions, but from Bengaluru division 4 cities are selected, such that they cover all the skills in which trainings are imparted. From the sample cities so selected, 10% of the beneficiaries covered in all districts as whole (470 is the number arrived after rounding off the fractions and inclusion of at least one principle) from a sample population of 4645 beneficiaries (as per DMA data furnished by KEA). With this method the sample selected is given in Table No. 4.

A total of 13 ULBs were visited as part of the study. Effort was made to cover all the institutions as well as various courses offered by each institutions in the sample beneficiaries selected. The beneficiaries were selected on random basis from the list furnished by the Training Institutions.

Study Tools

The primary data collection of the field commenced after approval of the inception report. As mentioned earlier both quantitative and qualitative methods were used to generate desired information from the respondents. The tools developed are given in Table No. 5 and the interview schedules are included as appendices to this report.

The following tools were formulated for each of the above methodology and also to ensure participation of all groups of stakeholders in the study. All the tools were pre-tested for relevance and suitable modifications were made prior to the actual primary data collection.

- **Interview schedule for beneficiaries**: For the survey, an interview schedule based on the relevant aspects listed in the TOR was developed and administered to the individual beneficiaries.

- **Interview schedule for Training Institution:** For the survey, an interview schedule based on the relevant aspects listed in the TOR was developed and administered to the Training Institution representatives.

- **Interview schedule for ULBs:** For the survey, an interview schedule based on the relevant aspects listed in the TOR was developed and administered to the representative of ULBs

Table 4: Sampling Distribution ULB wise and Training centre wise

ULB	CIPET	DIC	GT&TC	Health	ITI	KEONICS	KSFES	KSRTC	LMV	Poly Technic college	RGRHCL	RSETI	Total
CMC Bhadravathi	1							6		24	4		35
CMC Bidar					10	10		3			11		34
CMC Chamarajnagar						36			22				58
CMC Chikkaballapura	1					7	3		1		6		18
CMC Chitradurga	1	4		33									38
CMC Hassan	1	30			3	9			12				55
CMC Hosapete					8	88		2	19				117
CMC HubliDharwad	1				3	16			4				24
CMC Kolar			4				1		4				9
CMC Koppal		5				5			12		5		27
CMC Mangalore					6				5				11
CMC Ranebennur					11	14		4	1				30
CMC Vijayapura	0					36		1	15			10	62
Grand Total	**5**	**39**	**4**	**33**	**41**	**221**	**4**	**28**	**83**	**24**	**26**	**10**	**518**

Source: Department of Municipal administration norms

Table 5: Details of interview schedule

Sl. No.	Stakeholder	Method of data collection	Tool	Stakeholders interviewed
1	Beneficiaries	Survey	Interview schedule	518
2	Training Institutions	Survey	Interview schedule	12
3	ULBs	Survey	Interview schedule	13
4	Group of beneficiaries/Officials	Focus Group Discussion	Group discussion	10

Focus Group Discussions

- Focus Group Discussions were organized to elicit the views of the stakeholders about the implementation of the programme, its effectiveness and seeking suggestions for improvement.

Pilot Study

Field testing of the questionnaires developed was undertaken to assess the adequacy, applicability and the feasibility of the research tools. The pilot study was undertaken at Chikkaballapura on 11 April 2017. During the visit the questionnaires were administered to individual beneficiaries, Training Institution representatives and ULB representative. This process helped in understanding the effectiveness of the sample tools. Based on the pilot test, modifications were made in the tools and revised for the final field study.

9 Data Collection and Analysis

A planned approach has been employed for data collection so that the facts are closer to realityand free from aberrations. The present study is based on both primary and secondary source ofdata.

10.1 Secondary Data Collection

Secondary data and information has been collected from the following sources;

☐ Directorate of Municipal Administration

☐ Training Institutions

☐ Economic Survey Reports

☐ Various databases including websites

10.2 Primary Data Collection

The primary data has been collected from field survey through interview with beneficiaries.Primary data has been collected in selected urban centres through random sampling basis. Besides published material, study is also based on discussions with various people such as officials of DMA and Training institutions viz., Keonics, KGTTI, RGRHCL, CIPET etc.

a. Pilot testing of tools

The tools developed for collecting the data were pilot tested in Chikkaballapur. Modifications were made to the tools based on the pilot test and finalized.

b Data Entry Software

An in-house data entry worksheet using Microsoft Excel was developed to enable easy data entry. This was pre-tested with the data collected during pilot test. Necessary modifications were made based on the dry run conducted with the software.

c Training to Field Investigators

In-house training was provided to the study team to collect primary data. This step was done to ensure that all the members have the same understanding and pose the questions in similar manner. A hand-holding session was also done on field to ensure that the team members are administering the tools as trained.

d Field data collection

Primary data was obtained through personal interaction with beneficiaries. A sample size of 518 Beneficiaries were covered as against the TOR requirement of 470 beneficiaries. Focus Group Discussion was held with beneficiaries as well as officials implementing the programme.

e. Digitization and Data cleaning

The data collected was carefully examined to remove irrelevant data, and gaps were filled wherever possible. Data was then digitised using the Excel sheet. Reports and analysis was done with the help of Pivot tables.

f. Statistical tools used

Simple statistical techniques like frequencies, averages, percentage, graphs, correlation are used to analyse the data wherever necessary.

g.Analytical techniques adopted

The quantitative data was analysed and is presented in descriptive format such as frequencies, percentages, graphs and summaries for ease of understanding of a wider audience. Qualitative data is summarised and presented in the findings. Specific case studies/success stories were captured and are presented in a separate section of findings.

h. Results

The results obtained are described in detail in the following chapters on findings and discussion and they are further interpreted in the reflections and conclusions chapter.

10. Limitations of the study

The data collection process posed a few gaps and limitations. The major limitations for the study are as follows

- The report has been prepared based on the data collected from the field and published secondary data.
- Some of the beneficiaries interviewed could not produce the certificates issued by the Certifying Agency.
- The study findings and recommendation given are based on the limited coverage of beneficiaries across 12 Training Institutions.
- Some of the Training Institutions have not maintained upto date database of the beneficiaries.
- The random selection of beneficiaries was done based on the list furnished by the Training Institutions. Some of the beneficiaries have been substituted by another beneficiary of the same course, due to their non-availability.
- The Focus Group Discussions were held in Ten districts with all the stakeholders, however, some of the Group members were not well aware of the guidelines of the Scheme.

The facts presented are based on the information provided and discussion held with the stakeholders.

11 Findings and Discussions

This chapter focuses on the findings of the study based entirely on data collected during the course of the study. The quantitative data is presented in the form of tables, frequencies, percentages and averages and graphs. The qualitative data has been discussed wherever relevant. Some success stories have been presented in a separate section in this chapter to highlight a few success cases and to illustrate the impact of the programme.

The findings have been structured around the evaluation questions of the terms of reference. Each evaluation question has been answered separately. However, to have a logical flow of thought, the findings are presented in two parts: Process related findings and Outcome/impact related findings. The evaluation questions have been segregated into these two parts based on relevance.

12.1 Socio-economic Profile of respondents.

The beneficiaries of the EST&P programme were interviewed to understand the system followed, utility of training, employment status and opportunities etc. A total of 518 beneficiaries were interviewed covering 22 trades and 41 courses imparted by 12 Training institutions. Effort was made to cover women, SC/ST, Minority community and physically challenged beneficiaries.

Among the respondents interviewed 329 (63.5% of the sample) were in the age group of 18-25: 168 (32.5%) were between 26 and 35; only21 (4%) were 36 and above. Women formed 45%, Minority 11.6% and Physically challenged 1.2% of the sample

Table 6: Age wise distribution of beneficiaries

ULB	Training centre	18-25	26-35	36&Above	Total
CMC Bhadravathi	KSRTC	4	2		6
	Poly Technic college	3	14	7	24
	RGRHCL	2	2		4
	CIPET	1			1
CMC Bidar	ITI	1	9		10
	KEONICS	9	1		10
	KSRTC	3			3
	RGRHCL	2	6	3	11
CMC Chamarajnagar	KEONICS	27	9		36
	LMV	18	4		22
CMC Chikkaballapura	KEONICS	5	2		7

ULB	Training centre	18-25	26-35	36&Above	Total
	KSFES	3			3
	LMV	1			1
	RGRHCL	1	4	1	6
	CIPET	1			1
CMC Chitradurga	CIPET		1		1
	DIC	1	3		4
	Health	19	13	1	33
CMC Hassan	CIPET	1			1
	DIC	19	11		30
	ITI	2	1		3
	KEONICS	6	3		9
	KSRTC	3	9		12
CMC Hosapete	ITI	4	2	2	8
	KEONICS	73	14	1	88
	KSRTC	2			2
	LMV	6	12	1	19
CMC Hubli-Dharwad	ITI	1	2		3
	KEONICS	12	4		16
	LMV	2	2		4
	CIPET	1			1
CMC Kolar	GT&TC	3	1		4
	KSFES	1			1
	LMV	3	1		4
CMC Koppal	DIC	5			5
	KEONICS	3	1	1	5
	LMV	6	6		12
	RGRHCL	1	1	3	5
CMC Mangalore	ITI	2	3	1	6
	LMV	3	2		5
CMC Ranebennur	ITI	8	3		11
	KEONICS	13	1		14
	KSRTC	1	3		4
	LMV		1		1
CMC Vijayapura	KEONICS	30	6		36
	KSRTC	1			1
	LMV	10	5		15
	RSETI	6	4		10
Total		**329**	**168**	**21**	**518**
Percentage		**64**	**32**	**4**	**100**

Source: Primary data

AGE WISE DISTRIBUTION OF BENEFICIARIES

36 & Above, 4%

26-35, 32%

18-25, 64%
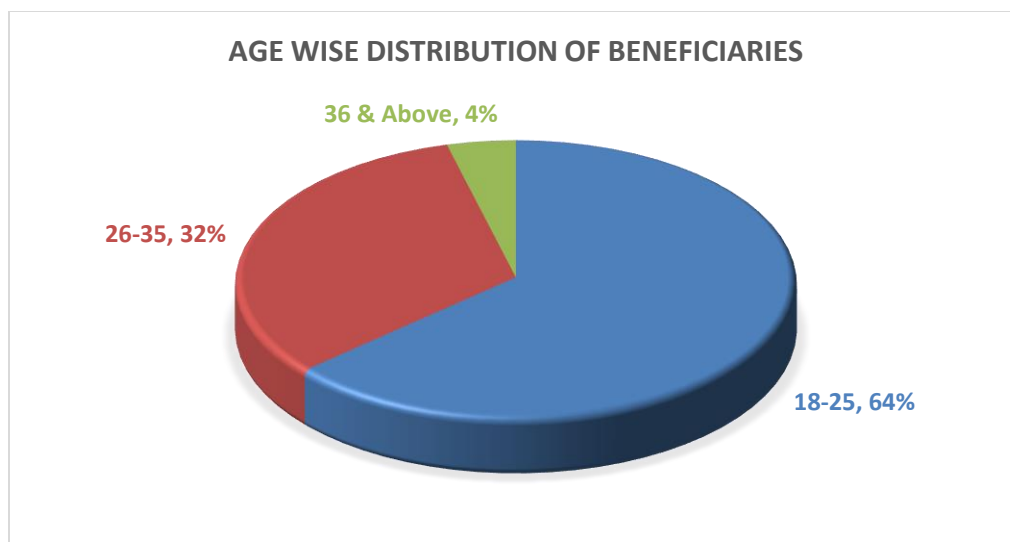
Category wise distribution of the respondents was as under

Table 7: Category wise distribution of the beneficiaries

ULB	General	Minority	OBC	SC	ST	Total
CMC Bhadravathi	21	2	8	4		35
CMC Bidar	5	14	3	12		34
CMC Chamarajnagar	9		29	8	12	58
CMC Chikkaballapura	3	4	2	8	1	18
CMC Chitradurga	8	3	4	19	4	38
CMC Hassan	11		32	10	2	55
CMC Hosapete	11	20	38	29	19	117
CMC Hubli-Dharwad	3	7	8	3	3	24
CMC Kolar		3		2	4	9
CMC Koppal	1	5	11	8	2	27
CMC Mangalore	2		8	1		11
CMC Ranebennur	12		11	6	1	30
CMC Vijayapura	6	2	47	6	1	62
Total	**92**	**60**	**201**	**116**	**49**	**518**
Percentage	**18**	**12**	**39**	**22**	**9**	**100**

Source: Primary data
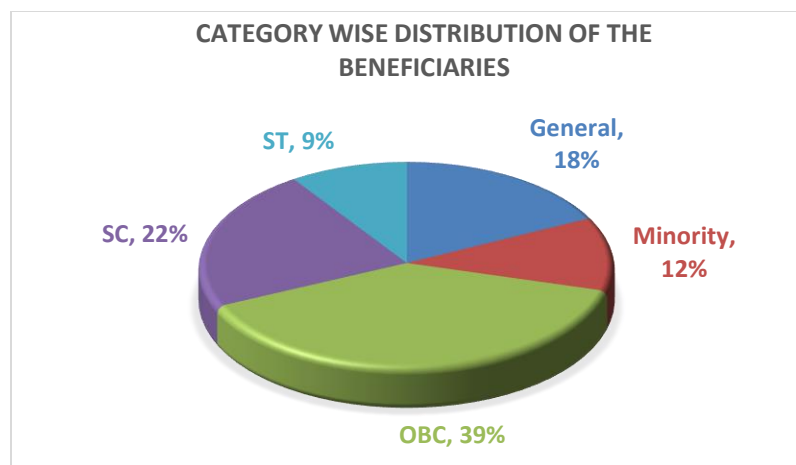
All the respondents had Aadhar card and mobile phone. About 98% of the respondents indicated that they belonged to BPL category and only very few indicated that they do not belong to BPL category. However, their family income being less than Rs.100000/- per annum they were considered as urban poor based on the income certificate issued by the Tehsildar.

12.2 Process Related Findings

A total of 518 beneficiaries have been interviewed across 13 urban centres the analysis of the data is utilized to answer the evaluation questions which have been suitably categorized.

1. **Has the awareness about the existence and time schedule of the training programme, skills/Skill Training Providers been created in all the NULM cities? Are these enough? What more measures can be suggested if there are deficiencies NULM city/ skill/training institution?**

The field observations indicate the following methods were adopted by the ULBs to create awareness about the programme in their area of operation. A) TV, local cable operator b) Newspaper 3) SHGs 4) Pamphlets 5) Notice Board in ULB and wall paintings.

The respondents were specifically asked as to how they came to know about the training programme and their response was as under

Table 8: Methods of awareness creation

ULB	CMC	College	Newspapers/ Pamphlets	SHG	Through Friends & Relatives	TI	TV	Total
CMC Bhadravathi	10		4		21			35
CMC Bidar			34					34
CMC Chamarajnagar	6		27		6		19	58

ULB	CMC	College	Newspapers/ Pamphlets	SHG	Through Friends & Relatives	TI	TV	Total
CMC Chikkaballapura	13				5			18
CMC Chitradurga	1		1	19	17			38
CMC Hassan			52				3	55
CMC Hosapete	29	1	2		84	1		117
CMC Hubli&Dharwad	9	2			1	12		24
CMC KOLAR	8				1			9
CMC Koppal	5		13		9			27
CMC Mangalore	6			2	2	1		11
CMC Ranebennur	8		1		19	2		30
CMC Vijayapura			62					62
Total	**95**	**3**	**196**	**21**	**165**	**16**	**22**	**518**
Percentage	**18**	**1**	**38**	**4**	**32**	**3**	**4**	**100**

Source: Primary data
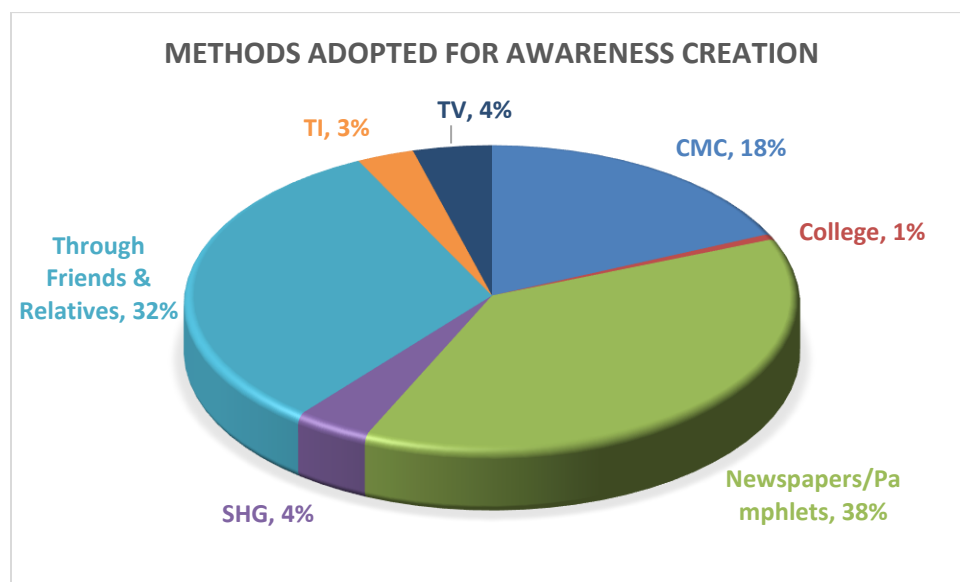
The field study indicated that awareness created by the ULBs is satisfactory. Due to wide publicity through different medium the target population is aware of the benefits under variousschemes applicable to them. Now recently the department has come out with radio jingles to publicise the scheme.

2.In how many skills, cities and Skill Training Providers are the trainings outsourced? In doing outsourcing, what is the pattern of cost/revenue sharing that is followed between the Skill Training Provider and the outsourced training provider?

As per the Terms and conditions of sanctions accorded to enlisted Skill Training Providers, out sourcing of Training is not permitted. Accordingly, no outsourcing was observed in the field except in respect of Keonics who are imparting training through their franchisees. CIPET, conducted the training programmes in Mysore, KSFES in Bangalore, KGTTI in Bangalore and Kalburgi. KSRTC in 4 training centres. RGRHCL have their training institute in Bangalore and they conduct the training programmes in all the districts with the help of NirmithiKendras.

3. In case of outsourced trainings, does the outsourced training provider charge any kind of fee, in the name of training expenses or under some pseudonym, from the candidates? If yes, which are these cases and what are the charges collected?

In all the sample cases it was observed that the beneficiaries did not pay any kind of fee. No Training Institution charged any fee or collected any charges from the beneficiary. No additional charges were levied by franchisees of KEONICS.

4.Do all the trainings related to a particular skill and imparted by a particular Skill Training Provider run simultaneously all over the State? If not, why not?

No skill training was run simultaneously all over the State. Each Training Institution followed its own time table and commenced the trainings as per the local requirement. However, the duration of training i.e. Number of hours/ days, syllabus, teaching methodology of each training course was similar.

5.Is the syllabus, training content, training pedagogy and skill imparting methodology uniform of all trainings of a particular skill imparted by a Skill Training Provider all over the State (particularly in case of outsourcing of trainings)?If not, why so?

The syllabus, training content, duration, methodology was observed to be similar in all the sample cases.

6. Whether any capacity study of the institutions imparting the training been done before fixing the targets to them?

The DMA advises the target to each ULB and Training Institution taking into account their capacity, capability. Training Institutions like Keonics will distribute the target in each urban centre among their franchisees depending upon their capacity and capability. The decision to allot certain courses to any training institution is dependent upon the hardware and software configuration, number of machines available, faculty support available and space requirement.

As regards LMV training the ULBs decide the Training institute after assessing their capacity. One basic requirement they ensure is that the Motor Driving School has valid licence from RTO and is in the business for the last 3 years.

7. Whether the candidates for trainings have been selected by following the eligibility conditions stipulated in letter no. DMA/UPAMU/EST&P/CR/66/2014-15 dated: 10.10.2014? If not, please list out the deviations Skill wise, City wise and Skill Training Provider wise.

Discussions with ULB officials indicated that they have been strictly following the eligibility criteria stipulated while selecting the candidates. No major deviations were observed in the field visit and among the sample beneficiaries.

8. Is there a documented fair, transparent and rigorous system of inclusion and exclusion in the selection of candidates for this programme? If not, what should be the criteria of inclusion and exclusion?

'MargadarshanaSabhe' are conducted by the ULBs to give publicity to the programmes of the department. The preliminary selection of a candidate is done by a Committee consisting of Municipal Commissioner/ Dy.Commissioner, Chief Officer, Representative of Training Institute etc., either through personal interview or scrutiny of the application. The list will be placed to the Committee City Management Monitoring Unit (CMMU) which will finalise the list of candidates for the Training Programme. Generally, for each approved Training programme additional candidates list is attached as reserve list. In case there is absenteeism or if the candidate leaves the programme after a week, the next candidate in the reserve list will be included for the programme. The field study also observed that reserve list is being operated when the selected candidate absents after joining the course.

9. Did all the selected candidates join the training programme? If not, what is the reason for not joining?

The field study and discussions with Training Institutions indicated that selected candidates not joining the training and candidates leaving the course after joining is not a common phenomenon, though it has happened in some batches. The reasons for not joining or leaving after joining the course are as under:

    a.   Candidates leave if they find it difficult to cope with the subjects

b. Due to domestic reasons

c. Selected by another department which apart from training is giving stipend.

d. Absence of financial stake/ commitment or penalty has prompted some of the candidates to leave the course in between.

e. Proper food and accommodation is not provided by the Training Institutes.

Discussions indicated that this absenteeism is more pronounced in outstation residential courses to be attended by the candidates at CIPET, Mysore; KSFES, Bangalore; KSRTC training Institutes in four districts.

10. Were soft skills training given to the selected candidates during their training? If so, what are these?

Table 9: Details of soft skills given by training institutes

ULB	Training centre	Yes	No	Total
CMC Bhadravathi	KSRTC		6	6
	Poly Technic college		24	24
	RGRHCL		4	4
	CIPET	1		1
CMC Bidar	ITI		10	10
	KEONICS	2	8	10
	KSRTC		3	3
	RGRHCL		11	11
CMC Chamarajnagar	KEONICS	18	18	36
	LMV		22	22
CMC Chikkaballapura	KEONICS		7	7
	KSFES		3	3
	LMV		1	1
	RGRHCL		6	6
	CIPET	1		1
CMC Chitradurga	CIPET	1		1
	DIC		4	4
	Health	33		33
CMC Hassan	CIPET	1		1
	DIC		30	30
	ITI		3	3
	KEONICS	9		9
	KSRTC		12	12
CMC Hosapete	ITI		8	8
	KEONICS	50	38	88

ULB	Training centre	Yes	No	Total
	KSRTC		2	2
	LMV		19	19
CMC Hubil-Dharwad	ITI		3	3
	KEONICS	12	4	16
	LMV		4	4
	CIPET	1		1
CMC Kolar	GT&TC	4		4
	KSFES	1		1
	LMV		4	4
CMC Koppal	DIC		5	5
	KEONICS		5	5
	LMV		12	12
	RGRHCL		5	5
CMC Mangalore	ITI		6	6
	LMV		5	5
CMC Ranebennur	ITI		11	11
	KEONICS	10	4	14
	KSRTC		4	4
	LMV		1	1
CMC Vijayapura	KEONICS	28	8	36
	KSRTC		1	1
	LMV		15	15
	RSETI	10		10
Total		182	336	518
Percentage		35	65	

Source: Primary data

DETAILS OF SOFT SKILLS GIVEN BY TRAINING INSTITUTES

Given, 35%

Not Given, 65%
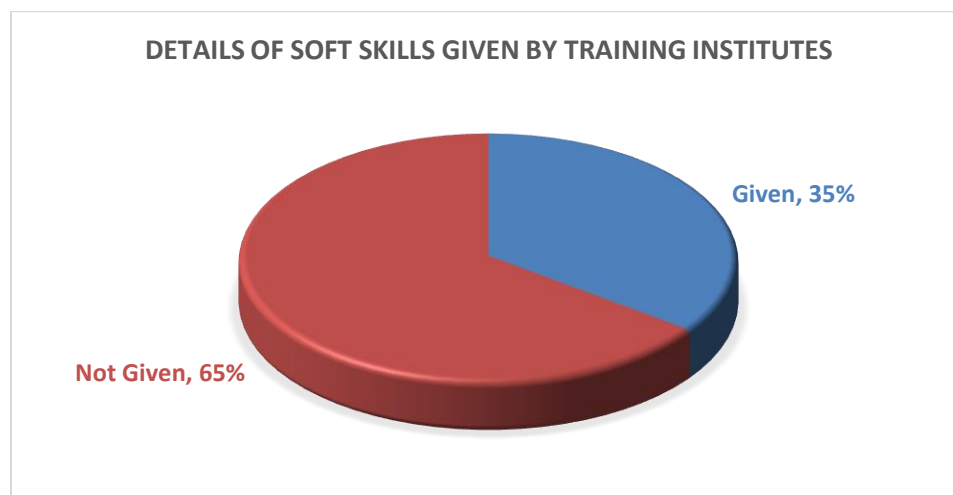
The field study indicated that about 65% of the beneficiaries did not acknowledge that soft skills were given during the training. Discussions indicated that long duration courses generally have this component and some of the institutions are ensuring that this component is included in their curriculum. CIPET beneficiaries acknowledged while some of the KEONICS beneficiaries acknowledged that they were given training on soft skills. Interactions indicated that communication skills, group discussions, etiquettes, were some of the components which were taught as soft skills.

11. Who provided the certification to the successful candidates? {Skill wise, City wise and Skill Training Provider wise figures may be reported}. Was this in conformity with the certification provided in NULM guidelines? If not, where are the deviations seen?

Table 10: Details of certificate issued

ULB	Training centre	Certificate issued by	Is it as per norms	Total
CMC Bhadravathi	KSRTC	RTO	Yes	6
	Poly Technic college	RDAT Hyderabad	Yes	24
	RGRHCL	RGRHCL	No	4
	CIPET	CIPET	Yes	1
CMC Bidar	ITI	RDAT Hyderabad	Yes	10
	KEONICS	RDAT Hyderabad	Yes	10
	KSRTC	RTO	Yes	3
	RGRHCL	RGRHCL	No	11
CMC Chamarajnagar	KEONICS	RDAT Hyderabad	Yes	36
	LMV	RTO	Yes	22
CMC Chikkaballapura	KEONICS	RDAT Hyderabad	Yes	7
	KSFES	KSFES	Yes	3
	LMV	RTO	Yes	1
	RGRHCL	RGRHCL	No	6
	CIPET	CIPET	Yes	1
CMC Chitradurga	CIPET	CIPET	Yes	1
	DIC	RDAT Hyderabad	Yes	4
	Health	RDAT Hyderabad	Yes	33
CMC Hassan	CIPET	CIPET	Yes	1
	DIC	DIC	No	30
	ITI	ITI	No	3
	KEONICS	RDAT Hyderabad	Yes	9
	KSRTC	RTO	Yes	12

ULB	Training centre	Certificate issued by	Is it as per norms	Total
CMC Hosapete	ITI	ITI	No	8
	KEONICS	RDAT Hyderabad	Yes	88
	KSRTC	RTO	Yes	2
	LMV	RTO	Yes	19
CMC Hubil-Dharwad	ITI	ITI	No	3
	KEONICS	RDAT Hyderabad	Yes	16
	LMV	RTO	Yes	4
	CIPET	CIPET	Yes	1
CMC Kolar	GT&TC	GT&TC	Yes	4
	KSFES	KSFES	Yes	1
	LMV	RTO	Yes	4
CMC Koppal	DIC	RDAT Hyderabad	Yes	5
	KEONICS	RDAT Hyderabad	Yes	5
	LMV	RTO	Yes	12
	RGRHCL	RGRHCL	No	5
CMC Mangalore	ITI	RDAT Hyderabad	Yes	6
	LMV	RTO	Yes	5
CMC Ranebennur	ITI	RDAT Hyderabad	Yes	11
	KEONICS	RDAT Hyderabad	Yes	14
	KSRTC	RTO	Yes	4
	LMV	RTO	Yes	1
CMC Vijayapura	KEONICS	RDAT Hyderabad	Yes	36
	KSRTC	RTO	Yes	1
	LMV	RTO	Yes	15
	RSETI	RSETI	No	10
Total				518

Source: Primary data

As per the guidelines the following skill training providers viz., KGTTI, GT&TC, CIPET, KSFES, RTO (LMV), KSRTC (for HMV), have been authorized to issue certificates. The certification for other skill training providers viz., Government ITIs/ Polytechnic Colleges, KEONICS, DIC, Dept. of Health, RUDSET, RGRHCL is to be done by RDAT Hyderabad. Field visit indicated that some of the Institutions viz., ITI/Polytechnic College, RGRHCL have issued the certificates to the candidates after successful completion of the training. They are NCVT recognized and follow the required syllabus. As third party assessment is not done through RDAT Hyderabad, DMA does not recognize the certificates issued by RGRHCL/ ITIs.

12. How much time (in days) elapsed between the completion of training and awarding of certificate? Did the time gap affect employment opportunity of the candidate?

Table 11: Time taken for certificate distribution

(No. in months)

ULB	Training centre	0-1	2-6	7-12	13-24	NA*	Total
CMC Bhadravathi	KSRTC	3	3				6
	Poly Technic college			24			24
	RGRHCL	3	1				4
	CIPET	1					1
CMC Bidar	ITI		0			10	10
	KEONICS		4			6	10
	KSRTC		3				3
	RGRHCL	2				9	11
CMC Chamarajnagar	KEONICS		7	29			36
	LMV		16	6			22
CMC Chikkaballapura	KEONICS					7	7
	KSFES					3	3
	LMV	1					1
	RGRHCL					6	6
	CIPET	1					1
CMC Chitradurga	CIPET	1					1
	DIC					4	4
	Health			33			33
CMC Hassan	CIPET	1					1
	DIC	0				30	30
	ITI	0		3			3
	KEONICS	0		9			9
	KSRTC	12					12
CMC Hosapete	ITI					8	8
	KEONICS		12	58	8	10	88
	KSRTC	1	1				2
	LMV	3	10	6			19
CMC HubliDharwad	ITI			3			3
	KEONICS		4	11		1	16
	LMV	4					4
	CIPET	1					1
CMC Kolar	GT&TC	4					4
	KSFES					1	1
	LMV	4					4
CMC Koppal	DIC		5				5

ULB	Training centre	0-1	2-6	7-12	13-24	NA*	Total
	KEONICS		2	3			5
	LMV		12				12
	RGRHCL			3		2	5
CMC Mangalore	ITI					6	6
	LMV	5					5
	ITI	0		5		6	11
CMC Ranebennur	KEONICS		5			9	14
	KSRTC	2				2	4
	LMV	1					1
	KEONICS		0	12	24		36
CMC Vijayapura	KSRTC		1				1
	LMV		15				15
	RSETI	0				10	10
Total		**50**	**101**	**205**	**32**	**130**	**518**
Percentage		**10**	**19**	**40**	**6**	**25**	**100**

Certificate Not Issued

Source: Primary data

Details about time taken for issuing certificates

DETAILS ABOUT TIME TAKEN FOR ISSUING CERTIFICATES

- (0-1 Month), 10%
- (2-6 Month), 19%
- (7-12 month), 40%
- (13-24 month), 6%
- (Not Received), 25%
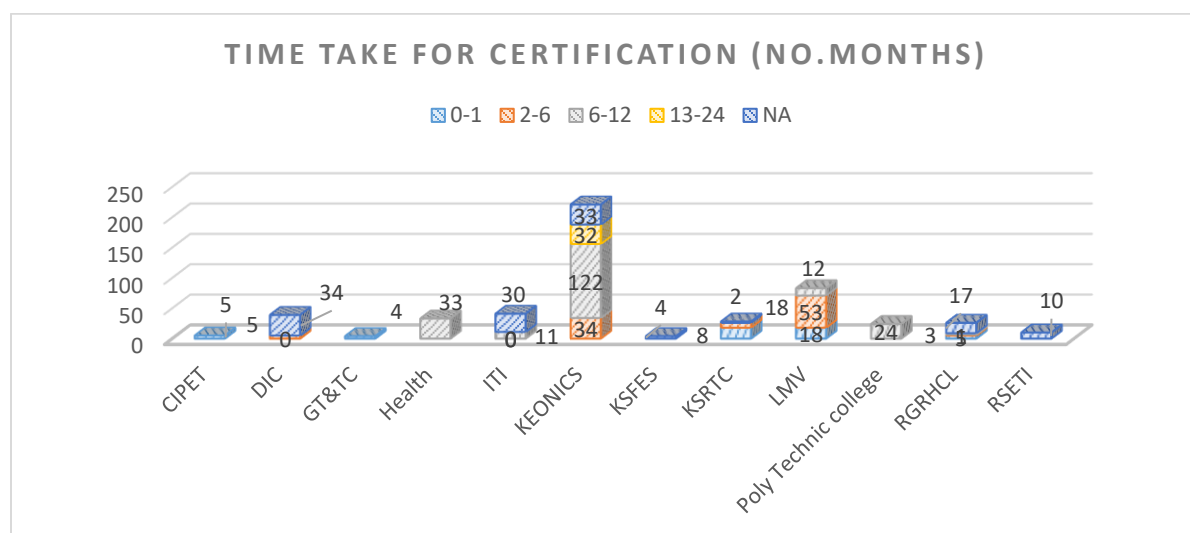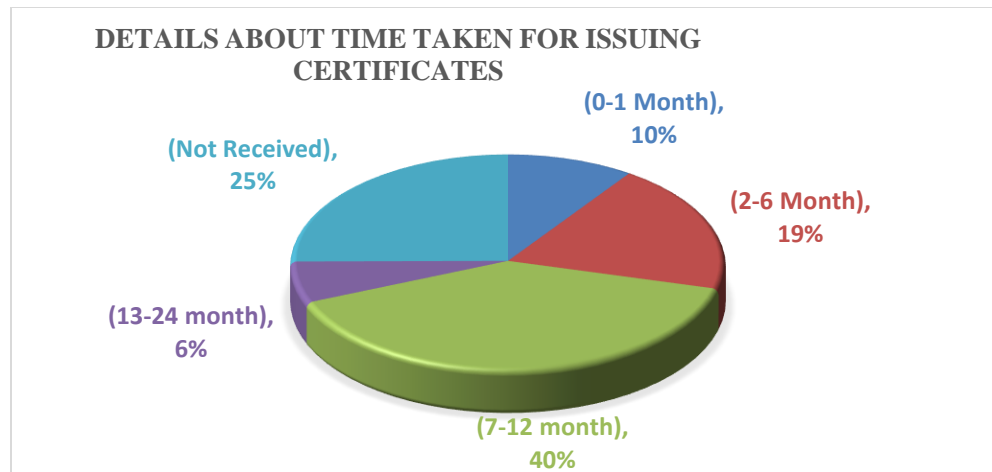
About 10% of the sample indicated that they have received the certificate within one month. This includes samples from RGRHCL, KSFES, KSRTC etc. Though they have received the certificates it is not through third party assessment. For instance, Polytechnic College Bhadravati has got the Third party assessment done through RDAT Hyderabad subsequently and the certificates were received after a period of 7-12 months. During 2014-15 it was observed that the Third party assessment through RDAT, Hyderabad was delayed. The DMA follows a procedure where they will get the training completion details from the ULBs across the State and consolidate and advise RDAT, Hyderabad for assessment. RDAT, Hyderabad after receipt of the data will assign Assessors to various ULBs. After conduct of examination the Assessors share the result with RDAT, Hyderabad which in turn issues the certificates to DMA Bangalore which later distributes the certificates to various ULBs. The tedious process and red tape had delayed the conduct of examination by the Assessors as also issue of certificates to the candidates.

The candidates trained by KSFES Bangalore have not received the certificates even after a lapse of two years. KSFES has indicated that as per their rules they will not issue a certificate unless full payment is received from the candidates. DMA has paid only 40% as the first instalment and second instalment will be released only after issue of certificates to the candidates and the balance 20% will be released when 50% of the trained candidates are employed. Owing to this impasse the candidates are sufferers and they have not got any employment till date.

13. What is the action taken by the Skill Training Providers on the candidates who did not get appointment after training? Was their tracking done? If yes, for how long was it done?

The field visits indicated that there was no tracking of candidates by the following institutions after the completion of their training viz., LMV, KSRTC, RGRHCL, ITI, DIC, Dept of Health. Only two training instituttions viz., CIPET, KEONICS have some tracking mechanism of successful candidates. Generally, post tracking of successful candidates and assisting them to secure wage employment or facilitating them to obtain financial assistance under any government scheme/banks etc. **was absent in the field.**

14. Has the skill gap analysis been done at the city level showing industry or trade wise market demand and requirement of industries? If yes, what is the demand for trades? If not, has the district wise skill gap analysis prepared by NSDC been referred?

The field study indicated that skill gap analysis has not been done to identify the market demand in that particular urban centre. The discussions with the officials indicate that they have not referred to the skill gap analysis prepared by NSDC. They indicated that target is given by DMA and they try to achieve the same. Sometimes they change the trade allotted by DMA at the district level depending upon the demand. The district level committee headed by Deputy Commissioner has been permitted to change the Trade allotted by DMA.

15. When was the course content and training syllabus last revised? Please document this Skill and Skill Training Provider wise. Can these be rated as correct, complete and up to date? Which of these need to be revised or updated or both?

The field study indicated that there is no change in the course content, training syllabus since 2014-15. Discussions with the candidates and Skill Training Providers indicated that the syllabus is comprehensive and there is no need to revise it for the present.

12.3 OUTCOME RELATED FINDINGS

16. **Has the ratio of 33% women, 15% minority and 3% Physical Handicapped in the candidates selected been maintained as stipulated in the NULM guidelines? If not, why not?**

As per the data furnished by DMA the ratio of women and minority was42.1% and 21% respectively against the requirement of 30% and 15% respectively. However, in respect of differently abled the performance was not satisfactory, as against the requirement of 3% the achievement was 0.8%.

Even in our field visit it was observed that the share of women was 45% and minority was 11.6% while differently abled was 1.2%.

17. What is the academic and social profile of the candidates who completed the trainings?

Table 12: Details of academic profile of beneficiaries

ULB	Training Centre	Below SSLC	SSLC	PUC	ITI	Diploma	Graduate	PG	Total
CMC Bhadravathi	KSRTC		6						6
	Poly Technic college	4	7	8			4	1	24
	RGRHCL		2	1			1		4
	CIPET		1						1
CMC Bidar	ITI	1	8	1					10
	KEONICS		3	2			5		10
	KSRTC		2	1					3
	RGRHCL	5	3	3					11
CMC Chamarajnagar	KEONICS		16	12			8		36
	LMV		22						22
CMC C.B. pura	KEONICS			1			5	1	7
	KSFES			2			1		3
	LMV							1	1
	RGRHCL	6							6
	CIPET		1						1
CMC Chitradurga	CIPET		1						1
	DIC	1	1	2					4
	Health		18	13			2		33
CMC Hassan	CIPET		1						1
	DIC	1	26	3					30
	ITI		3						3
	KEONICS		4	4			1		9
	KSRTC	1	8	3					12
CMC Hosapete	ITI		2		6				8
	KEONICS		7	21		2	53	5	88
	KSRTC		2						2
	LMV		8	1	1		7	2	19
CMC Hubli-Dharwad	ITI				3				3
	KEONICS			6			8	2	16
	LMV				1	1	2		4
	CIPET		1						1
CMC Kolar	GT&TC		4						4
	KSFES			1					1

ULB	Training Centre	Below SSLC	SSLC	PUC	ITI	Diploma	Graduate	PG	Total
	LMV		1	1			1	1	4
CMC Koppal	DIC			5					5
	KEONICS			1		2		2	5
	LMV		8			2	2		12
	RGRHCL	2	3						5
CMC Mangalore	ITI	2	3	1					6
	LMV		1	2				2	5
CMC Ranebennur	ITI		10				1		11
	KEONICS						10	4	14
	KSRTC		1	2			1		4
	LMV			1					1
CMC Vijayapura	KEONICS		8	3			24	1	36
	KSRTC			1					1
	LMV		15						15
	RSETI	2	5	3					10
Total		25	212	105	11	7	136	22	518
Percentage		5	41	20	2	1	26	4	100

Source: Primary data

DETAILS OF ACADEMIC PROFILE OF BENEFICIARIES

PG, 4%
Below SSLC, 5%
Graduate, 26%
Diploma, 1%
ITI, 2%
SSLC, 41%
PUC, 20%
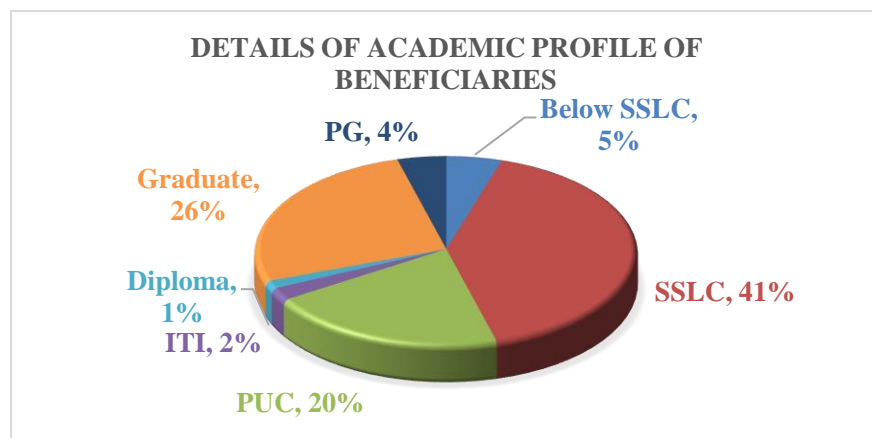
About 46% of the sample had an education of SSLC or below SSLC. They have been given training mainly in courses offered by RGRHCL, CIPET, GT&TC, ITI, KSRTC, LMV and Health. Graduates and post graduates accounted for 26% and 4% respectively who underwent training mainly in courses offered by KEONICS.

Social profile

Table 13: Details of Social profile of beneficiaries

ULB	General	Minority	OBC	SC	ST	Total
CMC Bhadravathi	21	2	8	4		35
CMC Bidar	5	14	3	12		34
CMC Chamarajnagar	9		29	8	12	58
CMC Chikkaballapura	3	4	2	8	1	18
CMC Chitradurga	8	3	4	19	4	38
CMC Hassan	11		32	10	2	55
CMC Hosapete	11	20	38	29	19	117
CMC Hubli-Dharwad	3	7	8	3	3	24
CMC Kolar		3		2	4	9
CMC Koppal	1	5	11	8	2	27
CMC Mangalore	2		8	1		11
CMC Ranebennur	12		11	6	1	30
CMC Vijayapura	6	2	47	6	1	62
Total	92	60	201	116	49	518
Percentage	17.8	11.6	38.8	22.4	9.4	100

Source: Primary data

The males, females ratio in the sample was 55:45. Minority was 11.6% SC/ST - 31.8%, OBC-38.8% and General-17.8%.

18. What percentage of candidates got salaried employment in (a) Government (b) Boards and (c) Corporations of the government and (d) private companies after the training? {Skill wise, City wise and Skill Training Provider wise figures may be reported}.

Table 14: Employment details of beneficiaries

Training centre	Yes	No	Total
CIPET	2	3	5
DIC	35	4	39
GT&TC	4		4
Health	1	32	33
ITI	27	14	41
KEONICS	133	88	221
KSFES	0	4	4
KSRTC	26	2	28*
LMV	52	31	83

Training centre	Yes	No	Total
Poly Technic college	14	10	24
RGRHCL	25	1	26
RSETI	10	0	10
Total	329	189	518
Percentage	63.5	36.5	100.0

* 1 candidate did not complete the course
Source: Primary data

Details of Employment after course completion
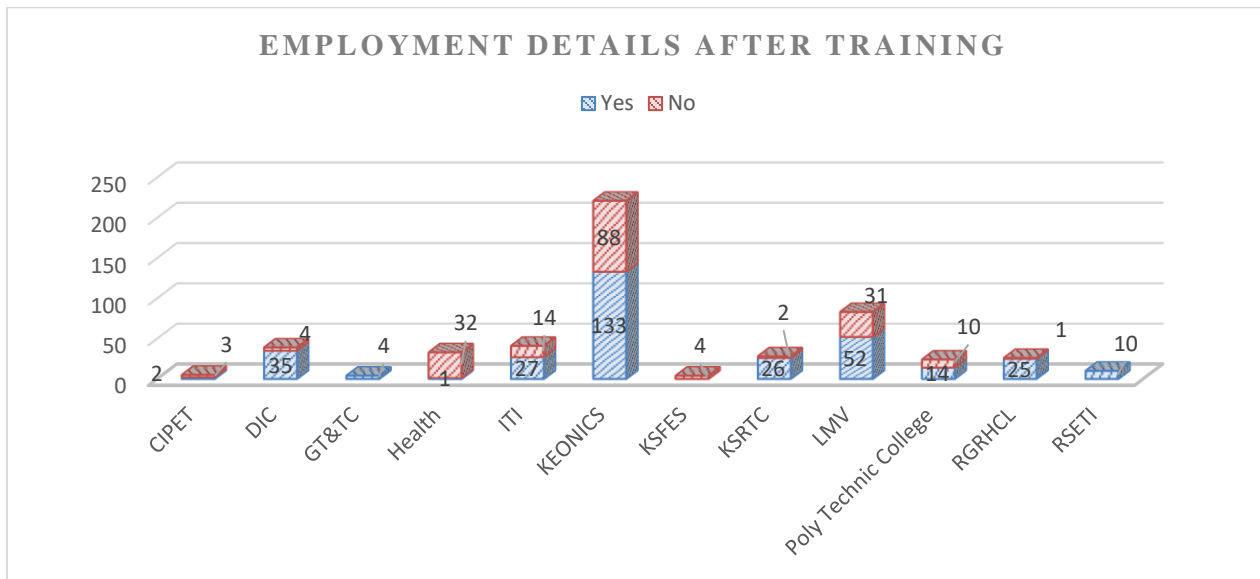
Table 15: Employment details of beneficiaries after completing training ULB wise, Skill wise, Type of employment

ULB	Name of the training centre	Skills	Total Trained	Of which employed					Not Employed
				Contract	As per training	Not As per training	Self employed	Total Employed	
CMC Bhadravathi	CIPET		1						1
	KSRTC	HMV	6	0	1	0	5	6	
	Poly Technic college	Beautician	5	0	1	0	4	5	
		Garment construction techniques	5	0	0	0	1	1	4
		Hand Embroidary&Zerdosi work	3	0	0	0	2	2	1
		Mobile Phone Repair	3	0	0	0	2	2	1
		Tailoring	8	0	1	0	3	4	4
	RGRHCL	Bar Bendar	4	0	3	0	1	4	
CMC Bhadravathi Total			**35**	**0**	**6**	**0**	**18**	**24**	**11**
CMC Bidar	ITI	Basics screen printings	2	0	2	0	0	2	
		Electric fitter	1	0	1	0	0	1	
		Rewinding of A/C &D/C Moters	4	0	2	0	0	2	2
		Welding (Gas+Arc+Cutting)	3	0	1	0	1	2	1
	KEONICS	ACCOUNTING &TALLY	2	0	0	0	0		2
		banking and accounting	1	0	0	0	0		1
		Computer Fundamentals & MS Office, Internet, DTP	7	0	6	0	0	6	1
	KSRTC	HMV	3	0	3	0	0	3	
	RGRHCL	Basic carpenter	4	0	1	0	3	4	
		Basic electrical&house wiring	3	0	2	0	1	3	
		plumbing&sanitation	4	0	0	0	4	4	
CMC Bidar Total			**34**	**0**	**18**	**0**	**9**	**27**	**7**
CMC	KEONICS	ACCOUNTING &TALLY	5	1	4	0	0	5	

ULB	Name of the training centre	Skills	Total Trained	Of which employed					Not Employed
				Contract	As per training	Not As per training	Self employed	Total Employed	
Chamarajnagar		Advanced embedded System	2	0	2	0	0	2	
		Basic embedded	2	0	1	0	0	1	1
		Computer Fundamentals & MS Office, Internet, DTP	13	1	9	0	1	11	2
		Computer Hardware & Networking	11	0	11	0	0	11	
		Soft skills, spoken english& Communication Skills	3	1	2	0	0	3	
	LMV	LMV	22	0	12	0	0	12	10
CMC Chamarajnagar Total			**58**	**3**	**41**	**0**	**1**	**45**	**13**
CMC CHIKKABALLAPURA	KEONICS	ACCOUNTING &TALLY	7	0	1	0	0	1	6
	KSFES	FIRE ASSISTANT &RESCUE OPERATOR	3	0	0	0	0		3
	CIPET		1	0	1	0	0	1	
	LMV	LMV	1	0	0	0	0		1
	RGRHCL	plumbing&sanitation	6	0	5	0	0	5	1
CMC CHIKKABALLAPURA Total			**18**	**0**	**7**	**0**	**0**	**7**	**11**
CMC CHITRADURGA	CIPET	PLASTIC PROCESSING Machine operation	1	0	0	0	0		1
	DIC	Fashion Designing	3	0	0	0	3	3	
		Tailoring	1	0	0	0	1	1	
	Health	HEALTH CARE MULTI PURPOSE WORKER	6	0	1	0	0	1	5
		MIDWIFERY ASSISTANT	10	0	0	0	0		10
		NURSING AIDS	10	0	0	0	0		10
		RADIOLOGY TECHNICIAN & BASIC ANATOMY AND PHYSIOLOGY	7	0	0	0	0		7
CMC CHITRADURGA Total			**38**	**0**	**1**	**0**	**4**	**5**	**33**

ULB	Name of the training centre	Skills	Total Trained	Of which employed					Not Employed
				Cont ract	As per train ing	Not As per train ing	Self empl oyed	Total Empl oyed	
CMC Hassan	CIPET	PLASTIC PROCESSING Machine operation	1	0	0	0	1	1	
	DIC	Sewing Machine operator	9	0	8	0	0	8	1
		Tailoring	21	0	15	0	5	20	1
	ITI	2 wheeler basic automotive service overhauling	2	0	2	0	0	2	
		Electric fitter	1	0	0	0	0		1
	KEONICS	Computer Fundamentals & MS Office, Internet, DTP	9	0	9	0	0	9	
	KSRTC	HMV	6	0	3	0	3	6	
		LMV	6	0	2	0	4	6	
CMC Hassan Total			**55**	**0**	**39**	**0**	**13**	**52**	**3**
CMC HOSAPETE	ITI	4-WHEELER BASIC AUTOMATIVE SERVICING & overhauling	3	0	2	0	0	2	1
		Rewinding of A/C &D/C Moters	5	0	1	0	0	1	4
	KEONICS	ACCOUNTING &TALLY	33	1	10	0	0	11	22
		ATCA	13	0	4	0	0	4	9
		banking and accounting	1	0	0	0	0		1
		CALL CENTER TRAINING	3	0	2	0	0	2	1
		Computer Fundamentals & MS Office, Internet, DTP	19	0	8	0	0	8	11
		Computer Hardware & Networking	14	0	6	0	0	6	8
		Interactive web designing	5	1	0	0	0	1	4
	KSRTC	HMV	2	0	0	0	0		2
	LMV	LMV	19	0	1	0	2	3	16
CMC HOSAPETE Total			**117**	**2**	**34**	**0**	**2**	**38**	**79**

ULB	Name of the training centre	Skills	Total Trained	Of which employed					Not Employed
				Contract	As per training	Not As per training	Self employed	Total Employed	
CMC HUBLI DHARWAD	CIPET	CIPET	1						1
	ITI	4-WHEELER BASIC AUTOMATIVE SERVICING & overhauling	3	0	3	0	0	3	
	KEONICS	ACCOUNTING &TALLY	4	2	0	0	0	2	2
		ATCA	2	0	1	0	1	2	
		banking and accounting	1	0	1	0	0	1	
		CALL CENTER TRAINING	1	0	0	0	0		1
		Computer Fundamentals & MS Office, Internet, DTP	4	0	1	0	1	2	2
		Computer Hardware & Networking	2	0	2	0	0	2	
		CPR - COMPUTER PRGRAMMING	2	1	1	0	0	2	
	LMV	LMV	4	0	4	0	0	4	
CMC HUBLI DHARWAD Total			**24**	**3**	**13**	**0**	**2**	**18**	**6**
CMC KOLAR	GT&TC	TURNER	4	0	4	0	0	4	
	KSFES	FIRE ASSISTANT &RESCUE OPERATOR	1	0	0	0	0		1
	LMV	LMV	4	0	0	0	4	4	
CMC KOLAR Total			**9**	**0**	**4**	**0**	**4**	**8**	**1**
CMC Koppal	DIC	Foot mat making	5	0	1	0	2	3	2
	KEONICS	CALL CENTER TRAINING	3	1	2	0	0	3	
		Computer Hardware & Networking	1	0	1	0	0	1	
		Interactive web designing	1	0	0	0	0		1
	LMV	LMV	12	0	4	0	5	9	3
	RGRHCL	Basic carpenter	1	0	1	0	0	1	
		Basic electrical&house wiring	3	0	3	0	0	3	
		plumbing&sanitation	1	0	1	0	0	1	

ULB	Name of the training centre	Skills	Total Trained	Of which employed					Not Employed
				Cont ract	As per train ing	Not As per train ing	Self empl oyed	Total Empl oyed	
CMC Koppal Total			**27**	**1**	**13**	**0**	**7**	**21**	**6**
CMC Mangalore	ITI	Beautician	2	0	0	0	2	2	
		Foundation for jewellery& manual design	2	0	0	0	2	2	
		Hand Embroidary&Zerdosi work	2	0	0	0	2	2	
	LMV	LMV	5	1	2	1	0	4	1
CMC Mangalore Total			**11**	**1**	**2**	**1**	**6**	**10**	**1**
CMC Ranebennur	ITI	2 wheeler basic automotive service overhauling	2	0	1	0	0	1	1
		4-WHEELER BASIC AUTOMATIVE SERVICING & overhauling	3	1	0	0	0	1	2
		Basic electrical&house wiring	3	0	3	0	0	3	
		Electric fitter	3	0	1	0	0	1	2
	KEONICS	ACCOUNTING &TALLY	5	0	2	0	0	2	3
		banking and accounting	2	0	2	0	0	2	
		CALL CENTER TRAINING	1	0	1	0	0	1	
		Computer Fundamentals & MS Office, Internet, DTP	5	1	1	0	0	2	3
		Soft skills, spoken english& Communication Skills	1	0	0	0	0		1
	KSRTC	HMV	4	0	0	0	4	4	
	LMV	LMV	1	1	0	0	0	1	
CMC Ranebennur Total			**30**	**3**	**11**	**0**	**4**	**18**	**12**
CMC Vijayapur a	KEONICS	ACCOUNTING &TALLY	16	0	8	2	0	10	6
		Computer Fundamentals & MS Office, Internet, DTP	2	0	1	1	0	2	
		Computer Hardware & Networking	6	0	3	2	1	6	

ULB	Name of the training centre	Skills	Total Trained	Of which employed					Not Employed
				Contract	As per training	Not As per training	Self employed	Total Employed	
		CPR - COMPUTER PRGRAMMING	2	0	2	0	0	2	
		Interactive web designing	6	0	6	0	0	6	
		Soft skills, spoken english& Communication Skills	4	0	0	4	0	4	
	KSRTC	HMV	1	0	1	0	0	1	
	LMV	LMV	15	0	15	0	0	15	
	RSETI	2 wheeler basic automotive service overhauling	1	0	1	0	0	1	
		Beautician	3	0	1	0	2	3	
		Electric fitter	2	0	1	0	1	2	
		Hand Embroidary&Zerdosi work	3	0	0	0	3	3	
		Rewinding of A/C &D/C Moters	1	0	1	0	0	1	
CMC Vijayapura Total			**62**	**0**	**40**	**9**	**7**	**56**	**6**
Grand Total			**518**	**13**	**229**	**10**	**77**	**329**	**189**

Source: Primary data

EMPLOYED AFTER TRAINING

No, 36.5

Yes, 63.5
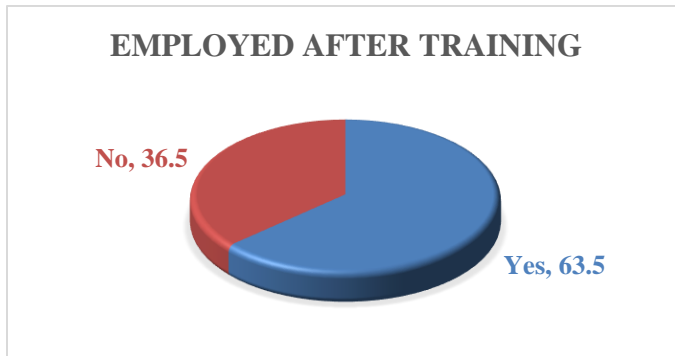
Details of type*s* of employment
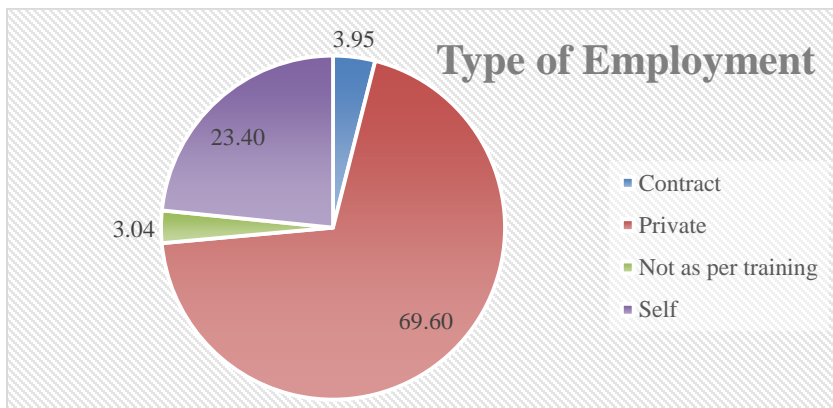
Type of Employment

3.95

23.40

3.04

69.60

- Contract
- Private
- Not as per training
- Self

Field study indicated that 63.5% of the sample beneficiaries have secured employment. None of the beneficiaries reported permanent employment in Government/ Board/ Corporation. However, 13 beneficiaries reported they are working in CMC, Govt. Hospital, Agri. Dept, etc. as contract employees. 72.7% of the sample reported that they are employed in private sector. Of the 239 beneficiaries working in private sector 10 beneficiaries reported that they are employed/continuing employment not based on the training received. About 23.4% of the sample indicated that they are self-employed but none of them reported to have secured bank loan.

19. What percentage of candidates did not get salaried employment within one month of completion training? {Skill wise, City wise and Skill Training Provider wise figures may be reported}.

Table 16: No. of beneficiaries employed within a month

ULB	Training centre	Skills	Employed after training	Not employed after training	No. of persons who have got employment within 1 month	Percentage of persons who have got employment within 1 month	Total
CMC Bhadravathi	KSRTC	HMV	6		0	0.00	6
	CIPET			1		0.00	1
	Poly Technic college	Beautician	5		2	40.00	5
		Garment construction techniques	1	4	1	100.00	5
		Hand Embroidary&Zerdosi work	2	1	0	0.00	3
		Mobile Phone Repair	2	1	2	100.00	3
		Tailoring	4	4	2	50.00	8
	RGRHCL	Bar Bendar	4		0	0.00	4
CMC Bhadravathi Total			**24**	**11**	**7**	**29.17**	**35**
CMC Bidar	ITI	Basics screen printings	2		0	0.00	2
		Electric fitter	1		0	0.00	1
		Rewinding of A/C &D/C Moters	2	2	0	0.00	4
		Welding (Gas+Arc+Cutting)	2	1	0	0.00	3
	KEONICS	ACCOUNTING &TALLY		2	0	0.00	2
		banking and accounting		1	0	0.00	1
		Computer Fundamentals & MS Office, Internet, DTP	6	1	1	16.67	7
	KSRTC	HMV	3		0	0.00	3
	RGRHCL	Basic carpenter	4		0	0.00	4
		Basic electrical&house wiring	3		0	0.00	3
		plumbing&sanitation	4		0	0.00	4
CMC Bidar Total			**27**	**7**	**1**	**3.70**	**34**
CMC Chamarajnagar	KEONICS	ACCOUNTING &TALLY	5		0	0.00	5
		Advanced embedded System	2		0	0.00	2
		Basic embedded	1	1	0	0.00	2
		Computer Fundamentals & MS Office, Internet, DTP	11	2	0	0.00	13
		Computer Hardware & Networking	11		0	0.00	11
		Soft skills, spoken english& Communication Skills	3		0	0.00	3
	LMV	LMV	12	10	0	0.00	22
CMC Chamarajnagar Total			**45**	**13**	**0**	**0.00**	**58**
CMC CHIKKABALLA PURA	KEONICS	ACCOUNTING &TALLY	1	6	1	100.00	7
	KSFES	FIRE ASSISTANT &RESCUE OPERATOR		3	0	0.00	3
	LMV	LMV		1	0	0.00	1
	RGRHCL	plumbing&sanitation	5	1	5	100.00	6

ULB	Training centre	Skills	Employed after training	Not employed after training	No. of persons who have got employment within 1 month	Percentage of persons who have got employment within 1 month	Total
	CIPET		1		1	100.00	
CMC CHIKKABALLAPURA Total			**7**	**11**	**7**	**100.00**	**18**
CMC CHITRADURGA	CIPET	PLASTIC PROCESSING Machine operation		1	0	0.00	1
	DIC	Fashion Designing	3		3	100.00	3
		Tailoring	1		1	100.00	1
	Health	HEALTH CARE MULTI PURPOSE WORKER	1	5	0	0.00	6
		MIDWIFERY ASSISTANT		10	0	0.00	10
		NURSING AIDS		10	0	0.00	10
		RADIOLOGY TECHNICIAN & BASIC ANATOMY AND PHYSIOLOGY		7	0	0.00	7
CMC CHITRADURGA Total			**5**	**33**	**4**	**80.00**	**38**
CMC Hassan	CIPET	PLASTIC PROCESSING Machine operation	1		0	0.00	1
	DIC	Sewing Machine operator	8	1	0	0.00	9
		Tailoring	20	1	0	0.00	21
	ITI	2 wheeler basic automotive service overhauling	2		0	0.00	2
		Electric fitter		1	0	0.00	1
	KEONICS	Computer Fundamentals & MS Office, Internet, DTP	9		0	0.00	9
	KSRTC	HMV	6		0	0.00	6
		LMV	6		4	66.67	6
CMC Hassan Total			**52**	**3**	**4**	**7.69**	**55**
CMC HOSAPETE	ITI	4-WHEELER BASIC AUTOMATIVE SERVICING & overhauling	2	1	0	0.00	3
		Rewinding of A/C &D/C Moters	1	4	1	100.00	5
	KEONICS	ACCOUNTING &TALLY	11	22	1	9.09	33
		ATCA	4	9	1	25.00	13
		banking and accounting		1	0	0.00	1
		CALL CENTER TRAINING	2	1	0	0.00	3
		Computer Fundamentals & MS Office, Internet, DTP	8	11	0	0.00	19
		Computer Hardware & Networking	6	8	0	0.00	14
		Interactive web designing	1	4	0	0.00	5
	KSRTC	HMV		2	0	0.00	2
	LMV	LMV	3	16	2	66.67	19
CMC HOSAPETE Total			**38**	**79**	**5**	**13.16**	**117**
CMC HUBLI DHARWAD	ITI	4-WHEELER BASIC AUTOMATIVE SERVICING & overhauling	3		3	100.00	3
	CIPET			1		0.00	1

ULB	Training centre	Skills	Employed after training	Not employed after training	No. of persons who have got employment within 1 month	Percentage of persons who have got employment within 1 month	Total
CMC HUBLI DHARWAD	KEONICS	ACCOUNTING &TALLY	2	2	2	100.00	4
		ATCA	2		0	0.00	2
		banking and accounting	1		1	100.00	1
		CALL CENTER TRAINING		1	0	0.00	1
		Computer Fundamentals & MS Office, Internet, DTP	2	2	2	100.00	4
		Computer Hardware & Networking	2		2	100.00	2
		CPR - COMPUTER PRGRAMMING	2		1	50.00	2
	LMV	LMV	4		1	25.00	4
CMC HUBLI DHARWAD Total			**18**	**6**	**12**	**66.67**	**24**
CMC KOLAR	GT&TC	TURNER	4		4	100.00	4
	KSFES	FIRE ASSISTANT &RESCUE OPERATOR		1	0	0.00	1
	LMV	LMV	4		3	75.00	4
CMC KOLAR Total			**8**	**1**	**7**	**87.50**	**9**
CMC Koppal	DIC	Foot mat making	3	2	2	66.67	5
	KEONICS	CALL CENTER TRAINING	3		1	33.33	3
		Computer Hardware & Networking	1		0	0.00	1
		Interactive web designing		1	0	0.00	1
	LMV	LMV	9	3	2	22.22	12
	RGRHCL	Basic carpenter	1		1	100.00	1
		Basic electrical&house wiring	3		3	100.00	3
		plumbing&sanitation	1		1	100.00	1
CMC Koppal Total			**21**	**6**	**10**	**47.62**	**27**
CMC Mangalore	ITI	Beautician	2		2	100.00	2
		Foundation for jewellery & manual design	2		2	100.00	2
		Hand Embroidary&Zerdosi work	2		2	100.00	2
	LMV	LMV	4	1	1	25.00	5
CMC Mangalore Total			**10**	**1**	**7**	**70.00**	**11**
CMC Ranebennur	ITI	2 wheeler basic automotive service overhauling	1	1	0	0.00	2
		4-WHEELER BASIC AUTOMATIVE SERVICING & overhauling	1	2	0	0.00	3
		Basic electrical&house wiring	3		3	100.00	3
		Electric fitter	1	2	1	100.00	3
	KEONICS	ACCOUNTING &TALLY	2	3	1	50.00	5
		banking and accounting	2		1	50.00	2
		CALL CENTER TRAINING	1		1	100.00	1
		Computer Fundamentals & MS Office, Internet, DTP	2	3	1	50.00	5
		Soft skills, spoken english& Communication Skills		1	0	0.00	1

ULB	Training centre	Skills	Employed after training	Not employed after training	No. of persons who have got employment within 1 month	Percentage of persons who have got employment within 1 month	Total
	KSRTC	HMV	4		4	100.00	4
	LMV	LMV	1		0	0.00	1
CMC Ranebennur Total			**18**	**12**	**12**	**66.67**	**30**
CMC Vijayapura	**KEONICS**	ACCOUNTING &TALLY	10	6	3	30.00	16
		Computer Fundamentals & MS Office, Internet, DTP	2		2	100.00	2
		Computer Hardware & Networking	6		6	100.00	6
		CPR - COMPUTER PRGRAMMING	2		1	50.00	2
		Interactive web designing	6		6	100.00	6
		Soft skills, spoken english& Communication Skills	4		4	100.00	4
	KSRTC	HMV	1		0	0.00	1
	LMV	LMV	15		0	0.00	15
	RSETI	2 wheeler basic automotive service overhauling	1		0	0.00	1
		Beautician	3		0	0.00	3
		Electric fitter	2		0	0.00	2
		Hand Embroidary&Zerdosi work	3		1	33.33	3
		Rewinding of A/C &D/C Moters	1		0	0.00	1
CMC Vijayapura Total			**56**	**6**	**23**	**41.07**	**62**
Grand Total			**329**	**189**	**99**	**30.09**	**518**

Source: Primary data

The field study indicated that only 99 out of 329 employed beneficiaries i e. Only 30% of the sample got employment within one month after completion of Training.

20. What are the results and pattern that emerges from the analysis of the data reported in the previous two questions

Analysis of the Training Institution wise employment indicates that majority of GT&TC, ITI, RGRHCL beneficiaries get employment within one month. As regards KEONICS it is 29%. Data analysis also indicated that those who have SSLC and below qualification have got employment earlier that those who have higher qualifications.

Analysis of the type of trades chosen by the candidates indicate that about 45% of the sample beneficiaries were female and the trades chosen by them were as under: Fashion Design, Garment making, Beauty culture and Hair dressing, Gem & Jewellery, Leather and Goods making, Medical and Nursing, ICT, Banking & Accounting etc.,

About 55% of the sample beneficiaries were male and the trades chosen by them were as under: Automotive repair, Construction, Electrical, Fabrication, Fire & Safety Engineering, LMV, HMV, Plastic manufacturing, ICT, Banking & Accounting etc.,

21. How many of the trained candidates were facilitated bank linkages/subsidy after training for self-employment under the Prime Minister's Employment Guarantee Scheme (PMEGP) or any other scheme.

The field study revealed that in none of the sample cases there was bank linkage or subsidy after training for the self-employed under PMEGP.As discussed earlier the Training Institutions were not tracking the candidates after training. As per norms for Post Training Support including responsibility to provide placement or Self enterprise establishment support to minimimum 50% of successfully trained candidates will enable the STPs to claim the last instalment of 20% course fee. Since no Training Institution had fulfilled the norm there was no disbursement by DMA under this component for the year 2014-15.

22. What is the penalty imposed to the Skill Training Providers who have not provided placement/self-enterprise set up support to at least 50% of the successfully trained candidates? {Skill wise, City wise and Training Institution wise figures may be reported} If so, what is the amount of penalty levied? How much of the penalty has been realised?

As per the scheme guidelines the Skill Training Providers will get the sanctioned amount in three instalments in the ratio of 40:40:20. This is applicable to all Training providers except LMV and RGRHCL where the instalments will be released in the ratio of 50:30:20. The first release will be after commencement of the training and the second instalment will be released after certification and the third instalment will be released after 50% of the trained candidates get employment and post placement track is done for 6 months.

Discussions indicated that there is no additional penalty to STPs other than non-release of the third instalment of 20% of the sanctioned amount. In majority of the sample cases it was observed that DMA had released only the first instalment. It was also reported that as on 30.06.2017 none of the STPs has received all the three instalments, across 35 Urban Centres, for the sanctions during 2014-15.

The data obtained from the field in respect of RGRHCL as on 30.06.2017 was as follows:

Table 17: Payment details from DMA in respect of RGRHCL

Sl No	Name of ULB	No. of days of Training Programme	Sanction 2014-15		Instalments released			
					First		Second	
			No.	Amt	No.	Amt	No.	Amt
1	Bidar	38	120	960000	120	480000		Not released
2	Koppal	38	50	400000	50	200000		Not released
3	Ranebennur	38	40	320000	40	160000		Not released
4	Ramanagara	38	85	680000	85	340000		Not released
5	KGF	38	30	240000	30	120000		Not released
6	Chikkaballapura	38	45	360000	45	180000		Not released
7	Bhadravathi	38	75	600000	75	300000		Not released
8	Shivamogga	38	90	720000	90	360000		Not released
9	Gangavathi	38	90	720000	90	360000		Not released
10	Davanagere	30	150	1200000	150	0		Not released
	Total		**775**	**6200000**	**775**	**2500000**		

Source: STPs in respect of RGRHCL

The data obtained from the field in respect of KEONICS as on 30.06.2017 was as under

Table 18: Payment details from DMA in respect of KEONICS

Sl No	Name of the ULB	Keonics Franchisee M/S	Sanction 14-15		Instalments released			
					First		Second	
			Nos	Amt	Nos	Amt	Nos	Amt
1	Bidar	SET Infotech Park	90	288000	50	115200	Nil	Nil
		Shri Sathyam Techno Park	95	528000	95	211200	Nil	Nil
2	Bhadravathi	Silicon Computers	504	3773200	401	1237280	180	532000
3	Chikballapura	Manjunatha Computers	85	651000	85	260400	Nil	Nil
4	Chamarajanagara	Prerana Enterprises	186	1596200	186	638480	Nil	Nil
		Computer Care & Graphics	88	607200	88	242880	Nil	Nil
5	Chithradurga	AIG Infotech	360	2661000	300	1064400	300	879200
6	Hassan	Hoysalainfotech	34	199800	34	79920	Nil	Nil
7	Hospet	PatsonInfotech	843	6155900	843	2462360	479	1602680
8	Hubli-Dharwad	Suvarna Computer Education,	110	212000	110	84800	Nil	Nil
		Comtech Computer Education	226	2170600	226	868240	Nil	Nil

Sl No	Name of the ULB	Keonics Franchisee M/S	Sanction 14-15		Instalments released			
					First		Second	
			Nos	Amt	Nos	Amt	Nos	Amt
		Steven Systems,	150	890000	150	356000	Nil	Nil
9	Kolar	Brilliant Computers	163	1093700	105	288600	Nil	Nil
10	Koppal	SSI Technologies,	305	2428000	305	971200	214	1898100
11	Mangalore	J M Technologies	343	2479700	331	953240	277	820640
12	Ranebennur	Basava Systems & Communications	360	2997000	360	1198800	Nil	Nil
13	Vijayapur	Turning Point	110	948000	110	379200	Nil	Nil
		Shreyas Computers	55	448500	55	179400	Nil	Nil

Source: STPs in respect of Keonics

It may be observed that RGRHCL has received only first instalment for the sanctions of 2014-15. Similar is the case with CIPET, KSFES where they have received only first instalment. KEONICS has received first instalment in respect of all the 13 ULBs and second instalment in respect of Chitradurga, Hospet, Koppal and Mangalore ULBs.

23. In how many cases has the certification agency declared the candidates as failed? (Skill wise, City wise and Skill Training Provider wise figures may be reported) What action was taken for re-training and reassessment of the candidates? In case retraining and reassessment is done, who paid the cost of this?

In the sample cases there was no failure and all had passed in first attempt. Discussions with the Training Institutes indicated that there are failures in some batches but the percentage of failures is less than 3%. The Training Institute retrains the candidates, **without charging any additional fee** and ensures that they pass certification exam. This is done mainly because the DMA will not only stop release of 40% of the course fees in respect of failed candidate but also recover the first instalment of 40% already released and the examination fee. The Training Institute stands to lose heavily if the candidates fail in the assessment test.

The discussions indicated that failures are mainly due to delay in conduct of examination by the certifying agency, after the course is completed. In some of the sample cases the delay in conducting the Certificate exam was more than one year.

24. Is there a data base in public domain consisting of all successful but unemployed trainees maintained at some level in the district or State, which any individual/ government department or parastatal/ private sector enterprise/ business house can refer to get skilled

personnel of their requirement? If not, should that be done as used to be in the case of employment exchange in the past?

The field study indicated that there is no public domain where the list of all successful candidates with their bio-data, experience and skill set under the programme is published. Some ULBs are conducting the job melas where the unemployed certified candidates register in advance with the department and the prospective employers take part in the mela and select candidates based on skill test, interview etc.,

Recently Ministry of Skill Development and Entrepreneurship has come out with a portal https://ncvtmis.gov.in where the candidates can register, search for vacancies and apply. Similarly, the Job providers/Establishments can register post vacancies and access the data of suitable candidates. This portal is for ITI certificate holder who have secured NCVT certificate. DMA has to come out with a similar portal for candidatesto register with certified skill set with their bio data, the prospective employers will have to access to the data base so that they can source their requirement through this portal.

25. Whether Sector Skill Council Certification (SSC) is an impediment in getting employment or not?

As discussed six skill training providers viz., KGTTI, GT&TC, CIPET, KSFES, RTO (LMV), KSRTC (for HMV), have been authorized to issue certificates. The certification for other skill training providers viz., KEONICS, DIC, Dept of Health and Family Welfare, RGRHCL, Government ITIs/ Polytechnic Colleges, RUDSET is to be done by RDAT Hyderabad. The Certifying agency visits the urban centres and conducts a written examination of the trained candidates and issues the certificates. The DMA is making payment of certification fee directly to RDAT Hyderabad.

Undue delay was observed in the certification process in respect of candidates who had to receive certificates from RDAT Hyderabad. The delay was ranging from 6 months to 2 years after completion of the training which definitely has impacted the employment opportunities. To address this issue DMA may consider enlisting some more agencies for third party assessment.

26. Should the programme be continued? If no, why so? If yes, with what changes? {Skill wise, City wise and Skill Training Provider wise changes may be suggested}.

The field study revealed that this programme is a boon to the urban poor which has imparted skill training free of cost. The beneficiaries have improved their employability quotient and many of them have improved their economic status. The objectives and the guidelines of the scheme are comprehensive. There is scope for improvement in the procedure followed during implementation of the scheme. The recommendations and changes required are given separately in chapter 12.

12.4 FOCUS GROUP DISCUSSIONS

The Focus Group Discussions were held with all the stake holders at district and State level. The participants at the district level include Municipal Commissioner/ Project Director, Community Affairs officer, Community Organiser, Representatives from the various Training Institutions, District Development Manager NABARD. The Focus Group Discussions were also held separately with the beneficiaries to know the problems faced by them. The objective of the FGD was explained and members were encouraged to express their views on the aspects which are hindering effective implementation of the programme. Members were also encouraged to indicate policy level changes required for better performance of the programme. The observations are grouped and members opinions are summarised as under:

- The target is being fixed at State level without considering the local needs/demand.
- The trades for which training need to be imparted have to be identified after undertaking a proper survey based on local demand.
- Third party assessment should be taken up on the last day of training programme or immediately after completion of the programme.
- The Third party assessors should give prior notice to the Training Institutions about the date of assessment.
- The Third party assessors should be selected in such a way that they know the local language.
- Short duration courses do not have much scope for providing employment in industries. Duration of the courses to be increased.
- For LMV training the Training Institutes should also be assigned the responsibility of obtaining 'Ýellow Badge' for the trainees, as the same is mandatory for operating Tourist Taxis.

- Soft skills need to be imparted in all the training programmes.

- LMV training should also include a module on Vehicle Maintenance, which will come in handy when the trainees take up full time employment. If need be, the duration of the course may be extended to accommodate this module.

- The present age limit of 18-35 years, needs upward revision as there is a huge demand from women beneficiaries in the age group of 35-45 years for taking up training.

- Selection of beneficiaries need to be done with utmost care especially for imparting basis skill sets like Light Motor Vehicle (LMV) training, as the beneficiaries opt for this programme to acquire this skill set without any intention of taking up a self-employed venture/ job in this sector.

- Industrial visit to be included in the curriculum for the training courses imparted by it is.

- The Training Institute in charges opined that there is an inordinate delay in receiving the payment from ULB/DMA. Strict guidelines are to be introduced to have a prompt payment clause, if all the requirements are met for payment.

- As per the guidelines, the beneficiaries targeted under the programme are 'urban poor', however, there is no clear definition about who is urban poor and what is the eligibility criteria etc.,

- Post training tracking is very weak at present, this area needs to be strengthened.

- A web portal is required to be launched in public domain where the data of successful candidates with details of skill set is hosted which can be accessed by the prospective employers in in private and public organization for their requirement.

- Training institutes and ULBs may take initiative for bank linkage in respect of self-employed beneficiaries.

- MIS needs to be strengthened. Communication channel between DMA and ULBs to be improved. District level officials observed that they are not being taken into confidence while fixing the district targets and also are not informed about the third party assessment being done in their district.

12.5 Success Stories

1. Artificial Jewellery a Path to Progress

SmtSangeetha D. Suvarna, a IX std. pass out, housewife and a mother of two children, aged 8 and 4 years, in Mullakadu area of Mangalore, Dakshina Kannada district was leading a life full of struggle, managing her household and Children with the meagre income of her husband. Her life started changing for better, when she joined the BabuSwamyStreeShakthiSanga, promoted under National Urban Livelihood Mission (NULM). During the course of interaction with the functionaries of Mangalore City Corporation, who came for their SHG monthly meeting, she was informed about the Training programmes under EST&P programme that are imparted to the women members by Mangalore City Corporation which will enable them to take up small income generating ventures.

She decided to give it a try and enrolled for Artificial Jewellery making course at Industrial Training Institute for Women (ITI-W). During the one-month course, which was given free of cost, thanks to the dedicated trainers of the Institute, she learnt the art of making different models of Artificial Jewellery.

During the training period itself, she started offering the new jewellery she had made in the Training Programme to her neighbours free of cost. Her neighbours got highly attracted towards those jewellery, especially their school and college going children. Soon the school and college students started thronging her house for buying this Jewellery. In order to know the preference of the neighbours, she started taking orders from the nearby houses and started preparing custom made jewellery. Now after completing her household chores, she spends two hours per day for preparing the Artificial Jewellery at her home and these items are sold at her doorsteps.

Smt. Sangeetha now proudly says, she earns ₹ 3000/- per month (net off expenditure) from this small venture. She is now paying the School fee for her children and also taking care of the petty household expenses. She is slowly expanding her

venture and now-a-days, she is working minimum three hours per day for her venture which fetches her a net income close to ₹5000/month. She thanked EST&P scheme, which really kindled the hidden talent in her and also helped her to meet her family's economic needs. Seeing her success, some of the members of her SHG group had taken up Beautician training programme under NULM and started following her path for economic self-sustenance.

She is of the opinion that if ULB arranges for some stalls in the melas and other local events, she can avail small bank loan and prepare the items for sale during those events, thereby can get opportunities for earning substantial income.

2. Employee to Employer- skill training under EST&P"

LatifJamadar hails from economically backward family living in Vijayapur city. The family is dependent on his earnings. He worked as a helper in the motor mechanic shop and earned a meagre amount disproportionate to his hard work. Latif was looking for more remunerative mechanics jobs. In the meantime, he came to know about the skill training of "motor mechanics" run by RUDSET Vijayapur sponsored by CMC Vijayapura. He contacted the CMC and applied for the training course with required documents and he got selected for the **"Two Wheeler Basic Automotive & Overhauling"** course conducted by RUDSET during the year 2014-15.

He obtained a practical training on - **"Two wheeler Repairs"** in RUDSET for a period of 30 days and got enriched through acquiring new skills in auto repairs. Earlier he was in the same line working as a helper, however, this training helped him to hone his skills and also learn the intricacies of motor repairing. Also he learnt the usage of appropriate tools for handling and overhauling the motors.

After completion of his training in 2015 he was contemplating whether to work in any garage as an employee or start his own enterprise. He knew his capability and despite the hard work he was not getting good remuneration. Entrepreneurial mind in him motivated him to start his own garage. He borrowed a hand loan of Rs.10000/- from his relatives and friends and opened LATIF Auto Works. He has so far not been successful in availing bank loan. Many of the customers of the earlier garage where he was working as a helper started visiting his garage as they knew about his knowledge and quality of service. His clientele started growing through word of mouth and without any advertisement from him.

His sincerity and quality of service has made him popular in the area and he has developed over a period a large clientele. To cater to the growing demand he has employed two helpers to do the servicing of two wheelers. He pays them Rs300 plus food per day. He recalls that from a salary of Rs.8000/-pm his net earnings at present has more than doubled

He appreciated RUDSET for giving quality training and also the CMC for giving such an opportunity to upgrade his skill without any cost. He was of the opinion that such trainings and skill sets are a boon to the urban poor to have decent livelihood. He is proud of his own journey of being an employee to employer and providing livelihood to another two persons.

3. Success Story of Physically Handicapped

Mohammad JaffarBagewadihails from a poor family of 10 people, settled at Keshwapur in

Hubli. He was unfortunate to meet with an accident at the tender age of 4 and lost his leg. His family support and personal self-belief saw him complete his graduation in commerce. During his college days he came across the Skill Trainings given by CMC for the urban poor. He enrolled himself by submitting the relevant documents

He joined KEONICS Training Institute to undergo Banking and Accounting Training under EST&P while pursuing his final year B.Com. He was appreciative of the quality training imparted by the Institute as also the soft skills viz., communication skill, debates, group discussions etc. With the help of his education background and accounting training he was able to secure employment in private sector. Now he is working in Touch point as business associate and getting a monthly salary of Rs. 6000. He is hopeful that with experience and his hard work he will be able to secure higher salary in future.

4. Empowerment through skill upgradation.

ShakuntalaHadpad is one of the7 members of a poor family in Vijayapura city. She hails from a working class family where 5 other member also work to meet the family's requirement. She has studied PUC. She came to know about the skill training given by CMC Vijayapura through newspaper. She immediately enrolled in there and wanted to pursue Beautician Course as her elder sister was already running a small Beauty Parlour. She attended the Beautician Training imparted by RUDSET Vijayapura.

During the training she learnt the modern techniques of facial, oil treatment, hair styling, wedding decoration and special make up etc., She was highly impressed with the dedication and the quality of teaching at RUDSET. She picked up the finer aspects of facial making and makeup though the practical training given by the institute.

After successful completion of the course, passing the exam and obtaining a certificate, she started assisting her sister in the Parlour. Owing to her skill and expertise, the business of her Parlour doubled. Encouraged by this they wanted to renovate the parlour with modern gadgets and equipments and approached the bank. As they could not succeed in getting a bank loan they borrowed from friends and relatives and invested Rs. 100,000/- on renovation of the parlour. Now they have named it "**Lovely beauty parlor**" and they are doing brisk business.

Discussions indicated that earlier the net income from the parlour was around Rs.4000 to 5000 pm. Now with the renovation and full time involvement of Shakuntala in the business the net income has quadrupled. They informed during marriage season and other special occasions the net income goes much higher. In view of the increase in their clientele and business they are planning to employ two more assistants.

ShakuntalaHadpad was highly appreciative of the EST&P scheme and indicated that with the skill acquired from the training she is able to carve a path where she not only is able to sustain a living but also in a position to give employment to others. She strongly feels that this initiative of the Government to skill the urban poor will go a long way in empowering women.

5. Skill upgradation for good employment

BHEEMRAYA MAHADEVAPPA HURALI hails from economically poor family consisting of 6 members, settled in Madhavnagar in Hubli city. He completed graduation in Arts and could not pursue higher studies due to economic reasons. After graduation he searched for employment so that he can support his family.

He was not very successful and finally settled to work in a private firm as an assistant for a meagre salary of Rs.5000/- pm. He was always on the lookout for opportunities to improve his economic status. At this juncture, he came in contact with training institute which briefed him about the EST&P programme. He immediately visited CMC and enrolled for computer training by submitting necessary documents. He opted for Tally and Accounting training as it had better employment opportunities.

He sincerely attended the training programme at KEONICS Training Centre and successfully passed the exam. There was a delay of about 8 months to get the Certificate. However, based on his knowledge and experience he landed with a better job in private sector and is earning Rs.12000 pm.

He was highly appreciative of the quality of training imparted by the institute which besides improving his skill level in computers, improved his overall personality and confidence level. He is indebted to CMC for the above training which was totally free of cost and facilitated him to improve his economic condition.

6. Successful entrepreneur through skill upgradation

Ms. Yasmin banu hailing from minority community staying at Hubli completed her Post graduation in commerce from Bijapur University. During her college days she had taken up a fascination for computer and was well versed in basic computer applications. Through Keonics she came to know about the Training programmes being imparted by CMC for the urban poor. She approached CMC and registered for the training programme by submitting the relevant documents. Being from the BPL family and from minority community she was selected for the

training programme under EST&P. She pursued her Adavanced Training in Computer Application (ATCA) from KeonicsHubli. She passed in first attempt though the test was conducted after a long gap. She got the certificate after nearly one year after her completion of the course.

Her entrepreneurial nature made her not to seek employment outside and wanted to be independent. With the financial support from her family members and friends she set up a training centre viz., Ignite Training Centre at Vidyanagar, Hubli to impart computer related trainings.

Discussions indicated that the competition is severe in this field, however, there is good potential as there is huge unmet demand for computer education. Her clientele is majority from student community and women. Her vision is to impart this skill at reasonable rates so that it is affordable. She is planning to enrol her Institute with Government departments so that she can facilitate larger clientele.

She expressed her gratitude to CMC and Keonics for the training under EST&P which has transformed her to be an entrepreneur. She is proud that she is able to give employment to 3 persons in the Institute also earn around Rs20000/- pm.

12. Reflections and Conclusions

Economic development of a country is mainly attributable to the contribution of its working population. Youth form an important component which can significantly contribute to the economic development of a country. Hence, all the economies in the world especially developing economies have given special focus to youth for nation building.Many of the Evaluation studies on training of youth have reinforced this and have brought out the positive benefits of the skill set imparted to the youth in improving their economic and social status. It has not only empowered them and improved their employability but also made them first generation entrepreneurs.

The Scheme launched by Government of India is based on the similar premise that if demographic dividend of our country has to be fruitfully utilized for nation building then the skilling of youth is a prerequisite. Our observations about the performance of the scheme based on the interactions with stake holders is as under

A. Awareness Generation and Demand Creation

As per guidelines the ULBs should conduct mass media campaigns through newspapers, radio, television, posters, wall paintings, SHG meetings, etc. on regular basis to provide information on skill training opportunities and invite applications from the prospective candidates.

The field visits indicated that awareness generation and demand creation was undertaken by all the sample ULBs. As regards the courses, duration, location of training, name and details of skill training providers, the information was available at the sample ULBs visited.

B. Selection of beneficiaries

All the 13 ULBs selected in the sample have generally followed the guidelines in the selection of beneficiaries. As per norms the age criteria is 18 to 35. Though we did not find any underage candidate in the sample, we observed that in 4.1% of the sample cases the upper age has not been followed. Discussions in the field indicated that upper age needs to be increased to 45 so as to cover larger population. It is reported that relaxation in upper age especially for women will facilitate them in economic empowerment as between 35 and 45 they would have settled in life and would be in a position to upgrade their skills and take up employment. The minimum

qualification specified for each course has been strictly adhered in the sample cases. While selecting the candidates for some computer courses it was observed that college going students were selected, who after completion of the training were pursuing studies and not seeking employment. There were 7 such cases in the sample.

C. Course duration

The guidelines indicated that the duration for all the skill training programmes under EST&P would be minimum of 3 months (approximately 400 hours of the technical training plus 30 hours for soft skills training). However, depending on the trade and course module, SULM may define trainings with different duration If the **Modular Employable Skills** (MES) Curriculum is being followed, then the basic and advanced level skill training courses may be combined to provide 430 hours training. It was observed that the duration of the course in the sample varied from 180 hours to 430 hours.

Soft skill training was not included in many of the short duration approved courses such as Light Motor Vehicle driving (LMV), Heavy Motor Vehicle driving (HMV), Fire Assistant &Rescue operator, courses imparted by RGRHCL viz., Basic carpenter, Bar bender or Mason, Plumbing and sanitation, Electrical and house wiring; courses imparted by Keonics viz., Computer fundamentals & MS office, Internet and DTP; Interactive web designing; IT Essential hardware & software.

D. Certification

As per norms each successful candidate undertaking training should be awarded a certificate issued by a competent agency which has acceptability in the industry. Assessment of the skills gained should be done by an independent certifying agency. The training agency should not be entrusted with the assessment and certification of the trainees to ensure objective assessment.

As per the SULM guidelines the following skill training providers viz., KGTTI, GT&TC, CIPET, KSFES, RTO (LMV), KSRTC (for HMV), have been authorized to issue certificates. The certification for other skill training providers viz., Government ITIs/ Polytechnic Colleges, KEONICS, DIC, Dept of Health, RGRHCL, RUDSET is to be done by RDAT Hyderabad. The Certifying agency visits the urban centres and conducts a written examination of the trained

candidates and issues the certificates. The DMA is making payment of certification fee directly to RDAT Hyderabad.

Undue delay was observed in the certification process in respect of candidates who had to receive certificates from RDAT Hyderabad. The delay was ranging from 6 months to 2 years after completion of the training which definitely has impacted the employment opportunities.

KSFES is authorised to issue certificates to the candidates after completion of the training. However, it was observed that they had not issued certificates to any of the candidates under EST&P programme. It is reported that according to their (KSFES) internal instructions the certificates will not be issued a candidate unless full payment of course fee is received. As DMA has released only 40% of the course fee they have not issued the certificate to the candidates although they have successfully completed the training and passed the exam. Due to this impasse none of the candidates in the sample from KSFES has got employment.

E. Post Training Support

As per norms the Skill Training Provider (STP) shall work towards providing job-placement or setting up self-enterprise for all the successful candidates. It is mandatory for the STP to provide placement / self-enterprise set-up support for minimum 50% of successfully trained candidates, inability to do so shall result into suitable penalty as provided in the terms & conditions of the contract with STPs

i. **Job placement**After successful completion of the training the candidate shall be provided placement in suitable job by the STP within one month of completion of training.

The field observation in respect of candidates from Keonics indicates that this is seldom done. This is mainly because there is delay after completion of training programme in conduct of examination for certification by RDAT Hyderabad. Even after conduct of certification exam also there was delay in receipt of Certificates by the candidates.

ii. **Micro-enterprise** For candidates interested in setting up micro-enterprises, the STPs shall be responsible to assist in setting-up the microenterprise within 3 months of successful completion of the training.

None of the sample cases indicated that they have set up their enterprise with the help of bank loan under any of the Government schemes. Even insome few cases where the

candidates have been self-employed and started their enterprise they have not acknowledged the support of STPs. Some of them started their enterprise borrowing from relatives and friends.

F. Post Training Tracking

The STP as per guidelines is required to track the successful candidates for a period of 6 months. For the candidates provided with wage employment in any industry information like appointment letter, pay package / remuneration, etc. shall be maintained and submitted to the ULB / SULM as per the terms and conditions of the contract with the STPs. For the candidates interested in setting up micro-enterprises, the STP shall be responsible for providing support and track the progress of Micro-enterprise for a period of 6 months.

The field visits indicated that very few STPs viz., CIPET, KEONICS have some tracking mechanism of successful candidates. Generally, post tracking of successful candidates and assisting them to secure wage employment or facilitating them to obtain financial assistance under any government scheme/banks etc was absent in the field.

G. Cost & Payment Norms

As per the guidelines the maximum cost support provided for training under EST&P is Rs.15,000/- per candidate. However, the cost of training may vary based on the course curriculum, infrastructure and materials needed for the course, course duration, etc. The SULM may design the terms of payment preferably in 3 or more installments i.e. 30:50:20. The first two installments may be based on the commencement of training, completion and certification of the candidate and last 20% may be paid on the placement / enterprise development and tracking of candidates for 6 months.

It is observed that terms of payment in respect of all STPs and release of instalments is in the ration of 40:40:20 except in the case of RGRHCL, KSRTC, RTO (LMV) where the release of instalments is in the ratio of 50:30:20. The sample Training Institutes (TIs) visited indicated that there is delay in receipt of instalments from ULB. None of the sample TIs visited had received the last instalment of 20% and majority of them had received only the first instalment.

H. Economic Empowerment

The study observed that out of the 518 sample beneficiaries 329 (63.5%) have secured employment. Out of the employed beneficiaries 239 are working in private sector, 77 are self-employed and 13 have been working in Government Hospital/Agri.Dept/ CMC on contract basis. Only 30% of the sample got employment within one month after completion of training. About 177 beneficiaries earned between Rs.4001-8000 pm; 67 earned between Rs.8001-12000 pm;30 earned between Rs.12001-16000 pm and 11 beneficiaries earned more than Rs.16000 pm. It was observed that candidates with computer qualification with graduation earned more than Rs.16000. Only 44 of the sample beneficiaries earned less than Rs.4000 pm.

I. Convergence of Skill Training

It is observed that similar to Directorate of Municipal Administration, many other departments in Karnataka have also been imparting skill training to the youth. To avoid duplication of efforts and to have focused attention all training and Skill development programmes may be brought under single umbrella.

Conclusion

In conclusion, it may be said the EST&P programme has assisted in skilling and upgrading the existing skill levels of the urban poor. It has facilitated in improving the economic and social status of the beneficiaries. Through market oriented certified course some of the beneficiaries have got salaried employment. Few have taken up small scale enterprise and have become self-employed. The programme has certainly helped in contributing skilled urban poor to the national economy and helped in inclusive growth.

13 Recommendations

The programme which was introduced during 2014-15 was taken up for evaluation after its first year of implementation. Based on the field interactions and major findings, the following suggestions are recommended for consideration by the Department.

Recommendations for immediate implementation

1 Definition of Urban Poor

The department shall issue specific instruction regarding the definition of 'urban poor'. The scheme guidelines do not specifically define who is 'urban poor' and what is the criteria for selection. All Urban local bodies may be instructed to adopt BPL criteria which was applicable to SJSRY.

2 LMV Training

The LMV training should also be combined with advanced training for obtaining 'yellow badge'. This would facilitate the candidates to get employment as taxi drivers for driving yellow board vehicles.

3 Soft skills training

Soft skills training needs should be part of the curricula in all the training modules. This will assist the candidates to improve their employability. Soft skills training course module to include Basic Communication skills (in English and Kannada language), Basic Computer operations (for courses other than computer training), Professional etiquettes, Personality Development & Financial literacy. The soft skills may also include a session on how to write a CV.

4 Certification

Trained candidates should be issued course completion certificates immediately on completion of the training. Hence, third party assessment should be taken up on the last day of the training programme or immediately after the programme so that the trainees will get the Certificates on time and are able to get proper placement. As there is inordinate delay in assessment and issue of certificates, DMA may enlist suitable agencies for carrying out third party assessment.

5 Selection of beneficiaries

Selection of beneficiaries need to be done with utmost care especially for imparting basic skill sets like LMV training, as most of the beneficiaries opt for this programme to acquire skill set without any intention of taking up a self-employed venture/job in this sector, which defeats the very purpose.

6 Training Course

Training courses like Nursing Aids, Health care multipurpose worker, Midwifery Assistant are not recognized by private hospitals/ Nursing homes and even Government Institutions, as the course duration is less than 6 months and do not have a component of internship. Hence,course module of such trainings may be modified to meet the industry standards and requirements.

7. MIS and Reporting

DMA shall ensure that a standard data base is maintained at all ULBs and MIS and reports are submitted in time to Urban Poverty Alleviation Management Unit (UPAMU).

Recommendations for consideration for Long term policy

8. Age limit

The age criteria for the candidates under the scheme as per the guidelines is 18-35 years. The upper age limit needs to be relaxed and increased to 45 years. There is potential to impart skillsof people in the age group of 35-45 years, especially urban poor women, which would enable them to be economically empowered.

9 Target fixation

The trades for which training need to be imparted have to be identified based on local demand after proper survey and taking in to account the Skill gap analysis carried out by National Skill Development Corporation. The present system of target being allocated at State level, therefore, requires modification.

10 Skill Training Providers

DMA may ensure that the Skill Training Providers viz., CIPET and KSRTC give proper food and accommodation to the Trainees.

11 Procedure for assessment and release of payment

The DMA has to put in place a procedure for the third party assessment to be done on the last day of the training programme. There is enormous delay in settlement of claims raised by the STPs. The entire procedure for settlement of claims to be revamped and Red tapism to be curtailed. Delegation of power in this regard will facilitate improved delivery under the scheme.

12 Convergence of Skill Training

It is observed that similar to Directorate of Municipal Administration, many other departments in Karnataka have also been imparting skill training to the youth. To avoid duplication of efforts and to have focused attention all training and Skill development programmes may be brought under single umbrella.

13 Post training support

Tracking Mechanism:DMA shall ensure that Skill Training Providers have in place a proper tracking mechanism of the trained candidates. The STPs shall work towards providing job-placement or setting up self-enterprise for all the successful candidates.

Marketing Support: Marketing support to Women entrepreneurs under the Scheme may be extended in coordination with Women and Child Development Department and Trade Related Entrepreneurship Assistance and Development (TREAD) Scheme for Women implemented by Ministry of Micro, Small & Medium Enterprises(MSME).

Tie-up arrangement: Department may make necessary Tie-up arrangement with agencies like DIC, KVIC, Commissionerate of MSME, Credit Support, etc., to enable successful candidates get better & proper placement.

14.Web portal

DMA shall ensure that a suitable web portal is designed and placed in public domain indicating the bio-data, skill set of all successful but unemployed trainees. This would help the prospective employers in private/public sector, individual entrepreneurs to source their requirement from the pool of skilled candidates.

Annexure A

Terms of Reference forEvaluation study of Employment training imparted under SkillTraining and Placement component of National Urban Livelihood Mission implemented by Directorate of Municipal Administration under in Karnataka during 2014-15

1. Study Title:

The title of the study is*Evaluation study of Employment training imparted under Skill Training and Placement component of National Urban Livelihood Mission implemented by Directorate of Municipal Administration in Karnataka during 2014-15"*

2. Department implementing the scheme:

The Directorate of Municipal Administration in Karnataka is imparting various skill trainings through Government/Government owned agencies in co-ordination withDeputy Commissioners, Project Directors and Mission Managers concerned at the district level.

3. Background and the context:

Nearly 25% of the population is poor in Karnataka.1/3rd of them reside in urban areas.Identification of urban poor and weaker sections has been done and several poverty alleviation measures are taken by the Government. Under this, the Ministry of Housing and Urban Poverty alleviation, Government of India, has renamed and re-structuredthe *Swarna Jayanthi Shahari Rozgar Yojane* as "*National Urban Livelihood Mission (NULM)*"fromSeptember 2013.There are 6 sub-components of this programmed namely-

1. Social Mobilization and Institutional Development,
2. Employment through Skill Training and Placement,
3. Self-employment Programme,
4. Support to Urban Street Vendors,
5. Shelter for Urban Homeless, and,
6. Capacity Building and Training.

It is the Employment through Skill Training and Placement component of NULM which is taken for evaluation. NULM is being implemented in all urban areas where the population is more than 1 lakh(as per 2011 census),and in all

district headquarters. This being a centrally sponsored scheme, the sharing pattern is 75:25 betweenGovernment of India and Government of Karnatak respectively. It is being implemented in selected 35 Urban Local bodies of the State. For implementation of the scheme, the State has constituted "*Karnataka State Urban Livelihood Samvardhana Samsthe*" which is a society registered this under the Karnataka State Societies Act 1960. Vide Government of Karnataka number ------ ------------. For this society, the president of the Governing Council isthe Hon'ble Chief Minister and Chairperson of the Executive Committeeis the Chief Secretary,Government of Karnataka. In the Executive Committeemeeting held under the Chairpersonship of the Chief Secretary on 13.08.2015, it was decided to take up evaluation of quality of training under Employment through Skill Training and Placement (EST&P) component of NULM for the year 2014-15.

4. Introduction and Objectives-

The National Skill Development Policy issued in March 2009 states that the demand for skilled manpower by 2022 is 50 million. Due to increasing urbanization, 50 million non-farm employment opportunities are to be created during the 12th Five Year Plan period and same number of people are to be provided certified skill training.

The Employment through Skill Training and Placement (EST&P) component under NULM is designed to provide skill training to the unskilled urban poor as well as to upgrade their existing skills. The program aims to provide skill training to the urban poor to enable them to set-up self-employment ventures or salaried jobs in the private sector. The EST&P program intends to fill the gap between the demand and supply of local skills by providing skill training programs as required by the market.

The ministry of Housing and Urban Poverty Alleviation, Government of India, has issued operational guidelines for implementations of employment through Skill Training & Placement programme vide office memorandum number K-14014/58(8)/2012-UPA dated: 13.12.2013 which is available in the website of Ministry of Housing and Urban Poverty Alleviation Government of India, nulm.gov.in/PDF/NULM.

5. Objectives of the Programme:

The objectives of the employment through Skill Training and Placement (EST&P) programme is-

- To provide an asset to the urban poor in the form of skills for sustainable livelihood.
- To increase the income of urban poor though structured, market-oriented certified courses that can provide salaried employment and / or self-employment opportunities which will eventually lead to better living standards and alleviation of urban poverty on a sustainable basis.
- Ensure inclusive growth with increased contribution of skilled urban poor to the National Economy.

6. Stipend to Beneficiaries:

There is no provision under NULM to pay stipend to trainees. But the State gives a stipend of Rs. 3000for trainees out of funds allocated for SC&STs/OBCs and Physically Handicapped belonging to SC/ST/OBC and Physically Challenged category whose attendance is more than 85%, in the ratio of 24.10%,7.25% and 3% respectively. There are 65 courses under NULM with duration of training ranging from 3 to 4 months.The DMA has imparted training to 46 selected courses during 2014-15.

The list of departments andtrade/course wise details of 46 courses where training has beenimparted upto March 2015 during 2014-15 is given in *Annexure-1*, and theList of Skill Training Providers Empanelled under NULM is given in *Annexure -2.*The list of 65 courses under Employment through skill training and placement (EST&P)is giving in *Annexure-3.*

Exemption under section 4(g) of the Karnataka Transparency in Public Procurements Act has been obtained from the Finance Department for giving training during 2014-15 from 12Government departments and Government owned Corporations.

7. Institutional Arrangements made for implementation :

1. At the state level the Mission Director, Chief Project Officer, Project Officers and 6State Mission Managers (Subject Experts),one Office Assistant and Data entry operators.
2. In each District there is aProject Director –DUDC with 2 City Mission Managers (subject experts) and one Office Assistantare rendering services.

3. At each ULB there is a Corporation Commissioner/ Municipal Commissioner/ Chief Officer, Community Affairs Officer and Community Organisers.

4. Presently theDirectorate of Municipal Administration has issued guidelines to empanel Area Level Federations/ CityLevel Federationsas resource organisationsfor formation of new SHGs and for their capacity building.

5. The Directorate of Municipal Administration hasconstituted the following committeewith the main functions being the formulation of schemes, their effective implementation, administration and financing as per NULM guidelines under chairpersonship of the Deputy Commissioner vide office order number DMA/UPAMU/NULM/CB&T/CR-02/2014-15 dated: 22.05.2014.

1.	Deputy Commissioner	Chairperson
2.	Project Director, DUDC	Member-convenor
3.	Joint Director, Industries & Commerce	Member
4.	District Nodal Officer, Employment & Training	Member
5.	District Health Officer	Member
6.	District officers of Social Welfare/Tribal Welfare/Backward Classes & Minorities	Member
7.	Deputy Director, Food & Civil Supplies	Member
8.	Deputy Director of Public Instructions	Member
9.	Executive Engineering, PWD	Member
10.	Managers of lead Banks and his representatives	Member
11.	Representatives of SHGs and member of SHG Federations	Member
12.	Municipal Commissioner	Member
13.	Any other members included by the Chairperson	Member

Further, operational guidelines fixing responsibilities to all the stakeholders connected is covered under office order numberDMA/UPAMU/NULM/CB&T/CR-67/2014-15, dated: 16.06.2014.

Certification: For issuing certificates after the training programme is over, 5 STPs have been authorised to issue certificates. These are KGTTI, GTTC, CIPET, RTO (LMV) and KSRTC (for Heavy Motor Driving Licence).

The certification for other STPs is to be done by RDAT Hyderabad. RDAT Hyderabad, visits the NULM cities and conducts a written examination of the trained candidates through assessing bodies and issue certificates.

8. Purpose of the Study:

1. The purpose of the study is to evaluate the quality of training.
2. To evaluate whether the training has enabled the urban poor beneficiaries to access gainful wage employment and self-employment opportunities in Government/Boards/Corporationsresulting in improvement in their livelihood on a sustainable basis.
3. Further, it is also to be ascertained whether any institutional credit facility is made available forself-employment after the training, to those who have not got employment elsewhere. EDP training is to be imparted by ULBs for three to seven (3-7) daysthrough RSETI and RUDSETIs.
4. To suggest for improvement in the scheme guidelines if any, find loop holes in the process of implementation and suggest measures to be taken for better and effective implementation of the scheme and its continuation with modifications if any.

9. Monitoring of the scheme:

- Progress is reviewed by the Director of Municipal Administration with all the Project Director of District Urban Development Cell.
- Monthly programme implementation calendar- MPIC
- Review of progress through Video conference with ULBs
- Monthly progress report – MPR
- Online updating in MIS

10. Financial and Physical Progress of Employment through Skill Training and Placement (EST&P) during 2014-2015:

(Rs. Lakhs)

Allocation	Expenditure	No of Beneficiaries targeted	No of Beneficiaries covered	Persons employed	Persons helped for self-employment
94.84	25.51	64000	32200 covered (out of the above 6526 Completed)	0	0

11. Sampling and Evaluation Methodology:

There are 35 NULM cities in which the employment through skill training and placement component of NULM is implemented. These cities are grouped into 4 revenue divisions for sampling purpose. 11 cities fall under Bengaluru division and 8 each under other three revenue divisions. Purposive sampling is adopted to selected 3 cities/urban areas from each of the revenue divisions, but from Bengaluru division 4 cities are selected, such that they cover all the skills in which trainings are imparted. From the sampled cities so selected, 10% of the beneficiaries covered in all districts as a whole (482 is the number arrived after rounding off the fractions and inclusion of at least one principle) are to be evaluated from a sample population of 4645 beneficiaries with specific reference to the quality of training imparted, placement of candidates in Government/Boards/Corporations. In case placement is not done,number of candidates helped under NULM for getting institutional credit and make them self-employed after EDP training. **This sample will be used to answer all evaluation questions other than 1,2,4,7,8,12 to 15, 17 and 19 to 24 that follow later.**

In the selected cities showing no achievement, the target for few courses, mainly from agencies like VTP and KGTTI were set, but these were not met.It is to be evaluated why the training courses did not start in these cities and problems encountered in achieving the target is to be detailed.

THE NULM SAMPLE FOR 2014-15

Sl.no.	District	CIP ET	KSR TC	RG RH CL	GT& TC	DIC	Fire & Emerg encies	DE T	RSE TI	VTP	KEO NICS	KGT TI	LM V	HEALTH	Total
1	Chitradurga	0	0	0			0	4						10	14
2	Kolar	1	0	0	4		1						4		10
3	Bhadravathi	1	2	8			0		10						21
4	Chickballapur	1	0	5			2				7		3		18
	Sub Total	**15**	**2**	**13**	**4**	**0**	**3**	**4**	**10**	**0**	**7**	**0**	**7**	**10**	**75**
Sl.no.	District	CIP ET	KSR TC	RG RH CL	GT& TC	DIC	Fire & Emerg encies	DE T	RSE TI	VTP	KEO NICS	KGT TI	LM V	HEALTH	Total

No	City														Total
5	Mangalore	0	2				0		3						5
6	Hassan	1	5	0		30	0	3			8		4		51
7	Chamarajanagar	1	0	0			0				30		24		55
	Sub Total	2	7	0	0	30	0	3	3	0	38	0	28	0	111
8	Vijayapura		1	16			0		10		35		15		77
9	Hubbali - Dharwad	0	0	0			0	2			15		4		21
10	Ranibennur	0	2	4			0				11		10		27
	Sub Total	0	3	20	0	0	0	2	10	0	61	0	29	0	125
11	Bidar		3	12			0	10			9				34
12	Hospet	0	1				0	7			84		19		111
13	Koppal		0	5		5	0		3		2		11		26
	Sub Total	0	4	17	0	5	0	17	3	0	95	0	30	0	171
	Grand Total	17	16	50	4	35	3	26	26	0	201	0	94	10	482

FGDs to be held with allthe stake holders at district and State level. Separate FGDs are to be held with beneficiaries to know the problems faced by them. The evaluated to find loopholes if any, and suggestion to be given for improvement in the process of implementation and continuation of the programme with or without modifications. Further, highlighting a few success stories and failure also in the report giving reasons for success or failure.

12. Evaluation questions (Inclusive not exhaustive):

1. Has the awareness about the existence and time schedule of the training programme,skills/Skill Training Providers been created in all the NULM cities? Are these enough? What more measures can be suggested if there are deficiencies NULM city/ skill/training institution?
2. In how many skills, cities and Skill Training Providers are the trainings outsourced? In doing outsourcing, what is the pattern of cost/revenue

sharing that is followed between the Skill Training Provider and the outsourced training provider?

3. In case of outsourced trainings, does the outsourced training provider charge any kind of fee, in the name of training expenses or under some pseudonym, from the candidates? If yes, which are these cases and what are the charges collected?

4. Do all the trainings related to a particular skill and imparted by a particular Skill Training Provider run simultaneously all over the State? If not, why not?

5. Is the syllabus, training content, training pedagogy and skill imparting methodology uniform of all trainings of a particular skill imparted by a Skill Training Provider all over the State (particularly in case of outsourcing of trainings)?If not, why so?

6. Whether any capacity study of the institutions imparting the training been done before fixing the targets to them?

7. Whether the candidates for trainings have been selected by following the eligibility conditions stipulated in letter no. DMA/UPAMU/EST&P/CR/66/2014-15 dated: 10.10.2014? If not, please list out the deviations Skill wise, City wise and Skill Training Provider wise.

8. Has the ratio of 33% women, 15% minority and 3% Physical Handicapped in the candidates selected been maintained as stipulated in the NULM guidelines? If not, why not?

9. Is there a documented fair, transparent and rigorous system of inclusion and exclusion in the selection of candidates for this programme? If not, what should be the criteria of inclusion and exclusion?

10. Did all the selected candidates joined the training programme? If not, what is the reason for not joining?

11. What is the academic and social profile of the candidates who completed the trainings?

12. Were soft skills training given to the selected candidates during their training? If so, what are these?

13. How percentage of candidates got salaried employment in (a)Government, (b) Boards and (c) Corporations of the government and (d) privatecompanies after the training?{Skill wise, City wise and Skill Training Provider wise figures may be reported}.

14. What percentage of candidates did not get salaried employment within one month of completion training? {Skill wise, City wise and Skill Training Provider wise figures may be reported}.

15. What are the results and pattern that emerges from the analysis of the data reported in the previous two questions?

16. Who provided the certification to the successful candidates? {Skill wise, City wise and Skill Training Provider wise figures may be reported}. Was this in conformity with the certification provided in NULM guidelines? If not, where are the deviations seen?

17. How much time (in days) elapsed between the completion of training and awarding of certificate? Did the time gap affect employment opportunity of the candidate?

18. What is the action taken by the Skill Training Providers on the candidates who did not get appointment after training? Was their tracking done? If yes, for how long was it done?

19. How many of the trained candidates were facilitated bank linkages/subsidy after training for self-employment under the Prime Minister's Employment Guarantee Scheme(PMEGP) or any other scheme.

20. What is the penalty imposed to the Skill Training Providerswho have not provided placement/self-enterprise set up support to at least 50% of the successfully trained candidates? {Skill wise, City wise and Training Institution wise figures may be reported}If so, what is the amount of penalty levied? How much of the penalty has been realised?

21. In how many cases has the certification agency declared the candidates as failed?{Skill wise, City wise and Skill Training Provider wise figures may be reported} What action was taken for re-training and reassessment of the candidates?In case retraining and reassessment is done, who paid the cost of this?

22. Is there a data base in public domain consisting of all successful but unemployed trainees maintained at some level in the district or State, which any individual/ government department or parastatal/ private sector enterprise/ business house can refer to get skilled personnel of their requirement? If not, should that be done as used to be in the case of employment exchange in the past?

23. Has the skill gap analysis been done at the city level showing industry or trade wise market demand and requirement of industries? If yes, what is the demand for trades? If not, has the district wise skill gap analysis prepared by NSDC been referred?

24. Whether Sector Skill Council Certification(SSC) is an impediment in getting employment or not?

25. When was the course content and training syllabus last revised? Please document this Skill and Skill Training Provider wise. Can these be rated as correct, complete and up to date? Which of these need to be revised or updated or both?

26. Should the programme be continued? If no, why so? If yes, with what changes?{Skill wise, City wise and Skill Training Provider wise changes may be suggested}.

13. Deliverables time schedule:

The Director of Municipal Administration will provide the available district wise data in the Head Office regarding Skill Training Providers (STPs), courses/trades to the Evaluation Consultant Organisation (ECO).Further, Director of Municipal Administration to address letter to all the Deputy Commissioners, Commissioners of Corporations, Project Directors and Mission Managers concerned and Skill Training Providers (STPs) to furnish necessary information and co-operate with the consultant organization in completing the study in the stipulated time.It is expected to complete the study in 6months' time, excluding the time taken for approvals. The evaluating agency is expected to adhere to the following timelines and deliverables.

a. Work plan submission   : Two months after signing the agreement.

b. Field Data Collection   : One month from date of work plan approval.

c. Draft report Submission : One month after field data collection.

d. Final Report Submission : One month from draft report submission.

e. Total duration   : 6 Months

14. Minimum Qualifications of Core team members:

The core team should comprise of the following members (the list is inclusive not exhaustive) should have technical qualifications/experience as stated below-

i. Two masters in Engineeringwith minimum 10 years' experience. (The one with higher or better qualifications of the two will be the Principal Investigator), (**Two persons with masters in two different streams of Engineering**)
ii. A masters in Social Science/Social Work (*Member)*.

or more/better, and in such numbers that the evaluation is completed within the scheduled time prescribed by the ToR.

Consultant Evaluation Organizations who do not meet these criteria will not be considered for doing the evaluation.

15. Agency for evaluation:

The evaluating agency should be finalized as over provision of the Karnataka Transparency in Public Procurement Act and Rules, but without compromising on the quality.

16. Contact person to get further details about the study:

Dr. Manjula, Director of Municipal Administration, Bengaluru. Phone number 22866302, emaildmablr@gmail.com and Dr. M.Nagaraj, Chief Project Officer,Phone numbers 22860364/9986475253 will be the contact persons for giving information and details for this study.

17. Qualities Expected from the Evaluation Report:

The following are the points, only inclusive and not exhaustive, which need to be mandatorily followed in the preparation of evaluation report:-

a) By the very look of the evaluation report it should be evident that the study is that of Director of Municipal Administration, Bengaluru and Karnataka Evaluation Authority (KEA) which has been done by the Consultant Evaluation Organization. It should not intend to convey that

the study was the initiative and work of the ConsultantEvaluation Organization, merely financed by the Director of Municipal Administration, Bengaluru and Karnataka Evaluation Authority (KEA).

b) The evaluation report should generally conform to the United Nations Evaluation Guidelines (UNEG) "*Standards for Evaluation in the UN System" and "Ethical Standards for Evaluations*". The report should be complete and logically organized in a clear but simple language. Besides conforming to the qualities covered in the Terms of Reference, it should be arranged in the following order –

1. Title and opening page.
2. The Index.

3. List of acronyms and abbreviations.

4. Executive Summary – A stand-alone section that describes the program, gives purpose and scope of evaluation, the evaluation methodology, key findings, constraints and recommendations.
5. Sector history – A section that briefly covers the history of the sector under which the scheme/program being evaluated falls. It should give recent data taken from reliable and published sources.
6. The objectives and performance of the program being evaluated – The section will include the stated objectives of the program and the physical and financial achievements of the program in the period of evaluation. It should cover the description of the target group, the aim of the program and the method of selection of beneficiary (if included in the program).

7. Review of literature / past evaluation reports.

8. Evaluation Methodology – This should include the sample size and details of sample.

9. Findings of the evaluation study.
10. Limitations/constraints in the evaluation study.
11. Recommendations that flow from the evaluation.

This should be followed by the following Annexures –

(A) The sanctioned Terms of Reference of the study.
(B) The survey tools and questionnaires.

(C) List of persons with addresses personally interviewed.

(D)The places, dates, and number of persons covered by

Focus Group Discussions (FGD).

(E) Compilation of case studies / best practices.

(F)Table showing details of major deviations, non-conformities, Digressions of the program.

18. Cost and Schedule of Budget release

Output based budget release will be as follows-

a. The First instalment of Consultation fee amounting to 20% of the total fee **can** be paid as advance to the ConsultantEvaluation Organization after the approval of the inception report, but only on execution of a bank guarantee of a scheduled nationalized bank valid for a period of at least 12 months from the date of issuance of advance.

b. The Second instalment of Consultation fee amounting to 40% of the total fee **can** be paid to the Consultant Evaluation Organizationafter the approval of the Draft report.

c. The Third and final instalment of Consultation fee amounting to 40% of the total fee **will** be paid to the ConsultantEvaluation Organization after the receipt of the 30 hard copies in English and 30 hard copies in Kannada and 3 soft copies of the final reports in both the languages in such format as prescribed in the agreement, along with all original documents containing primary and secondary data, processed data outputs, study report and soft copies of all literature used to the final report.

Taxes will be deducted from each payment as per rates in force. In addition, the Consultant Evaluation Organizationis expected to pay statutory taxes at their end.

This is intended to be an internal evaluation study, which means that the cost of the study will be borne by the line department. They are expected to allot the work to a competent evaluating agency following the procedure of Karnataka Transparency in Public Procurement Act and Rules and in consultation with the Karnataka Evaluation Authority. This should be done as early as possible, but not later than 30 days from the approval of the ToR. The evaluating agency should

present the inception report before the Technical Committee of the KEA within 30 days of the allotment of study to them.

The entire process of evaluation shall be subject to and conform to the letter and spirit of the contents of the government of Karnataka order number PD/8/EVN (2)/2011 dated 11th July 2011 and orders made there under.

The Terms of Reference were approved by the Technical Committee of KEA in its 28th Meeting held on 2nd July 2016.

Chief Evaluation Officer
Karnataka Evaluation Authority

ANNEXURE-1

List of Skill Training Providers Empanelled under NULM

State: Karnataka

Sl. No	Name of the Skill Training Provider	Skill Training Provider's Head Office Address and Contact Details (Phone, Fax & Email id)	List of Trades Empanelled to provide Training	Process adopted for Empanelment
1	Government Tool Room & Training Center (GT&TC), Bangalore	Rajajinagar, Industrial Estate, Bangalore-5600401, Ph no:080-23352118, Fax-080-23301683, E-mail-gttcb@giasbgol.vsnl.net.in	1. CNC Turning 2. CNC Milling 3. Turner 4. Miller 5. Auto cad/solid works	State Govt/Skill Development Mission Empanelled
2	Karnataka German Technical Training Institute (KGTTI), Gulbarga	CoE Building, Govt. ITI Campus, MSK Mill Road, Gulbarga - 585101, INDIA. Phone: +91 - 8472 - 252111. E-mail Id-kgttiglb@gmail.com KGTTI , Dairy Circle, Labour department campus, Bannerghata road , Bangalore	1. CNC Turning 2. CNC Milling 3. Turner 4. Miller 5. Auto cad/solid waste 6. Basic Embedded System Course 7. Advanced welding Technologies 8. Advance Embedded System 9. IT Essential Hardware & Software(ITE) 10. Motor and Pump Maintance 11. Industrial & House wiring 14. Networking Technologies 15. 3 D Product/tool desigener 16. Micro Controller programming and Interface 17. Automobile Service Technician	State Govt/Skill Development Mission Empanelled
Sl. No	Name of the Skill Training Provider	Skill Training Provider's Head Office Address and Contact Details (Phone, Fax & Email id)	List of Trades Empanelled to provide Training	Process adopted for Empanelment

Sl. No	Name of the Skill Training Provider	Skill Training Provider's Head Office Address and Contact Details (Phone, Fax & Email id)	List of Trades Empanelled to provide Training	Process adopted for Empanelment
3	Karnataka State Electronics Development Corporation Limited, (KEONICS) Bangalore	Karnataka State Electronics Devp. Corp. Ltd. nd Floor, TTMC 'A' Block, BMTC, ShanthiNagar, K.H.Road, Bangalore - 560 027, Ph: 91-80-22272203, 22225645 E-mail mdkeonics@kr.nic.in	1. Computer Fundamentals & MS office, Internet, DTP 2. Accounting & Tally 3. Soft Skills, spoken English & Communication skills 4. Basic Embedded System Course 5. Advanced embedded system 6. Computer Hardware and Networking 7. Intractive Web designing 8. Advanced Training in Computer Application (ATCA) 9. Diploma in Computer teacher training course 10. Compter Programming (CPR) 11. Call Centre Training (CCT)	State Govt/Skill Development Mission Empanelled
4	Karnataka State Road Transport Coporation Limited (KSRTC), Bangalore	Karnataka State Road Transport Coporation Limited (KSRTC), 2782, Lalbagh Road, Shanthi Nagar, Bangalore- 560027, Karnataka Ph-22221321 E-mail id-mdksrtc@gmail.com	1. Heavy Vehicle Driving	State Govt/Skill Development Mission Empanelled
5	Karnataka Construction Workers Skill Training and Development Academy (KCWST&DA),	Plot 1-4, North Block, Rajajinagar IT Park, Rajajinagar Industrial Town, Bangalore - 560 044. Tel (O): 91-080-23118888, Fax: 91-080-23145085, Email ID: rgrhcl@nic.in	1. Basic Carpenter 2. Bar bender or Mason 3. Plumbing & sanitation 4. Basic Electrical & House wiring	State Govt/Skill Development Mission Empanelled
6	District Junior Health Training Institure (DJHTI), Bangalore	Commissioner, Directorate Health & Family Welfare, Anand rao circle, Bangalore, Ph-22874039(O) 080-22354085(O) , Emil-comhfw@gmail.com	1. Midwifery Assistant & Basic Anatomy & Physiology2. Nursing Aids3. Health care multipurpose worker4. Radiology Technician & Basic anatomy & physiology5. Bedside Assistants	State Govt/Skill Development Mission Empanelled

7	RTO Registered LMV Driving schools	Commissioner for Transport, 1st Floor, 'A' Block,TTMC Building, Shantinagar, Bangalore - 560 027, Phone:080-22214900 Fax: 080 – 22235804 e-mail:transcom@nic.in	1. Light Motor Vehicle Training	State Govt/Skill Development Mission Empanelled
8	Directorate of Employment & Training (DET), Bangalore	Directorate of Employment & Training, "Kaushalya Bhavan" , Dairy Circle, Bannerghatta road, Bangalore - 560 029, Phone: 25189100 Fax: 26647150, e-mail id:emptrg@kar.nic.in	1. 4 Wheeler Basic Automotive servicing & Overhauling 2. 2 Wheeler Basic Automotive & Overhauling 3. Rewinding of AC/DC motors & maintenance of batteries 4. Electrical Fitter 5. Wall Spray Painter Training 6. Welding (Gas+Arc+Cutting) 7. Electronic Mechanic 8. Repair and Maintenance of office electronic	State Govt/Skill Development Mission Empanelled
9	Department of Handloom and Textile	Department of Handloom and Textile, opp RBI, near KR Circle, Nrupatunga road , Bnagalore	1.Garrnent Packer I Ironer/ Fusing Technician / Jeans Garment (Tailor & Garment packer / cutter) 2. Garment Construction Techniques	State Govt/Skill Development Mission Empanelled
10	RUDSETIs/RSETIs	'Renukaleela', No.1210, 1st Floor, Above ICICI Bank, 80 Feet Road, Chandra Layout Bengaluru - 560 104. Phone : 080 - 49594407 Fax : 080 - 23391515 Office Mobile: 9481301449 E-mail : cpcnar@gmail.com, mcnarbg@gmail.com	1.Canndel, Soap & Phenol Manufactures 2.Food Processing and Preservation 3.Handmade paper and Paper Products 4.Beauty Culture and Hair dressing 5.Hand embedory/Zerdosi Work 6. Electronics & Maintenance of Mobile Phones	State Govt/Skill Development Mission Empanelled
11	Apparel Training and Design Centre	ATDC #17 G , 40th Main Road , 2nd stage, Industrial Suburb, yeshwanthpur,Bangalore 560022 Ph- 080-40933399 Emailid-rokarnataka@atdcindia.co.in	1. Garment Construction Techniques	State Govt/Skill Development Mission Empanelled

ANNEXURE-2

no.	District	CIPET	KSRTC	RGRHCL	GT&TC	DIC	Fire & Emergencies	DET	RSETI	VTP	KEONICS	KGTTI	LMV	HEALTH	Total
1	BBMP	0													0
2	Bengaluru - Doddaballapura	7	5	0			5								17
3	Ramanagara	0	0	85			0				85				170
4	Chitradurga	0	0	0			0	35						95	130
5	Davanagere	0	0	0			0								0
6	Kolar	6	0	0	40		4						40		90
7	Robertsonpet	6	0	0			4								10
8	Bhadravathi	6	12	75			0		100						193
9	Chikkaballapur	3	0	45			11				70		25		154
10	Shivamogga	2	6	30			0				170				208
11	Tumkur	0	0	0			0								0
	Sub Total	30	23	235	40	0	24	35	100	0	325	0	65	95	972
12	Chikkamagaluru	6	0				0								6
13	Mangalore	0	18				0		60						78
14	Udupi	0	0			50	0	13			115		50		228
15	Hassan	6	53	0		303	0	32			84		40		518
16	Madikeri	0	0				0								0
17	Mandya	0	0	0			0				62		85		147
18	Mysuru	9	0	0			0						230		239
19	Chamrajnagara	6	0	0			0				296		240		542
	Sub Total	27	71	0	0	353	0	45	60	0	557	0	645	0	1758
20	Belgavi	0	0	0			0								0
21	Vijayapura		5	159			0		100		360		149		773

Sl.no.	District	CIPET	KSRTC	RGRHCL	GT&TC	DIC	Fire & Emergencies	DET	RSETI	VTP	KEONICS	KGTTI	LMV	HEALTH	Total
22	Bagalkot		0	0			0								0
23	Hubbali - Dharwad	0	0	0			0	20			156		40		216
24	Gadag-Betageri	3	0	0			0				50				53
25	Ranibennur	0	12	40			0				110		98		260
26	Haveri		0	0			0								0
27	Karwar		0	0			0				95				95
	Sub Total	**3**	**17**	**199**	**0**	**0**	**0**	**20**	**100**	**0**	**771**	**0**	**287**	**0**	**1397**
28	Bellary	0	5				0				663				668
29	Bidar		30	120			0	100			85				335
30	Hospet	0	11				0	66			843		186		1106
31	Kalaburgi	0	0	0			0								0
32	Yadagir	0	0	0			0				40				40
33	Raichur		0	0			0								0
34	Koppal		0	50		45	0		30		20		105		250
35	Gangavathi		0	0			0								0
	Sub Total	**0**	**46**	**170**	**0**	**45**	**0**	**166**	**30**	**0**	**1651**	**0**	**291**	**0**	**2399**
	Grand Total	60	157	604	40	398	24	266	290	0	3304	0	1288	95	6526

ANNEXURE-3

List of Trades and Courses under NULM					
State: Karnataka			**Month:March**		**Year:2014-15**
Sl. NO	**Name of the Training Centre**	**Name of the Trade**	**Sl. No.**	**Name of the Course**	**Duration of Course in Hours**
1	Government Tool Room & Training Center (GT&TC), Bangalore	Production and Manufacturing	1	CNC Turning	430
			2	CNC Milling	430
			3	Turner	430
			4	Miller	430
			5	Grinder	430
		Information Communication Technologys	6	Auto CAD/solid works	325
2	KGTTI	Electronics	7	Basic Embedded System Course	380
			8	IT Essential Hardware & Software(ITE)	200
			9	Advance Embedded System	380
		Fabrication	10	Basic Welding Technologies TIG & MIG	430
		Fabrication	11	Advanced welding Technologies	430
		Industrial Electrical	12	Motor and Pump Maintance	360
			13	Industrial & House wiring	360
		Electrical	14	Networking Technologies	380
			15	3 D Product/tool designer	430
			16	Electrical Panel maintainance technician	360
		Production and Manufacturing	17	CNC Turning	430
			18	CNC Milling	430
			19	Turner	430
			20	Miller	430
3	ITI	Automotive Repair	21	4 Wheeler Basic Automotive servicing & Overhauling	430
			22	2 Wheeler Basic Automotive & Overhauling	430
		Electrical	23	Rewinding of AC/DC motors & maintenance of batteries	430
			24	Electrical Fitter	430
		Painting	25	Wall Spray Painter Training	210
		Fabrication	26	Welding (Gas+Arc+Cutting)	430
		Electronics	27	Electronic Mechanic	430
		Printing	28	Printing operator (Basic Screen Printing)	430
Sl. NO	**Name of the Training Centre**	**Name of the Trade**	**Sl. No.**	**Name of the Course**	**Duration of Course in**

					Hours
4	DIC	Garment Making	29	Industrial Sewing Machine Technician	360
			30	Garment Packer/Orioner/Fusing Technician	360
			31	Garment Construction Techniques	410
		Leather and spoorts Goods	32	Leather & Sports goods maker	360
		Fashion design	33	Fashion Designing	360
5	Dept of Health and Family Welfare	Medical and Nursing	34	Midwifery Assistant & Basic Anatomy & Physiology	430
			35	Nursing Aids	400
			36	Health care multipurpose worker	430
			37	Radiology Technician & Basic anatomy & physiology	430
			38	Bedside Assistants	430
6	KSRTC		39	Heavy Vehicle Driving	192
7	KSFES	Fire and Safety Engineering	40	Fire Assistant & Rescue operator	192
8	RGRHCL	Construction	41	Basic Carpenter	38
			42	Bar bender or Mason	38
			43	Plumbing & sanitation	38
			44	Basic Electrical & House wiring	38
9	KEONICS	Information Communication Technology	45	Computer Fundamentals & MS office, Internet, DTP	120
		Banking and Accounting	46	Accounting & Tally	300
		Soft skills	47	Soft Skills, spoken English & Communication skills	280
		Electronics	48	Basic Embedded System Course	300
			49	Advanced embedded system	360
			50	IT Essential Hardware & Software(ITE)	180
		Banking and Accounting	51	Banking & Accounting	300
		Information Communication Technology	52	Advanced Training in Computer Application (ATCA)	300
			53	Compter Programming (CPR)	300
			54	Call Centre Training (CCT)	360

			55	Compurter Hardware & Networking	360
			56	Diploma in Computer teacher training course	300
			57	Intractive Web designing	180
10	RUDSETIs/RSETIS	Gem and Jewellery	58	Foundation for Jewellary & Manuel Design	192
		Food Processing and Preservation	59	Baker / Procced Foods Making	192
		Handmade paper and Paper Products	60	Manufacture of Enevelops/Donnas/Plates/Cups/Tumblers & Such Other Items	192
		Beauty Culture and Hair dressing	61	Beaution	192
		Garment Making	62	Hand Embedory/Zerdosi Work	192
		Electronics	63	Electronics & Maintenance of Mobile Phones	192
		Printing	64	Basic Book Binding & Screen Printing	192
		VTP	65	Canndel, Soap & Phenol Manufactures	192
11	CIPET	Plastic Manufacturing	66	Plastic Processing Machine operation	430
			67	Injuction Moulding mahcine operation	430
12	RTO Registered		68	LMV	192

Annexure B

Interview Schedule for Beneficiaries

Data Sheet No.	Name of Interviewer	Date of visit

District	Taluk	ULB	Town

A. Profile of the Beneficiary

Name		Date of birth/ Age		Mobile No.	
Aadhar card	Yes NO	No. of members in the family			
Religion		PH status			

Education level		Social Status			Sex (Tick)	
Post Graduate		BPL	Yes No	Male	
Graduate		General		Female	
PUC		OBC		Others	
SSLC		SC/ST			
Below SSLC		Minority			

Address

B. Training

Name of the Training Centre	
Name of the Training Programme	
Name of the trade	
Date of joining the course	

Duration of Course		Days		Hours
Whether the duration is sufficient				
Usefulness of the programme				
Did you get any Stipend	YES/NO		If Yes Amount and Source	
Whether successfully completed	Yes		No	
If No reason for the same				
How did you come to know about the Training programme				
Reason for choosing the particular skill				
Whether you had any earlier experience in the field				
Suggestions for better awareness				
Deficiencies in the Training Institution				
Limitations in getting employment				
Other Limitations/ Problems				
Course Fee if any				
How the Fee was met /paid				
Whether accommodation was made available				
Soft skills provided by Institute				
Was there a Test at the end of the training				

Did you pass in first attempt	
Was there re-training if you did not pass in first attempt	
Did you get a certificate on completion of training	
When the certificate was given (after completion in number of days)	
Are you in touch with the Institute	
If yes nature of contact	
Any other suggestions for effective implementation of the Programme	

C. Employment

Usefulness of training	Very useful		Satisfactory		Not satisfactory	
Whether employed before training	Yes				No	
If yes type of employment	Govt.	Board	Corporation	Private		Self
Income before Training						
Time taken for placement						
How did you get the placement	Through TI			Self		Others
Employment after Training						
Income after Training						
Place of job						
Name of the industry						

Distance of job from your place	
Mode of transport	
Problems faced in getting employment	
Details of bank linkage	
Whether the TI facilitated in obtaining bank linkage	
If self-employed - details	

Signature of the candidate   Signature of Interviewer

General Observations

Annexure C

Interview Schedule for Training Institution

Data Sheet No.	Name of Interviewer	Date of visit

District	Taluk	ULB	Town

A. Profile of the Training Institute			
Name of the Institute		Date of formation	
Institute Promoted by			
Address of the Institute			
Do you have awareness creation programme for the youths/ beneficiaries	Yes	No	
If yes details			
What is the response from the candidates			
Do you feel the same is enough			
Suggestion for improvement			
How do you conduct the programme	Self	Outsource	
How the training fee/ charges are met			
Does the outsourced training provider charge any kind of fee from the candidates?			
If yes, what kind of fee and amount			
Do all the trainings related to a particular skill and imparted by you is run simultaneously all over the State?	Yes	No	

If not, the reasons		
Is the syllabus, training content, training pedagogy and skill imparting methodology uniform to all trainings of a particular skill imparted by you all over the State (particularly in case of outsourcing of trainings)?	Yes	No
If not, why so?		
Do you have any training targets	Yes	No
If yes, please specify		
Whether any capacity study of the institutions been done before fixing the targets?	Yes	No
If yes, please specify		
Whether the candidates for trainings have been selected by following the eligibility conditions stipulated in letter no. DMA/ UPAMU/ EST&P/ CR/66/2014-15 dated: 10.10.2014?	Yes	No
If not, please list out the deviations skill wise		

Has the ratio of 33% women, 15% minority and 3% Physical Handicapped in the candidates selected been maintained as stipulated in the NULM guidelines?	Yes	No
If not, why not?		
Is there a documented fair, transparent and rigorous system of inclusion and exclusion in the selection of candidates for this programme?	Yes	No
If not, what should be the criteria of inclusion and exclusion?		
Did all the selected candidates join the training programme?	Yes	No
If not, what is the reason for not joining?		
What is the academic and social profile of the candidates who completed the trainings?		
Were soft skills training given to the selected candidates during their training?	Yes	No
If so, what are these?		

What percentage of candidates got salaried employment in (Skill wise figures shall be reported}.	Skills				
	Government				
	Boards				
	Corporations				
	Private				
	Others				
What percentage of candidates did not get salaried employment within one month of completion training? {Skill wise figures shall be reported}.	Skills				
	% unemployed				
Who provided the certification to the successful candidates? {Skill wise figures may be reported}.					
Was this in conformity with the certification provided in NULM guidelines?	Yes		No		
If not, where are the deviations seen?					
How much time (in days) elapsed between the completion of training and awarding of certificate?					
Did the time gap affect employment opportunity of the candidate?					
What is the action taken by you on the candidates who did not get appointment after training?					
Was their tracking done?	Yes		No		
If yes, for how long was it done?					
How many of the trained candidates were facilitated bank linkages/subsidy after training for self-employment under the Prime Minister's Employment Guarantee Scheme (PMEGP) or any other scheme.(skill wise figures)	Skills				
	Numbers				

Whether any penalty is imposed to the Skill Training Providers who have not provided placement/self-enterprise set up support to at least 50% of the successfully trained candidates?	Yes			No	
If so, What is the amount of penalty levied? How much of the penalty has been realised? {Skill wise, figures may be reported}	Skills				
	Levied				
	Realised				
Number of cases the certification agency has declared the candidates as failed?{Skill wise, figures may be reported}	Skills				
	Numbers				
What action was taken for re-training and reassessment of the candidates?					
Do you provide retraining and reassessment	Yes			No	
In case retraining and reassessment is done, who paid the cost of this?					
Is there a data base in public domain consisting of all successful but unemployed trainees maintained	Yes			No	
If yes at some level	District level			State level	
If not, should that be done as used to be in the case of employment exchange in the past?	Yes			No	
Has the skill gap analysis been done at the city level showing industry or trade wise market demand and requirement of industries	Yes			No	
If yes, what is the demand for trades?					
If not, has the district wise skill gap analysis prepared by NSDC been referred?	Yes			No	

Whether Sector Skill Council certification (SSC) is an impediment in getting employment or not?	Yes			No	
When the course content and training syllabus was last revised?	Skills				
	Date				
Is this complete and up to date?	Yes			No	
Which of these need to be revised or updated or both?	Skills				
	To be revised				
	To be updated				
Should the programme be continued?	Yes			No	
If no, why so? {Skill wise changes may be suggested}.					
If yes, with what changes? {Skill wise changes may be suggested}.					

Signature of Interviewer   Signature of representative of TI

General Observations

Annexure D

Interview Schedule for ULB

Data Sheet No.	Name of Interviewer	Date of visit

District	Taluk	ULB	Town

A. Profile of the ULB

Name of the TOWN		Contact Number	
Address of the ULB			

Do you have awareness creation programme for the youths/ beneficiaries	Yes		No	
If yes details				
What is the response from the candidates				
Do you feel the same is enough				
Suggestion for improvement				
How the training fee/ charges are met.				
Does the outsourced training provider charge any kind of fee from the candidates?				
If yes, what kind of fee and amount				
Do all the trainings related to a particular skill and imparted is run simultaneously all over the State?	Yes		No	
If not, the reasons				
Is the syllabus, training content, training pedagogy and skill imparting	Yes		No	

methodology uniform to all trainings of a particular skill imparted all over the State (particularly in case of outsourcing of trainings)?		
If not, why so?		
Do you have any training targets	Yes	No
If yes please specify		
Whether any capacity study of the institutions been done before fixing the targets?	Yes	No
If yes please specify		
Whether the candidates for trainings have been selected by following the eligibility conditions stipulated in letter no. DMA/ UPAMU/ EST&P/ CR/66/2014-15 dated: 10.10.2014?	Yes	No
If not, please list out the deviations skill wise		
Has the ratio of 33% women, 15% minority and 3% Physical Handicapped in the candidates selected been maintained as stipulated in the NULM guidelines?	Yes	No
If not, why not?		
Is there a documented fair, transparent and rigorous system of inclusion and	Yes	No

exclusion in the selection of candidates for this programme?					
If not, what should be the criteria of inclusion and exclusion?					
Did all the selected candidates join the training programme?	Yes		No		
If not, what is the reason for not joining?					
Who provided the certification to the successful candidates? {Skill wise figures may be reported}.					
Was this in conformity with the certification provided in NULM guidelines?	Yes		No		
If not, where are the deviations seen?					
How much time (in days) elapsed between the completion of training and awarding of certificate?					
Did the time gap affect employment opportunity of the candidate?					
What is the action taken by ULB of the candidates who did not get appointment after training?					
Was their tracking done?	Yes		No		
If yes, for how long was it done?					
How many of the trained candidates were facilitated bank linkages/subsidy after training for self-employment under the Prime Minister's Employment Guarantee Scheme (PMEGP) or any other scheme.(skill wise figures)	Skills	1	2	3	4
	Numbers				

Whether any penalty is imposed to the Skill Training Providers who have not provided placement/self-enterprise set up support to at least 50% of the successfully trained candidates?	Yes			No	
If so, What is the amount of penalty levied? How much of the penalty has been realised? {Skill wise, figures may be reported}	Skills	1	2	3	4
	Levied				
	Realised				
Number of cases the certification agency has declared the candidates as failed?{Skill wise, figures may be reported}	Skills	1	2	3	4
	Numbers				
What action was taken for re-training and reassessment of the candidates?					
Do the Training Institutes provide retraining and reassessment	Yes			No	
In case retraining and reassessment is done, who paid the cost of this?					
Is there a data base in public domain consisting of all successful but unemployed trainees maintained	Yes			No	
Suggestions in this regard					
If yes at s what level	District level			State level	
If not, should that be done as used to be in the case of employment exchange in the past?					
Has the skill gap analysis been done at the city level showing industry or trade wise market demand and requirement of industries	Yes			No	
If yes, what is the demand for trades?					
If not, has the district wise skill gap analysis prepared by NSDC been referred?	Yes			No	

Whether Sector Skill Council certification(SSC) is an impediment in getting employment or not?	Yes	No
Any other suggestions for the improvement of the programme		

Signature of Interviewer   **Signature of representative of ULB**

Annexure E

Date of Visit of sample beneficiaries ULB wise

ULB	Date of Visit	CIPET	DIC	GT&TC	Health	ITI	KEONICS	KSFES	KSRTC	LMV	Poly Technic college	RGRHCL	RSETI	Total
CMC Bhadravathi	04.07.2017								6					6
	07.07.2017	1										4		5
	29.06.2017										24			24
CMC Bidar	13.06.2017					10	5							15
	14.06.2017						3		3					6
	15.06.2017						2					11		13
CMC Chamarajnagar	12.06.2017						18							18
	13.06.2017						18			3				21
	14.06.2017									19				19
CMC Chikkaballapura	16.06.2017	1								1				2
	16.06.2017						5	1				1		7
	17.06.2017											5		5
	26.05.2017						1							1
	16.06.2017						1	2						3
CMC CHITRADURGA	21.06.2017				33									33
	29.07.2017		4											4
	31.07.2017	1												1
CMC Hassan	12.06.2017									1				1
	13.06.2017		13							1				14
	14.06.2017		8							10				18
	26.07.2017	1	9				5							15
	28.07.2017						4							4

ULB	Date of Visit	CIPET	DIC	GT&TC	Health	ITI	KEONICS	KSFES	KSRTC	LMV	Poly Technic college	RGRHCL	RSETI	Total
	29.07.2017					3								3
CMC HOSAPETE	11.05.2017						4							4
	22.05.2017						39							39
	24.05.2017						45							45
	30.05.2017					8			2	19				29
CMC HUBLI DHARWAD	1.08.2017						1							1
	13.06.2017						3							3
	16.06.2017					3								3
	21.06.2017									1				1
	14.06.2017						3							3
	18.06.2017									2				2
	20.06.2017									1				1
	23.06.2017						2							2
	25.06.2017						3							3
	26.06.2017						1							1
	27.06.2017						2							2
	28.06.2017	1					1							2
CMC KOLAR	29.06.2017			4					1	4				9
CMC Koppal	01.06.2017		5				2			12				19
	02.08.2017						3							3
	23.08.2017											3		3
	23.08.2018											1		1
	23.08.2019											1		1
CMC Mangalore	30.06.2017					6				5				11
CMC Ranebennur	19.07.2017					5	4							9

ULB	Date of Visit	CIPET	DIC	GT&TC	Health	ITI	KEONICS	KSFES	KSRTC	LMV	Poly Technic college	RGRHCL	RSETI	Total
	20.07.2017					6			4	1				11
	21.07.2017						10							10
CMC Vijayapura	22.06.2017						15							15
	23.06.2017									15				15
	24.06.2017								1*				10	11
	27.06.2017						21							21
Total		5	39	4	33	41	221	4	28	83	24	26	10	518

FOCUS GROUP DISCUSSION

Sl. No.	Place	Venue	Date
1	Bengaluru	DMA, V V Tower, Bengaluru	18.08.2017
2	Mangalore	Mangalore city corporation, Mangalore	30.06.2017
3	Chitradurga	CMC, Chitradurga	21.06.2017
4	Chamarajanagara	CMC Chamarajanagara	11.09.2017
5	Vijayapura	RUDSET, Vijayapura	24.07.2017
6	Dharwad	Vijaya Financial Literacy Centre, Dharwad	28.06.2017
7	Bidar	CMC, Bidar	19.08.2017
8	Hassan	CMC, Hassan	26.08.2017
9	Mysore	CMC. Mysore	04.09.2017
10	Kalaburagi	CMC, Kalaburagi	08.09.2017