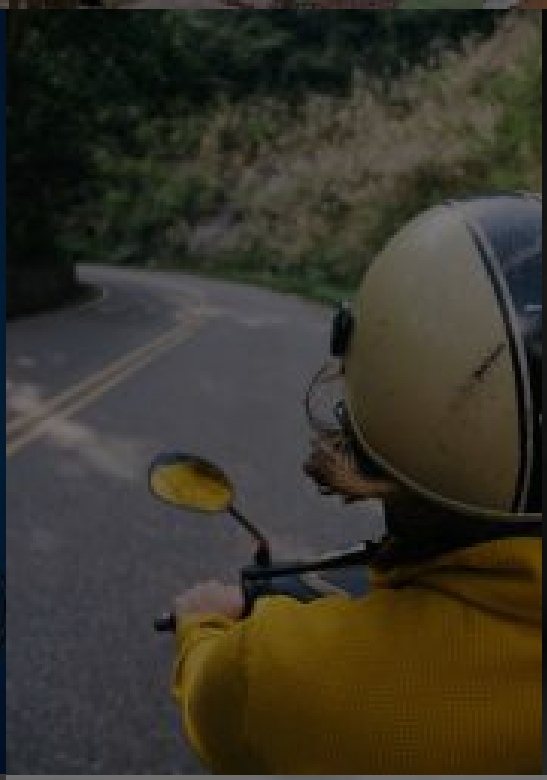
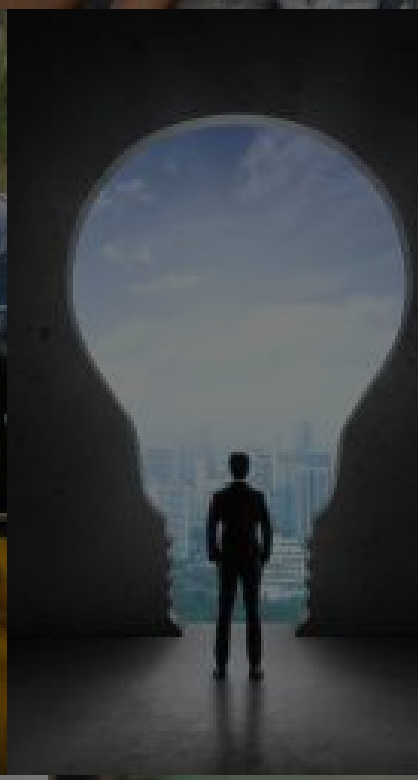
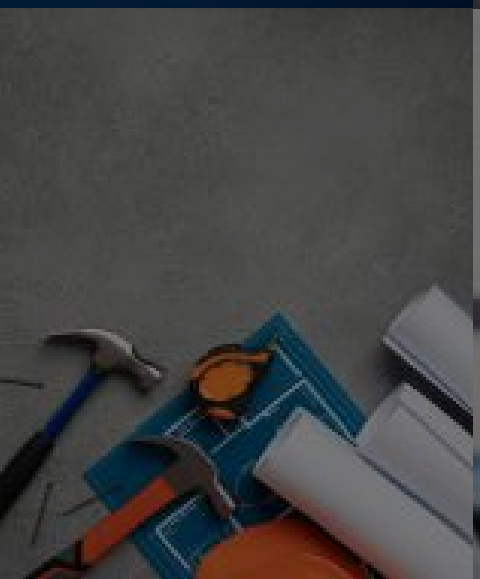
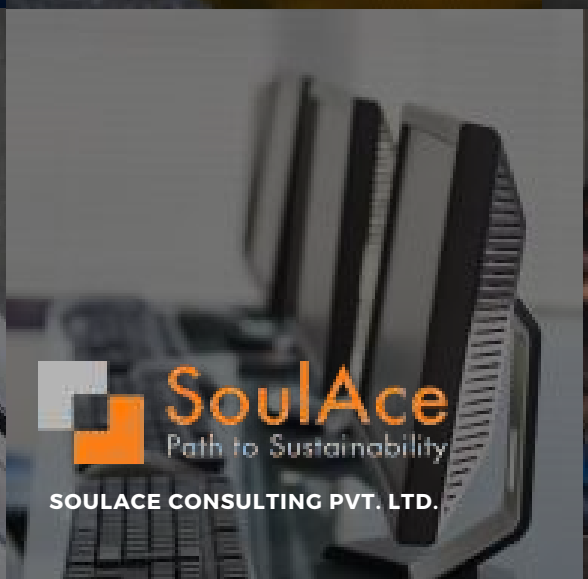
KEC INTERNATIONAL LIMITED

CSR IMPACT ASSESSMENT REPORT FY 2021-22

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Path to Sustainability

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Path to Sustainability

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SOCIAL IMPACT ASSESSMENT CERTIFICATE

This is to certify that SoulAce Consultancy PVT Limited has carried out Social Impact Assessments of various initiatives undertaken by KEC International Limited as part of the Corporate Social Responsibility for the Financial Year 2021-22.

The Social Impact Assessments were carried out during the Period of December 2023 to March 2024

For SOULACE CONSULTING (P) LTD.

Authorised Signatory

Place: Kolkata, West Bengal

Date: 29th March 2024

Rajib Nath
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SoulAce Consulting Pvt Ltd.

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01. ABBREVIATIONS

APP	Application
MCGM	Municipal Corporation of Greater Mumbai
FY	Financial Year
RPG	Rama Prasad Goenka Group
NGO	Non-Governmental Organization
CSR	Corporate Social Responsibility
SDG	Sustainable Development Goal
FC	Fever Clinic
PPE	Personal Protective Equipment
SOP	Standard Operating Procedures
FY	Fiscal Year
OBC	Other Backward Class
GDA	General Duty Assistant
NSDC	National Skill Development Corporation
RPGF	RPG Foundation
ESI	Employee State Insurance
HR	Human Resources
MBSI	Motor Vehicles Inspection Unit
OJT	On-the-Job Training
GDP	Gross Domestic Product

OBC	Other Backward Class
PCB	Printed Circuit Board
SHG	Self-Help Group
ST	Scheduled Tribe

CHAPTER 1
INTRODUCTION

BACKGROUND AND NEED OF THE PROGRAM FOR KEC

The KEC-supported program, implemented by RPG Foundation, addressed various pressing societal needs through a comprehensive range of transformative initiatives. Within the Community Development initiative, the establishment of Fever clinics was paramount, equipped with stringent infection prevention and control measures to bolster the healthcare system's capacity to manage health crises effectively. The Swayam Connect program emerged as a vital intervention, aiming to empower women and youth by bridging digital divides and equipping them with essential skills for active participation in the contemporary economy. Swayam Construction played a pivotal role in challenging entrenched gender stereotypes by providing specialized vocational training tailored to the construction industry's needs. Addressing the urgent need to empower marginalized youth, Swayam Digital focused on imparting technical expertise and essential soft skills critical for seamless integration into the digital workforce. The unwavering commitment to women's empowerment in the transport sector was exemplified through Swayam Drive, while Swayam Health pioneered healthcare training, effectively narrowing the gender gap in organized sector jobs within the healthcare industry. Swayam Skills significantly contributed to societal development by bridging skill development gaps, particularly among women, thus fostering economic empowerment and holistic growth. The Heritage program, driven by KEC's core values, aimed to restore cultural sites' significance, enriching communities and preserving historical heritage. Lastly, Pehlay Akashar, supported by RPG Foundation, collaborated with government schools to enhance foundational English skills among students, thereby facilitating their academic and socio-economic advancement. Collectively, these diverse initiatives underscored a concerted effort to address critical societal needs, empower marginalized groups, and foster inclusive development, aligning seamlessly with KEC's overarching mission of creating positive societal impact and promoting holistic growth.

OBJECTIVES OF THE PROGRAM FOR KEC IMPLEMENTED BY RPGF

The overarching objectives of the RPG Foundation's comprehensive program portfolio were multi-faceted, encompassing a diverse range of initiatives aimed at addressing crucial societal needs and fostering holistic development. The Community Development Health Fever Program aimed to promote healthcare, with a focus on preventing healthcare crises and disaster management. It aimed to establish fever clinics for the timely screening and treatment of COVID-19, ensuring rigorous infection control measures and optimizing clinic operations for efficient service delivery. The Swayam Connect Program was designed to bridge the digital divide by providing free access to online resources, job opportunities, and provided awareness on government schemes. It aimed to facilitate skill development for economic independence, prioritizing digital literacy. The Swayam Construction Program empowered individuals through vocational training, fostering entrepreneurship, and contributing to poverty alleviation. The Swayam Digital Program focused on empowering marginalized youth in critical digital domains, emphasizing both technical expertise and essential soft skills. The Swayam Drive Program challenged gender stereotypes in the transport sector, empowering women through comprehensive training and creating avenues for employment. Swayam Health addressed the gender gap in healthcare jobs, providing accessible healthcare education through strategic partnerships and professional training. Swayam Skills aimed to empower individuals, particularly women, through vocational training, fostering entrepreneurship and contributing to poverty alleviation. The Heritage Program focused on restoring the cultural significance of heritage sites, engaging the community in preservation efforts, and educating the masses about historical importance.

Finally, the Program, through initiatives like Pehla Akashar, aimed to improve English language learning outcomes among children in MCGM schools and enhance the teaching capacity of MCGM school teachers. Collectively, these objectives reflected a commitment to creating positive societal impact, fostering inclusivity, and driving transformative change across various sectors.

ABOUT KEC

KEC International is a global infrastructure Engineering, Procurement and Construction (EPC) major. It has presence in the verticals of Power Transmission and Distribution, Railways, Civil, Urban Infrastructure, Solar, Oil & Gas Pipelines, and Cables. The Company is currently executing infrastructure projects in 30+ countries and has a footprint in 110+ countries (includes EPC, Supply of Towers and Cables). It is the flagship Company of the RPG Group.

ABOUT IMPLEMENTING PARTNER

The RPG Foundation (RPGF) is responsible for managing the Corporate Social Responsibility (CSR) activities of all companies within the RPG Group. They can choose to either directly implement these activities themselves or partner with other organizations, such as trusts, institutions, or other NGOs, to carry them out. In this specific report, RPGF acted as the implementing agency, meaning they directly undertook the CSR initiatives. However, they also collaborated with other external partners to support them in completing some of the projects for KEC International Limited.

SCOPE OF THE PROJECT

(Amount in Rs. Lakhs)

Program	Projects	Schedule 7 alignment	Nature of Project	Mode of Implementation	CSR Budget from FY 21-22 allocation	Actual Expenditure for FY 21-22	Fund committed to Ongoing project to be spent in FY 22-23
Education	• Pehlay Akshar Teachers Training • Pehlay Akshar Schooling	Point ii	Ongoing	Through Implementation agency (RPGF)	405.36	282.72	122.64
Employability	**Vocational skill training:** • Swayam Health • Swayam Drive • Swayam Digital • Swayam Construction • Swayam Skills • Swayam Connect	Point ii			298.04	274.82	23.23
Heritage	• Revival & restoration of Banganga • Walking App	Point v			151.31	145.79	5.52
Community Development	• Fever Clinics	Point i Point xii			414.50	252.43	162.07
Total					**1372.60**	**1059.15**	**313.46**

PROJECT LOCATION DETAILS

OECD RATINGS OF KEC PROGRAM

Each project aligned with relevant Sustainable Development Goals (SDGs) and demonstrated coherence with national policies and initiatives. This alignment facilitated synergy with existing efforts and enhanced the projects' overall effectiveness.

Coherence

Relevance

All projects demonstrated high relevance to their respective contexts, addressing critical socio-economic and public health challenges effectively. They were tailored to meet the specific needs of the target populations, ensuring maximum impact.

Effectiveness

Projects showed high effectiveness in achieving their objectives, contributing significantly to socio-economic development and public health improvement. They successfully met key performance indicators and delivered measurable outcomes, leading to positive changes in the target communities.

Sustainability

Sustainability measures were well-integrated into the projects, ensuring long-term viability through partnerships, stakeholder engagement, and capacity building. By fostering ownership among stakeholders and building local capacity, the projects laid the foundation for continued success beyond their initial implementation phases.

Efficiency

Efficiency was notable across all projects, with optimized resource utilization and streamlined processes ensuring maximum impact with available resources. This efficiency enabled projects to achieve their goals within budget and time constraints, maximizing the value delivered to beneficiaries.

Impact

Each project had a profound impact, ranging from improving livelihoods and enhancing skills to promoting equality and preserving cultural heritage. These impacts were observed at various levels, including individual, community, and societal, demonstrating the projects' significance in driving positive change.

Index : 5 Points - Very High ; 4 Points - High ; 3 Points - Moderate ; 2 Points - Low ; 1 Point - Very Low

KEY IMPACT OF KEC PROGRAM

Improved Access to Healthcare Services and Timely Detection of COVID-19 Cases

Fever Clinic

Enhanced access to healthcare services, timely detection, and management of COVID-19 cases.

Community Resilience and Awareness

Fever Clinic

Strengthened community resilience against infectious diseases

Swayam Connect

Bridged the digital divide and promoted equal access to employment and skill development

Swayam Construction

Increased recognition and respect within communities

Economic Independence and Livelihood Improvement

Swayam Connect

Enhanced access to job opportunities skills, and confidence leading to economic independence.

Swayam Construction

Increased financial independence, satisfaction in meeting family needs, and improved recognition within communities.

Swayam Digital

Reduction in unemployment, increased monthly income, and job placement support from the NGO.

Swayam Drive

Successful job placement facilitation and higher earnings leading to financial empowerment.

Swayam Health

Improvement in income levels, positive impact on living standards, and job satisfaction.

Swayam Skills

Enhanced income levels, entrepreneurial development, poverty alleviation, and reduction of unemployment.

Social Empowerment and Solidarity

Swayam Connect

Enhanced employability and reduced poverty levels.

Swayam Digital

Positive change in self-confidence among beneficiaries and improved recognition by family members.

Swayam Drive

Enhanced social recognition and affirmation of confidence and financial empowerment.

Swayam Health

Strengthening of social cohesion and community solidarity through women's economic empowerment.

Swayam Skills

Contribution to local economic growth, gender equality promotion, and personal development of participants.

Aesthetic and Infrastructure Improvement

The Heritage Project

Improved site aesthetics, safety, and accessibility.

Educational Enhancement

Pehley Akshar

Improved academic and communication skills, enhanced socio-emotional well-being, and increased self-confidence among beneficiaries.

CHAPTER 2
RESEARCH METHODOLOGY

KEC commissioned SoulAce to conduct an impact assessment study to evaluate the immediate and enduring impacts of the program implemented under the Employability CSR theme. The impact assessment study was conducted in the fiscal year FY 2023-24.

Objectives of the study

- To evaluate the immediate and enduring impacts of CSR program implemented by KEC.
- To assess the effectiveness of the program in achieving its intended goals and objectives.
- To measure the effectiveness of the program in addressing key employability challenges faced by participants.
- To identify strengths and areas for improvement in the program implementation process
- To provide recommendations for enhancing the program's impact and sustainability in the future.

Definition of Research

Research can be described as a logical and systematic search for new and useful information on a particular subject matter. Social science research refers to the systematic activity of gaining new understanding by following scientific principles and methods to minimize bias and subjectivity. It is contrary to writing something based on assumptions or speculations. Though information on certain facts can also be gained through common sense and based on general observation and hearsay, those facts will not be considered valid until they have been obtained in a methodical manner, which can stand the test of time.

The defining characteristics of scientific research are objectivity, ethical neutrality, reliability, testability and transparency. The identification of the research problem provides the starting point of research, which is then defined and redefined through a proper review of the literature on the problem or deliberations with research experts and knowledgeable others in the subject matter of interest. Each research problem has a multitude of perspectives and dimensions, and research cannot cover all of those in a single study. Thus, we need to delimit the research problem into a 'measurable problem and formulate objectives, make decisions on the research design, sample design, type of research instruments for collecting the data, and how these data can be edited, coded, classified, tabulated, and interpreted so that findings and conclusions can be reached'. Every research needs to have a proper methodology to foresee the problems that could arise in the process and steer through it in a proper direction without losing focus.

Use of Mixed Methodology for maximum insights

The research problem pertained to assessing the impact of this initiative on local communities. The project's success lies in understanding how this initiative has positively influenced the lives of individuals within the local communities, including their economic well-being, social integration, and overall quality of life. It aims to measure the tangible and intangible benefits brought about by the initiative and evaluate its effectiveness in addressing the needs and challenges of the target population.

Application of Quantitative Techniques

A quantitative study is needed when the focus is on presenting the study problem in terms of numbers, frequencies, percentages, etc. In quantitative research, standardized instruments such as questionnaires and interview schedules are employed to collect data. Though the information that is obtained is easily amenable to various statistical measures and tests, quantitative information has its limitations. It can uncover only the surface phenomena. It is unable to penetrate beneath the surface and identify what is hidden.

In this study, structured tools like the interview schedule were used to assess the impact. This helped in obtaining quantifiable information.

Application of Qualitative Techniques

Qualitative research can only unravel enriched and hidden information that may not be evident on the face of it. The qualitative approach is distinguished by deeper probing and flexibility, and it can yield massive amounts of data that were not anticipated when the research was initiated. Quantitative techniques were used for better accuracy, to ensure anonymity, and, at the same time, to cover a larger sample population. Qualitative techniques of interviews with key stakeholders and interviews with community people were adopted for a better understanding of the problem alongside quantitative research.

Project Evaluation Framework

After the collection of relevant information and perceptions through interviews, the OECD framework would be followed/applied. It has six evaluation criteria - relevance, coherence, efficiency, effectiveness, impact, and sustainability for each of the indicators.

Ensuring Triangulation

Triangulation was needed to increase the credibility and validity of the research findings. It was also a measure taken to ensure the trustworthiness of the research process. The findings of the quantitative research have been verified with the insights from qualitative research, and the report has also been structured to reflect this point.

Study Tools

Tools used during the study

SoulAce has developed a mobile application platform for quantitative data collection. The field team used this app to undertake the study. This application has real-time data entry and data upload features with GPS location details along with a questionnaire for interaction with the project beneficiaries; the application has a provision to take pictures of each respondent.

Primary data was collected using two types of questionnaires.

Questionnaire for Primary Beneficiaries:
Structured questionnaires were developed, the project details for each of the focus areas were reviewed, and indicators were pre-defined before conducting the surveys.

Questionnaire for Secondary Beneficiaries and Stakeholders:
Semi-structured questionnaires were developed for each type of sample of this group. Stakeholders were identified across the focus areas.

One-on-one discussions were done with beneficiaries to prepare case studies.

Ensuring Commitment to Research Ethics

Anonymity

Anonymity refers to not revealing the identity of the respondents. This research study strictly sticks to not revealing the identity of respondents unless the same is warranted for the illustration of success stories or case studies. After the research was completed, the study did not reveal which individual respondents answered which question in what manner.

The results were revealed only as an aggregate, so no one would not be able to single out the identity of a particular respondent. This was required to not break the trust of the respondent by not revealing the individual identity.

Confidentiality

Research subjects participate in the process only based on the trust that confidentiality is maintained. Hence, the research would not reveal any data regarding the respondents for purposes other than the research study.

Non-Maleficence

Research would not lead to harm to the research subjects. This study ensured that the respondents were not harmed in any way.

Beneficence

Any research study should lead to some benefits for the respondent. This research study also ensures that individuals, groups, and communities benefit and their well-being is enhanced.

Justice

Justice refers to being fair to all. This research study ensures equal treatment of all its research subjects and no biases or prejudices towards any group based on social stereotypes or stigma associated with being a member of a certain group or class.

03. EMPLOYABILITY PROGRAM

1. SWAYAM HEALTH

1.1 EXECUTIVE SUMMARY

Project Background

The Swayam Health initiative stood at the forefront of healthcare training, offering empowerment and opportunities to women and youth in marginalized communities. With strategic partnerships with distinguished institutions accredited by the National Skill Development Corporation (NSDC), Swayam Health provided professional training in critical healthcare roles such as General Duty Assistant, Home Health Aide, Pharmacy Assistant, and Geriatric Care Assistant. The course equipped the students with essential skills and fostered confidence for meaningful careers in the healthcare industry. The Swayam Health program aimed to illuminate the transformative journey of its beneficiaries through meaningful impact in the lives of the beneficiaries.

Project Activities

Built partnerships with distinguished institutions accredited by the National Skill Development Corporation (NSDC).

Developed and designed professional training courses in critical healthcare roles.

Provided training in General Duty Assistant, Home Health Aide, Pharmacy Assistant, and Geriatric Care Assistant roles.

Offered courses ranging from 3 to 6 months in duration to ensure the acquisition of essential skills.

Fostered confidence among students to pursue meaningful careers in the healthcare industry.

Project Year

FY 2021-2022

Implementing Partners

RPG Foundation with external partners (Suvidha Polyclinic and Research Centre Pvt Limited, Lok Bharti Education Society, Aaji Care Sevak Foundation, Centum Foundation, Daksh Foundation, Centre of Education and Distance Learning (CEDL), Saraswati Swarojgar EVM Prashikshan Sansthan, and Mitcon Consultancy and Engineering Services Limited)

Project location

Nagpur and Aurangabad in Maharashtra, Jaipur in Rajasthan, Jabalpur in Madya Pradesh, Vadodara in Gujarat, Gurugram in Haryana and Mysuru in Karnataka

Financial Year of Impact Assessment

FY 2023-2024

SDG Goals

- Goal 1: No Poverty
- Goal 3: Good health and well-being
- Goal 4: Quality Education
- Goal 5: Gender Equality
- Goal 8: Decent Work and Economic Growth
- Goal 10: Reduced Inequality

Design Snapshot

Name of the project	Research Design Used	Sampling Technique	Sample Size
Swayam Health	Descriptive research design	Purposive and random sampling	50

Key Output

Empowerment of women and youth in underserved communities through essential healthcare training and employment opportunities.

Certification for successful candidates and facilitation of job placements in various healthcare roles.

Guidance and support throughout the job application and interview process.

Increased self-confidence reported by participants after completing the program.

Improved financial independence and ability to meet diverse needs for the majority of participants.

Key Impact

Improvement in income levels, with participants transitioning to higher salary brackets.

Positive impact on living standards, enabling participants to bear medical and educational expenses for their families and save money for the future.

Job satisfaction and alignment between training content and work.

Contribution to the reduction of gender disparities in the health sector.

Strengthening of social cohesion and community solidarity through women's economic empowerment.

1.2 PROJECT INTRODUCTION

BACKGROUND AND NEED OF THE PROGRAM

Swayam Health, a pioneering program in healthcare training, stood as a beacon of empowerment for women and youth in underserved communities. Focused on narrowing the gender gap in organized sector jobs, Swayam Health strategically aligned with distinguished institutions, all recognized by the National Skill Development Corporation (NSDC). Across various locations in India, the 3–6-month courses were meticulously designed to impart professional training in critical healthcare roles, including General Duty Assistant, Home Health Aide, Pharmacy Assistant, and Geriatric Care Assistant. Through this unique initiative, Swayam Health not only equipped participants with essential skills but also nurtured their confidence and competence, paving the way for meaningful and fulfilling careers in the healthcare industry. The ongoing impact assessment study sought to delve into the tangible outcomes of the program, aiming to shed light on the transformative journey of its beneficiaries.

OBJECTIVES OF THE PROGRAM

To empower women and youth through accessible and comprehensive healthcare education.

To reduce the gender gap in organized sector jobs within the healthcare industry.

To establish strategic partnerships with distinguished institutions recognized by the National Skill Development Corporation (NSDC).

To meticulously design 3–6-month courses for professional training in critical healthcare roles.

To nurture participants' confidence and competence for meaningful careers in healthcare.

Research Design

Name of the project
Swayam Health

Implementing agency
RPG Foundation with external partners (Suvidha Polyclinic and Research Centre Pvt Limited, Lok Bharti Education Society, Aaji Care Sevak Foundation, Centum Foundation, Daksh Foundation, Centre of Education and Distance Learning (CEDL), Saraswati Swarojgar EVM Prashikshan Sansthan, and Mitcon Consultancy and Engineering Services Limited)/

Research Design Used
Descriptive research design

Sampling Technique
Purposive and stratified random sampling

Qualitative Methods Used
Testimonials and focus group discussions

Key Stakeholders

Implementing partner and Project team

Local communities

Youth and Families

Trainers

1.3 KEY STUDY FINDINGS AND IMPACT

The following section presents a comprehensive overview of the key study findings and impact analysis of the Swayam Health program. Through meticulous evaluation and assessment, this report aims to delve into the transformative journey of program participants and illuminate the tangible outcomes of this pioneering initiative in healthcare training. From assessing the acquisition of essential skills to exploring the program's influence on employment opportunities and societal impact, this analysis provides valuable insights into the efficacy and significance of the Swayam Health program in empowering women and youth in underserved communities.

DEMOGRAPHY OF BENEFICIARY POPULATION

CHART 1: AGE GROUP WISE DISTRIBUTION

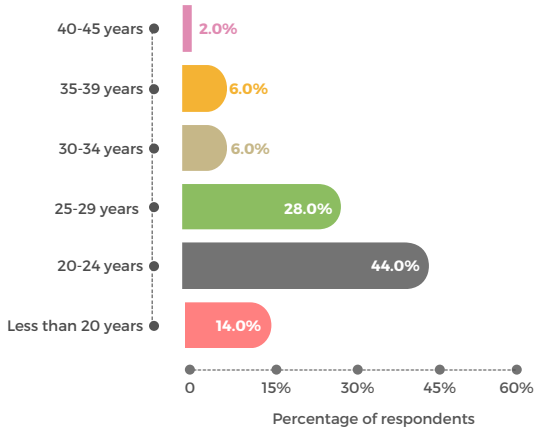


CHART 2: QUALIFICATION

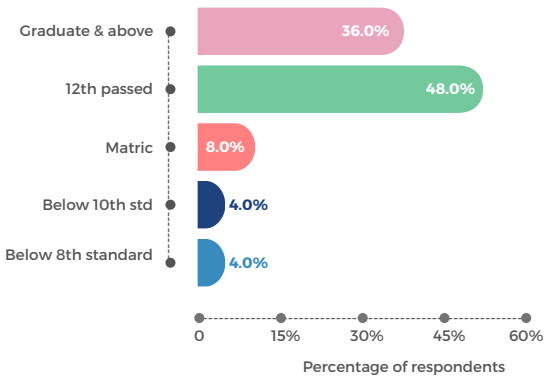
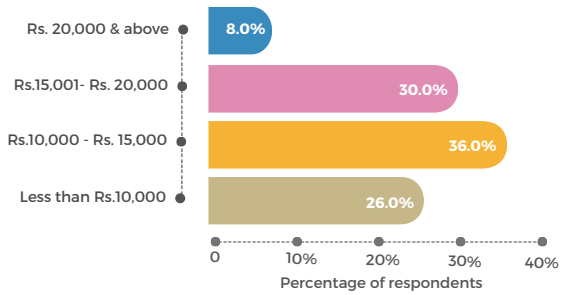


CHART 3: MONTHLY INCOME



The demographic profile of beneficiaries participating in the Swayam Health program unveiled several key insights. With a combined significant majority (72%) falling within the 20-29 age group, the initiative strategically targeted empowering the younger demographic, aligning with their aspirations for skill development and employment. A significant portion of beneficiaries completed their Class XII grades (48%) or are graduates with above qualifications (17.6%). Furthermore, the data reveals that the majority (36%) have a monthly income of Rs. 10,000 – 20,000.

PRE-INTERVENTION & POST-INTERVENTION

CHART 4: SALARY OF THE RESPONDENTS BEFORE AND AFTER JOINING THE COURSE

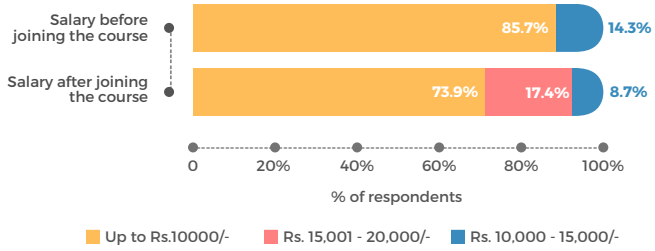
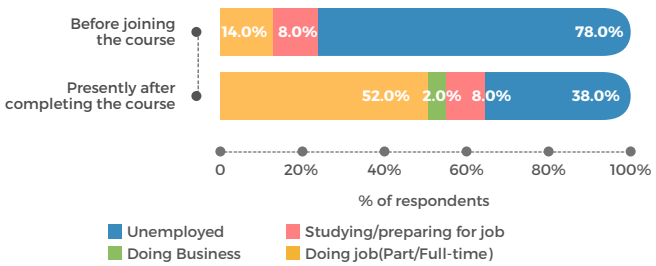


CHART 5: OOCCUPATIONAL STATUS BEFORE JOINING THE COURSE AND PRESENTLY AFTER COMPLETING THE COURSE



Before the implementation of the program, a significant majority (78%) were unemployed before joining the skill development program, indicating a considerable need for employment opportunities. The program successfully addressed this area and was able to cut down unemployment by a striking 40%.

Additionally, before enrolling in the course, a significant majority (85.7%) of respondents earned up to Rs. 10,000/, reflecting a prevalent low-income scenario among participants. However, after completing the program, there was a decrease in the percentage of respondents earning in this lowest income bracket, dropping to 73.9%. Conversely, there was a slight increase in the percentage of respondents earning between Rs. 10,000 - 15,000/- after course completion (rising from 14.3% to 17.4%). Furthermore, a new category emerged after joining the course, with 8.7% of respondents now earning between Rs. 15,001 and 20,000/-.

This data suggested that the Swayam Health program has contributed to improving the income levels of participants, with a notable proportion transitioning to higher salary brackets post-training, indicating the program's effectiveness in enhancing economic opportunities for its beneficiaries.

KEY IMPACT INDICATORS

MOBILIZATION, SCREENING, AND ENROLLMENT OF CANDIDATES

Screening interested individuals based on eligibility criteria such as age, educational qualifications, need and motivation.

TRAINING METHODOLOGY

Designing a comprehensive curriculum covering General Duty Assistants, Home Health Aides, Pharmacy Assistants, and Geriatric Care Assistant.

Conducting classroom sessions to impart theoretical knowledge in these areas.

Utilizing modern teaching aids, including audio-visual presentations, to enhance learning effectiveness.

CERTIFICATION AND ASSESSMENT

Conducting periodic assessments to evaluate candidates' proficiency.

Awarding certifications to candidates who successfully complete the training program and pass the assessments.

PLACEMENT

Facilitating job placements for trained candidates in various roles in the health sector.

Providing guidance and support to candidates during the job application and interview process, including resume preparation and interview skills training.

1.4 KEY PROJECT IMPACT

The impact of the Swayam Health initiative was profound and far-reaching, with transformative outcomes that empower marginalized women and facilitate their seamless integration into the health industry. Through targeted interventions and comprehensive training programs, the initiative has not only reduced unemployment rates but also enhanced income levels, provided valuable job placement support and fostered holistic personal growth among these women. These impactful outcomes underscored the program's success in driving positive socio-economic change through the empowerment of women.

TRAINING MOBILIZATION, AWARENESS AND ORIENTATION

CHART 6: SOURCE OF INFORMATION ABOUT THE SKILL DEVELOPMENT PROGRAM

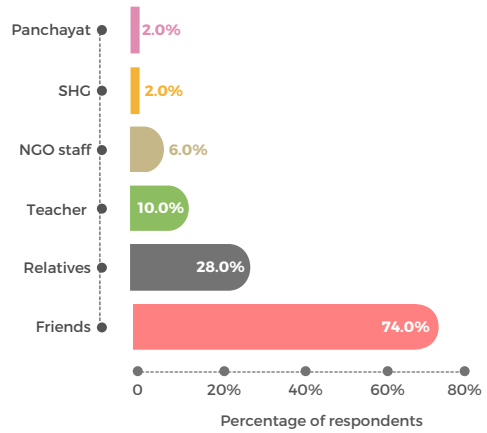
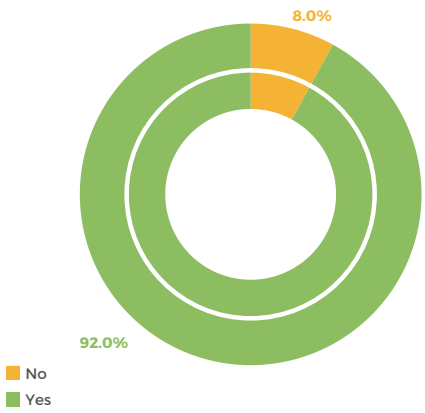


CHART 7: WHETHER THE RESPONDENTS RECEIVE ANY PRE-ADMISSION COUNSELLING SESSIONS TO ASSIST IN SELECTING THE APPROPRIATE COURSE?



The data revealed that friends (74%) emerged as a significant source of information about the enrolled skill development program that emphasized the importance of peer influence in program awareness. A high percentage (92%) attended a counselling session before the course commencement, which reflected the initiative's commitment to providing guidance.

"I am immensely grateful for the transformative journey I've experienced with this program. The essential skills I acquired during the GDA course not only secured me a position at the hospital but also significantly shaped my career. This initiative played a pivotal role in my success, providing unwavering support throughout. Today, as I contribute to the healthcare sector, I am an example of the program's positive impact on individual lives. Thank you for empowering me to build a meaningful and fulfilling career."

- Priyanka Kanwar, GDA Course Graduate

TRAINING COMPLETION, CERTIFICATION AND PLACEMENT

CHART 8: COURSE ATTENDED BY RESPONDENTS

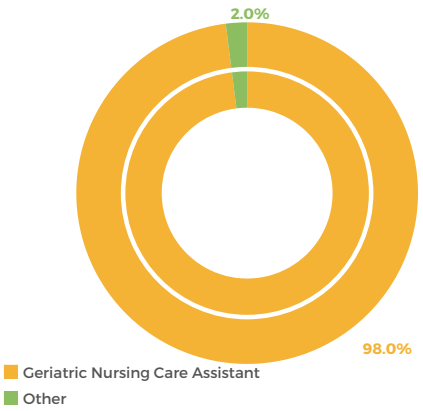


CHART 9: MODE OF CONDUCTING CLASSES

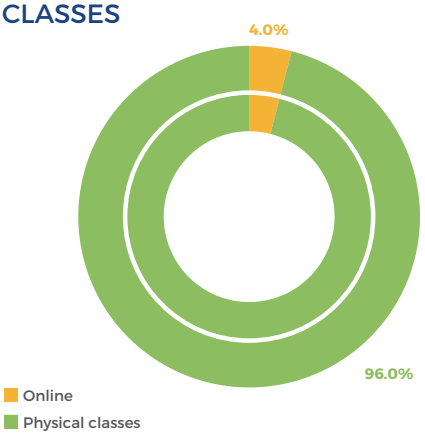


CHART 10: WHETHER RECEIVED CERTIFICATE?

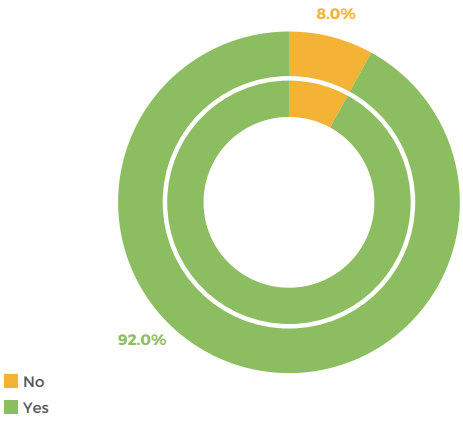


CHART 11: WHAT WAS THE PERCENTAGE OF MARKS YOU OBTAINED IN THE FINAL ASSESSMENT

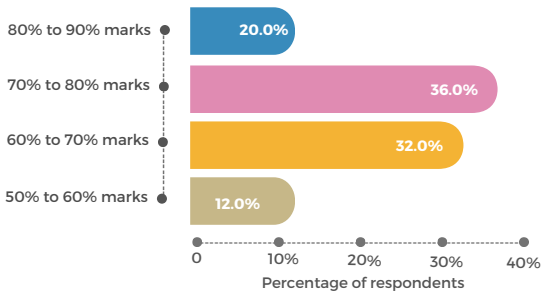


CHART 12: WHETHER RECEIVED JOB PLACEMENT THROUGH THE NGO?

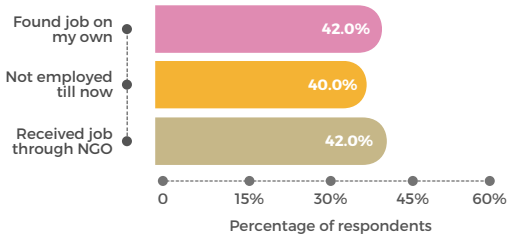


CHART 13: WAITING PERIOD FOR THE PLACEMENT AFTER COMPLETING THE COURSE

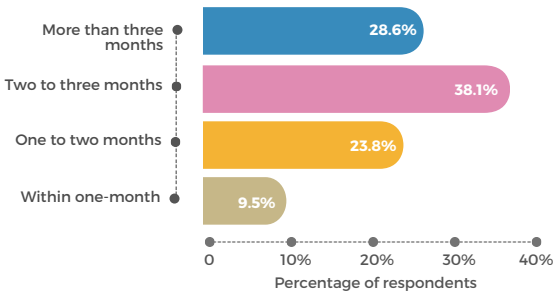
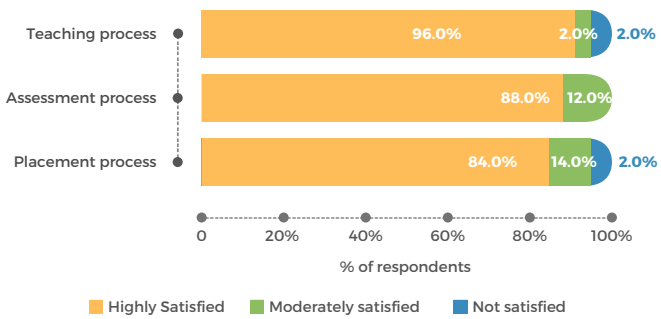


CHART 14: SATISFACTION LEVEL OF THE BENEFICIARY RELATED TO THE TRAINING



Almost all respondents (98%) participated in the Geriatric Nursing Care Assistant course, indicating a strong preference for this specific skill development track. Physical classes were overwhelmingly preferred (96%) over online classes, suggesting a strong inclination toward traditional, in-person learning. A notable section (92%) received certificates indicating the program's effectiveness in delivering and recognizing participant achievements.

Most participants excelled in the final assessment (with a combined 56%) and scored between 70% and 90% marks. While nearly half (42%) have received job placements through the NGO, a considerable section (40%) is not employed through this channel, awaiting placement. A significant section (38.1%) secured employment took two to three months, indicating varying dates for securing placements. The respondents expressed satisfaction with their training, including the teaching (96%), assessment (88%), and placement processes (84%) that highlighted the overall positive experience and contentment derived from the program.

"I embarked on a journey of personal and professional growth by enrolling in the medical lab technician course through this course. This opportunity has proven to be the best for me, allowing me to acquire valuable skills and knowledge. Presently, I am employed as a Lab Assistant at Diabetes Bhawan, a hospital located in Shastri Nagar, Jaipur, with a monthly salary of ₹10,000. I am grateful to this program."

- Vimla Choudhary

INCOME & CHANGE IN SOCIOECONOMIC STATUS

CHART 15: POSITIVE CHANGES NOTICED IN THE LIVING STANDARD

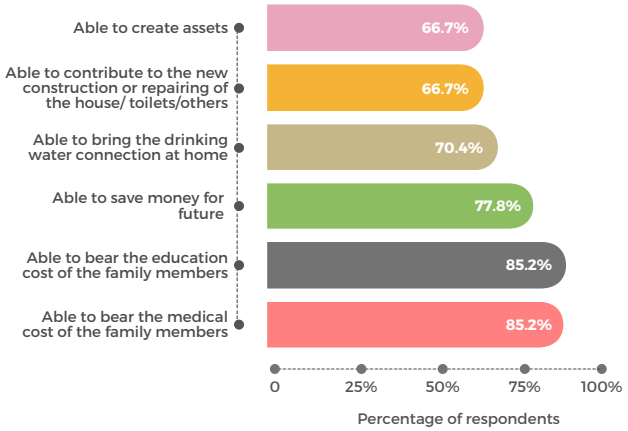
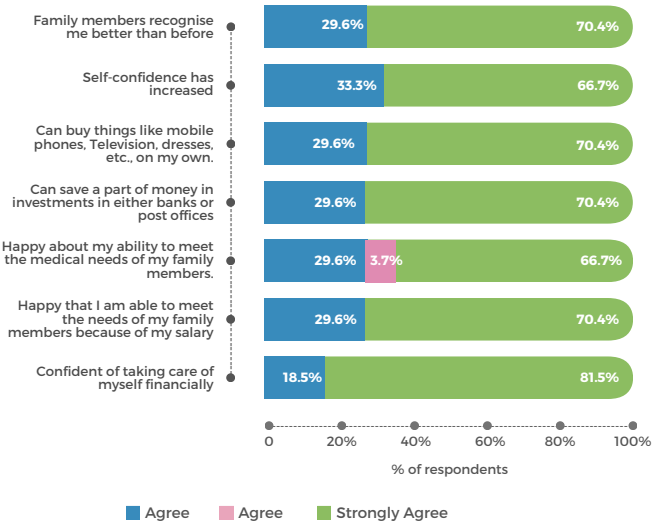


CHART 16: CHANGES EXPERIENCED DUE TO FINDING EMPLOYMENT



The data illustrates positive changes in the living standards of respondents following their participation in the Swayam Health program. A significant majority (85.2%) reported being able to bear the medical expenses of their family members, indicating improved financial stability and access to healthcare services. Similarly, an equal proportion (85.2%) stated they were now able to cover the educational expenses of their family members, reflecting enhanced opportunities for educational advancement within their households. Furthermore, a major section (77.8%) reported being able to save money for the future, highlighting improved financial planning and security.

Overall, these findings suggest that the Swayam Health program has had a positive impact on the socio-economic status and living standards of its beneficiaries, enabling them to meet essential needs, plan for the future, and invest in their households' well-being.

A vast majority (81.5%) strongly agreed that they now feel confident in taking care of themselves financially, highlighting the financial stability and independence gained through employment. Additionally, most of the respondents (70.4%) expressed happiness about their ability to meet the needs of their family members because of their salary, underscoring the improved socio-economic support provided to their families. Overall, these findings indicate that finding employment has brought about significant positive changes in the financial, social, and psychological well-being of respondents, contributing to their overall quality of life and self-perception.

"I come from a traditional middle-class family of four members, including my two small children. Unfortunately, my husband often falls ill, and due to insufficient income, I felt the need to work to support my family and meet all their requirements. Amidst these challenges, I discovered the GDA course online. Intrigued by the prospect of a career in the nursing sector, I visited the centre, where I received counselling about every aspect of the course. I shared my background, and over two months, I underwent comprehensive training, learning the fundamentals of the healthcare sector. Upon completing my training, I underwent On-the-Job Training (OJT) at Shiv Dhara Hospital and secured a position as a GDA Staff. Now, I am independent and capable of supporting my husband. Later, the Swayam placement team informed me about vacancies at Medanta Hospital in Delhi. My family has been incredibly supportive and encouraging in my efforts to contribute to society."

- Asha Manohar, GDA Staff at Medanta Hospital

JOB SATISFACTION, RETENTION RATE, AND CAREER GROWTH

CHART 17: SATISFACTION LEVEL OF THE BENEFICIARY RELATED TO THE JOB

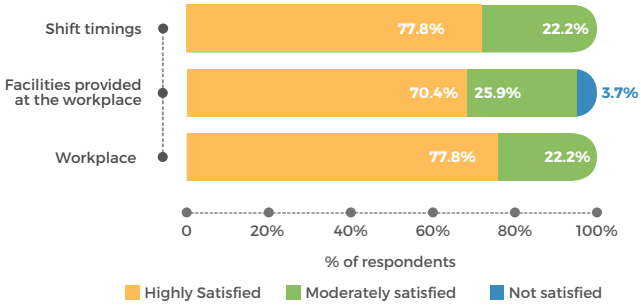


CHART 18: DURATION OF CONTINUING THE JOB PLACED BY THE CENTRE

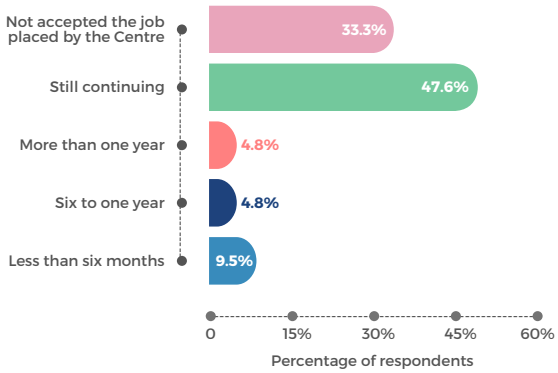


CHART 19: WHETHER THE RESPONDENTS COULD RELATE THE LESSONS TO THE ACTUAL PRACTICAL WORK IN THE WORKPLACE?

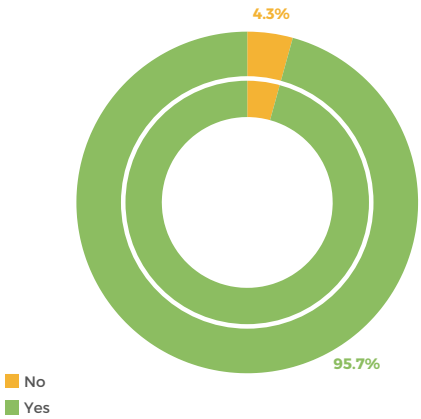
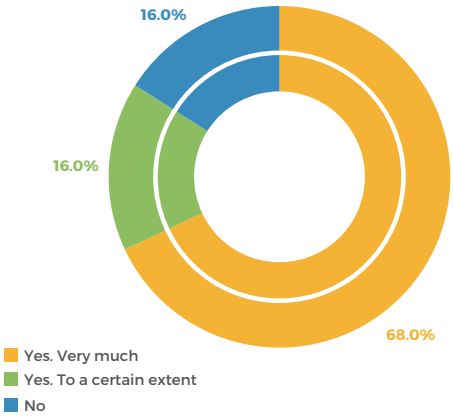


CHART 20: WHETHER THE RESPONDENTS HAD MADE THE RIGHT DECISION BY JOINING THE COURSE?



All the respondents were highly satisfied with their workspace. A notable section (47.6%) is continuing their jobs, emphasizing the program's impact on fostering long-term employment. A robust section (95.7%) affirmed that course lessons were applicable in their workplace, showcasing the program's success in imparting practical skills. The overwhelmingly positive responses indicated a general satisfaction among participants regarding their decision to join the course and suggested an overall positive perception of the program's value and relevance.

"I got married at a young age, and unfortunately, my husband doesn't work. I have 5 children, 3 daughters, and 2 sons. Even though my elder daughter is married, she still stays with me. It became very challenging to fulfil all the necessary needs in the house. Then, I heard about the Swayam Health-GDA course from a friend who mentioned that they provide jobs after training. Without hesitation, I enrolled in the program. After completing the training, I was not only given on-the-job training but also secured a job. My salary here is ₹15,000. I take pride in taking care of patients and doing my best to save lives. I would like to express my gratitude to RPGF. With their support, I have managed to stand on my own feet. Today, I am contributing positively to my family, and I am determined to continue doing so."

- Veena Gupta, GDA

Impact Created Across Multiple Levels

INDIVIDUAL LEVEL

- Enhanced self-confidence and financial independence among program participants.
- Improved skills and employability lead to better job opportunities.
- Increased sense of empowerment and agency in decision-making.

HOUSEHOLD LEVEL

- Higher household income due to women's participation in the workforce.
- Improved access to essential services and better healthcare for family members.
- Enhanced socio-economic stability and resilience within households.

COLLECTIVE LEVEL

- Reduction in gender disparities in the health sector.
- Strengthened social cohesion and community solidarity through women's economic empowerment.

COMMUNITY LEVEL

- Positive role modelling and inspiration for other women and girls in the community.
- Creation of support networks and collaborative initiatives to address gender-based barriers.
- Increased participation of women in community development and decision-making processes.

STATE LEVEL

- Contribution to the state's economic growth and development through increased workforce participation.
- Advancement towards gender equality goals outlined in state policies and initiatives.
- Enhanced reputation and recognition of the state as a leader in promoting women's empowerment.

NATIONAL LEVEL

- Cumulative impact on national economic productivity and GDP growth.
- Alignment with national development agendas focusing on women's empowerment and gender equality.
- Demonstration of successful models for replicable and scalable interventions across the country.

Sustainability

PARTNERSHIPS AND COLLABORATIONS

Forming strategic partnerships and collaborations with NGOs, government agencies, educational institutions, and industry stakeholders enhanced program reach, effectiveness, and sustainability.

INTEGRATION WITH EXISTING INITIATIVES

Integration of the program with existing national and regional initiatives related to skill development, digital literacy, and employment, leveraging resources and networks to amplify impact and ensure continuity.

STAKEHOLDER ENGAGEMENT

Active engagement stakeholders, including beneficiaries, community leaders, and donors, in decision-making processes, program design and evaluation fostered a sense of ownership and commitment to sustainability.

1.5 OECD FRAMEWORK

·The program aligned with the following Sustainable Development Goals (SDGs):
Goal 1: No Poverty, Goal 3: Health and well-being, Goal 4: Quality Education, Goal 5: Gender Equality, Goal 8: Decent Work and Economic Growth, Goal 10: Reduced Inequality

Coherence

Relevance

The Swayam Health program demonstrated high relevance by addressing critical issues related to healthcare training and employment opportunities for women and youth in marginalized communities. The program's focus on narrowing the gender gap in organized sector jobs aligned well with national priorities for gender equality and skill development.

Effectiveness

The effectiveness of the program was evident in its ability to achieve its objectives of empowering participants with essential skills for meaningful careers in the healthcare industry. The program's meticulous course design, focusing on critical healthcare roles, contributed to the acquisition of relevant skills by participants.

Sustainability

The program exhibited sustainability by ensuring the continuity of its activities and impacts beyond the duration of specific interventions. Moreover, the program's strategic partnerships with accredited institutions and its focus on empowering women and youth in marginalized communities contributed to the sustainability of its impacts by fostering economic independence and resilience.

Efficiency

The program demonstrated efficiency in resource utilization by leveraging strategic partnerships with accredited institutions and leveraging existing infrastructure for training delivery. By aligning with NSDC-accredited institutions, the program optimized resources and minimized duplication of efforts in healthcare training.

Impact

The program generated significant positive impacts on participants by providing them with essential skills and fostering confidence for meaningful careers in the healthcare industry. Through its focus on critical healthcare roles and ongoing impact assessment studies, the program demonstrated its impact in narrowing the gender gap in organized sector jobs and contributing to the economic empowerment of women and youth in marginalized communities.

Index : 5 Points - Very High ; 4 Points - High ; 3 Points - Moderate ; 2 Points - Low ; 1 Point - Very Low

The Way Forward

Based on the evaluation of the program, several indicators could be addressed to further enhance its impact and sustainability.

CONTINUOUS PROGRAM EVALUATION

Implementing a system for ongoing program evaluation will allow for the monitoring of key performance indicators and the identification of areas for improvement. Regular feedback from participants and stakeholders should be solicited to ensure that the program remains relevant and effective.

EXPANSION OF TRAINING MODULES

Considering the success of the existing training modules, there is an opportunity to expand the program to include additional healthcare-related courses based on market demand and participant interest. This could include courses in specialized areas such as medical coding, patient care coordination, or healthcare administration.

STRENGTHENING JOB PLACEMENT SUPPORT

Enhancing job placement support services, including resume-building workshops, interview preparation sessions, and networking opportunities, will better prepare participants for employment opportunities in the healthcare sector. Collaborating with healthcare institutions and industry partners to create more avenues for job placements can also be explored.

CONTINUOUS SKILL ENHANCEMENT

Implementing mechanisms for continuous skill enhancement and professional development will ensure that participants remain competitive in the evolving healthcare industry. This could include offering refresher courses, advanced training programs, or opportunities for further specialization within their chosen field.

ALUMNI ENGAGEMENT

Establishing an alumni network for program graduates can facilitate ongoing support, networking, and mentorship opportunities. Alumni can also serve as ambassadors for the program, sharing their success stories and encouraging others to participate.

COMMUNITY ENGAGEMENT

Strengthening community engagement efforts to raise awareness about the program and increase participation from underserved communities. This could involve outreach activities, partnerships with local organizations, and targeted communication campaigns to reach potential participants.

By addressing these key areas, the Swayam Health program can further enhance its impact, sustainability, and ability to empower women and youth in underserved communities through healthcare training and employment opportunities.

1.6 CONCLUSION

In conclusion, the Swayam Health program has significantly impacted the lives of women and youth in underserved communities by providing essential healthcare training and employment opportunities. Through meticulous evaluation and targeted interventions, the program has successfully reduced unemployment rates, improved income levels, and enhanced socio-economic status among beneficiaries. With a commitment to continuous improvement and sustainability, Swayam Health remains a beacon of hope, empowering individuals to build meaningful careers and contribute to the well-being of their communities.

2. SWAYAM DIGITAL

2.1 EXECUTIVE SUMMARY

Project Background

Swayam Digital sought to empower marginalized youth for seamless integration into the digital workforce, focusing on critical domains like data entry, hardware networking, and digital marketing. Through specialized programs and a curriculum emphasizing technical expertise and essential soft skills, the initiative aimed to prepare students for competitiveness in the digital industry. Notable placements in renowned organizations underscored the program's impact, while an ongoing impact assessment study aimed to showcase its transformative effect on individuals and the broader digital workforce landscape in India.

Project Activities

Conducted skill development training in critical digital domains such as data entry operations, hardware networking and digital marketing.

Mobilized awareness and orientation sessions to prepare participants for the course.

Provided theory and practical classes to all participants, ensuring successful completion.

Offered job placement support and addressed challenges in existing jobs for beneficiaries.

Fostered improvement in self-confidence among beneficiaries.

Project Year

FY 2021-2022

Implementing Partner

Saraswati Swarojgar EVM Prakshishan Sansthan, Daksh Foundation, Udyogwardhini Aurangabad

Project location

Nagpur and Aurangabad in Maharashtra, Jaipur in Rajasthan, Jabalpur in Madya Pradesh, Vadodara in Gujarat, Gurugram in Haryana and Mysuru in Karnataka

Financial Year of Impact Assessment

FY 2023-2024

SDG Goals

- Goal 1: No Poverty
- Goal 4: Quality Education
- Goal 5: Gender Equality
- Goal 8: Decent Work and Economic Growth
- Goal 10: Reduced Inequality

Design Snapshot

Name of the project

Swayam Digital

Research Design Used

Descriptive research design

Sampling Technique

Purposive and random sampling

Sample Size

50

Key Output

Empowerment of marginalized youth through comprehensive skill development in critical domains like data entry operations, hardware networking, and digital marketing.

All participants successfully completed the theory and practical classes.

High job satisfaction levels were observed, with most beneficiaries continuing employment for over a year.

Support in addressing challenges in existing jobs for a significant percentage of beneficiaries.

Improvement in self-confidence reported by beneficiaries.

Key Impact

Reduction in unemployment, leading to various employment opportunities.

Increased monthly income among employed respondents.

Majority of beneficiaries received job placement support from the NGO.

Positive change in self-confidence among beneficiaries.

Improved recognition by family members.

2.2 PROJECT INTRODUCTION

BACKGROUND AND NEED OF THE PROGRAM

The Swayam Digital program was initiated to address the pressing need to empower marginalized youth and facilitate their seamless integration into the digital workforce. This program was designed in response to the growing demand for skilled professionals in critical domains such as data entry operations, hardware networking, and digital marketing. Recognizing the challenges faced by marginalized youth in accessing quality education and employment opportunities, the program aims to bridge this gap by providing specialized training that not only imparts technical expertise but also prioritizes essential soft skills. Through this initiative, marginalized youth are equipped with the necessary skills and knowledge to thrive in the competitive digital industry, thereby fostering their socioeconomic empowerment and contributing to the broader digital revolution in India.

OBJECTIVES OF THE PROGRAM

To empower marginalized youth through comprehensive training in critical digital domains, enhancing their employability and socioeconomic prospects.

To facilitate seamless integration of marginalized youth into the digital workforce by equipping them with industry-relevant skills and knowledge.

To address skill gaps in areas such as data entry operations, hardware networking, and digital marketing to improve the employability of marginalized youth.

To prioritize the development of essential soft skills alongside technical expertise, preparing participants to thrive in the competitive digital landscape.

To facilitate job placements for participants in renowned organizations, providing valuable employment opportunities and contributing to their socioeconomic empowerment.

Research Design

Name of the project

Swayam Digital

Implementing agency

Saraswati Swarojgar EVM Prakshishan Sansthan, Daksh Foundation, Udyogwardhini Aurangabad

Research Design Used

Descriptive research design

Sampling Technique

Purposive and stratified random sampling

Qualitative Methods Used

Testimonials and focus group discussions

Key Stakeholders

Implementing partner and Project team

Local communities

Youth and Families

Trainers

2.3 KEY STUDY FINDINGS AND IMPACT

The key study findings and impact analysis of the Swayam Digital program illuminate its transformative effects on marginalized youth and the broader digital workforce landscape. Through a meticulous examination of participant outcomes, job placements, and socioeconomic impacts, this study unveils the program's profound contribution to empowering individuals, reducing unemployment, and fostering economic stability. As we delve into the intricate details of skill acquisition, job placement efficacy, and post-employment support, the comprehensive impact of Swayam Digital in shaping the lives and careers of beneficiaries becomes evident, underscoring its significance in driving positive change in India's digital ecosystem.

DEMOGRAPHY OF BENEFICIARY POPULATION

CHART 1: AGE GROUP WISE DISTRIBUTION

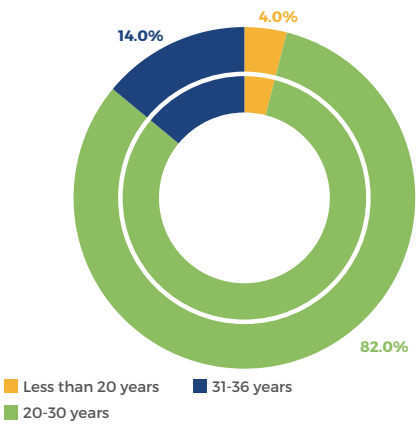


CHART 2: GENDER WISE DISTRIBUTION

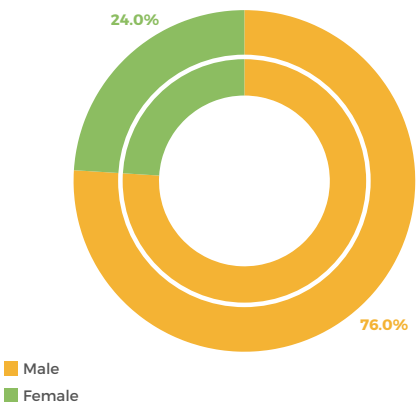


CHART 3: . QUALIFICATION

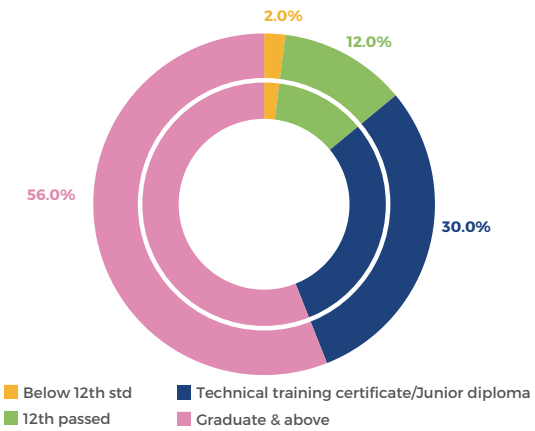
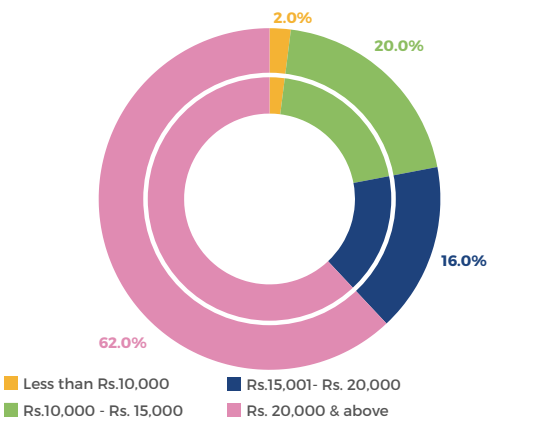


CHART 4: MONTHLY INCOME



The demographic profile of beneficiaries participating in the Swayam Digital program unveiled several key insights. With a significant majority (82%) falling within the 20-30 age group, the initiative strategically targeted empowering the younger demographic, aligning with their aspirations for skill development and employment. Moreover, the gender distribution highlighted a predominant representation of males (76%), with a significant portion of beneficiaries holding technical training certificates/junior diplomas (30%) or graduate and above qualifications (56%). Furthermore, the data reveals that the majority (62%) have a monthly income of Rs. 20,000 and above.

PRE-INTERVENTION

CHART 5: OCCUPATIONAL STATUS BEFORE JOINING THE COURSE

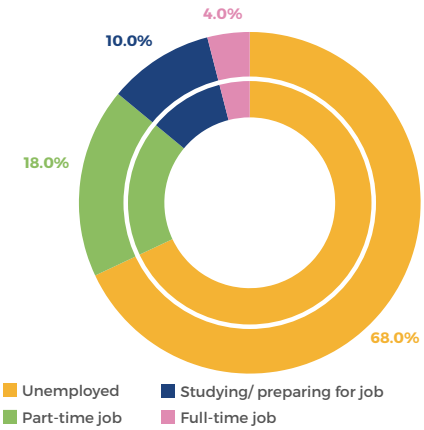
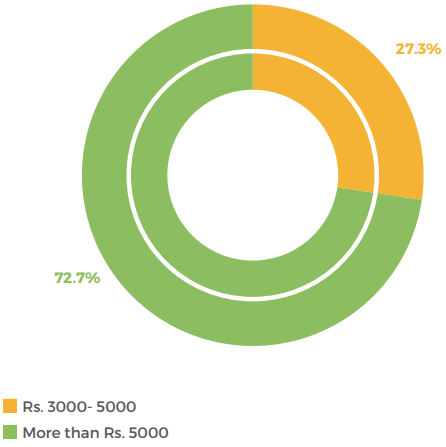


CHART 6: INCOME BEFORE JOINING, IF PREVIOUSLY EMPLOYED



Prior to the implementation of the program, a significant majority (68%) were unemployed before joining the skill development program, indicating a considerable need for employment opportunities. Among previously employed respondents, the majority (72.7%) earned more than Rs. 5000, emphasizing a pre-existing income disparity.

KEY PROGRAM INPUTS AND ACTIVITIES

The curriculum developed focuses on data entry operations, hardware networking, and digital marketing

Emphasis on essential soft skills training alongside technical expertise.

Mobilization of participants through community outreach initiatives and referrals.

Conducted theory and practical classes in critical digital domains.

Job placement support is provided through engagement with employers.

Career readiness training is conducted to prepare participants for job interviews.

2.4 KEY PROJECT IMPACT

The impact of the Swayam Digital initiative is profound and far-reaching, with transformative outcomes that empower marginalized youth and facilitate their seamless integration into the digital workforce. Through targeted interventions and comprehensive training programs, the initiative has not only reduced unemployment rates but also enhanced income levels, provided valuable job placement support and fostered holistic personal growth among participants. These impactful outcomes underscored the program's success in driving positive socioeconomic change and empowering the youth for a brighter future in the digital era.

TRAINING MOBILIZATION, AWARENESS AND ORIENTATION

CHART 7: SOURCE OF INFORMATION ABOUT THE ENROLLED SKILL DEVELOPMENT PROGRAM

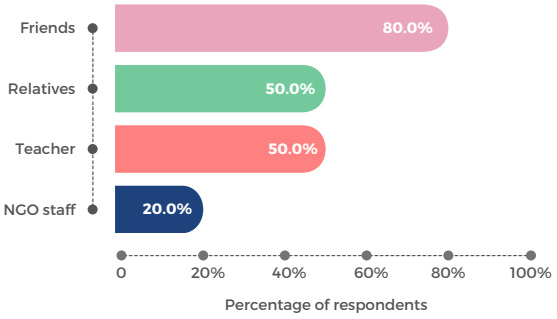


CHART 8: WHETHER AN ORIENTATION SESSION CONDUCTED BEFORE THE START OF THE COURSE?

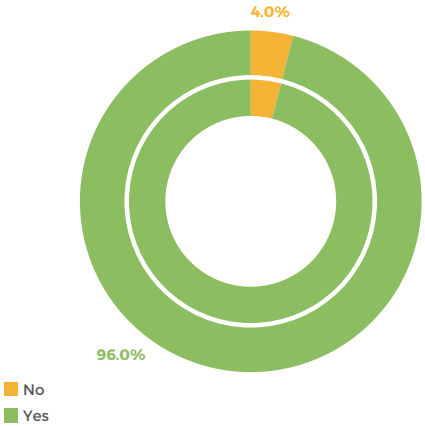
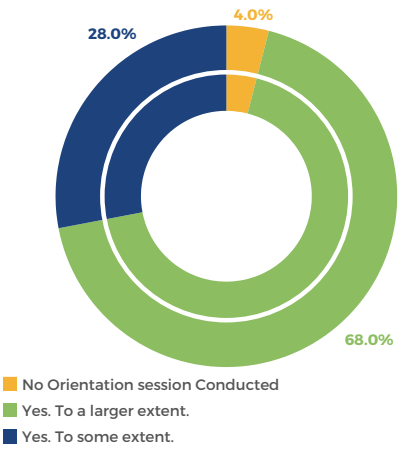


CHART 9: WHETHER GOT CLARITY REGARDING THE SCOPE OF THE COURSE BY ATTENDING THE ORIENTATION SESSION?



The data revealed that friends (80%) emerged as a significant source of information about the enrolled skill development program that emphasized the importance of peer influence in program awareness. A high percentage (96%) attended an orientation session before the course commencement that reflected the initiative's commitment to provide guidance. Among those who attended, the majority (68%) claimed to have gained a larger extent of clarity regarding the course scope, which reflected the effectiveness of the orientation in setting expectations.

TRAINING COMPLETION, CERTIFICATION AND PLACEMENT

CHART 10: NAME OF THE COURSE ENROLLED

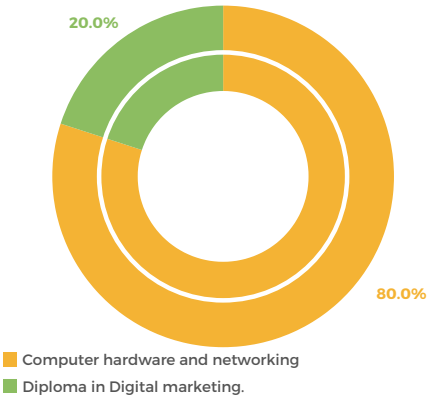


CHART 11: FREQUENCY OF THE CLASSES IN A WEEK

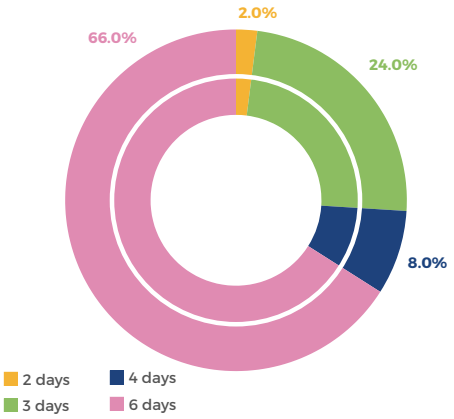


CHART 12: DURATION OF THEORY AND PRACTICAL CLASSES

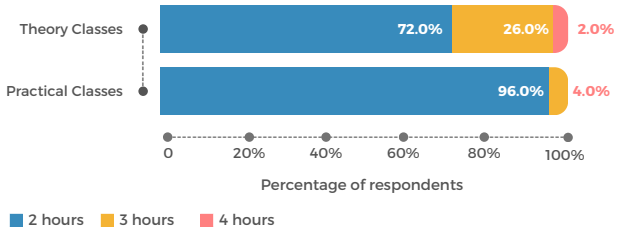


CHART 13: PERCENTAGE OF MARKS IN THE FINAL ASSESSMENT

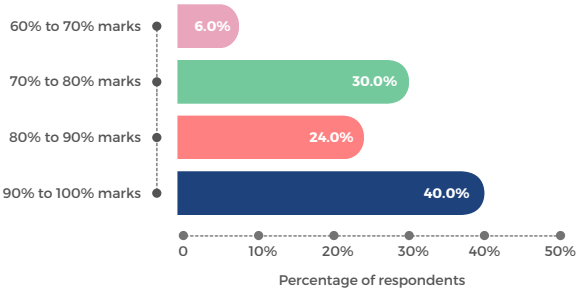
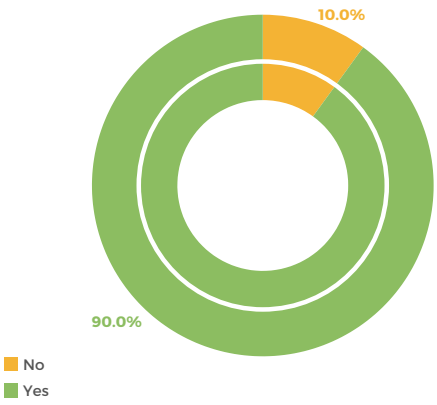


CHART 14: WHETHER RECEIVED THE CERTIFICATE?



"Before joining the Swayam Digital program, I was unemployed and had no source of income. I heard about the program through friends and enrolled in the Computer Hardware and Networking course. The orientation session provided clarity about the course scope, and I didn't have to pay any fees. The classes were conducted four days a week, with theory and practical sessions, each lasting two hours. I completed the course with 85% marks. The NGO provided placement support, and within three months, I secured a job with a monthly salary above Rs. 20,000. I am highly satisfied with the teaching, assessment, and placement processes of the program."

-Amol Manohar Shinde

CHART 15: ENSURING EFFECTIVE LEARNING

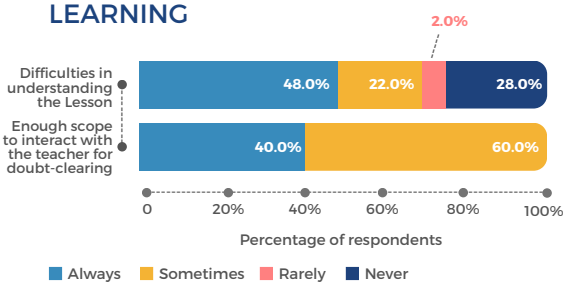


CHART 16: WHETHER RECEIVED JOB PLACEMENT SUPPORT FROM THE NGO?

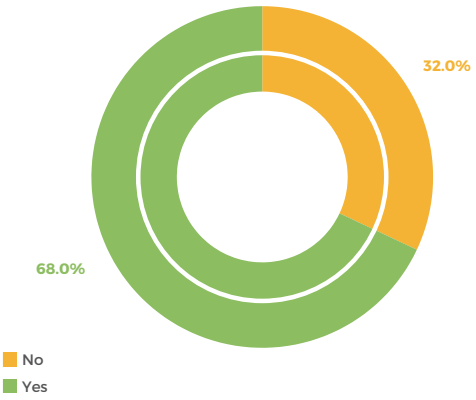


CHART 17: WAITING PERIOD FOR THE PLACEMENT AFTER COMPLETING THE COURSE

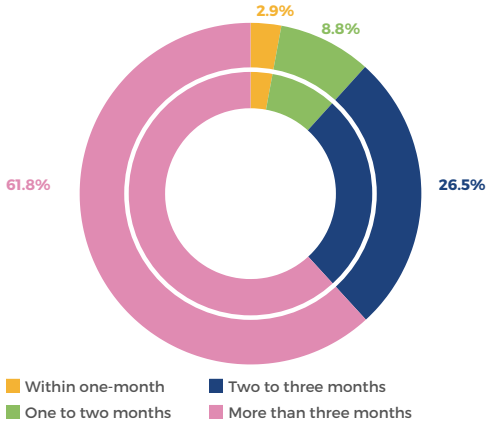
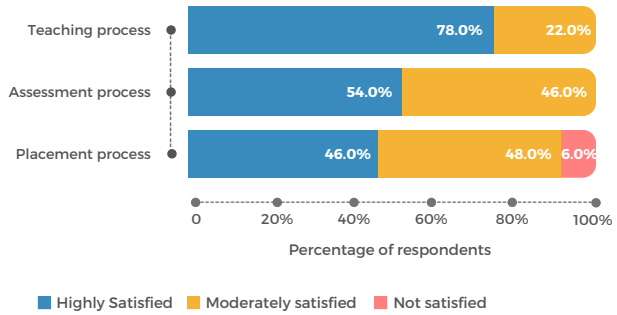


CHART 18: SATISFACTION LEVEL OF THE BENEFICIARY RELATED TO THE TRAINING



A substantial majority (80%) enrolled in the Computer Hardware and Networking course, indicating a strong demand for technical skills in this domain preferences. The frequency of classes varied, with the majority (66%) experiencing a robust six-day schedule, emphasizing the program's commitment to intensive learning. Moreover, a significant majority (72%) reported a duration of two hours, showcasing a concentrated yet manageable approach to theoretical learning. Practical classes predominantly spanned two hours (96%), aligning with an emphasis on hands-on application of acquired knowledge.

A well-distributed performance spectrum was observed, with less than half (40%) of participants scoring 90% to 100% marks, followed by 70% to 80% range (30%). A high certificate attainment rate (90%) indicated the majority of participants completed the program requirements. A majority (60%) reported having enough scope to interact with teachers for doubt-clearing, showcasing a supportive learning environment. A substantial majority (68%) received job placement support from the NGO, showcasing a proactive approach to facilitating employment opportunities. A significant section (61.8%) secured employment took more than three months, while a little more than a quarter (26.5%) had to wait two to three months, which indicated varying durations for securing placements. The respondents expressed satisfaction with their training, including the teaching (78%), assessment (54%), and placement processes (46%) that highlighted the overall positive experience and contentment derived from the program.

"Before joining the Swayam Digital program, I was employed in a part-time job earning between Rs. 3,000 and Rs. 5,000 per month. I heard about the program through friends and enrolled in the Computer Hardware and Networking course. I completed both theory and practical sessions with 80% marks. The program provided placement support, and within three months, I secured a job with a monthly salary above Rs. 20,000. I am highly satisfied with the teaching, assessment, and placement processes of the program."

- Sudarshan Vasant Suradkar

INCOME & CHANGE IN SOCIOECONOMIC STATUS

CHART 19: PRESENT EMPLOYMENT STATUS

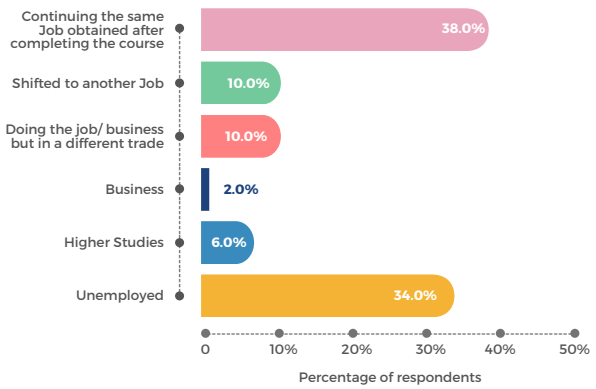


CHART 20: SALARY AFTER JOINING THE COURSE

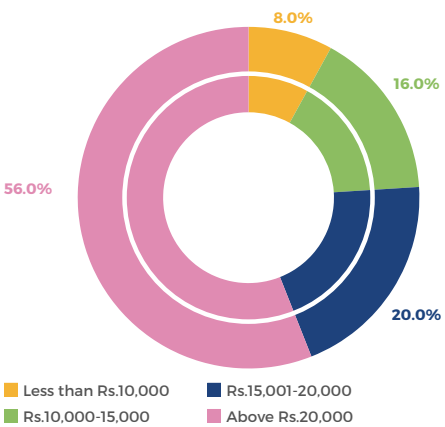
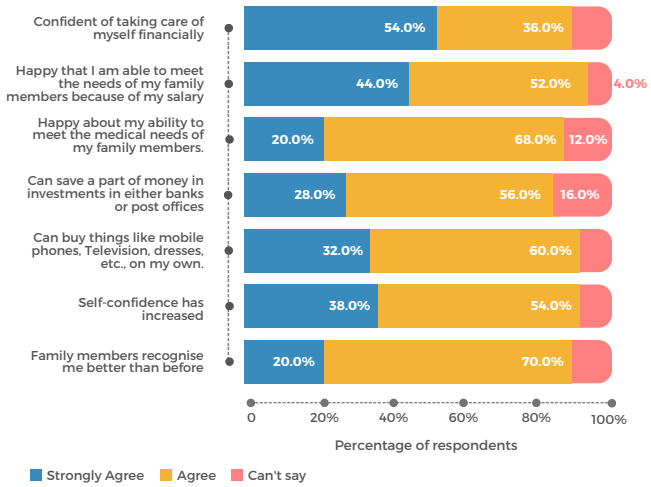


CHART 21: CHANGES EXPERIENCED DUE TO FINDING EMPLOYMENT



Post-program, a notable section (38%) of respondents continued the same job obtained after completing the course, showcasing a positive shift toward sustained employment. Post-program, more than half (56%) of employed respondents continued to earn above Rs. 20,000, reflecting stability and potential growth in income levels.

The employment opportunities provided by the Swayam Digital initiative have had a profound impact on the lives of participants. More than half (54%) strongly agreed that employment boosts their confidence in managing financial responsibilities, while a significant section (68%) acknowledged an improved ability to meet medical expenses, which enhanced their overall quality of life.

Furthermore, a notable section (38%) strongly agreed that employment substantially boosts their self-confidence, and more than half (60%) agreed that it empowers them to make personal purchases, such as mobile phones and dresses. Moreover, the majority (70%) agreed that their family recognition has improved due to their employment, highlighting the positive social implications. Lastly, a considerable section (44%) expressed happiness in being able to meet their family's needs through their salary, indicating the tangible benefits of gainful employment provided by the program.

" Before joining the Swayam Digital program, I was employed in a job earning Rs. 12,000 per month. I learned about the program through relatives and enrolled in the Computer Hardware and Networking course. The program provided placement support, and within three months, I secured a job with a monthly salary of Rs. 18,000. I am very grateful to the program."

-Sankalp Bharat Pattebahadur

JOB SATISFACTION, RETENTION RATE, AND CAREER GROWTH

CHART 22: SATISFACTION LEVEL OF THE BENEFICIARY RELATED TO THE JOB

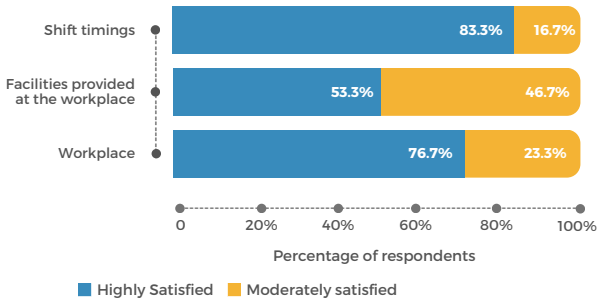


CHART 23: DURATION OF CONTINUING THE JOB PLACED BY THE CENTRE

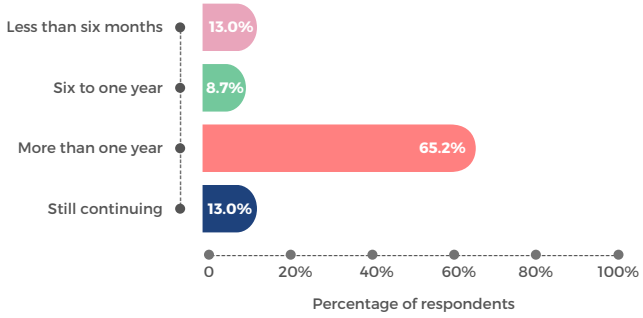


CHART 24: WHETHER THE RESPONDENTS COULD RELATE THE LESSONS TO THE ACTUAL PRACTICAL WORK IN THE WORKPLACE?

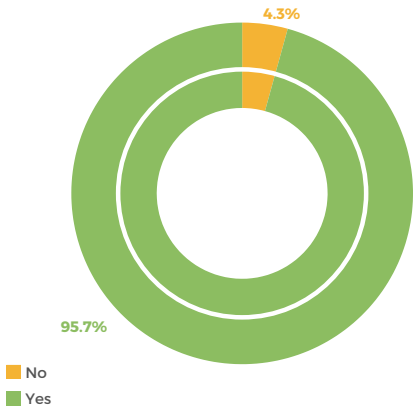


CHART 25: WHETHER THE JOB MATCH THE ASPIRATIONS THAT THE RESPONDENTS HAD BEFORE JOINING THE PROGRAM?

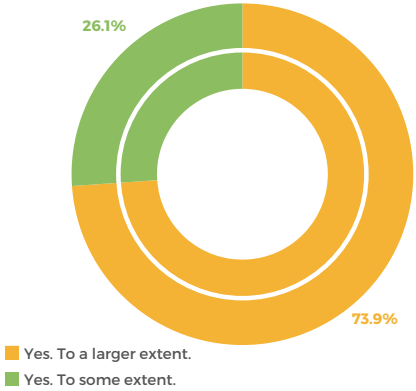


CHART 26: WHETHER THE ASPIRATIONS CHANGED FOR A BETTER JOB/ OR A BETTER FIELD NOW?

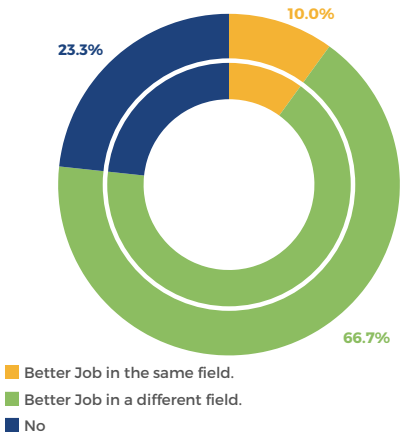
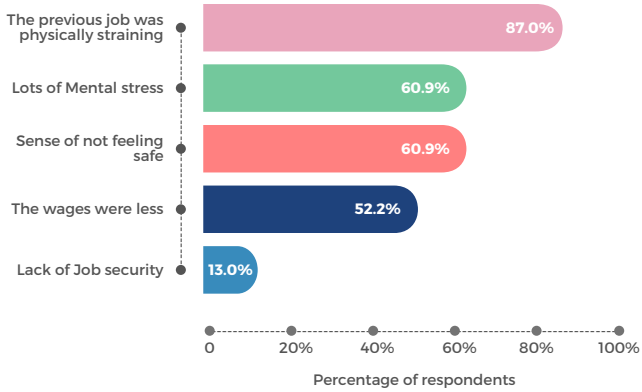


CHART 27: REASON FOR THE CHANGE IN ASPIRATION



The majority of respondents were highly satisfied with shift timings (83.3%) and workplace facilities (76.7%), respectively, indicating contentment with their working conditions. A notable section (65.2%) continued their jobs for more than one year, emphasizing the program's impact on fostering long-term employment. A robust section (96%) affirmed that course lessons were applicable in their workplace, showcasing the program's success in imparting practical skills. The majority (73.9%) felt their job aligned with their initial aspirations to a larger extent. Interestingly, a major section (66.7%) expressed a desire for a better job in a different field, reflecting evolving aspirations for career growth.

The change in aspirations among presently employed respondents could be attributed to various factors. The most common reason, cited by the majority (87%), was that their previous job was physically straining. Additionally, a notable section (60.9%) mentioned experiencing lots of mental stress in their previous jobs, while an equal percentage expressed a sense of not feeling safe in their work environment. Another significant factor contributing to the change in aspirations was dissatisfaction with wages, with more than half (52.2%) indicating that their previous job paid less than desired. Furthermore, a minor section (13%) cited a lack of job security as a reason for their changed aspirations. These findings underscored the multifaceted nature of employment-related aspirations and highlighted the importance of addressing various job-related factors to meet the evolving needs and preferences of the workforce.

"Before joining the program, I was earning less than Rs. 10,000 per month. The training provided has been invaluable in helping me gain new skills and knowledge. The support from the trainers and the organization has been exceptional. I am grateful for the opportunity to be a part of this program, and it has significantly contributed to my personal and professional growth."

-Shruti Dinanath Vyallekar

Impact Created Across Multiple Levels

The impact of the program extended across multiple levels, as mentioned below:

INDIVIDUAL LEVEL

- **Enhanced employability:** Participants acquired valuable skills, increasing their readiness for the job market.
- **Improved confidence:** Employment opportunities contributed to heightened self-esteem and confidence among individuals.

HOUSEHOLD LEVEL

- **Economic stability:** Increased family income from program participants positively impacted the overall financial well-being of households.

COLLECTIVE LEVEL

- **Community engagement:** Program activities fostered a sense of community engagement, encouraging collective participation and support.
- **Skill dissemination:** The program contributed to the collective development of skills within the community, creating a more skilled and empowered collective.

COMMUNITY LEVEL

- **Social cohesion:** The program likely strengthened social bonds within the community, promoting a sense of unity and mutual support.
- **Increased employability:** A more skilled local workforce could attract businesses, fostering economic development within the community.

STATE LEVEL

- **Economic contribution:** The program's impact on employability and skills development contributed to the state's overall economic growth.
- **Reduced unemployment:** By addressing skill gaps, the program played a role in reducing state-level unemployment rates.

NATIONAL LEVEL

- **Aligned with national goals:** The program's emphasis on skill development aligns with broader national objectives related to employment and economic growth.
- **Digital workforce contribution:** The program's focus on digital skills contributes to the nation's goal of building a competitive workforce in the digital era.

Sustainability

PARTNERSHIPS AND COLLABORATIONS

Forming strategic partnerships and collaborations with NGOs, government agencies, educational institutions, and industry stakeholders enhanced program reach, effectiveness, and sustainability.

INTEGRATION WITH EXISTING INITIATIVES

Integration of the program with existing national and regional initiatives related to skill development, digital literacy, and employment, leveraging resources and networks to amplify impact and ensure continuity.

STAKEHOLDER ENGAGEMENT

Active engagement stakeholders, including beneficiaries, community leaders, and donors, in decision-making processes, program design and evaluation fostered a sense of ownership and commitment to sustainability.

2.5 OECD FRAMEWORK

The program aligned with the following Sustainable Development Goals (SDGs):
Goal 1: No Poverty, Goal 4: Quality Education, Goal 5: Gender Equality, Goal 8: Decent Work and Economic Growth, Goal 10: Reduced Inequality

Coherence

Relevance

The program's relevance was evidenced by its alignment with pressing societal needs and priorities. By addressing critical issues such as digital skill development and youth empowerment, the program met the immediate demands of the target population and contributed to broader socioeconomic objectives.

Effectiveness

The program's effectiveness was demonstrated by its ability to achieve its stated objectives and deliver tangible results. Through rigorous monitoring and evaluation mechanisms, the program assessed its impact on beneficiaries and the broader community, ensuring that resources are efficiently utilized to bring about positive change.

Sustainability

The program's sustainability was ensured through its capacity to endure and adapt over time. By fostering community ownership, building local capacities, and integrating long-term planning, the program created the groundwork for continued success beyond its initial implementation phase.

Efficiency

The efficiency of the Swayam Digital program was evident through its streamlined processes, resource optimization, and strategic partnerships, ensuring maximum impact on marginalized youth empowerment and digital skill development.

Impact

At the individual level, participants experienced enhanced skills, increased confidence, and greater economic independence. The program's facilitation of employment opportunities and increased awareness of government schemes contributed to improved livelihoods and overall household well-being. Moreover, Swayam Digital fostered a sense of community empowerment and contributed to socioeconomic development at the community, state, and national levels.

Index : 5 Points - Very High ; 4 Points - High ; 3 Points - Moderate ; 2 Points - Low ; 1 Point - Very Low

The Way Forward

Based on the evaluation of the program, several indicators could be addressed to further enhance its impact and sustainability.

CONTINUOUS IMPROVEMENT

Regular feedback mechanisms could be established to gather insights from beneficiaries and stakeholders to enable continuous improvement of program offerings and services.

EXPANDED OUTREACH

Efforts could be made to increase outreach to marginalized communities and ensure inclusivity and equitable access to skill development and employment opportunities.

ENHANCED PARTNERSHIPS

Strengthening partnerships with industry stakeholders, educational institutions, and government agencies could expand resources and support for program sustainability and growth.

CAPACITY BUILDING

Investing in capacity-building initiatives for trainers and facilitators could ensure the delivery of high-quality training programs and support services to beneficiaries.

LONG-TERM MONITORING AND EVALUATION

Implementing a robust monitoring and evaluation framework would enable the tracking of long-term outcomes and the identification of areas for ongoing improvement and refinement.

2.6 CONCLUSION

In conclusion, the Swayam Digital program has proven to be a transformative initiative, empowering marginalized youth by equipping them with essential digital skills and facilitating their integration into the workforce. Through its strategic approach, the program has successfully addressed key societal needs, reduced unemployment, and improved the socioeconomic status of its beneficiaries. Moving forward, continued efforts in program refinement, expanded outreach, and strengthened partnerships could be beneficial in sustaining and enhancing its impact, ensuring a brighter future for marginalized youth and contributing to India's socioeconomic development goals.

3. SWAYAM CONSTRUCTION

3.1 EXECUTIVE SUMMARY

Project Background

Swayam Construction, a groundbreaking initiative spearheaded by the RPG Foundation, stands as a beacon of transformation in the construction sector. With a focused mission to bridge the gap in skilled labour and challenge traditional gender norms, this innovative program has not only empowered individuals but also catalyzed socio-economic development within communities.

Project Activities

Developed strategies for awareness about training programs and conducted skill-oriented training sessions and workshops

Established effective placement assistance programs and facilitated job placements aligned with aspirations

Supported local economic growth and self-reliance with an increased outreach to marginalized communities

Strengthened partnerships with stakeholders and implemented robust monitoring for improvement

Provided support for entrepreneurial ventures

Project Details

Implementation year

FY 2021-22

Implementing partner

SSEPS JAIPUR, Lok Bharti Education Society Jaipur, Mitcon Consultancy & Engineering Pvt Ltd

Financial Year of Impact Assessment

FY 2023-24

Project location

Nagpur and Aurangabad in Maharashtra, Jaipur in Rajasthan, Vadodara in Gujarat and Gurugram in Haryana

SDG Goals

- SDG 5: Gender Equality
- SDG 8: Decent Work and Economic Growth
- SDG 10: Reduced Inequalities
- SDG 1: No Poverty
- SDG 4: Quality Education

Design Snapshot

Name of the project

Swayam Construction

Research Design

Descriptive research design

Sampling Methodology

Purposive and random sampling

Sample Size

45

Key Output

Increased number of skilled workers participating in the construction sector.

Enhanced skill development through rigorous training in various construction disciplines.

Development of a highly skilled workforce capable of meeting industry demands.

Successful facilitation of employment placements for trained individuals.

Addressed the pressing issue of unemployment in the region through employment opportunities provided by the program.

Key Impact

Increased financial independence and satisfaction in meeting family needs.

Increased recognition and respect within their communities.

High satisfaction levels with the teaching process.

High satisfaction levels with the placement process.

All the respondents strongly agreed that they are confident of taking care of themselves financially after finding employment.

3.2 PROJECT INTRODUCTION

BACKGROUND AND NEED OF THE PROGRAM

In the dynamic landscape of the construction industry, where demand for skilled labour consistently outpaces supply, Swayam Construction emerges as a beacon of change. RPG Foundation has pioneered this transformative initiative with a visionary approach aimed at bridging the gap in skilled labour, particularly by challenging gender stereotypes. Named aptly, Swayam Construction stands as a testament to RPG Foundation's commitment to empowering individuals while contributing to the growth of our nation's infrastructure. In a sector historically dominated by male labour, where approximately 84% of the workforce remains casual, unskilled, and often unorganized, Swayam Construction endeavours to reshape the narrative by harnessing the power of specialized vocational training. The program facilitates individuals to acquire expertise in key construction disciplines such as Masonry, Bar Bending, Carpentry, Rigging, Construction Electrician, Welding, Scaffolding, and more.

OBJECTIVES OF THE PROGRAM

- To empower individuals through comprehensive vocational training and skill development.
- To bridge the gap between skill development initiatives and industry demands.
- To foster entrepreneurship among participants.
- To drive positive societal changes and contribute towards achieving a poverty-free India.

Research Design

Name of the project
Swayam Construction

Implementing agency
SSEPS JAIPUR, Lok Bharti Education Society Jaipur, Mitcon Consultancy & Engineering Pvt Ltd

Research Design Used
Descriptive research design

Sampling Technique
Purposive and stratified random sampling

Qualitative Methods Used
Testimonials and focus group discussions

Key Stakeholders

- Implementing partner and Project team
- Trainers
- Youth and families
- Local community

3.3 KEY STUDY FINDINGS AND IMPACT

The key study findings and impact assessment provide invaluable insights into the transformative outcomes of the initiative, shedding light on its effectiveness in empowering individuals and fostering positive change within the target communities. Through a comprehensive evaluation of various aspects of the program, including participant demographics, employment dynamics, training outcomes, and overall satisfaction levels, the study illuminates the tangible impacts achieved across multiple dimensions.

DEMOGRAPHY OF BENEFICIARY POPULATION

CHART 1: AGE

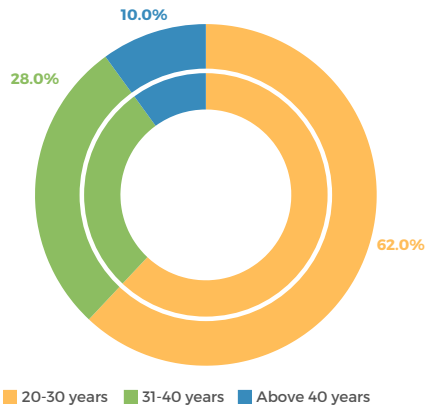


CHART 2: GENDER

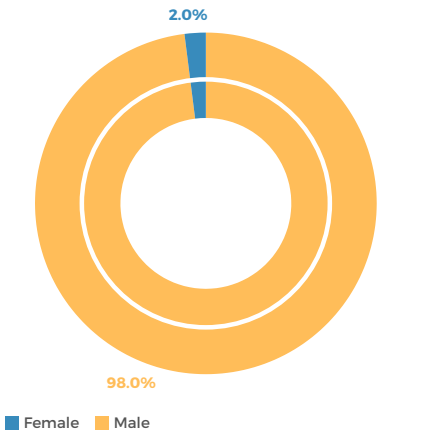


CHART 3: MONTHLY INCOME

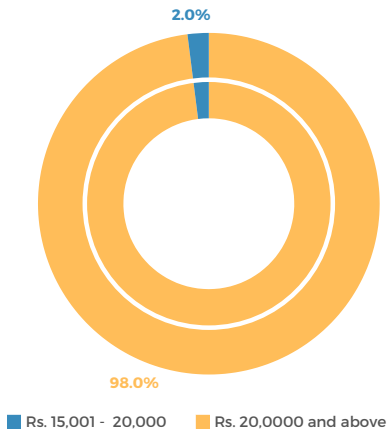
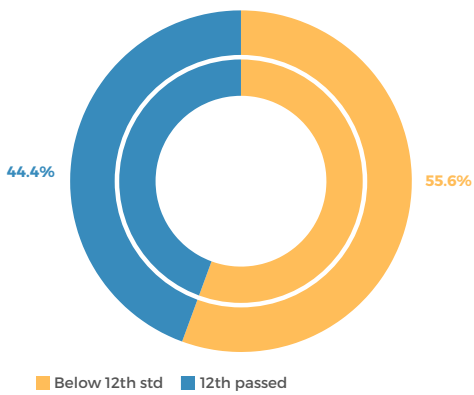


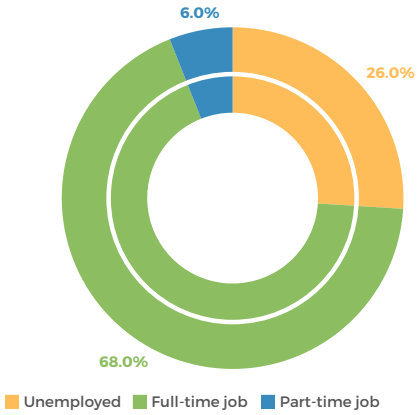
CHART 4: QUALIFICATION



The workforce is predominantly young (62% - aged 20-30), male (98%) with stable incomes (98% earn Rs. 20,000 and above monthly) and diverse qualifications (55.6% have education below 12th standard).

PRE-INTERVENTION

CHART 5: OCCUPATION BEFORE JOINING THE COURSE



As per the quantitative survey, before joining the course, the majority of respondents (68%) were employed full-time, and a notable portion (26%) were unemployed before joining the course, highlighting the program's role in providing opportunities for job seekers. All respondents who were previously employed reported an income above Rs. 5000, suggesting a focus on upskilling despite having a stable income.

"Thanks to the skill development program, I transitioned from being unemployed to working as a welding machine operator. The training was comprehensive, and I am highly satisfied with the teaching, assessment, and placement processes. The practical lessons were directly applicable to my work, and I now earn between Rs. 10,000 and Rs. 15,000 per month, providing a stable income for my family."

- **Santosh Saday**

KEY PROGRAM INPUTS AND ACTIVITIES

TRAINING MOBILIZATION AND AWARENESS

Developing strategies to raise awareness about training programs through interpersonal networks and word-of-mouth recommendations.

Conducting training sessions and workshops to impart necessary skills and knowledge to participants.

PLACEMENT ASSISTANCE PROGRAMS

Establishing effective placement assistance programs to facilitate job placements for participants.

Facilitating job placements aligned with participants' career aspirations.

ENTREPRENEURIAL SUPPORT

Providing resources and support to encourage entrepreneurial ventures among program participants, contributing to local economic growth and self-reliance.

CERTIFICATION PROCESS

Implementing a certification process to formally recognize participants' skill development, enhancing their employability and recognition in the job market.

3.4 KEY PROJECT IMPACT

The key impacts of the project encompass a multifaceted transformation evident in enhanced income levels, skill development, and entrepreneurial ventures. Participants experienced improved financial stability and socio-economic well-being as a result of increased income, while skill development initiatives bolstered their employability and capacity for sustainable livelihoods. Entrepreneurial endeavours spurred local economic growth and self-reliance, contributing to poverty alleviation and reduced social exclusion. Moreover, the project prioritized gender equality, empowering women within the workforce and fostering broader societal development by leveraging the potential of marginalized groups.

TRAINING MOBILIZATION AND AWARENESS

CHART 6: SOURCE OF MOBILIZATION

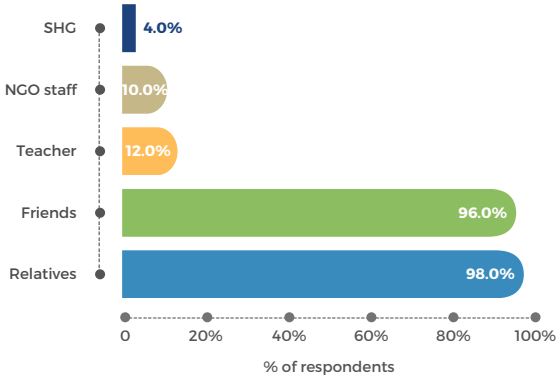
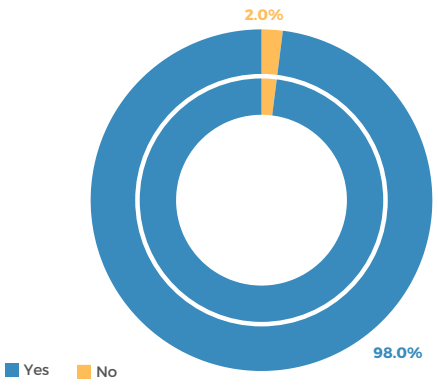


CHART 7: PRE-ADMISSION COUNSELLING



The data revealed that relatives and friends emerged as the primary sources of information about the enrolled skill development program, with a majority (98% and 96% of respondents) citing them, respectively. The vast majority of respondents (98%) received pre-admission counselling sessions to assist in selecting the appropriate course, highlighting proactive support in guiding individuals towards suitable skill development opportunities.

"The skill development program enabled me to become a carpenter, providing me with a monthly income of Rs. 23,000. While I am highly satisfied with the placement process, I had to discontinue my previous job owing to the long distance from my residence. Overall, the program has positively impacted my life."

- Meherap Ali

TRAINING COMPLETION, CERTIFICATION AND PLACEMENT

CHART 8: CLASS ATTENDANCE

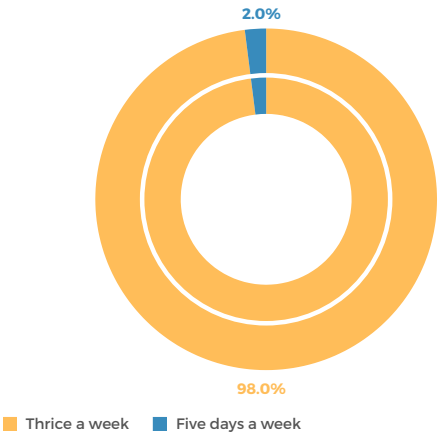


CHART 9: CERTIFICATION

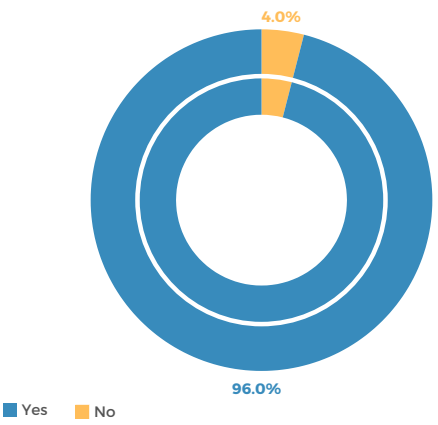


CHART 9: NAME OF COURSE ATTENDED

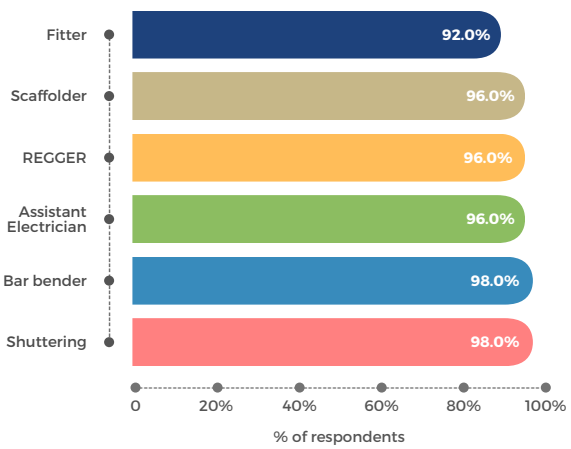


CHART 10: WHETHER RECEIVED PLACEMENT THROUGH NGO

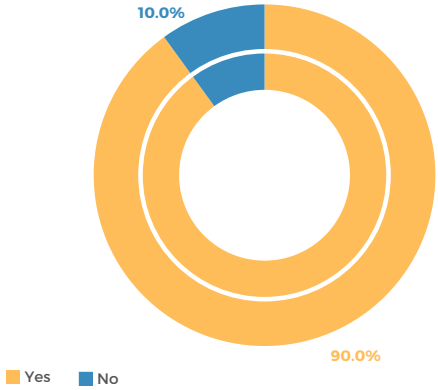


CHART 11: WAITING TIME FOR PLACEMENT

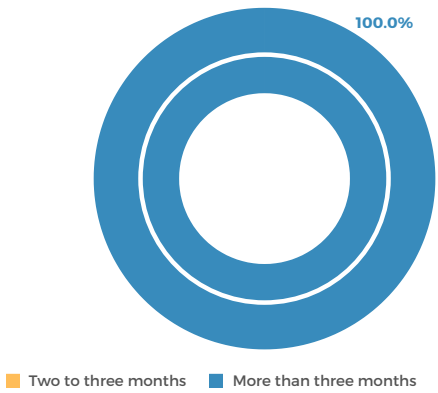


CHART 12: COURSE FEEDBACK

The majority of respondents (98%) attended classes thrice a week, indicating a balanced approach to learning that accommodates other commitments or responsibilities.

A significant percentage of respondents (96%) received certificates upon completing the course, underscoring the program's commitment to recognizing and validating participants' acquired skills and achievements. The most attended courses were Shuttering and Bar Bender (with 98% participation rates), followed closely by Assistant Electrician, RIGGER, and Scaffolder courses (each attended by 96% of respondents). This indicates a diverse range of skills acquired by participants.

A substantial percentage (90%) of respondents received job placements through the NGO, underscoring the effectiveness of the placement assistance provided in facilitating employment opportunities within the construction sector. All employed respondents through the NGO experienced a waiting period of more than three months before securing employment, highlighting potential challenges in immediate job placement despite acquiring skills. A significant proportion of respondents reported high satisfaction levels with the teaching process (96%) and moderately satisfied with the assessment process (88%) and the placement process (74%).

"After completing the course, I secured a job as an Assistant Electrician, thanks to the support of the skill development centre. Although the waiting period for placement was more than three months, the outcome was worth it. I am satisfied with the assessment process, and I now earn above Rs. 20,000 per month, which has significantly improved my financial stability."

- **Naresh Kumar**

INCOME & CHANGE IN SOCIO-ECONOMIC STATUS

CHART 13: PRESENT EMPLOYMENT STATUS

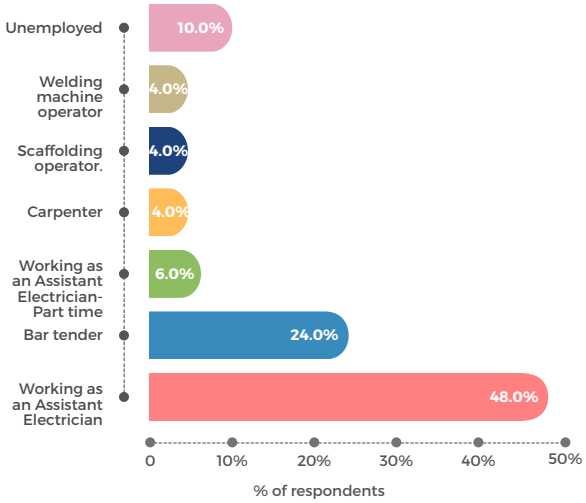


CHART 14: SALARY OF FIRST JOB AFTER COURSE COMPLETION

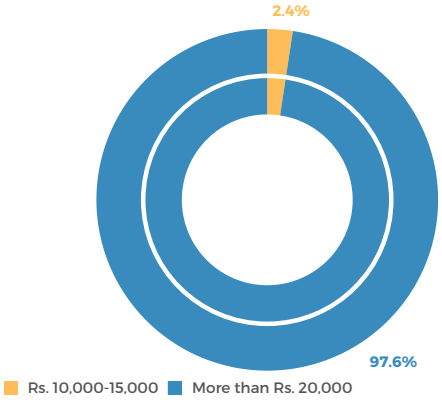
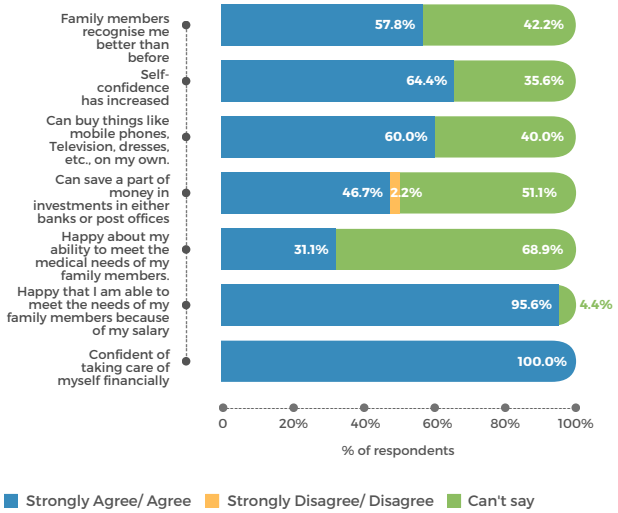


CHART 15: CHANGES EXPERIENCED BECAUSE OF EMPLOYMENT



The most common roles post-course were Assistant Electrician (48%) and Bar Bender (24%), reflecting successful integration into relevant job roles within the construction sector. The majority (97.7%) reported a salary above Rs. 20,000 after joining the course, indicating a positive impact on income levels.

A significant majority of respondents (100%) strongly agreed that they are confident of taking care of themselves financially after finding employment, indicating a notable improvement in financial independence among beneficiaries. Similarly, a substantial percentage (95.6%) expressed happiness in meeting their family members' needs because of their salary. Around half of the respondents (46.7%) reported being able to save a part of their money in investments such as banks or post offices, highlighting a newfound capacity for financial planning and saving among beneficiaries. Moreover, a majority of respondents (60.0% and 64.4%, respectively) indicated that they can now buy items like mobile phones, televisions, dresses, etc., on their own and experienced an increase in self-confidence. Additionally, a significant proportion (57.8%) reported that their family members recognize them better than before, reflecting a positive change in their social status and recognition within their communities.

"Before joining the skill development program, I felt stuck in my career with limited job prospects. The program equipped me with valuable skills, leading to a stable job as a Welding Machine Operator with a monthly income of more than Rs. 20,000. While the placement process took some time, I'm highly satisfied with the overall program and its impact on my career growth. Now, I have better job prospects and financial stability for my family."

- **Ali Sultan**

JOB SATISFACTION, RETENTION RATE, AND CAREER GROWTH

CHART 16: SAME INDUSTRY

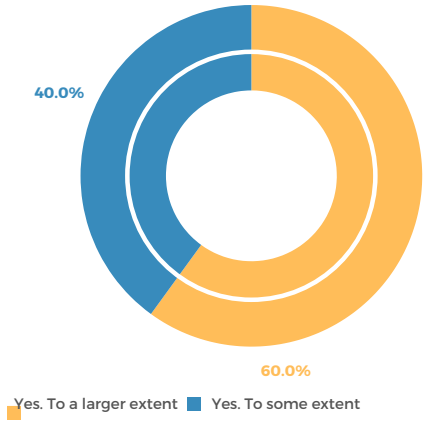


CHART 17: ALIGNMENT BETWEEN TRAINING AND WORK

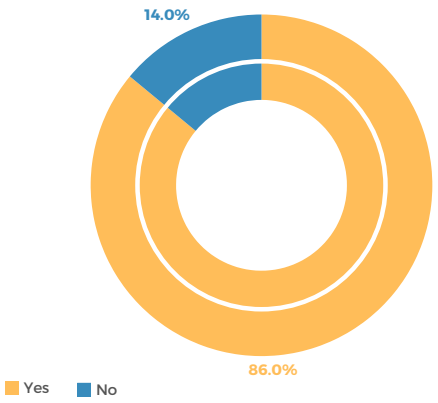


CHART 18: SUSTAINABLE LIVELIHOODS

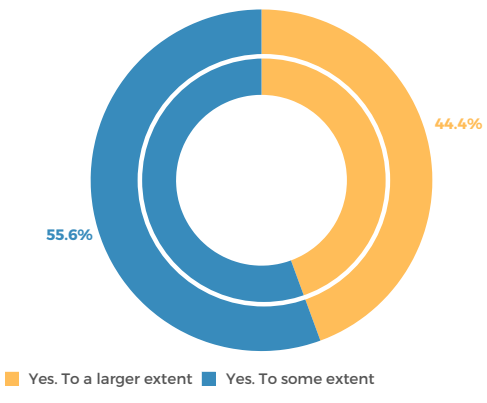


CHART 19: CONTINUING IN THE SAME SECTOR

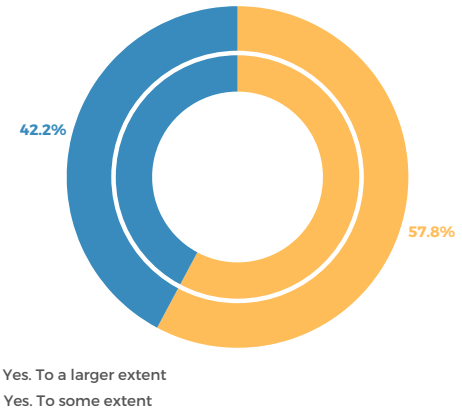
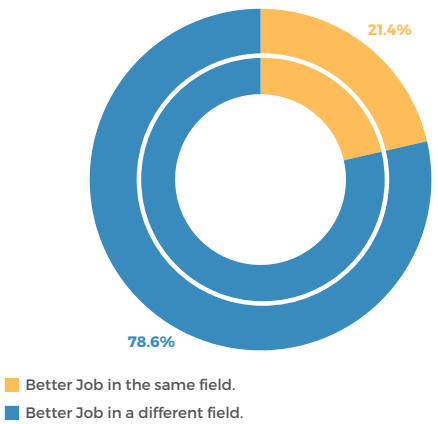


CHART 20: CHANGE OF ASPIRATIONS



A significant proportion of respondents expressed a preference for working in the construction industry (60% to a larger extent, 40% to some extent), suggesting overall satisfaction with their chosen field of employment. The majority of employed respondents (86%) reported that lessons learned during the training program were related to their actual practical work in the workplace, highlighting the program's effectiveness in imparting job-relevant skills. A significant majority of respondents (44.4% to a larger extent, 55.6% to some extent) believe there will be more opportunities for a sustainable livelihood in the construction sector. This indicates a positive outlook on the sector's potential for providing long-term employment and economic stability.

A significant majority of respondents (44.4% to a larger extent, 55.6% to some extent) believed there would be more opportunities for a sustainable livelihood in the construction sector. Additionally, the majority of respondents expressed a likelihood of continuing in the construction sector in the future. This suggests a level of satisfaction and commitment to their current field of work. Interestingly, a notable percentage of respondents (78.6%) expressed aspirations for a better job in a different field, indicating a desire for career advancement and exploration of new opportunities beyond their current roles within the construction sector.

"The skill development program empowered me completely. The thrice-a-week classes and comprehensive assessments enhanced my learning experience. I secured a job as an Assistant Electrician, earning more than Rs. 20,000 monthly. The program not only improved my financial stability but also provided a sense of accomplishment. I'm highly satisfied and grateful for this opportunity."

- **Ajay Sharma**

Impact Created Across Multiple Levels

INDIVIDUAL LEVEL

- Enhanced financial independence and satisfaction in meeting personal needs.
- Increased confidence and self-esteem through employment opportunities and skill development.

HOUSEHOLD LEVEL

- Improved financial stability and ability to support family members.
- Enhanced quality of life due to increased income and access to resources.

COLLECTIVE LEVEL

- Greater workforce diversity and inclusion, challenging traditional gender norms.
- Strengthened social cohesion and community support networks.

COMMUNITY LEVEL

- Increased recognition and respect for individuals within their communities.
- Positive socio-economic impact through employment generation and skill enhancement.

STATE LEVEL

- Contributed to state-level economic growth through a skilled and empowered workforce.
- Addressed unemployment challenges and promoted sustainable development.

NATIONAL LEVEL

- Aligned with national development goals such as poverty alleviation and gender equality.
- Enhanced the overall socio-economic landscape by empowering marginalized individuals and promoting inclusive growth.

Sustainability

PARTNERSHIPS AND COLLABORATIONS

Forming strategic partnerships and collaborations with NGOs, government agencies, educational institutions, and industry stakeholders enhanced program reach, effectiveness, and sustainability.

INTEGRATION WITH EXISTING INITIATIVES

Integration of the program with existing national and regional initiatives related to skill development, digital literacy, and employment, leveraging resources and networks to amplify impact and ensure continuity.

STAKEHOLDER ENGAGEMENT

Active engagement stakeholders, including beneficiaries, community leaders, and donors, in decision-making processes, program design and evaluation fostered a sense of ownership and commitment to sustainability.

3.5 OECD FRAMEWORK

The program aligned with the following Sustainable Development Goals (SDGs):
Goal 1: No Poverty, Goal 4: Quality Education, Goal 5: Gender Equality
Goal 8: Decent Work and Economic Growth, Goal 10: Reduced Inequality

Coherence

Relevance

The initiative holds significant relevance as it tackles crucial issues surrounding skill development, job availability, and socio-economic empowerment. By prioritizing skills training, especially for marginalized groups, the program directly addresses unemployment concerns while fostering economic progress.

Effectiveness

The initiative has successfully achieved its objectives by equipping participants with relevant skills and facilitating job placements. Measurable outcomes demonstrate proficiency in skill development and tangible employment opportunities, empowering individuals to contribute meaningfully to various sectors of the economy.

Sustainability

Essential sustainability aspects of the program encompass high participant satisfaction, continual stakeholder collaboration, transparent decision-making processes, and ongoing support for skill development and employment. Emphasizing capacity building and self-reliance ensures the program's long-term viability and positive community impact.

Efficiency

Demonstrating notable efficiency, the program optimizes resources, retains participants, and ensures skill acquisition. It maximizes skill development and job placement prospects through adaptable, scalable, and innovative approaches, highlighting a commitment to sustainable impact and fostering economic self-reliance.

Impact

The intervention has yielded significant positive impacts, evident in improved livelihoods and socio-economic statuses of participants. Noteworthy shifts in individuals' lives include enhanced employability and increased income levels, consequently raising living standards. Moreover, the program promotes equality by providing equal skill development and employment opportunities to individuals from diverse backgrounds.

Index : 5 Points - Very High ; 4 Points - High ; 3 Points - Moderate ; 2 Points - Low ; 1 Point - Very Low

The Way Forward

Based on the evaluation of the program, several indicators could be addressed to further enhance its impact and sustainability.

EXPANDED OUTREACH

Efforts could be made to increase outreach to marginalized communities and ensure inclusivity and equitable access to skill development and employment opportunities.

ENHANCED PARTNERSHIPS

Strengthening partnerships with industry stakeholders, educational institutions, and government agencies could expand resources and support for program sustainability and growth.

LONG-TERM MONITORING AND EVALUATION

Implementing a robust monitoring and evaluation framework would enable the tracking of long-term outcomes and the identification of areas for ongoing improvement and refinement.

PROMOTING ENTREPRENEURSHIP

Providing support and resources could encourage entrepreneurial ventures among program participants and foster economic self-reliance and local economic development.

EMPOWERING WOMEN

Continuing to prioritize gender equality and women's empowerment by providing targeted support, mentorship and opportunities for women to thrive in non-traditional sectors and leadership roles could be ensured.

3.6 CONCLUSION

In conclusion, the Swayam Construction program stands as proof of the power of skill development in transforming lives and communities. Through its innovative approach and strategic alignment with global development goals, the program has successfully addressed critical challenges in the construction sector, particularly in bridging the gender gap and empowering marginalized individuals. By providing comprehensive training and facilitating meaningful employment opportunities, Swayam Construction has not only enhanced the economic independence of participants but also contributed to sustainable socio-economic development at multiple levels. With its demonstrated effectiveness, efficiency, and impact, the program serves as a model for empowering individuals, fostering inclusivity, and driving positive change in the construction industry and beyond.

4. SWAYAM DRIVE

4.1 EXECUTIVE SUMMARY

Project Background

The Swayam Drive program stood as a beacon of empowerment in the traditionally male-dominated transport sector. Through comprehensive training encompassing driving skills, mechanics, soft skills, and self-defence, the program equipped women with the tools necessary to break barriers and thrive in the industry. With a strong emphasis on diversity and inclusivity, the program not only fostered economic independence but also reshaped societal norms. By providing meaningful employment opportunities and empowering women to chart their own paths, Swayam Drive embodied the essence of transformative change.

Project Activities

- Mobilized, screened, and enrolled candidates through outreach programs.
- Implemented a structured curriculum covering driving skills, mechanics, soft skills, and self-defence.
- Conducted regular assessments to evaluate participants' progress and awarded certificates upon successful completion.
- Facilitated job placements with partner organizations and transport companies.
- Monitored the progress of placed candidates and addressed any challenges or concerns.
- Maintained detailed records of candidate enrollment, training sessions, and assessments.

Implementation year

FY 2021-22

Implementing partner

Lok Bharthi Education Trust, Saraswrit Swarojgar EVM Prakshishan sansthan, Centum Foundation

Financial Year of Impact Assessment

FY 2023-24

Project location

Nagpur and Aurangabad in Maharashtra, Jaipur in Rajasthan, Varodra in Gujarat and Gurugram in Haryana

SDG Goals

- SDG 1: No Poverty
- SDG 4: Quality Education
- SDG 5: Gender Equality
- SDG 8: Decent Work and Economic Growth
- SDG 10: Reduced Inequalities

Design Snapshot

Name of the project

Swayam Drive

Research Design

Descriptive research design

Sampling Methodology

Purposive and random sampling

Sample Size

50

Key Output

Empowerment of marginalized women through successful job placement facilitation resulting in high beneficiary satisfaction.

Positive feedback from all employed respondents regarding their post-training workplaces.

Increased self-confidence was reported by participants after completing the program.

Improved financial independence and ability to meet diverse needs for the majority of participants.

Key Impact

High satisfaction among beneficiaries due to successful job placement facilitation.

Shift in income distribution towards higher earnings.

Majority believed that joining the course was the right decision, affirming confidence and financial empowerment.

Enhanced social recognition as indicated by family members recognizing participants better than before.

4.2 PROJECT INTRODUCTION

BACKGROUND AND NEED OF THE PROGRAM

The Swayam Drive underscored steadfast commitment to women's empowerment. Recognizing the transformative potential of comprehensive technical and soft skills, Swayam Drive provided holistic training to women, challenging stereotypes in the traditionally male-dominated transport sector. The program equipped participants with skills in driving, mechanics, spoken English, customer interaction, and self-defence and opened avenues for employment in roles such as delivery executives, cab drivers, auto-rickshaw drivers, and school van drivers. These empowered women not only contributed to their households but have actively broken barriers in a sector where their presence was historically underrepresented. Swayam Drive was an initiative to foster economic independence and reshape societal norms for women in the transport industry.

OBJECTIVES OF THE PROGRAM

To empower women by providing comprehensive training in technical and soft skills, thereby challenging stereotypes prevalent in the male-dominated transport sector.

To equip participants with skills in driving, mechanics, spoken English, customer interaction, and self-defence.

To facilitate economic independence among women by creating avenues for employment.

To address the historical underrepresentation of women in the transportation sector and reshape societal norms regarding gender roles and employment opportunities.

Research Design

Name of the project
Swayam Drive

Implementing agency
Lok Bharthi Education Trust, Saraswrit Swarojgar EVM Prakshishan Sansthan, Centum Foundation

Research Design Used
Descriptive research design

Sampling Technique
Purposive and stratified random sampling

Qualitative Methods Used
Testimonials and focus group discussions

Key Stakeholders

- Implementing partner and Project team
- Trainers
- Youth and families
- Local community

4.3 KEY STUDY FINDINGS AND IMPACT

The key study findings and impact analysis of the Swayam Drive program illuminate its transformative influence on participants and the broader community. The program's emphasis on gender inclusivity challenged traditional norms in the male-dominated transport sector, leading to increased representation of women in various roles within the industry. Participants reported heightened self-confidence, improved economic independence, and a sense of empowerment, highlighting the program's success in fostering individual resilience and breaking barriers. Beyond individual benefits, the program's impact extended to families and communities, with participants becoming role models and contributing positively to social recognition and cohesion.

DEMOGRAPHY OF BENEFICIARY POPULATION

CHART 1: AGE-GROUP WISE DISTRIBUTION

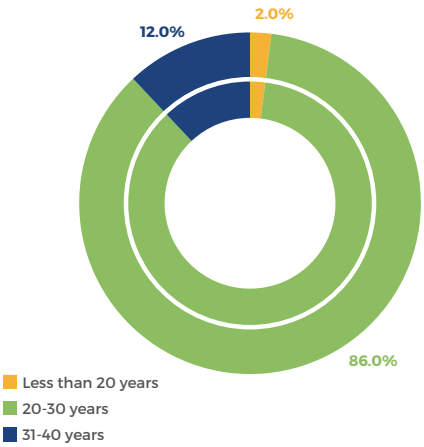


CHART 2: GENDER WISE DISTRIBUTION

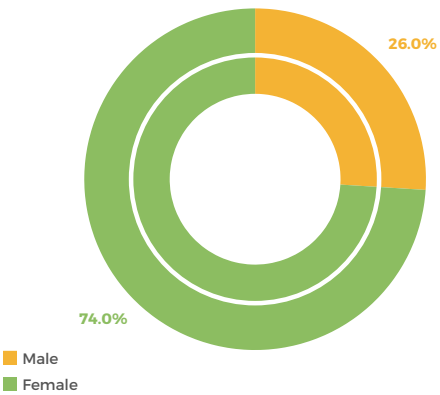


CHART 3: QUALIFICATION

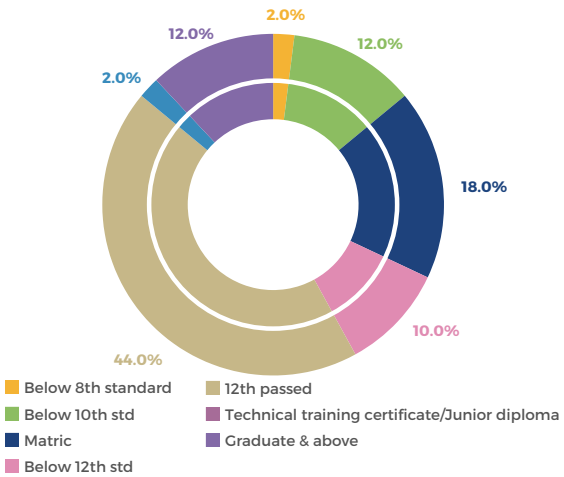
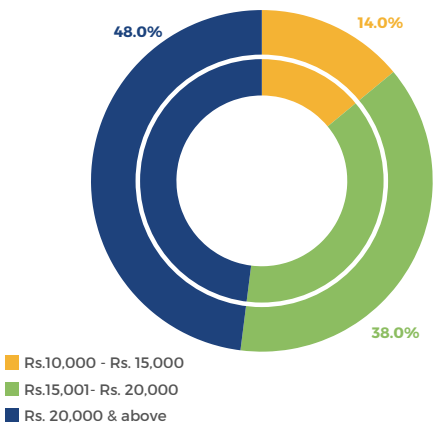


CHART 4: APPROX MONTHLY FAMILY INCOME



The demographic profile of beneficiaries participating in the Swayam Drive program unveiled several key insights. With a significant majority (86%) falling within the 20-30 age group, the initiative strategically targeted empowering the younger demographic, aligning with their aspirations for skill development and employment. Moreover, the gender distribution highlighted a predominant representation of females (74%), aligning with its central focus on women. A significant portion of beneficiaries completed their Class XII grades (64.7%) or are graduates with above qualifications (17.6%). Furthermore, the data reveals that the majority (48%) have a monthly income of Rs. 20,000 and above

PRE-INTERVENTION

CHART 5: OCCUPATION STATUS BEFORE JOINING THE COURSE

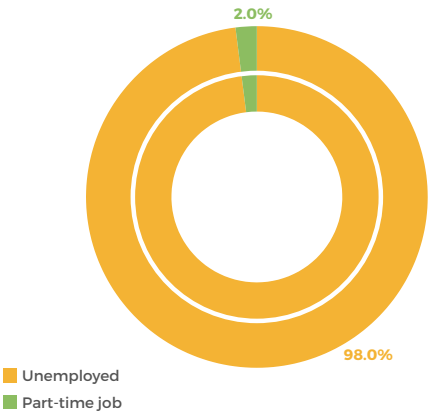
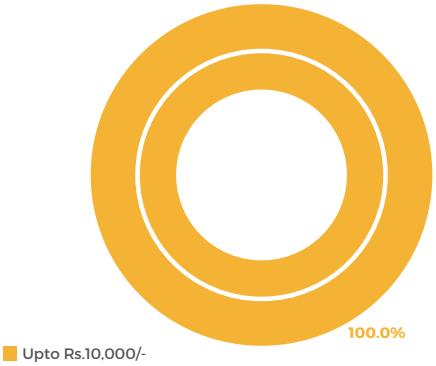


CHART 6: SALARY OF THE RESPONDENTS BEFORE JOINING



Prior to the implementation of the program, a significant majority (98%) were unemployed before joining the skill development program, indicating a considerable need for employment opportunities. Among previously employed respondents, all of them (100%) earned less than Rs. 10,000, emphasizing a pre-existing income disparity.

KEY PROGRAM INPUTS AND ACTIVITIES

MOBILIZATION, SCREENING, AND ENROLLMENT OF CANDIDATES

Conducting outreach programs and awareness campaigns to attract potential candidates.

Screening interested individuals based on eligibility criteria such as age, educational qualifications, and motivation.

TRAINING METHODOLOGY

Designing a comprehensive curriculum covering driving skills, mechanics, soft skills, and self-defence.

Conducting classroom sessions to impart theoretical knowledge on traffic rules, vehicle maintenance, communication skills, and personal safety.

Organizing practical training sessions where candidates receive hands-on experience in driving vehicles, performing basic repairs, and practising self-defence techniques.

Utilizing modern teaching aids, including audio-visual presentations and interactive simulations, to enhance learning effectiveness.

CERTIFICATION AND ASSESSMENT

Conducting periodic assessments to evaluate candidates' proficiency in driving, mechanics, soft skills, and self-defence.

Awarding certifications to candidates who successfully complete the training program and pass the assessments.

PLACEMENT

Facilitating job placements for trained candidates in various roles in the transport sector.

Providing guidance and support to candidates during the job application and interview process, including resume preparation and interview skills training

4.4 KEY PROJECT IMPACT

The impact of the Swayam Drive initiative is profound and far-reaching, with transformative outcomes that empower marginalized women and facilitate their seamless integration into the transportation workforce. Through targeted interventions and comprehensive training programs, the initiative has not only reduced unemployment rates but also enhanced income levels, provided valuable job placement support and fostered holistic personal growth among these women. These impactful outcomes underscored the program's success in driving positive socio-economic change through the empowerment of women.

TRAINING MOBILIZATION, AWARENESS AND ORIENTATION

CHART 7: SOURCE OF INFORMATION ABOUT THE ENROLLED SKILL DEVELOPMENT PROGRAM

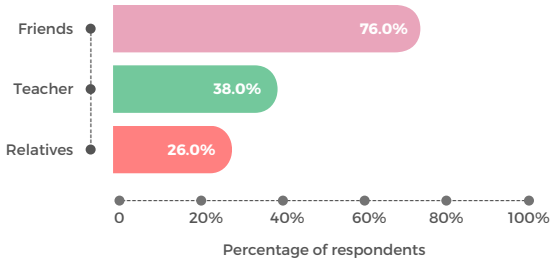
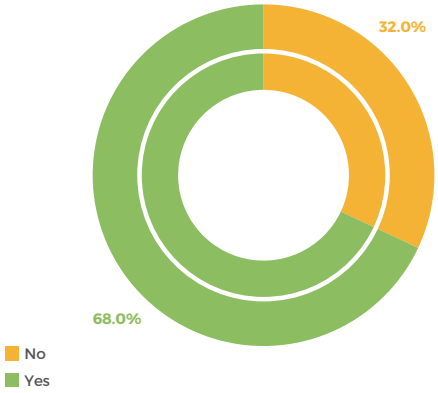


CHART 8: WHETHER RECEIVED ANY PRE-ADMISSION COUNSELLING SESSIONS TO ASSIST IN SELECTING THE APPROPRIATE COURSE?



The data revealed that friends (76%) emerged as a significant source of information about the enrolled skill development program that emphasized the importance of peer influence in program awareness. A high percentage (68%) attended a counselling session before the course commencement, which reflected the initiative's commitment to provide guidance.

TRAINING COMPLETION, CERTIFICATION AND PLACEMENT

CHART 9: AREAS IN WHICH TRAINING RECEIVED BY THE RESPONDENTS

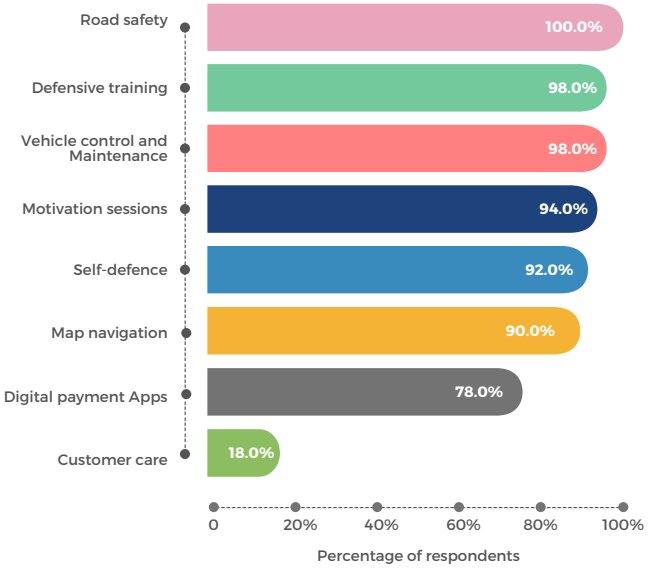


CHART 10: DURATION OF THEORY AND PRACTICAL CLASSES

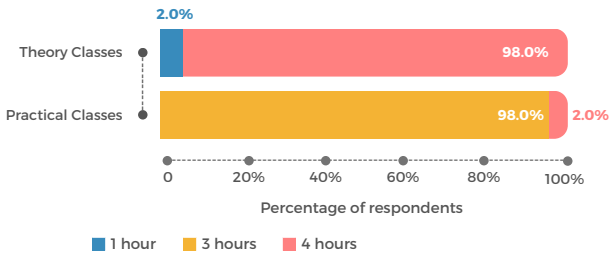


CHART 11: WHETHER RECEIVED THE CERTIFICATE?

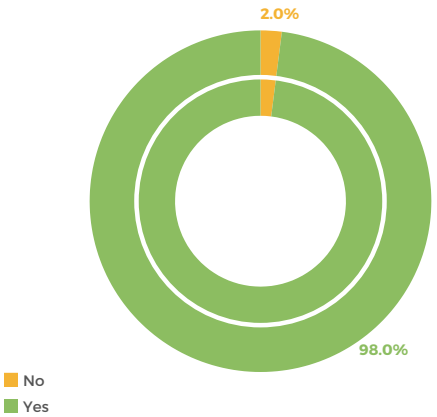


CHART 12: WHETHER RECEIVED JOB PLACEMENT THROUGH THE NGO?

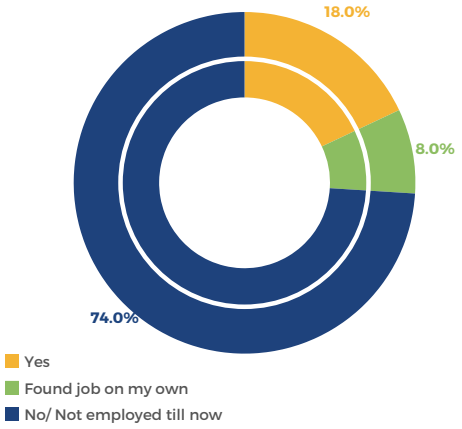


CHART 13: WAITING PERIOD FOR THE PLACEMENT AFTER COMPLETING THE COURSE

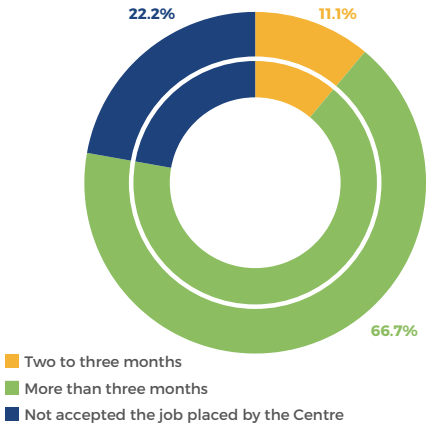
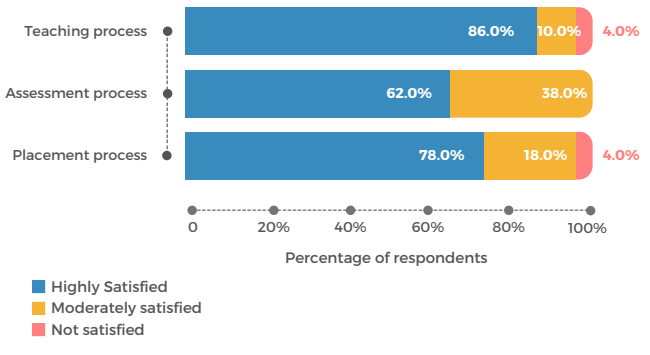


CHART 14:SATISFACTION LEVEL OF THE BENEFICIARY RELATED TO THE TRAINING



The participants received comprehensive training in areas such as road safety, defensive training, vehicle control, maintenance, motivation sessions, self-defense, map navigation, and digital payment apps. Moreover, a significant majority reported the duration of three-hour practical (98%) and four-hour theory classes (98%), showcasing a concentrated yet manageable approach to practical and theoretical learning.

A high certificate attainment rate (90%) indicated the majority of participants successfully completing the program requirements. While less than one-fifth (18%) have received job placements through the NGO, a considerable section (74%) is not employed through this channel, awaiting placement. A significant section (66.7%) secured employment took more than three months, which indicated varying durations for securing placements. The respondents expressed satisfaction with their training, including the teaching (86%), assessment (62%), and placement processes (78%) that highlighted the overall positive experience and contentment derived from the program.

" I've witnessed firsthand the transformative impact of the Swayam Drive program. The candidates we've hired from this initiative bring not only the required technical skills but also a remarkable level of professionalism and dedication to their roles."

- Mr. Himanshu Jhalani, HR Manager at Flipkart (E-Kart)

"The Swayam Drive has been a game-changer for me. It not only provided me with the necessary skills to excel in the transport sector but also gave me the confidence to pursue my dreams and break free from societal constraints."

- Ruksar, Swayam Drive Program Graduate

INCOME & CHANGE IN SOCIO-ECONOMIC STATUS

CHART 15: PRESENT EMPLOYMENT STATUS

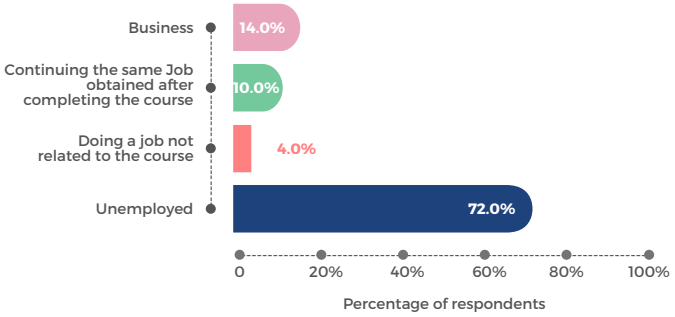


CHART 16: SALARY OF THE RESPONDENTS BEFORE AND AFTER JOINING THE COURSE

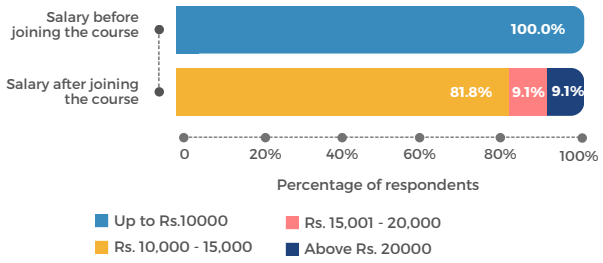
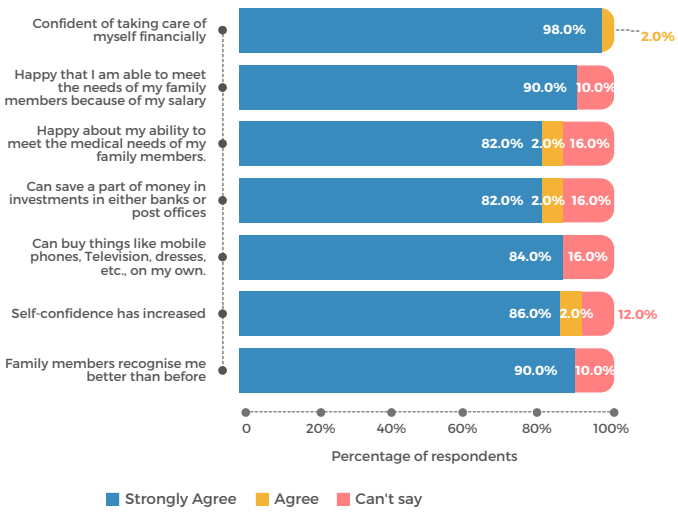


CHART 17: CHANGES EXPERIENCED DUE TO FINDING EMPLOYMENT



Even though Swayam Drive has made commendable strides in reducing unemployment, the stark reality remains that a significant majority (72%) are waiting for successful placement and employment opportunities post-intervention.

The program has led to a significant upward shift in income distribution, with a complete elimination of respondents earning up to Rs. 10,000. The substantial presence in the Rs. 10,000 - 15,000 bracket demonstrated the program's success in placing participants in mid-level income roles.

The employment opportunities provided by the Swayam Drive initiative have had a profound impact on the lives of participants. Firstly, a strikingly high percentage of respondents (98%) agreed that finding employment has made them confident in taking care of themselves financially. Similarly, a substantial majority (90%) expressed happiness in being able to meet the needs of their family members due to their salary, highlighting the program's role in improving familial well-being and socio-economic stability. Furthermore, a major section (82%) reported happiness about their ability to meet the medical needs of their family members, underscoring the program's contribution to enhanced healthcare access within households. Additionally, the data reflected a commendable financial literacy aspect, as a substantial majority (82%) indicated the ability to save money in investments. Furthermore, the observed increase in self-confidence (86%) among respondents is indicative of the program's positive psychological impact, fostering a sense of empowerment and self-assurance. Lastly, the noteworthy recognition from family members (90%) signified an improvement in social recognition and acceptance within the community, further emphasizing the benefits generated through the program.

"The Swayam Drive candidates do not need to wait for their licenses. It is acknowledged that these candidates have already been well-trained by the instructors at the Swayam Drive Center."

- Mr. Rajesh Choudhary, Motor Vehicles Inspection Unit Inspector, (Vidhyadhar Nagar)

JOB SATISFACTION, RETENTION RATE, AND CAREER GROWTH

CHART 18: SATISFACTION WITH THE WORKPLACE

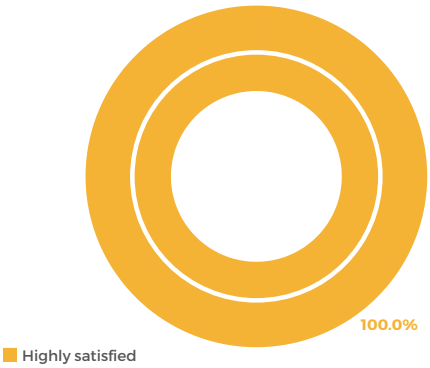


CHART 19:DURATION OF EMPLOYMENT IN THE PRESENT JOB

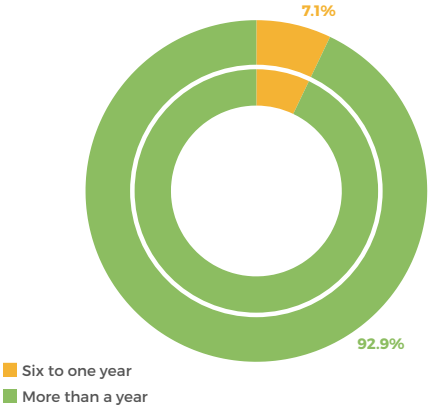


CHART 20: WHETHER THE RESPONDENTS COULD RELATE THE LESSONS TO THE ACTUAL PRACTICAL WORK IN THE WORKPLACE?

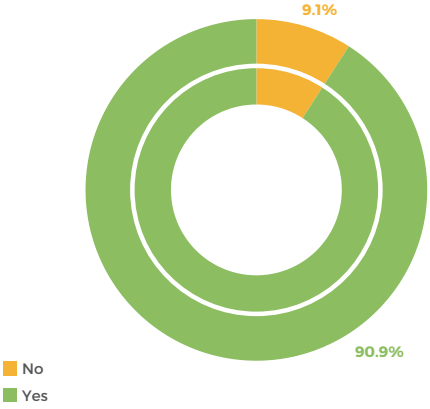
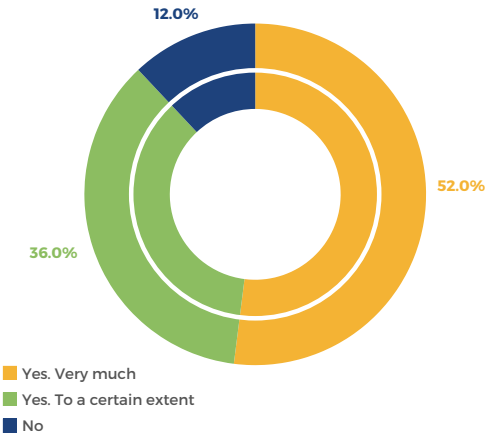


CHART 21: WHETHER THE RESPONDENTS HAD MADE THE RIGHT DECISION BY JOINING THE COURSE?



All the respondents were highly satisfied with their workspace (100%). A notable section (92.9%) continued their jobs for more than one year, emphasizing the program's impact on fostering long-term employment. A robust section (91%) affirmed that course lessons were applicable in their workplace, showcasing the program's success in imparting practical skills. The overwhelmingly positive responses indicated a general satisfaction among participants regarding their decision to join the course and suggested an overall positive perception of the program's value and relevance.

"'The Swayam Drive program has been instrumental in my journey towards financial independence. It equipped me with the skills needed to secure a stable job and support my family, ultimately transforming our lives for the better."

- Shab Bano, Swayam Drive Program Graduate

Impact Created Across Multiple Levels

INDIVIDUAL LEVEL

- Enhanced self-confidence and financial independence among program participants.
- Improved skills and employability lead to better job opportunities.
- Increased sense of empowerment and agency in decision-making.

HOUSEHOLD LEVEL

- Higher household income due to women's participation in the workforce.
- Improved access to essential services and better healthcare for family members.
- Enhanced socio-economic stability and resilience within households

COLLECTIVE LEVEL

- Reduction in gender disparities in the transport sector and broader labour market
- Strengthened social cohesion and community solidarity through women's economic empowerment.
- Promotion of gender-inclusive policies and practices in the transportation industry.

COMMUNITY LEVEL

- Positive role modelling and inspiration for other women and girls in the community.
- Creation of support networks and collaborative initiatives to address gender-based barriers.
- Increased participation of women in community development and decision-making processes.

STATE LEVEL

- Contribution to the state's economic growth and development through increased workforce participation.
- Advancement towards gender equality goals outlined in state policies and initiatives.
- Enhanced reputation and recognition of the state as a leader in promoting women's empowerment.

NATIONAL LEVEL

- Cumulative impact on national economic productivity and GDP growth.
- Alignment with national development agendas focusing on women's empowerment and gender equality.
- Demonstration of successful models for replicable and scalable interventions across the country.

Sustainability

PARTNERSHIPS AND COLLABORATIONS

Forming strategic partnerships and collaborations with NGOs, government agencies, educational institutions, and industry stakeholders enhanced program reach, effectiveness, and sustainability.

INTEGRATION WITH EXISTING INITIATIVES

Integration of the program with existing national and regional initiatives related to skill development, digital literacy, and employment, leveraging resources and networks to amplify impact and ensure continuity.

STAKEHOLDER ENGAGEMENT

Active engagement stakeholders, including beneficiaries, community leaders, and donors, in decision-making processes, program design and evaluation fostered a sense of ownership and commitment to sustainability.

4.5 OECD FRAMEWORK

The program aligned with the following Sustainable Development Goals (SDGs):
Goal 1: No Poverty, Goal 4: Quality Education, Goal 5: Gender Equality
Goal 8: Decent Work and Economic Growth, Goal 10: Reduced Inequality

Coherence

Relevance

The Swayam Drive program demonstrated high relevance by addressing the pressing need for gender inclusivity and economic empowerment in the traditionally male-dominated transport sector. Its focus on providing comprehensive training to women aligned with the broader development goals of promoting gender equality, skill development, and employment generation. By targeting marginalized women and equipping them with the skills necessary to thrive in the industry, the program directly addressed the socio-economic challenges faced by the target population, making it highly relevant within the local context.

Effectiveness

The Swayam Drive program demonstrated effectiveness by achieving its objectives of empowering women, increasing gender inclusivity in the transport sector, and fostering economic independence among participants. The program's emphasis on comprehensive training, job placement support, and post-training monitoring contributed to positive outcomes such as increased self-confidence, improved skills, and better employment opportunities. The program's impact extended beyond individual beneficiaries to families, communities, and the broader society, highlighting its effectiveness in driving positive socio-economic change.

Sustainability

The sustainability of the Swayam Drive program was ensured through strategic partnerships, integration with existing initiatives, and stakeholder engagement. By forging partnerships with NGOs, government agencies, and industry stakeholders, the program expanded its reach and effectiveness, while integration with existing national and regional initiatives enhanced its continuity and scalability. Active engagement of stakeholders, including beneficiaries, community leaders, and donors, fostered a sense of ownership and commitment to sustainability, ensuring the long-term impact and relevance of the program beyond its implementation period.

Efficiency

Through strategic partnerships, streamlined program management, and effective monitoring and evaluation mechanisms, the program ensured the efficient delivery of services and interventions. The program's cost-effectiveness was evident in its ability to achieve a significant impact within the allocated budget and timeframe, making efficient use of financial and human resources.

Impact

The Swayam Drive program empowered marginalized women, increased workforce participation, reduced gender disparities, and contributed to economic growth and development at both local and national levels. The program's transformative influence on participants and the broader community underscored its lasting impact on socio-economic empowerment and gender equality, making it a successful model for scalable interventions in the transport sector.

Index : 5 Points - Very High ; 4 Points - High ; 3 Points - Moderate ; 2 Points - Low ; 1 Point - Very Low

The Way Forward

Based on the evaluation of the program, several indicators could be addressed to further enhance its impact and sustainability.

CONTINUOUS SKILL ENHANCEMENT

Ongoing training and skill enhancement programs could be implemented to ensure participants remain updated with the latest industry trends and technologies, thereby increasing their competitiveness in the evolving transport sector and enhancing their chances of career advancement.

STRENGTHENING JOB PLACEMENT SUPPORT

Job placement support services could be enhanced by establishing partnerships with a wider network of employers and conducting regular job fairs and recruitment drives.Providing tailored career counselling and resume-building workshops will empower participants to secure suitable employment opportunities

EXPANDED OUTREACH

Efforts could be made to increase outreach to marginalized communities and ensure inclusivity and equitable access to skill development and employment opportunities.

FOSTERING ENTREPRENEURSHIP OPPORTUNITIES

Entrepreneurship training and support could be provided to interested participants, empowering them to start their own transport-related businesses. This could include mentoring programs, access to microfinance loans, and assistance in developing business plans and marketing strategies.

PROMOTING GENDER INCLUSIVITY IN LEADERSHIP ROLES

Women participants could be encouraged to pursue leadership roles within the transport sector by providing leadership training and mentorship programs. Gender diversity in managerial and decision-making positions could be promoted to break gender stereotypes and foster a more inclusive work environment.

DEVELOPING ALUMNI NETWORKS

Alumni networks could be established to facilitate ongoing support, networking, and knowledge-sharing among program graduates. Alumni networks can serve as valuable platforms for professional development, job referrals, and mentorship opportunities, fostering a sense of community and continuity beyond the program's duration.

LONG-TERM MONITORING AND EVALUATION

Implementing a robust monitoring and evaluation framework would enable the tracking of long-term outcomes and the identification of areas for ongoing improvement and refinement.

4.6 CONCLUSION

In conclusion, the Swayam Drive program has demonstrated its effectiveness in empowering women and reshaping societal norms in the traditionally male-dominated transport sector. By providing comprehensive training and job placement support, the program has enabled participants to break barriers, enhance their economic independence, and contribute positively to their families and communities. The transformative impact of the program extends beyond individual beneficiaries to encompass broader societal benefits, including reduced gender disparities, strengthened social cohesion, and enhanced economic growth. Moving forward, it is imperative to build upon the program's successes and address areas for improvement to ensure sustained impact and scalability. Through continuous skill enhancement, strengthened job placement support, expanded outreach efforts, and advocacy for policy changes, the program can further empower women and promote gender inclusivity in the transport sector, ultimately contributing to a more equitable and prosperous society.

5. SWAYAM SKILLS

5.1 EXECUTIVE SUMMARY

Project Background

Swayam Skills served as a guiding light in empowering individuals and providing opportunities to tackle important issues concerning skill development, employment, and socio-economic injustice. It aspired to bridge the gap between skill development and industry demands, with a focus on empowering women through a revolutionary vision. The programme provided a variety of vocational courses to provide participants with practical skills and promote entrepreneurship and societal impact. Swayam Skills, based in Nagpur, Maharashtra, was dedicated to empowering individuals, transforming livelihoods, and creating positive societal effects via skill development.

Project Activities

Mobilized, screened, and enrolled candidates based on predetermined criteria.

Implemented various training methodologies tailored to participant needs, ensuring comprehensive skill development.

Conducted certification and assessment processes to evaluate participants' acquired skills.

Provided placement assistance to secure relevant employment opportunities for participants.

Established post-placement tracking mechanisms to monitor participant progress and provide necessary support.

Maintained comprehensive reporting and documentation procedures to track program effectiveness and outcomes accurately.

Project Year

FY 2021-2022

Implementing Partner

Mitcon Constructions and Services Pvt Ltd

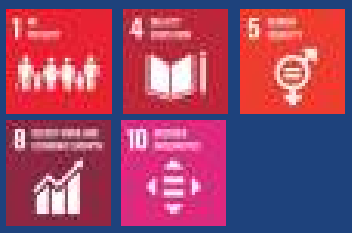
Project location

Nagpur, Maharashtra

Financial Year of Impact Assessment

FY 2023-2024

SDG Goals



- Goal 1: No Poverty
- Goal 4: Quality Education
- Goal 5: Gender Equality
- Goal 8: Decent Work and Economic Growth
- Goal 10: Reduced Inequality

Design Snapshot

Name of the project

Swayam Skills

Research Design Used

Descriptive research design

Sampling Technique

Purposive and random sampling

Sample Size

25

Key Output

Employment opportunities created for women.

Increased income levels among participants.

Enhanced vocational skills and capacity building.

Entrepreneurial initiatives launched.

Improved self-confidence and empowerment.

Contribution to poverty alleviation and social inclusion.

Positive impact on beneficiaries' livelihoods and well-being.

Key Impact

Enhanced income levels, skill development and capacity building.

Entrepreneurial development with improved self-confidence and empowerment.

Alleviation of poverty and social exclusion.

Gender equality promotion and women empowerment.

Reduction of unemployment and economic dependency.

Contribution to local economic growth and development.

Positive psychological and personal development of participants.

Recognition and recognition within families and communities.

5.2 PROJECT INTRODUCTION

BACKGROUND AND NEED OF THE PROGRAM

The Swayam Skills program was launched in response to the pressing need to bridge the gap in skill development and employment opportunities in India, particularly among women. With only 13.76% of total entrepreneurs in the country being women, there existed a substantial untapped potential among Indian women, highlighting the urgency of initiatives like Swayam Skills. Operated by RPG Foundation, the program was dedicated to empowering women by offering comprehensive vocational training and employment avenues, aiming to equip participants with the expertise needed to thrive in various sectors. By focusing on fostering employability and entrepreneurship, Swayam Skills not only aimed to enhance individual livelihoods but also contributed to societal development, ultimately striving towards a poverty-free India.

OBJECTIVES OF THE PROGRAM

- To empower individuals, particularly women, through comprehensive vocational training and skill development.
- To bridge the gap between skill development initiatives and industry demands,
- To foster entrepreneurship among participants.
- To drive positive societal changes and contribute towards achieving a poverty-free India.

Research Design

Name of the project
Swayam Skills

Implementing agency
MITCON Consultancy & Engineering Services Ltd.

Research Design Used
Descriptive research design

Sampling Technique
Purposive and stratified random sampling

Qualitative Methods Used
Testimonials and focus group discussions

Key Stakeholders

- Implementing partner and Project team
- Local communities
- Youth and Families
- Trainers

5.3 KEY STUDY FINDINGS AND IMPACT

The key study findings and impact assessment provide invaluable insights into the transformative outcomes of the initiative, shedding light on its effectiveness in empowering individuals and fostering positive change within the target communities. Through a comprehensive evaluation of various aspects of the program, including participant demographics, employment dynamics, training outcomes, and overall satisfaction levels, the study illuminates the tangible impacts achieved across multiple dimensions.

DEMOGRAPHY OF BENEFICIARY POPULATION

CHART 1: AGE GROUP DISTRIBUTION

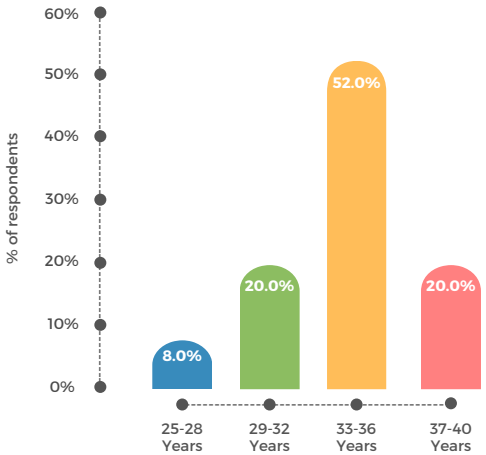


CHART 2: SOCIAL CATEGORY OF THE BENEFICIARY

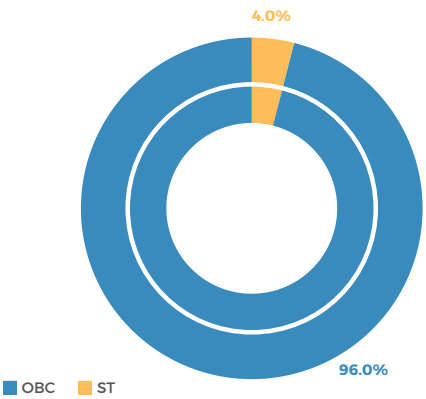


CHART 3: MONTHLY FAMILY INCOME

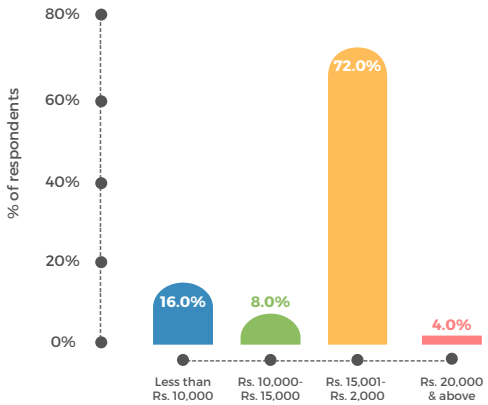
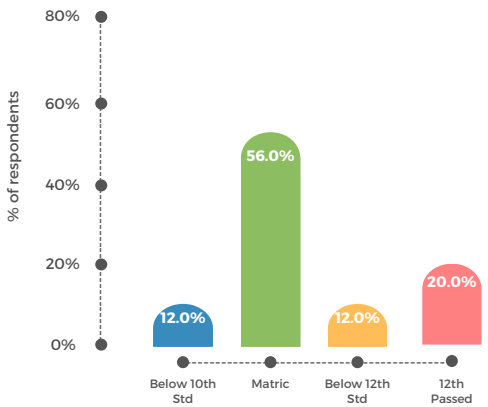


CHART 4: QUALIFICATION



The demography of the respondents comprised primarily women from diverse socio-economic backgrounds across various regions in India. The age distribution skewed towards the middle-aged group, particularly the 33-36 years bracket, which constituted more than half of the respondents (52%). The impact assessment revealed a demographic profile primarily consisting of individuals from the Other Backward Class (OBC) category, comprising most of the respondents (96%). In terms of financial status, a majority (72%) fell within the Rs.15,001 - Rs.20,000 income bracket. Educationally, the cohort exhibited diversity, with more than half (56%) having completed matriculation.

PRE-INTERVENTION

CHART 5: OCCUPATIONAL STATUS BEFORE JOINING THE COURSE

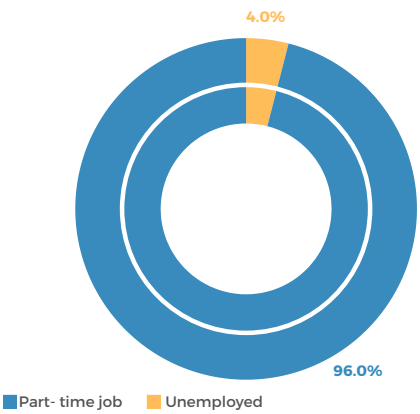
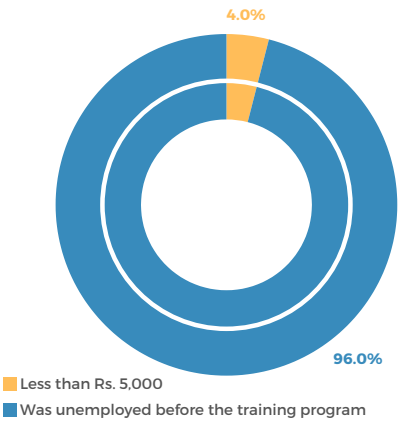


CHART 6: SALARY BEFORE JOINING THE COURSE



As per the quantitative survey, before joining the course, the majority of respondents (96%) were unemployed, with only the rest (4%) earning less than Rs. 5000/ with their part-time jobs.

The field survey showed that before the intervention, the targeted communities faced significant socio-economic challenges characterized by limited access to skill development opportunities and constrained economic prospects, particularly among women. The absence of adequate vocational training programs resulted in a workforce with underutilized potential and limited avenues for economic advancement. Additionally, prevailing disparities in education, income, and employment opportunities exacerbated existing inequalities, particularly among marginalized groups such as the Other Backward Class (OBC) population.

These pre-intervention conditions underscored the urgent need for comprehensive initiatives aimed at bridging the skill gap, enhancing employability, and fostering inclusive economic growth within the communities served by the program.

"Before enrolling in the skill development program, I was struggling to find employment. However, after completing the course, I am now employed on my own as a tailor, earning a respectable income. The program has truly transformed my life, and I am grateful for the support I received."

- Archana Nagapure.

"Thanks to the program, I am now a self-employed tailor and the skill development program has been instrumental in this achievement. The satisfaction levels with the teaching, assessment, and placement processes are exceptionally high. The positive changes, such as financial independence and improved self-confidence, have made a significant impact on my life and well-being."

- Sunita Satapute.

KEY PROGRAM INPUTS AND ACTIVITIES

TRAINING MOBILIZATION AND AWARENESS

Developing strategies to raise awareness about training programs through interpersonal networks and word-of-mouth recommendations.

Conducting training sessions and workshops to impart necessary skills and knowledge to participants.

PLACEMENT ASSISTANCE PROGRAMS

Establishing effective placement assistance programs to facilitate job placements for participants.

Facilitating job placements aligned with participants' career aspirations.

ENTREPRENEURIAL SUPPORT

Providing resources and support to encourage entrepreneurial ventures among program participants, contributing to local economic growth and self-reliance.

CERTIFICATION PROCESS

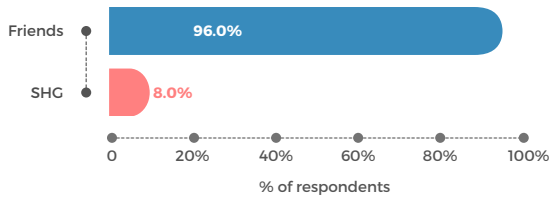
Implementing a certification process to formally recognize participants' skill development, enhancing their employability and recognition in the job market.

5.4 KEY PROJECT IMPACT

The key impacts of the project encompass a multifaceted transformation evident in enhanced income levels, skill development, and entrepreneurial ventures. Participants experienced improved financial stability and socio-economic well-being as a result of increased income, while skill development initiatives bolstered their employability and capacity for sustainable livelihoods. Entrepreneurial endeavours spurred local economic growth and self-reliance, contributing to poverty alleviation and reduced social exclusion. Moreover, the project prioritized gender equality, empowering women within the workforce and fostering broader societal development by leveraging the potential of marginalized groups.

TRAINING MOBILIZATION AND AWARENESS

CHART 7: SOURCE OF INFORMATION ABOUT THE ENROLLED SKILL DEVELOPMENT PROGRAM



The data revealed a strong reliance on interpersonal networks, particularly friends, as the primary source of information for enrolled skill development programs, which indicated the importance of peer recommendations and word-of-mouth in program outreach.

"As a woman from a rural area, finding employment opportunities was challenging for me. But thanks to the training program provided, I am now working in a fulfilling job as a tailor, which I obtained through the NGO's placement assistance. This program has empowered me to support my family and pursue my dreams. I am satisfied with all aspects of the program."

- Sangita Khakare.

TRAINING COMPLETION, CERTIFICATION AND PLACEMENT

CHART 8: CERTIFICATION

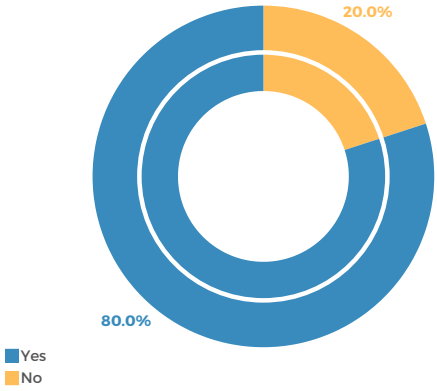


CHART 9: PLACEMENT SOURCE

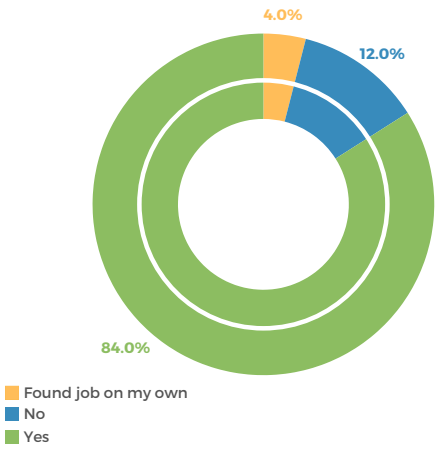


CHART 10: PLACEMENT AS PER MAPPED ASPIRATIONS

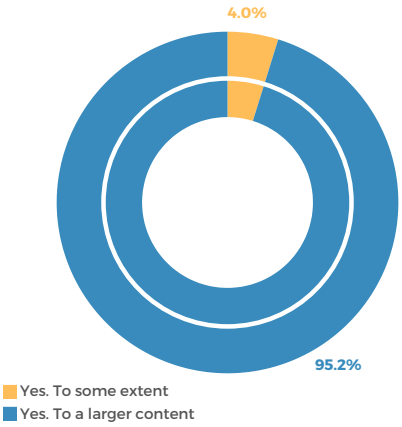


CHART 11: SATISFACTION LEVEL OF THE BENEFICIARY RELATED TO THE TRAINING

The high percentage of respondents who received certificates upon completion (80%) suggested a structured and formalized approach to training programs, which has enhanced participants' employability and skill recognition in the job market. Consequently, a significant majority of respondents (84%) reported securing job placements through the centre, which indicated the effectiveness of the organization's placement assistance programs. An overwhelming majority of respondents (95.2%) indicated that the job for which they were placed through Swayam matched their aspirations to a larger extent. This suggested that the training program successfully aligned participants' job placements with their career aspirations, meeting or exceeding their expectations.

All respondents (100.0%) expressed high levels of satisfaction with their training, including the teaching, assessment, and placement processes, highlighting the overall positive experience and contentment derived from their participation in the program.

INCOME AND CHANGE IN SOCIO-ECONOMIC STATUS

CHART 12: PRESENT EMPLOYMENT STATUS

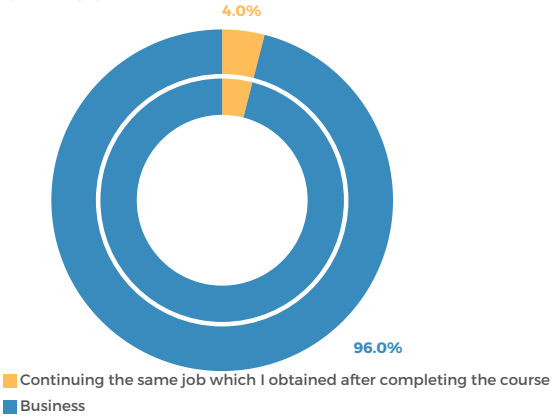


CHART 13: SALARY AFTER JOINING THE COURSE

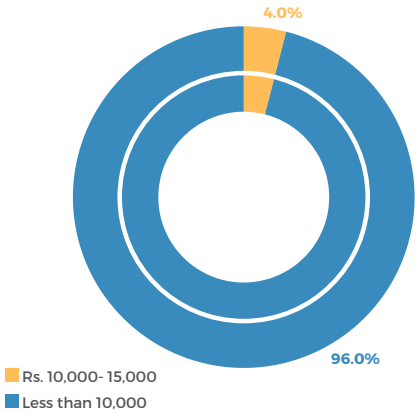
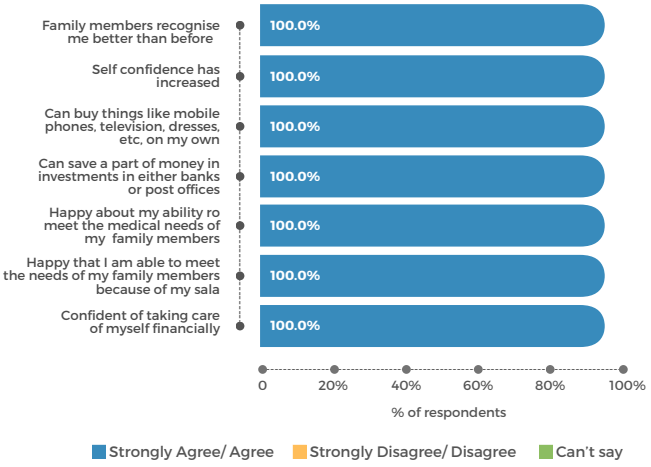


CHART 14: CHANGES EXPERIENCED DUE TO FINDING EMPLOYMENT



"Joining the skill development program has been a turning point in my life. Before enrolling, I was unemployed and struggling to find opportunities. Thanks to the program, I am now employed as a bag maker and earning a monthly income of Rs. 10,000 - Rs. 15,000. The program not only helped me secure a job but also boosted my self-confidence. I am grateful for this opportunity and highly recommend it to others seeking empowerment through skill development."

- Pushpa Pawar.

The data indicated that the majority of respondents (96%) reported earning less than Rs. 10,000/- after joining the course, which underscored the prevailing income levels among participants post-training. Additionally, the vast majority of respondents (96.0%) were engaged in business activities, which indicated a strong inclination towards entrepreneurship among program participants. This data highlighted the program's success in fostering entrepreneurial skills and creating avenues for sustainable livelihoods beyond traditional employment models.

All respondents (100%) expressed confidence in their financial independence and reported satisfaction in meeting their family's needs, indicating improved stability and support. Additionally, they were happy about fulfilling medical needs and being able to save and make personal purchases, highlighting newfound financial security. Moreover, all respondents (100%) agreed that finding employment boosted their self-confidence, enhancing their overall sense of worth and esteem. Finally, all respondents (100.0%) reported improved recognition within their families, which reflected an enhanced status and acknowledgment of their contributions.

JOB SATISFACTION, RETENTION RATE, AND CAREER GROWTH

CHART 15: TYPE OF EMPLOYMENT

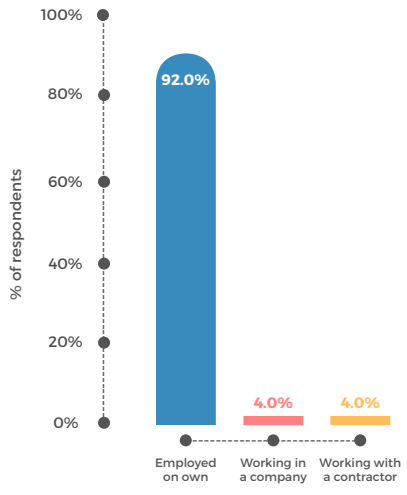


CHART 16: DURATION OF CONTINUING THE JOB PLACED BY THE CENTRE

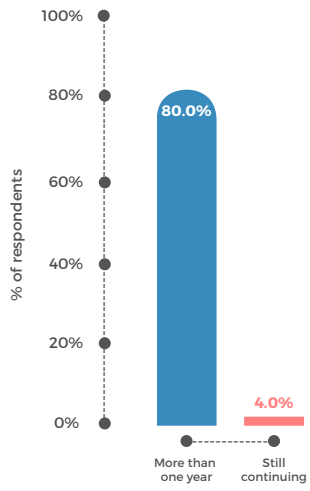


CHART 17: ALIGNMENT BETWEEN TRAINING CONTENT & WORK

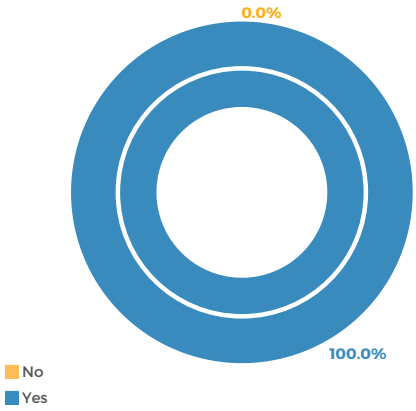


CHART 18: CHANGE OF WORKSPACE

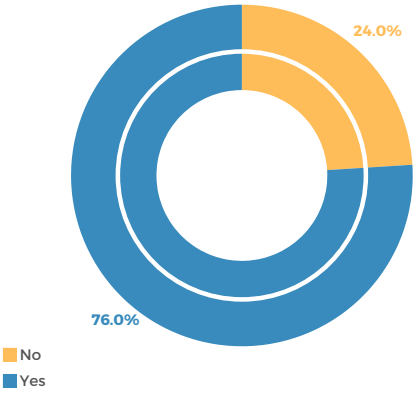
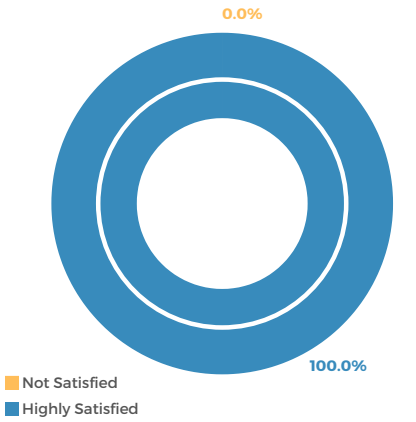


CHART 19: SATISFACTION WITH THE WORKPLACE



The majority of respondents (92%) were employed on their own, which demonstrated a high degree of self-reliance and entrepreneurship among program participants. A large proportion of respondents (80%) have been employed for more than one year after being placed by the centre, which indicated the sustainability and longevity of job placements facilitated by the program. All respondents (100.0%) indicated that they could relate the lessons learned in the training program to their practical work in the workplace, which reflected the alignment between training content and job requirements.

The majority of respondents (76%) remained in the same line of work they were placed in through the initiative, which indicated consistency and stability in their career trajectories post-training. The match in career aspirations and the job which they placed in can also be a reason for the consistency. All respondents (100%) reported being highly satisfied with their workplace.

"I am grateful for the opportunity provided by the skill development program. The training in tailoring has helped me become self-employed, and I am highly satisfied with the teaching, assessment, and placement processes. The positive changes in my life, including financial stability and recognition within my family, are proof of the program's success."

- Rukmini Borade.

Impact Created Across Multiple Levels

The impact of the program extended across multiple levels, as mentioned below:

INDIVIDUAL LEVEL

The program empowered women with valuable vocational skills, enhanced their employability and boosted their self-confidence and self-reliance.

HOUSEHOLD LEVEL

Families benefited from increased financial stability as program participants were able to contribute to household income, meet medical needs and afford essential items independently.

COLLECTIVE LEVEL

The program contributed to the collective advancement of communities with economic growth, reduced unemployment rates and promoted social inclusion through skill development.

COMMUNITY LEVEL

Communities experienced positive socio-economic changes as skilled women became active contributors to local economies and encouraged growth and development within their communities.

STATE LEVEL

At the state level, the program helped alleviate poverty with employment opportunities for women and enhanced the overall socio-economic landscape through skilled workforce development.

NATIONAL LEVEL

The program's impact addressed unemployment challenges, promoted entrepreneurship and contributed to the country's economic and social development agenda. It played a role in building a skilled workforce essential for national progress and prosperity.

Sustainability

PARTNERSHIPS AND COLLABORATIONS

Forming strategic partnerships and collaborations with NGOs, government agencies, educational institutions, and industry stakeholders enhanced program reach, effectiveness, and sustainability.

INTEGRATION WITH EXISTING INITIATIVES

Integration of the program with existing national and regional initiatives related to skill development, digital literacy, and employment, leveraging resources and networks to amplify impact and ensure continuity.

STAKEHOLDER ENGAGEMENT

Active engagement stakeholders, including beneficiaries, community leaders, and donors, in decision-making processes, program design and evaluation fostered a sense of ownership and commitment to sustainability.

5.5 OECD FRAMEWORK

The program aligned with the following Sustainable Development Goals (SDGs):
Goal 1: No Poverty, Goal 4: Quality Education, Goal 5: Gender Equality, Goal 8: Decent Work and Economic Growth, Goal 10: Reduced Inequality

Coherence

Relevance

The Swayam Skills initiative is highly relevant as it addresses critical issues related to skill development, employment opportunities, and socio-economic empowerment. By focusing on imparting skills to individuals, particularly those from marginalized communities, the program contributes to addressing unemployment and fostering economic growth.

Effectiveness

·The Swayam Skills initiative has effectively met its objectives by equipping participants with relevant skills and facilitating job placements. Evidence indicates success in skill development and employment outcomes, as measured by established performance indicators. The program has empowered individuals to enter various sectors of the economy, contributing to their economic independence and overall well-being.

Sustainability

Key aspects of sustainability in the program include high participant satisfaction, ongoing collaboration with stakeholders, transparent decision-making processes, and continuous support for skill development and employment. The program's emphasis on building capacity and fostering self-reliance ensures its long-term sustainability and positive impact on communities.

Efficiency

The program demonstrated remarkable efficiency through its resource optimization, participant retention and skill acquisition outcomes. It maximized skill development and job placement opportunities. The program's adaptability, scalability and innovative approaches underscored its commitment to sustainable impact, empowering individuals for meaningful employment and economic self-reliance.

Impact

The intervention has generated significant positive impacts, evident in the improved livelihoods and socio-economic status of participants. There is a noticeable shift in individuals' lives, with enhanced employability and increased income levels leading to improved standards of living. Moreover, the program contributes to reducing inequality by providing equal opportunities for skill development and employment to individuals from diverse backgrounds.

Index : 5 Points - Very High ; 4 Points - High ; 3 Points - Moderate ; 2 Points - Low ; 1 Point - Very Low

The Way Forward

Based on the evaluation of the program, several indicators could be addressed to further enhance its impact and sustainability.

EXPANDED OUTREACH

Efforts could be made to increase outreach to marginalized communities and ensure inclusivity and equitable access to skill development and employment opportunities.

ENHANCED PARTNERSHIPS

Strengthening partnerships with industry stakeholders, educational institutions, and government agencies could expand resources and support for program sustainability and growth.

LONG-TERM MONITORING AND EVALUATION

Implementing a robust monitoring and evaluation framework would enable the tracking of long-term outcomes and the identification of areas for ongoing improvement and refinement.

PROMOTING ENTREPRENEURSHIP

Providing support and resources could encourage entrepreneurial ventures among program participants and foster economic self-reliance and local economic development.

EMPOWERING WOMEN

Continuing to prioritize gender equality and women's empowerment by providing targeted support, mentorship and opportunities for women to thrive in non-traditional sectors and leadership roles could be ensured.

5.6 CONCLUSION

The Swayam Skills project directly addresses critical concerns such as skill development, employment and socio-economic inequity. Its comprehensive approach has successfully empowered individuals, particularly women, by providing them with the tools they need to prosper in the ever-changing workforce landscape. By integrating with local and global goals, the programme not only met its objectives but also made considerable progress towards important Sustainable Development Goals, particularly in poverty alleviation, gender equality, and promoting decent employment and economic growth. The program's influence is evident, as indicated by improved livelihoods, increased employability, and a stronger sense of self-reliance among participants. Furthermore, its dedication to sustainability ensures that socio-economic growth continues and that positive change persists throughout communities.

6. SWAYAM CONNECT

6.1 EXECUTIVE SUMMARY

Project Background

The Swayam Connect initiative emerged as a response to the urgent need to address employment and skill development challenges faced by women and youth in India. By providing free access to job opportunities, online resources, and information about government schemes, Swayam Connect sought to bridge the digital divide and empower individuals socio-economically through employment opportunities. The project was implemented through an app-based tool that was accessible to adults in search of jobs. Recognizing the pivotal role of employment opportunities and digital literacy in driving socioeconomic progress, the program contributed to the overall development of communities.

Project Activities

- Offered job opportunities and government schemes through the app-based tool.
- Provided free access to online resources covering various industries and sectors.
- Bridged the digital divide by empowering individuals with essential digital literacy skills.
- Collaborated with strategic partners to maximize impact and effectiveness.
- Implemented the program through user-friendly and accessible platforms.
- Targeted women and youth as beneficiaries to contribute to socioeconomic development.

Project Year

FY 2021-2022

Implementing Partner

RPG Foundation

Project location

Pan India

Financial Year of Impact Assessment

FY 2023-2024

SDG Goals

- SDG 1: No Poverty
- SDG 4: Quality Education
- SDG 5: Gender Equality
- SDG 8: Decent Work and Economic Growth
- SDG 10: Reduced Inequalities

Design Snapshot

Name of the project

Swayam Connect

Research Design Used

Descriptive research design

Sampling Technique

Purposive and random sampling

Sample Size

20

Key Output

The program facilitated access to job opportunities for participants.

Employability was enhanced through skill development initiatives.

Increased digital literacy among women and youth was achieved.

Beneficiaries demonstrated greater awareness and utilization of government schemes related to employment.

Socioeconomic outcomes for beneficiaries were improved.

The program successfully bridged the digital divide in underserved communities.

Key Impact

Facilitated access to job opportunities, improving livelihoods.

Enhanced skills and confidence leading to greater economic independence.

Bridged the digital divide, providing access to online learning.

Promoted equal access to skill development and employment.

Enhanced employability led to reduced poverty levels.

Equipped individuals with skills for inclusive growth.

6.2 PROJECT INTRODUCTION

BACKGROUND AND NEED OF THE PROGRAM

The programme aimed to tackle the major obstacles women and youth encounter in India regarding job prospects and skill development . The programme aimed to bridge the digital gap and equip individuals with vital skills necessary for participation in the contemporary economy by recognizing the transformative potential of digital literacy. The programme aimed to establish routes to economic self-sufficiency and comprehensive development by offering free access to job opportunities, online resources and government initiatives, thereby supporting the achievement of Sustainable Development Goals (SDGs).

Research Design

Name of the project

Swayam Connect

Implementing agency

RPG Foundation

Research Design Used

Descriptive research design

Sampling Technique

Purposive and stratified random sampling

Qualitative Methods Used

Testimonials and focus group discussions

OBJECTIVES OF THE PROGRAM

- To provide free access to online courses, job opportunities, and government schemes.
- To bridge the digital divide by promoting digital literacy.
- To facilitate skill development and employment for economic independence.
- To collaborate with partners to maximize impact.

Key Stakeholders

Implementing partner and Project team

6.3 KEY STUDY FINDINGS AND IMPACT

Through rigorous data analysis and participant testimonials, the chapter explores the multifaceted impact of the program in enhancing digital literacy, promoting economic empowerment, and fostering inclusive growth. The impact assessment reveals tangible outcomes such as increased access to job opportunities, improved livelihoods and heightened awareness of government schemes. Furthermore, the program's holistic approach to skill development and community engagement underscores its transformative potential in driving socioeconomic progress.

DEMOGRAPHY OF BENEFICIARY POPULATION

The demography of the respondents comprised primarily women and youth from diverse socioeconomic backgrounds across various regions in India. The study included participants from both urban and rural areas, ensuring representation from different geographical contexts. Additionally, the respondents varied in terms of educational qualifications, employment status and age groups, which provided a comprehensive understanding of the program's impact across diverse demographic segments

PRE-INTERVENTION

Youth and women from marginalized groups were unaware of available job opportunities and government schemes related to employment, leading to missed opportunities for economic advancement. Geographical barriers further limit access to job opportunities, especially in remote areas.

This highlighted the urgent need for initiatives like Swayam Connect to bridge the gap between job seekers and employment opportunities by providing a centralized platform for job search and application, as well as facilitating access to online resources and information about government schemes.

KEY PROGRAM INPUTS AND ACTIVITIES

Technological infrastructure for the development and maintenance of the app.

Educational content, including online Resources and instructional videos.

Strategic partnerships with government agencies, NGOs, and educational institutions.

Development and launch of the Swayam Connect app, including curating and uploading educational content.

Provided technical support and assistance to app users.

Conducted training sessions and workshops for beneficiaries.

Facilitated access to job opportunities and government schemes through the app.

6.4 KEY PROJECT IMPACT

By providing free access to skill training and employment opportunities, Swayam Connect, implemented by the RPG Foundation, acts as a transformative platform to instil financial independence and self-reliance among its users. Particularly addressing the challenges faced by first-time job seekers, Swayam Connect went beyond conventional boundaries and empowered individuals with essential skills and resources. The key impact of this initiative was in its ability to create a meaningful and positive change in the lives of its beneficiaries, which contributed significantly to their socioeconomic advancement and fostered a skilled and empowered workforce across diverse communities in India.

KEY IMPACT INDICATORS

FACILITATION OF EMPLOYMENT OPPORTUNITIES

By connecting users with job openings and providing resources for job applications, the project has facilitated employment opportunities for its beneficiaries.

This has contributed to economic empowerment and improved livelihoods for individuals and their families.

EMPOWERMENT THROUGH SKILL DEVELOPMENT

Through online resources, participants have acquired valuable skills to enhance their employability and pursue meaningful career paths.

Through training programs and online courses, participants have acquired valuable skills to enhance their employability and pursue meaningful career paths.

INCREASED AWARENESS AND ACCESS TO GOVERNMENT SCHEMES

The project has played a significant role in increasing awareness of government schemes related to skill development and employment.

By providing information and assistance with applications, it has enabled beneficiaries to access valuable resources and support from government initiatives.

"Initially, I was skeptical about the Swayam Connect app, but once I started using it, I realized its immense value. The nursing-related videos were particularly beneficial for me, as they enhanced my understanding of various topics. Moreover, the app allowed me to apply for jobs in my area, which was incredibly convenient as I live quite far from Jaipur. I also discovered and applied for various government schemes through the app. Overall, my experience with Swayam Connect has been very positive, and I'm thankful for the opportunities it provided."

-Asha Rawat

BRIDGING GEOGRAPHICAL BARRIERS

Through its online platform, the project has effectively bridged geographical barriers, particularly for individuals residing in rural or remote areas.

Beneficiaries have been able to access job opportunities, training programs, and government schemes, regardless of their location, to promote inclusivity and equity.

COMMUNITY EMPOWERMENT AND SUPPORT

The project has fostered a sense of community among its beneficiaries, providing them with a platform to share knowledge, experiences, and support.

This sense of community empowerment has contributed to resilience and mutual assistance, particularly during challenging times such as the COVID-19 pandemic.

STAKEHOLDER ENGAGEMENT AND PERCEPTION

Stakeholder engagement and perception regarding the Swayam Connect initiative were multifaceted and positive, which recognized the project's significance in addressing pressing skill development and employment challenges among women and youth in India. They viewed Swayam Connect as a strategic avenue to fulfil their social objectives that contributed to broader initiatives aimed at socioeconomic progress.

Community members actively engaged with the program expressed satisfaction with its user-friendly interface, diverse course offerings and facilitation of job searches through the app. The stakeholders recognized its role in enhancing employability and addressing skills gaps, integrating its resources into their curricula or partnering for outreach programs. Overall, stakeholders' perceptions collectively highlighted the program's effectiveness in driving positive social change, fostering economic empowerment, and bridging the digital divide in India.

"I was introduced to the Swayam Connect app during my computer hardware and networking course, and it changed my life. The app provided regular updates on job openings and government schemes, which was incredibly helpful. I found the instructional videos on the app to be particularly valuable as they provided additional learning material. I even shared the app with my family and friends. Thanks to Swayam Connect, I could explore job opportunities and government offerings, especially during the lockdown when confusion was widespread."

- Mrunal Sanjay Shegaonkar

Impact Created Across Multiple Levels

INDIVIDUAL LEVEL

- The project facilitated access to job opportunities, which resulted in improved livelihoods for beneficiaries.
- Participants experienced enhanced skills and increased confidence, which led to greater economic independence.
- Users gained awareness of and access to various government schemes through the app, which enabled them to leverage government support and benefits

HOUSEHOLD LEVEL

- The project's impact on individuals translated into improved economic stability and enhanced livelihoods within households.
- Increased employability and access to government schemes contributed to overall household well-being and socioeconomic advancement.

COLLECTIVE LEVEL

- The project fostered a sense of community among its beneficiaries and provided a platform for knowledge sharing, mutual support and resilience, particularly during challenging times such as the COVID-19 pandemic.
- Community empowerment facilitated by the project contributed to the overall cohesion and strength of local communities.

COMMUNITY LEVEL

- Access to skill development opportunities and employment facilitated by the project contributed to the socioeconomic development of communities.
- Increased awareness of government schemes and access to online learning resources promoted inclusivity and equity within communities.

STATE LEVEL

- The project's alignment with national priorities and Sustainable Development Goals (SDGs) contributed to broader initiatives aimed at fostering digital literacy, economic empowerment and inclusive growth.
- By addressing critical issues related to skill development and employment, the project contributed to state-level efforts to reduce inequality.

NATIONAL LEVEL

- The project's effectiveness in empowering individuals through this digital-based initiative highlighted its role in shaping the national agenda on skill development, employment and inclusive growth.
- Tangible impacts on socioeconomic empowerment and digital literacy among beneficiaries underscored the project's significance in fostering an empowered workforce.

Sustainability

PARTNERSHIPS AND COLLABORATIONS

Forming strategic partnerships and collaborations with NGOs, government agencies, educational institutions, and industry stakeholders enhanced program reach, effectiveness, and sustainability

INTEGRATION WITH EXISTING INITIATIVES

Integration of the program with existing national and regional initiatives related to skill development, digital literacy, and employment, leveraging resources and networks to amplify impact and ensure continuity.

STAKEHOLDER ENGAGEMENT

Active engagement stakeholders, including beneficiaries, community leaders, and donors, in decision-making processes, program design and evaluation fostered a sense of ownership and commitment to sustainability.

PLATFORM UPDATES AND MAINTENANCE

Regular updates and maintenance of the online platform ensured technological sustainability, including bug fixes, security enhancements, and featured upgrades to meet evolving user needs and industry standards

6.5 OECD FRAMEWORK

The program aligned with the following Sustainable Development Goals (SDGs): SDG 1: No Poverty, SD2 4: Quality Education, SDG 5: Gender Equality, SDG 8 : Decent Work and Economic Growth, SDG 10: Reduced Inequality

Coherence

Relevance

·The relevance of the program was underscored by its focus on enhancing digital literacy, promoting economic independence, and fostering inclusive growth, which were vital components for sustainable development in the digital age. By providing free access to skill training, job opportunities, and government schemes, Swayam Connect directly addressed the immediate needs of its target beneficiaries, making it highly relevant to their socioeconomic advancement.

Effectiveness

The program successfully empowered individuals, particularly women and youth, by providing them with access to skill development opportunities and facilitating their transition into employment. Through training programs, online courses, and job matching services, Swayam Connect equipped participants with valuable skills and resources, enhancing their employability and fostering economic independence. Moreover, the program's role in increasing awareness of government schemes and bridging geographical barriers further demonstrated its effectiveness in addressing key socioeconomic challenges.

Sustainability

Swayam Connect ensured sustainability through strategic partnerships, integration with existing initiatives, stakeholder engagement, and platform maintenance. Integration with national initiatives leveraged resources for continuity. Stakeholder engagement fostered a commitment to sustainability. Regular platform updates maintained technological relevance, ensuring sustained impact

Efficiency

The program utilized technological infrastructure for app development and educational content delivery, ensuring cost-effective and scalable solutions. Additionally, strategic partnerships with stakeholders such as government agencies and NGOs enabled efficient resource allocation and collaborative efforts to maximize impact. By providing technical support, conducting training sessions, and facilitating access to job opportunities through a user-friendly app interface, Swayam Connect efficiently delivered its services to beneficiaries, achieving its objectives in a cost-effective manner

Impact

At the individual level, participants experienced enhanced skills, increased confidence, and greater economic independence. The program's facilitation of employment opportunities and increased awareness of government schemes contributed to improved livelihoods and overall household well-being. Moreover, Swayam Connect fostered a sense of community empowerment and contributed to socioeconomic development at the community, state, and national levels

Index : 5 Points - Very High ; 4 Points - High ; 3 Points - Moderate ; 2 Points - Low ; 1 Point - Very Low

The Way Forward

Based on the evaluation of the program, several indicators could be addressed to further enhance its impact and sustainability.

CONTINUOUS IMPROVEMENT

Regular feedback mechanisms could be established to gather insights from beneficiaries and stakeholders to enable continuous improvement of program offerings and services.

EXPANDED OUTREACH

Efforts could be made to increase outreach to marginalized communities and ensure inclusivity and equitable access to skill development and employment opportunities

ENHANCED PARTNERSHIPS

Strengthening partnerships with industry stakeholders, educational institutions, and government agencies could expand resources and support for program sustainability and growth.

CAPACITY BUILDING

Investing in capacity-building initiatives for trainers and facilitators could ensure the delivery of high-quality training programs and support services to beneficiaries.

LONG-TERM MONITORING AND EVALUATION

Implementing a robust monitoring and evaluation framework would enable the tracking of long-term outcomes and the identification of areas for ongoing improvement and refinement.

6.6 CONCLUSION

The Swayam Connect initiative, led by the RPG Foundation, has proven to be a transformative force in addressing employment and skill development challenges among women and youth in India. Through its user-friendly platform, comprehensive strategic partnerships and skill offerings, the program has empowered individuals, fostered community resilience, and contributed to inclusive growth. Moving forward, focusing on continuous improvement, expanded outreach, enhanced partnerships, technology integration, and long-term monitoring would further enhance its impact and sustainability and ensure a positive and lasting contribution to socioeconomic progress in India.

04. EDUCATION
PROGRAM

7. PEHLAY AKSHAR TEACHERS TRAINING AND SCHOOLING

7.1 EXECUTIVE SUMMARY

Project Background

Despite high enrollment rates, over 70% of students in Class 3 lack basic reading and mathematics skills, which are fundamental for future learning. This deficiency highlights a significant gap in the quality of education provided, leading to a situation where students lack not only foundational skills but also curiosity and critical thinking abilities.

These poor learning outcomes have far-reaching consequences, as they persist throughout students' lives, limiting their future opportunities and success. Initiatives focused on enhancing English language skills, such as the foundation English program, play a crucial role in addressing this pressing issue. To address this gap, RGP supported Phelay Akshar to enable a teacher development program and an In-school program, focusing on enhancing foundational English learning outcomes among marginalised communities of Mumbai.

Project Activities

MCGM TEACHER DEVELOPMENT PROGRAM

Training of around 900 star teachers and 8000 primary and upper primary school teachers and conduction of 400 Sathi sessions to improve foundational English.

Digital Interventions through the development and maintenance of the Pehlay Akshar app, where learning resources and tools are available to be used for increased access.

Monitoring & Evaluation of the star teacher training, along with impact documentation of the program.

SCHOOLING / TEACHING PROGRAM

Content Creation for 1-8th grade for Maharashtra State Board for English and vernacular medium for enhancing learning outcome and engagement of students.

Dissemination of English stories in WhatsApp groups to improve English language proficiency and reading skills among students through engaging storytelling sessions.

Development of Digital Content for Doordarshan with 400 online lessons to Increase access to quality educational content through a widely available platform.

Virtual Schooling in Pune of 50 students by application of online content and worksheets to Improve learning continuity and access to education for students.

Dissemination of the program through online platforms to increase program visibility and reach a wider audience.

Monitoring and Evaluation of online teaching programs for quality control and effective transaction of online session.

Project Details

Implementation year

- MCGM Teacher Development Program: FY - Nov'2019 - April'2023
- Schooling / Teaching Program: FY - Nov'2020 - April'2021

Implementing partner

Pehlay Akshar Foundation

Financial Year of Impact Assessment

FY 2023-24

Project location

24 MCGM Wards of Mumbai

Budget

- MCGM Teacher Development Program: ₹ 9,00,00,000
- Schooling / Teaching Program: ₹ 98,00,000

SDG Goals

- SDG 4: Quality Education

Beneficiaries

MCGM Teacher Development Program : 9000+ government teachers and 3 lakhs+ students

5700 STUDENTS

Phalya Akshar Schooling

1450 TEACHERS, 5500 SATHIS (HANDHOLDING SESSIONS)

Phalya Akshar
Teachers Training

Design Snapshot

Name of the project

Phelay Akshar

Research Design

Descriptive

Sampling Methodology

Purposive and random sampling

Sample Size

50 School Teacher
50 students

Key Output

MCGM TEACHER DEVELOPMENT PROGRAM

94%

of beneficiaries attended all training sessions, suggesting the high effectiveness of the training

98%

of beneficiaries 'very much liked the training session.

SCHOOLING / TEACHING PROGRAM

94%

of beneficiaries attend classes offline, suggesting a strong preference for in-person learning.

94%

of beneficiaries present their work in English, showing significant improvement in English proficiency.

Key Impact

MCGM TEACHER DEVELOPMENT PROGRAM

94%

of beneficiaries observed improvements in their learning outcomes.

94%

of the beneficiaries felt that their communication skills had improved.

SCHOOLING / TEACHING PROGRAM

96%

of beneficiaries showed a lack of fear, suggesting socio-emotional well-being.

96%

of beneficiaries developed higher confidence after the training.

7.2 PROJECT INTRODUCTION

BACKGROUND AND NEED OF THE PROGRAM

With the crucial support of the RPG Foundation, Pehla Akashar has collaborated with government schools in Mumbai to improve the foundational English skills of students in grades 1-8. The program focuses on improving English proficiency by building the capacity of teachers and providing a digital learning experience for students. It includes two main programs: Teacher Training, which enhances the teaching of foundational English and classroom management skills for government school teachers, and Schooling Program, which leverages digital solutions to enhance students' foundational English learning outcomes.

OBJECTIVES OF THE PROGRAM

To improve English language learning outcomes among children in the MCGM schools.

To build the capacity of MCGM school teachers to enhance the learning experience of students.

Research Design

Name of the project
Phelay Akshar

Implementing Partner
Phelay Akshar

Research Design Used
Descriptive research design

Sampling Technique
Purposive and Random Sampling

Qualitative Methods Used
Key informant Interview, Stakeholder Engagement

Sample Size
50 students and 50 School teachers

Sample	Sample Size
Students	50
Teachers	50
Principal	2
NGO Staff	1

Key Stakeholders

School Teachers

Students

Principals

Project Staff

WORLI SEA FACE MUNICIPAL SCHOOL

7.3 KEY STUDY FINDINGS AND IMPACT - TEACHERS PROGRAM

Teacher Training Program: Teacher training program applied to build the professional capacity of teachers in the MCGM schools. Innovative teaching learning pedagogies were introduced, along with a focus on classroom management and foundational learning. The following findings suggest the micro and macro impact of the program generated through systematic mixed research. The findings imply competency build of teachers, improvement of their communication skills, and behavioural change among the students.

Geographical Coverage

24 MCGM of Mumbai

Inclusivity

TOTAL NUMBER OF MCGM WARDS

24

KEY INCLUSION METRICS

- 100% of teachers belonging to primary and upper primary MCGM schools.
- First generation learners.
- Vernacular medium teachers.

TOTAL NUMBER OF TEACHERS TRAINED

8000+

TOTAL NUMBER OF SAATHI SESSIONS CONDUCTED

400

Demography of the Beneficiary Population

CHART 1: AGE GROUP DISTRIBUTION

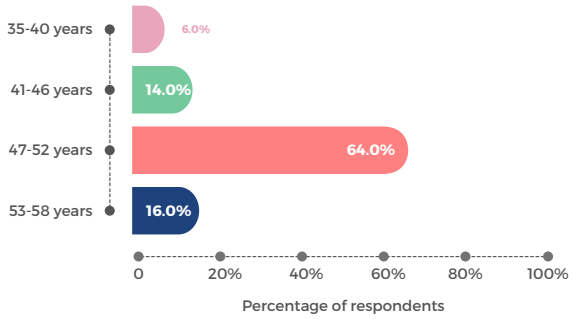
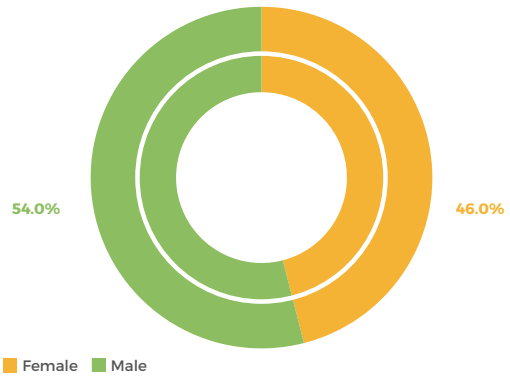


CHART 2: GENDER DISTRIBUTION



64%
of the total, with 32 individuals representing the majority of participants fall within the 47-52 years age group.

54%
male participants constitute the majority, with 27 individuals.

46%
female participants constitute the majority, with 23 individuals.

CHART 3: MODE OF TEACHER TRAINING COURSE ATTENDED

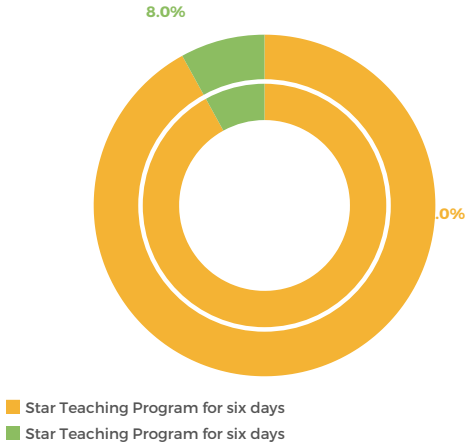


CHART 4: NO. OF SESSIONS ATTENDED DURING THE COURSE PERIOD

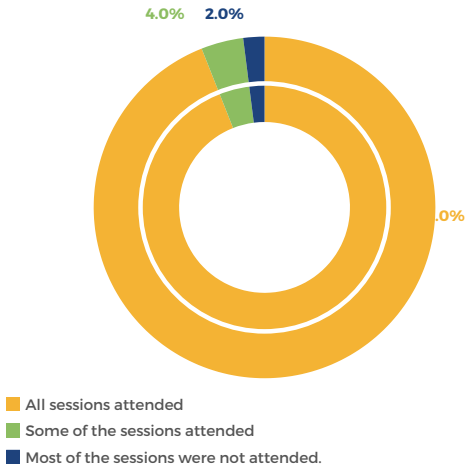
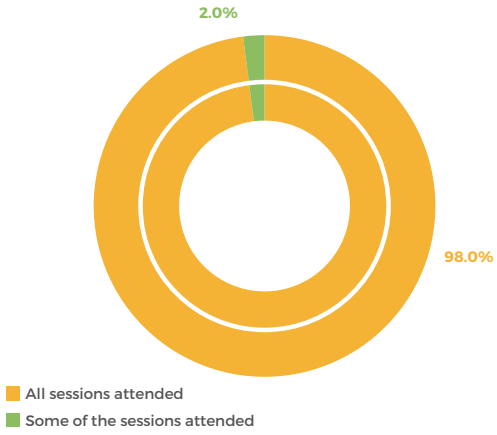


CHART 5: WHETHER THE REGULAR TEACHER ATTENDS ALL SAATHI SESSIONS



92%

preferred the Star Teaching Program for six days as the preferred mode of training.

94%

reported attending all sessions during the course period, indicating strong engagement and commitment from the majority of the participants.

98%

of participants reported attending all sessions of the Sathi program, suggesting that the sessions were either highly relevant, accessible, and well-scheduled to fit teachers' commitments or that there was a strong institutional encouragement or requirement to attend.

Capacity Building and Professional Development

CHART 6: MEDIUM OF INSTRUCTION BY THE TEACHER DURING THE CLASS AT THE PRESENT SCHOOL PRE AND POST-TRAINING

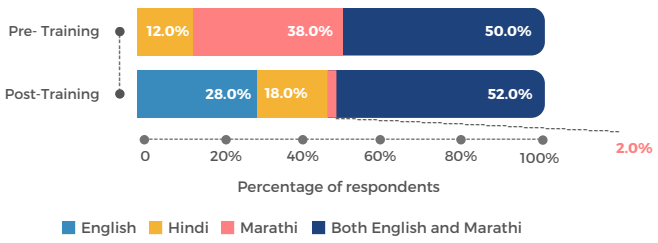


CHART 7: TEACHERS' ENGLISH SPEAKING SKILLS

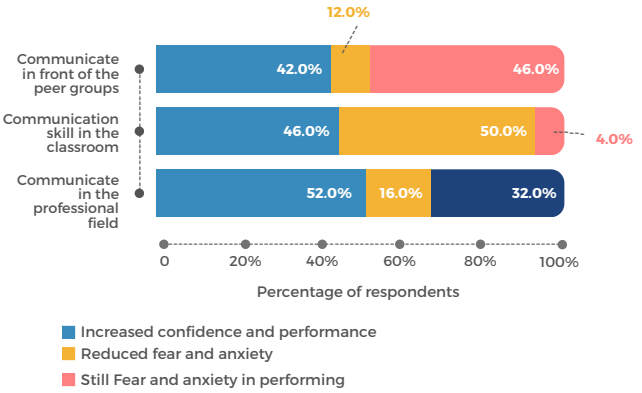
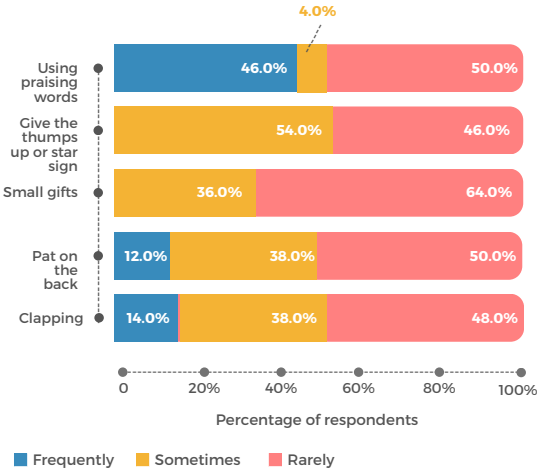


CHART 8: TYPE OF TECHNIQUES INTRODUCED IN THE MAGIC CLASSROOM SETTING



46%

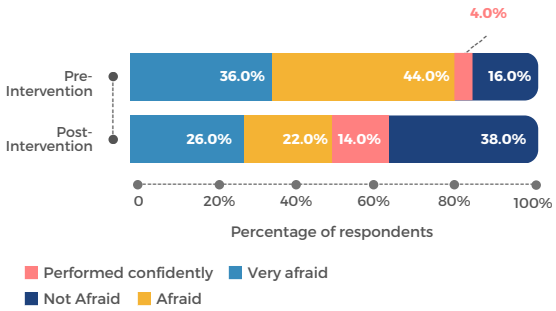
of participants saw an improvement in their classroom communication skills, 50% experienced a reduction in fear and anxiety, suggesting a significant positive impact in the classroom environment, and 52% of participants reported improved confidence and performance in the professional field.

46%

shows a clear preference for verbal praise as the most frequently utilised technique in magic classroom settings.

Improvement in Students' Performance

CHART 9: EXTENT TO WHICH STUDENTS WERE AFRAID BEFORE AND AFTER THE PROGRAM



The most notable change is the elimination of participants who were 'Very afraid,' decreasing from 36.0% pre-intervention to 26.0% post-intervention, suggesting a positive impact on the psycho-social development of students.

Support and Resources Pre and Post-Training

CHART 10: EXTENT OF SUPPORT AND RESOURCES FOR PROFESSIONAL DEVELOPMENT IN TERMS OF AVAILABILITY OF RESOURCE MATERIALS BEFORE AND AFTER THE TRAINING

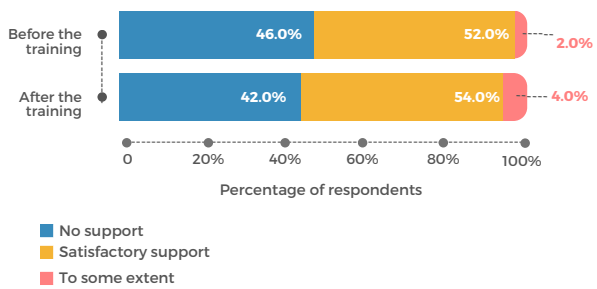


CHART 11: EXTENT OF SUPPORT AND RESOURCES FOR THE PROFESSIONAL DEVELOPMENT IN TERMS OF ADEQUACY OF THE PLATFORM BEFORE AND AFTER THE TRAINING

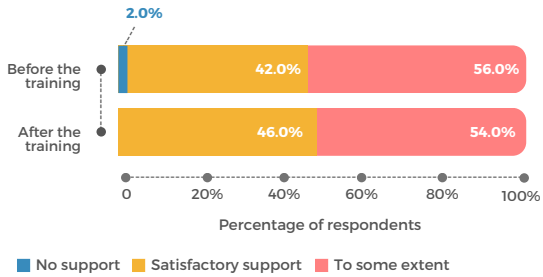


Fig 10 highlights a modest improvement in the availability and perceived quality of support and resources for professional development after the training program.

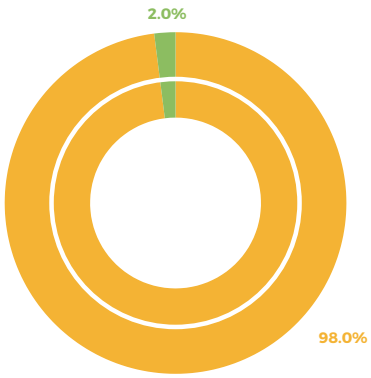
Fig 11 indicates a nuanced shift in perceptions of support and resource adequacy for professional development related to the platform used.

Overall Impact Created (Individual)

The program was successful in developing lasting human resources in the government educational system, which focuses on the classroom experience of students and foundational learning outcomes.

Key Stakeholder Satisfaction

CHART 12: EXTENT OF LIKING THE SAATHI SESSIONS

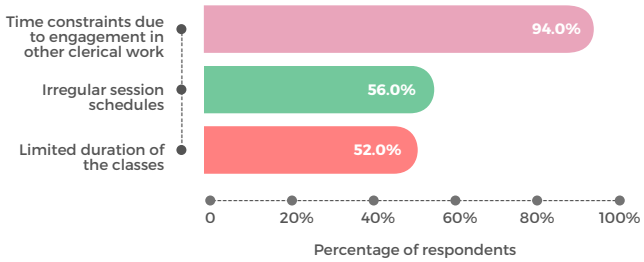


98%

reported liking the Sathi session "Yes, very much." This indicates a near-universal appreciation or positive reception towards the session among the participants.

Key Challenges and Barriers

CHART 13: CHALLENGES FACED



94%

of participants are significantly affected by the challenge of "Time Constraints Due to Engagement in Other Clerical Work".

STUDENTS ENGAGING IN READING ACTIVITY

KEY PROGRAM INPUTS AND ACTIVITIES

TRAINING OF TEACHERS AND SAATHI SESSIONS

Training of around 900 star teachers and 8000 primary and upper primary school teachers.

Conducting around 400 Saathi Session.

Refresher training for trained primary and upper primary Teachers.

DIGITAL INTERVENTIONS

Development and maintenance of a mobile App for the program.

MONITORING AND EVALUATION

Baseline, midline and end-line study of the Star Teacher training program.

Round table/Knowledge-sharing conferences on sharing the impact of the program.

Production of videos/ documentation showcasing the impact of the program.

7.4 KEY PROJECT IMPACT

Improved academic performance of students in government schools from marginalised communities post the intervention 17, 31.

CHART 14: EXTENT OF IMPROVEMENT IN THE PERFORMANCES AND ACADEMICS OF THE STUDENTS COMPARED TO EARLIER

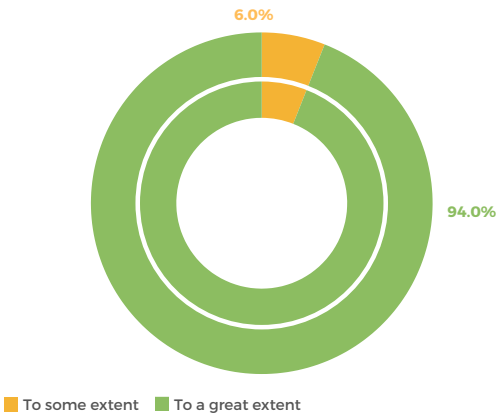
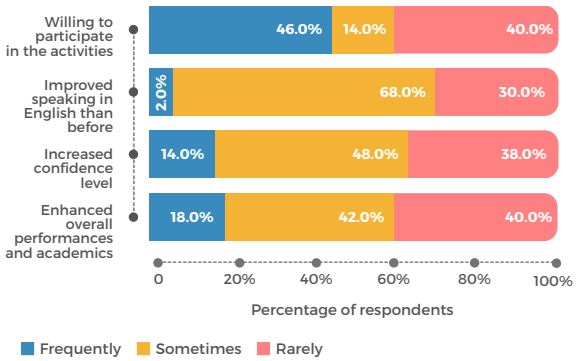


CHART 15: STUDENTS' RESPONSES/BEHAVIOURAL CHANGES AFTER THE PROGRAM



94%

observed improvements 'To a great extent,' suggesting that the interventions or methods employed have been highly effective in enhancing the learning outcomes and performances of students.

44%

frequent engagement in group activities.

42%

rarely engaged in group activities.

WORLI SEA FACE SCHOOL LIBARY

READING ACTIVITY AT SCHOOL

Overall development of government teachers in teaching Foundational English

CHART 16: WAYS IN WHICH THE SAATHI SESSIONS IMPROVED THE PROFESSIONAL DEVELOPMENT PROCESS

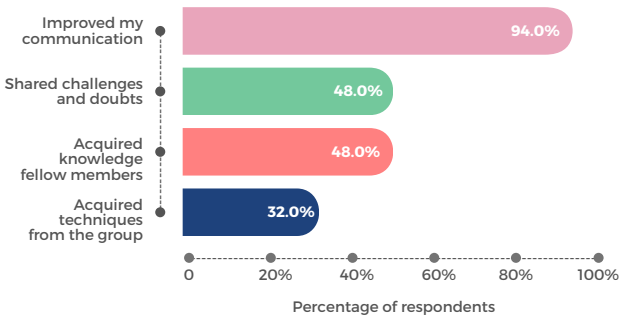
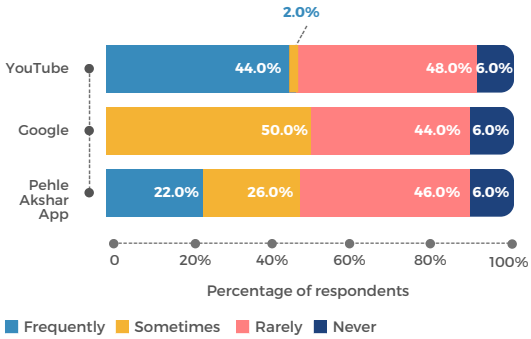


CHART 17: MEDIUM TAKEN IN CASE ANY SUPPORT IS NEEDED FOR PROFESSIONAL DEVELOPMENT



94%

reported an improvement in communication skills. This suggests that the Sathi sessions were highly effective in enhancing communication abilities, which is a crucial skill in professional development.

28%

increase among the teachers in adopting English as the medium of teaching post the training program.

WORD WALL ACTIVITY

Impact Created Across Multiple Levels

INDIVIDUAL LEVEL (TEACHERS, STUDENTS)

- Skill development of teachers.
- Enhanced scholastic outcomes.
- Behaviour change.
- Conducive learning environment.

SCHOOL LEVEL

- Skilled human resource.
- Parallel digital learning structures.

STATE LEVEL

- Safe learning environment in schools.
- Empowering teachers from BMC schools.

NATIONAL LEVEL

- Aligning with National Educational Policy.
- Empowering first-generational learners and teachers from vernacular medium.

Sustainability

The sustainability of the program is secured through a comprehensive approach that includes building the capacity of educators and leveraging digital technologies, ensuring continuous professional development.

MUMBAI PUBLIC SCHOOL- WORLI SEAFACE

7.5 OECD FRAMEWORK

The program is coherent to state educational policies in which it conducts classes twice a week, integrates its curriculum with the regular state curriculum, and focuses on interactive and engaging sessions to improve English language learning outcomes and drive behavioural change.

Coherence

Relevance

The program is highly relevant to the skill needs of MCGM teachers in foundational English proficiency and the learning needs of students in under-resourced communities attending MCGM schools .

Effectiveness

The program benefitted its direct beneficiaries, with many of them now feeling confident in teaching English. The program was implemented keeping in mind the lasting impact on students' learning outcomes and enhancing classroom management, which was effortlessly achieved.

Sustainability

Teachers enhance their English competencies and adopt child-friendly, student-centric classroom engagement methodologies, fostering lasting human resource development in the education sector.

Efficiency

The program successfully trained over 8,000 teachers and nurtured 900 STAR teachers. It maintained ongoing engagement through weekly teacher meetings, ensuring the quality of classroom instruction post-training.

Impact

The program significantly enhanced the teaching capacities of school teachers, boosting their confidence in teaching English. It also improved classroom engagement and provided innovative learning experiences for students, leading to observable changes in student behaviour. It has strengthened school systems, promoting inclusive and quality education.

Index : 5 Points - Very High ; 4 Points - High ; 3 Points - Moderate ; 2 Points - Low ; 1 Point - Very Low

7.6 KEY STUDY FINDINGS AND IMPACT - STUDENTS PROGRAM

Geographical Coverage

24 wards MCGM, Mumbai

Inclusivity

TOTAL NUMBER OF MCGM WARDS

24

TOTAL NUMBER OF STUDENTS TRAINED

5700+

KEY INCLUSION METRICS

100% of students belonging to primary and upper primary MCGM schools.

MEETING WITH TEACHERS - WORLI SEAFACE SCHOOL

Key Stakeholder Satisfaction

CHART 18: CLASS-WISE DISTRIBUTION OF STUDENTS

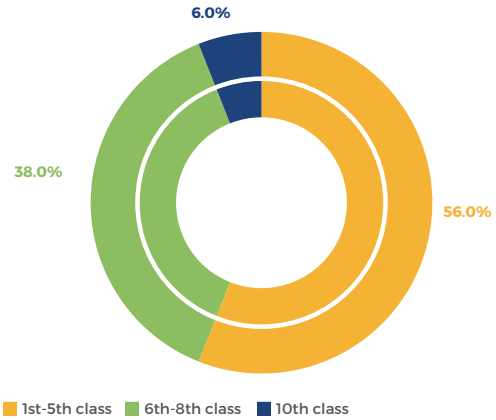
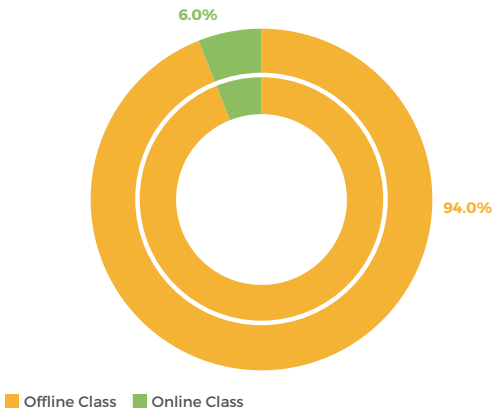


CHART 19: MODE OF ATTENDING THE CLASS



56%

are associated with the lower primary classes (1st-5th), indicating a significant focus or representation from the early schooling years.

94%

attended classes offline, suggesting a strong preference or requirement for in-person learning environments among the participants.

Scholastic Development of Students

CHART 20: AVERAGE ACADEMIC SCORE IN ENGLISH LANGUAGE- BEFORE & AFTER PROGRAM

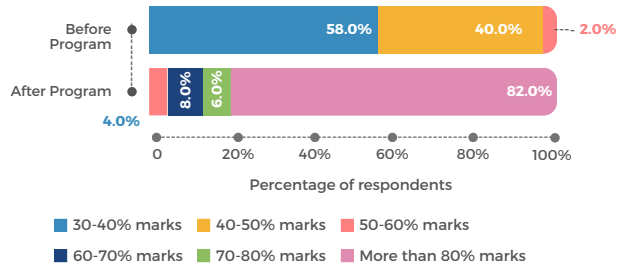
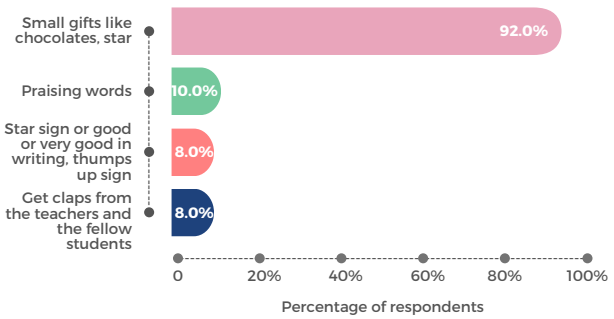


CHART 21: TYPE OF APPRECIATION RECEIVED FROM THE TEACHERS IN CASE OF GOOD PERFORMANCE IN THE CLASSES



After the program, there was a significant redistribution of scores, with no participants scoring below 50% and an overwhelming 82% scoring above 80%.

92%

received small gifts such as chocolates or stars as a form of appreciation for good performance. This suggests that tangible rewards are a popular and widely used method of recognition in these classes.

Improved English communication

CHART 22: LANGUAGE IN WHICH THE STUDENTS PRESENT THEIR/ GROUP WORK IN ENGLISH CLASSES

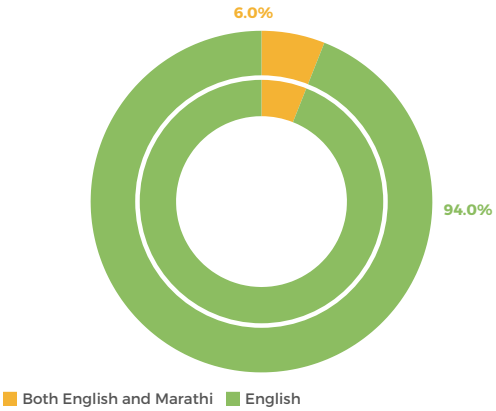
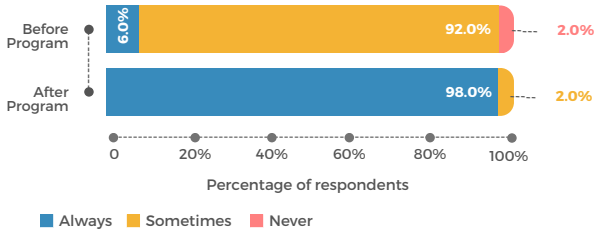


CHART 23: MODE OF INSTRUCTION TO THE STUDENTS BY THE TEACHERS IN ENGLISH LANGUAGE IN ENGLISH CLASSES- BEFORE & AFTER PROGRAM



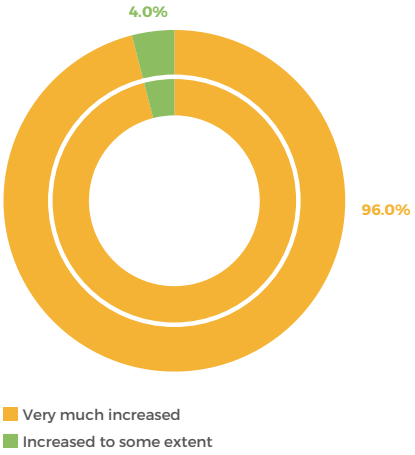
94%

present their work in English, indicating a strong inclination or requirement towards using English in academic presentations within English classes.

There was a dramatic shift in the mode of instruction from "Sometimes" using English for instruction to "Always" using it, increasing from 6.0% before the program to 98.0% after the program.

Confidence building among Teachers

CHART 24: INCREASE IN THE LEVEL OF CONFIDENCE NOW DUE TO IMPROVED COMMUNICATION SKILL



The overwhelming majority of participants, 96%, reported that their level of confidence has "Very much increased" due to improved communication skills.

MEETING WITH THE HEADMASTER

KEY PROGRAM INPUTS AND ACTIVITIES

CONTENT CREATION

Creation of scripts and lessons.

A STORY A DAY

Collection of volunteers to read English Stories.

Dissemination of English stories in WhatsApp groups to improve English language proficiency and reading skills.

DIGITAL CONTENT FOR DOORDARSHAN

Filming 400 online lessons to be aired on Doordarshan.

VIRTUAL SCHOOLING IN PUNE

Teaching 50 students online through worksheets and online content.

MONITORING AND EVALUATION

Impact report for virtual teaching programs.

Quality Control of online content.

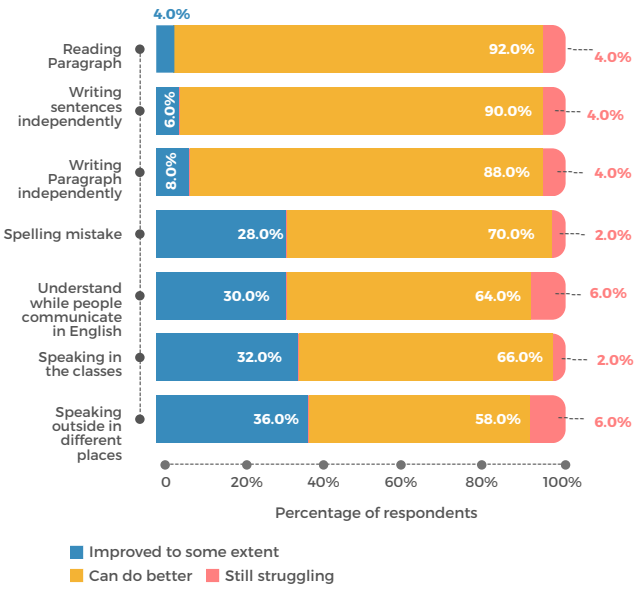
DISSEMINATION OF PROGRAMS

Through online platforms like YouTube, Instagram and Facebook.

7.7 KEY PROJECT IMPACT

Improved learning outcomes of foundational English of students in Government schools

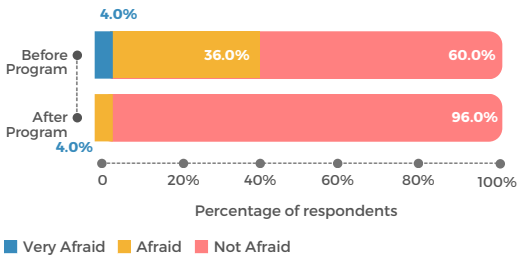
CHART 25: AREAS OF ENGLISH LANGUAGE IN WHICH THE STUDENTS HAVE PERFORMED MUCH BETTER THAN BEFORE



A significant portion of participants believe there is significant room for improvement in reading paragraphs and writing sentences independently, with a vast majority placed in the "Can do better" category, i.e., 92% and 90%, respectively.

Enhancement of confidence among students leading to socio-emotional development

CHART 26: PERCEPTION OF THE ENGLISH LANGUAGE- BEFORE AND AFTER THE PROGRAM



There was a significant reduction in the number of participants who felt afraid, i.e., 4%, and the corresponding increase in those who were not afraid to 96%.

Overall Impact Created (Individual)

The program was able to break barriers of accessibility by developing quality foundational English content that is engaging, promotes self-learning, and is available on all online platforms.

Impact Created Across Multiple Levels

INDIVIDUAL (STUDENTS)

- Increased accessibility.
- Social and emotional development.
- Increased academic development.

SCHOOL LEVEL

- Enhanced learning outcomes.
- Bridging the skill gap.
- Quality Education.

STATE LEVEL

- Developing state school environment.
- Supporting learning outcome of state.

NATIONAL LEVEL

- Bridging educational inequality.
- Bridging digital divide.
- Aligning with National Educational Policy goal.

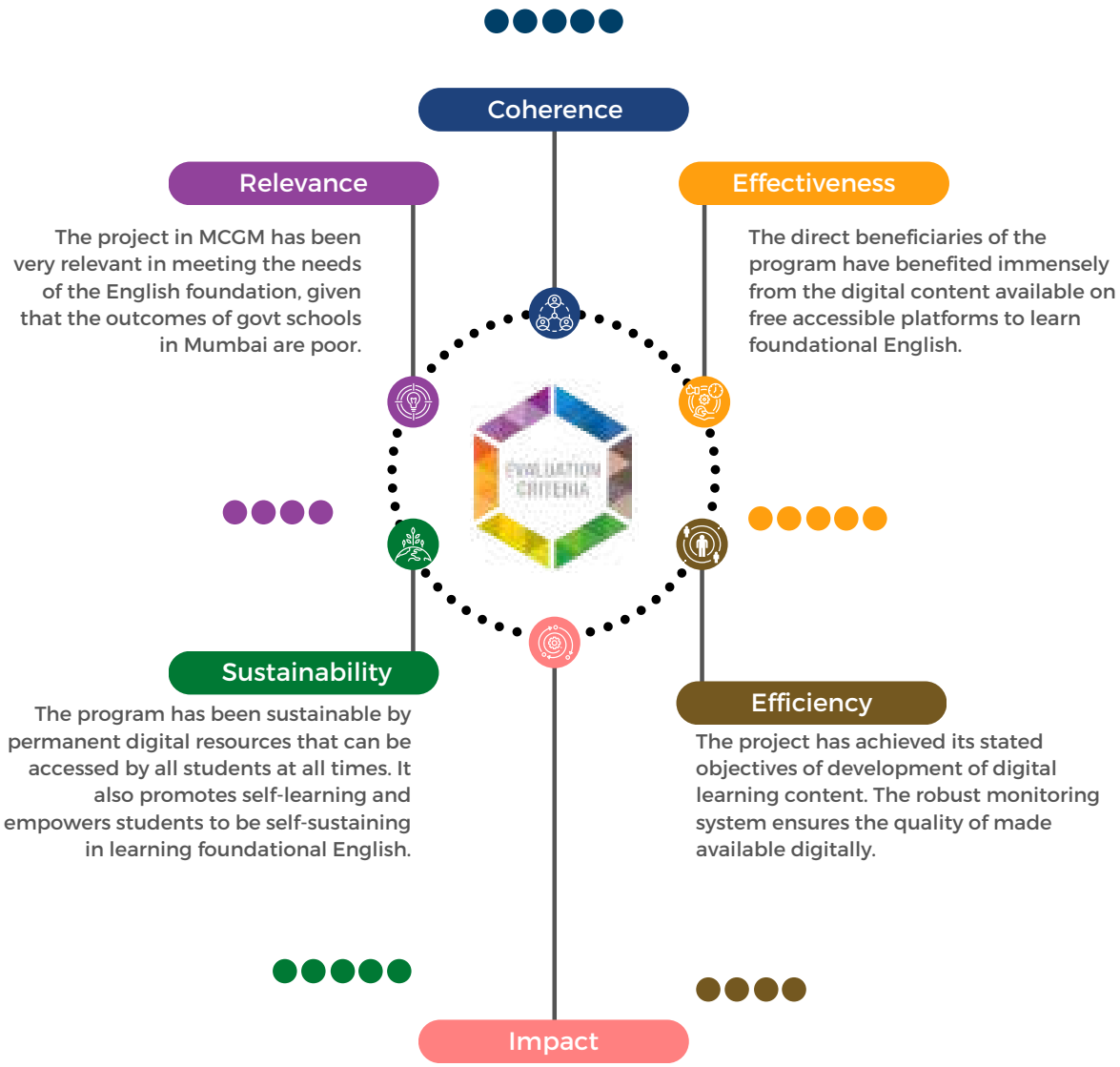
Sustainability

The sustainability of the program is ensured through its innovative use of digital media and a robust feedback mechanism for continuous improvement, all of which contribute to creating a lasting impact on English language proficiency and reading skills among learners.

INTERACTION WITH THE STUDENTS

7.8 OECD FRAMEWORK

The program adopts a government-partnered development approach that is aligned with the state policies.



Index : 5 Points - Very High ; 4 Points - High ; 3 Points - Moderate ; 2 Points - Low ; 1 Point - Very Low

7.9 CONCLUSION

The RPG Foundation, in collaboration with the Pehlay Akshar Foundation, is an initiative that addresses the profound gaps in English language proficiency and foundational learning among students in MCGM schools. The program, meticulously designed to cater to both teachers and students, has demonstrated remarkable success in transforming the educational landscape within marginalised communities in Mumbai. Through a comprehensive suite of activities, including extensive teacher training, innovative digital interventions, and direct student engagement, the program has laid a strong foundation for sustainable educational development. The training of over 9,000 government teachers and the direct impact on more than 3 lakh students underscore the program's vast reach and deep penetration into the educational system. The strategic focus on foundational English through varied activities, from the dissemination of English stories via WhatsApp groups to the production of 400 digital lessons for Doordarshan, has not only enhanced learning outcomes but also significantly improved confidence and interest among students. The virtual schooling initiative in Pune further exemplifies the program's adaptability and commitment to ensuring continuous learning amidst challenges. The program's alignment with SDG 4, aiming to ensure inclusive and equitable quality education, highlights its strategic relevance and coherence with global educational goals.

Pehlay Akshar's initiative represents a holistic and sustainable approach to educational improvement. By leveraging technology, enhancing teacher skills, and directly improving student learning outcomes, the program sets a benchmark for impactful educational interventions.

05. HERITAGE
PROGRAM

8. REVIVAL & RESTORATION OF BANGANGA AND WALKING APP

8.1 EXECUTIVE SUMMARY

Project Background

In collaboration with RPG Foundation, KEC embarked on a significant Heritage Conservation project to revitalise the Banganga Precinct, Mumbai's oldest continuously inhabited site dating back to the 9th Century. Through a comprehensive revival plan, including infrastructure repair, debris clearance, mural art and installation of heritage-themed street lights, the project aimed to preserve the historical significance of the precinct, enhance its aesthetic appeal and promote cultural tourism. Through this initiative, KEC demonstrated its commitment to preserving national heritage and fostering community engagement.

Project Activities

Coordination with local authorities, including the Municipal Corporation of Greater Mumbai (MCGM), for necessary permissions and approvals.

Revival of the Banganga Precinct, including infrastructure repair to improve accessibility and safety, including patching up broken stairways and clearing debris.

Installation of heritage-themed street lights to enhance the aesthetic appeal of the precinct.

Community engagement initiatives to involve local residents and stakeholders in the preservation and promotion of the precinct's cultural heritage .

Promotion of cultural tourism through innovative approaches such as art installations, publications, and information dissemination.

Collaboration with RPG Foundation to execute the scope of work, including creating a film on mural paintings and community engagement activities.

Project Year

FY 2021-2022

Implementing Partner

RPG Foundation

Project location

Banganga, Mumbai (Maharashtra)

Financial Year of Impact Assessment

FY 2023-2024

SDG Goals

- SDG 9: Industry, Innovation, and Infrastructure
- SDG 11: Sustainable Cities and Communities
- SDG 17: Partnerships for the Goals

Design Snapshot

Name of the project

The Heritage Project

Research Design Used

Descriptive research design

Sampling Technique

Purposive and random sampling

Sample Size

20

Key Output

Implemented a revival plan for the Banganga Heritage site, including beatification of the locality through wall murals, installing new lamppost and benches

Installed benches and heritage-themed lights in consistent designs to enhance the aesthetic appeal of the precinct.

Successfully produced a 1-minute film with the mural painting on the wall at Banganga and highlighted community engagement activities.

Developed the ‘Amble’ walking application to explore the heritage site's augmented reality experience.

Promoted and restored national heritage at the Banganga Heritage Site, improved site conditions, increased public awareness and enhanced stakeholder engagement.

Key Impact

Improved site conditions with repaired infrastructure and cleanliness and positive perception of aesthetic improvements due to mural paintings and lighting.

Perceived increased safety and brightness in the precincts at night and high satisfaction with newly installed street lights and art wall fixtures.

Overall positive impact on attracting tourists, improving aesthetics, and accessibility.

Expected increase in visitors without altering the temple's cultural and spiritual essence.

8.2 PROJECT INTRODUCTION

BACKGROUND AND NEED OF THE PROGRAM

The rationale behind the program stemmed from KEC's core values and commitment, which prioritised making a positive impact on the communities in which it operated. The Heritage Project's objective drove the program to restore the significance of culturally and socially important sites, particularly through the flagship Banganga Project. Emphasising the revival of historical narratives, the initiative sought to engage the community by bringing stories from the past to life through innovative methods such as art installations, publications and heritage-themed civic amenities. This endeavour aimed not only to preserve historical sites but also to create immersive experiences for people and connect with their heritage in meaningful ways.

OBJECTIVES OF THE PROGRAM

- Restore the cultural significance of heritage sites.
- Actively engage the community in preservation efforts.
- Preserve historical integrity through restoration.
- Educate the masses about historical importance.
- Utilise practical and innovative approaches for outreach.

Research Design

Name of the project
The Heritage Project

Implementing agency
RPG Foundation

Research Design Used
Descriptive research design

Sampling Technique
Purposive and stratified random sampling

Sample Size
20

Qualitative Methods Used
Testimonials and focus group discussions

Key Stakeholders

- Government officials
- Implementing partner and Project team
- Visitors

8.3 KEY STUDY FINDINGS AND IMPACT

The chapter explores the multifaceted impact of the heritage conservation project spearheaded by KEC International Limited, shedding light on its transformative effects across various dimensions. Through meticulous data analysis and stakeholder feedback, this study shed light on the multifaceted success of the program, which emphasised its significance in promoting sustainable development, cultural preservation, and meaningful societal change.

DEMOGRAPHY OF BENEFICIARY POPULATION

CHART 1: FREQUENCY OF VISIT TO THE SITE

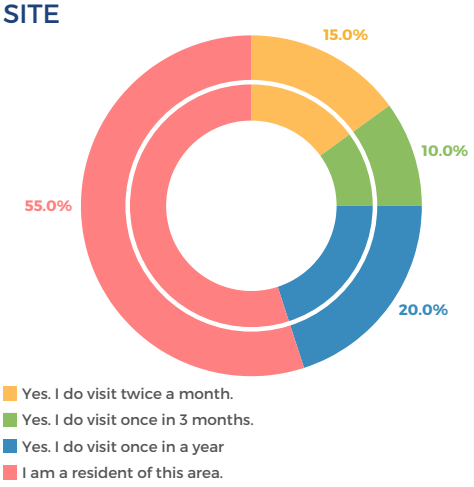
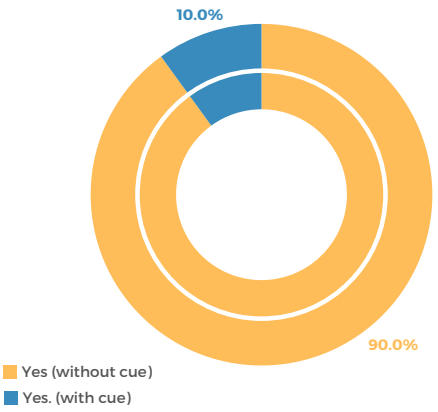


CHART 2: AWARENESS OF RENOVATION WORK



The data underscored the diverse site visitation patterns, with a notable portion of respondents identifying as residents (55%), which suggested varying levels of engagement with the site throughout the year. Secondly, the survey indicated a high level of spontaneous awareness (90%) among respondents regarding the organisation that conducted the renovation, highlighting the effectiveness of communication strategies. These findings emphasised the importance of understanding visitor behaviour and successful community involvement in heritage conservation projects.

PRE-INTERVENTION

Before the intervention by KEC International Limited, the Banganga Heritage Precinct faced numerous challenges that hindered its cultural and social significance. Infrastructure such as stairways leading to the Banganga Tank was broken, surrounding walls were in disrepair, and debris cluttered the southern and northern ends of the precinct. Moreover, inadequate lighting left the precinct mostly dark at night, posing safety concerns and detracting from its aesthetic appeal. The lack of amenities and maintenance contributed to a decline in visitor engagement and limited the potential for cultural and heritage tourism. These challenges underscored the urgent need for intervention to revive the Banganga Heritage Precinct, restore its glory and enhance its accessibility and appeal for residents and visitors alike.

KEY PROGRAM INPUTS AND ACTIVITIES

INFRASTRUCTURE REHABILITATION

Beautification of the pathway leading to the Banganga Tank.

Clearing debris and thorough cleaning of the precinct to improve aesthetics and accessibility.

Installation of heritage-themed civic amenities such as benches and lighting fixtures consistent with the precinct's historical significance.

ART AND CULTURAL PRESERVATION

Commissioning of mural paintings and artwork to enhance the visual appeal and cultural significance of the precinct.

Promotion of local artists and artisans through showcasing their work within the precinct.

INFORMATION DISSEMINATION

Installation of information boards and signage to provide historical context and enhance visitor experience.

Development of a self-guided app called Amber to provide visitors with an augmented reality experience and information about the precinct.

PARTNERSHIPS AND COLLABORATIONS

Collaboration with municipal authorities, heritage organisations, and non-profit entities to leverage resources and expertise for comprehensive revitalisation efforts.

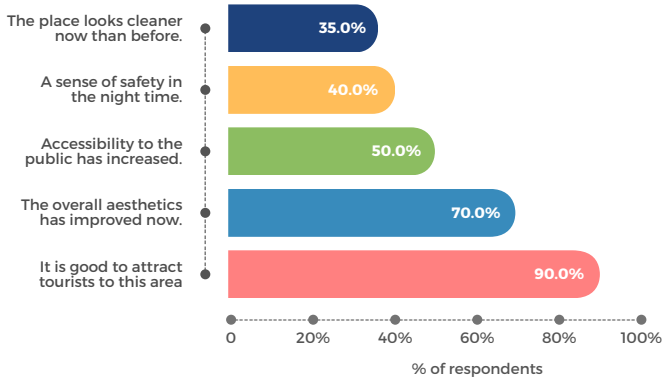
Collaboration with local stakeholders, residents, and community groups to garner support and input for the revitalisation efforts.

8.4 KEY PROJECT IMPACT

The revitalisation of the Banganga Precinct has transformed it into a cultural and heritage hub. Through infrastructure rehabilitation, community engagement, art preservation, information dissemination, capacity building, partnerships, and monitoring, the precinct has improved its historical significance and tourist attraction, fostering community pride and promoting sustainable development.

SITE CONDITIONS AND PRESERVATION

CHART 3: OVERALL EFFECT OF ALL THE RENOVATION WORKS



The majority of respondents (90%) expressed that the renovation works were good for attracting tourists to the area, followed by improvement in aesthetics (70%) and public accessibility (50%). Furthermore, the findings suggested a positive overall impact as respondents acknowledged improvements in safety and cleanliness in the area.

According to the qualitative survey, the intervention has led to a notable increase in public awareness about the heritage significance of Banganga and improved accessibility and safety measures. Through initiatives such as wall paintings, informative signboards, and enhanced lighting, visitors are now more informed about the historical context of the site. This increased awareness has contributed to a greater appreciation for Banganga's heritage and cultural significance. Moreover, the repair works on steps and walls have improved accessibility, making the site more navigable and safer for visitors, especially at night.

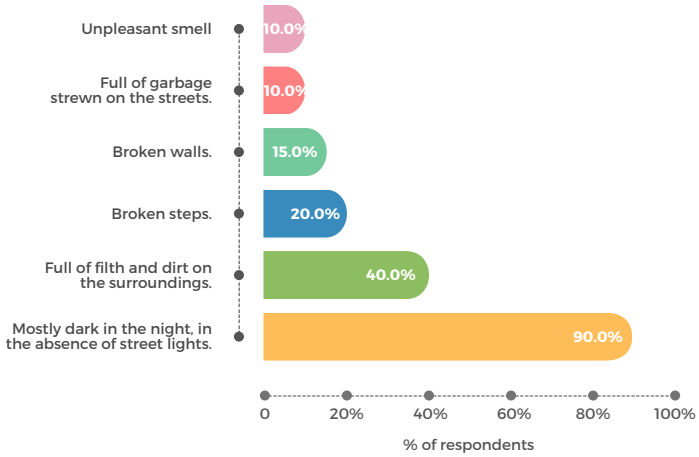
"The transformation of the Banganga region by KEC and the RPG group has been remarkable. I've observed how the new lighting, wall paintings and informative signboards have enhanced the aesthetics and accessibility of the area. Despite some challenges with maintenance, the overall impact has been positive, attracting more tourists and encouraging a greater sense of community pride.

We look forward to further collaboration to continue improving the Banganga region."

- Mr. Lavakesh Gokul Solanki (Sub Engineer)

PRE-INTERVENTION SITUATION

CHART 4: CONDITION OF THE TEMPLE TANK PRECINCTS BEFORE THE RENOVATION WORK



The majority of respondents (90%) described the area as mostly dark at night due to the absence of street lights. Additionally, a little less than half of the respondents (40%) mentioned that the precincts were full of filth and dirt in the surroundings. These findings highlighted various challenges in the condition of the temple tank precincts before the renovation work, including issues related to infrastructure maintenance and hygiene.

The qualitative study showed that the site conditions at Banganga have seen significant improvement following the intervention by the RPG group. Previously, the precincts were characterised by poor lighting, broken infrastructure, and a lack of cleanliness. However, with the introduction of new street lamps, repair works on broken steps and walls, and enhanced cleanliness measures, the overall ambience of the area has improved noticeably. The preservation efforts have contributed to creating a more inviting and aesthetically pleasing environment for visitors.

"The changes brought about by the RPG group in the Banganga region have been significant. As a worker in the area, I've seen how the introduction of wall paintings, street lamps, and sitting benches has improved the overall ambience.

The playgrounds, in particular, have become popular among children."

- Mr. Rakesh (Worker)

IMPACT ON PUBLIC AWARENESS, INCLUDING ACCESSIBILITY AND SAFETY

CHART 5: EXTENT OF INCREASE IN ACCESSIBILITY TO THE TEMPLE TANK BECAUSE OF THE REPAIR WORKS TO THE STEPS AND SIDE WALLS

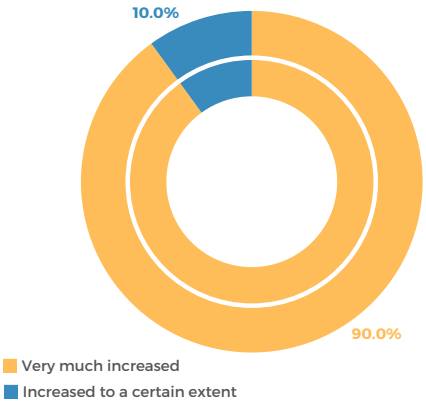


CHART 6: LEVEL OF INCREASE IN THE SAFETY OF THE PRECINCTS COMPARED TO BEFORE

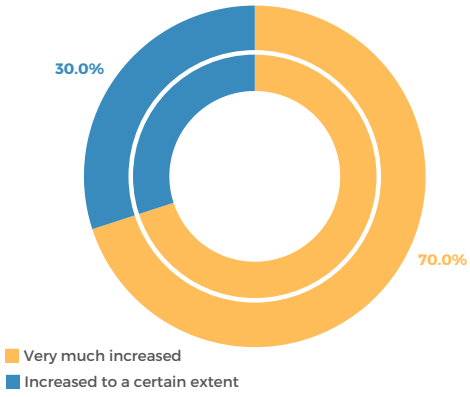
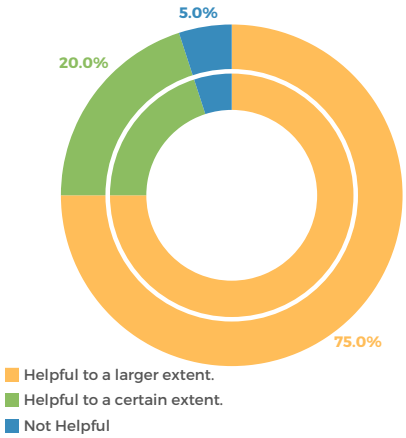


CHART 7: EXTENT TO WHICH THE STREET SIGNAGES WILL BE HELPFUL FOR FIRST-TIME VISITORS TO THE TEMPLE



Most of the respondents (90%) reported that accessibility to the temple tank had increased very much due to the repair work. Additionally, a significant majority of respondents (70%) indicated that the safety of the precincts has increased very much compared to before. Furthermore, the majority of respondents (75%) expressed that the street signages were helpful to a larger extent for first-time visitors. Overall, the findings suggested a substantial improvement in various aspects of the precincts that indicated a positive impact of the repair works on the overall experience and perception created.

"This initiative to enhance the Banganga region has been commendable. I have witnessed the positive impact of initiatives like wall paintings, playgrounds and street lamps. However, there are still some challenges, particularly with street lamp maintenance. Addressing these issues and further improving amenities like toilets for tourists would enhance the overall experience of visitors to Banganga."

- Mr. Ajay (Yuva Sena President)

STAKEHOLDER ENGAGEMENT AND PERCEPTION

CHART 8: LEVEL OF SATISFACTION WITH THE REPAIR WORK DONE ON THE TANK STEPS

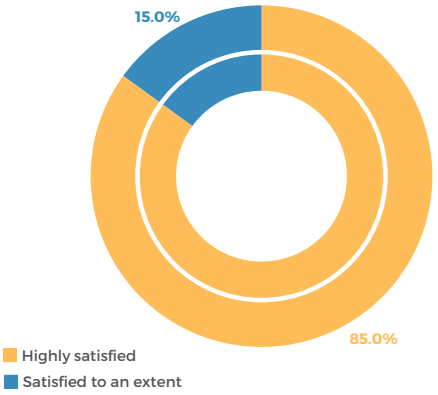


CHART 9: OPINION ON THE WALL PAINTINGS

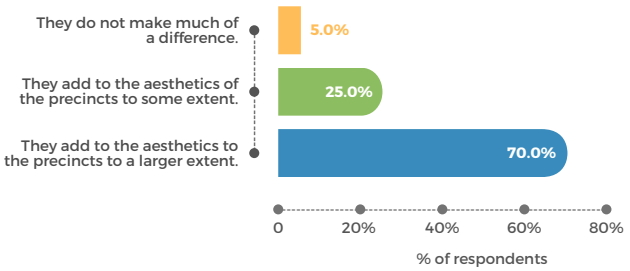


CHART 10: OPINION ON THE NEWLY INSTALLED STREET LIGHTS

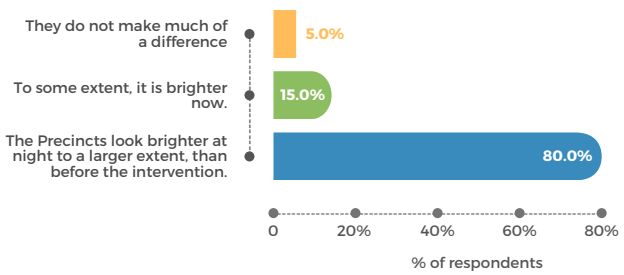


CHART 11: LEVEL OF SATISFACTION WITH THE LIGHT FIXTURES ON ART WALLS

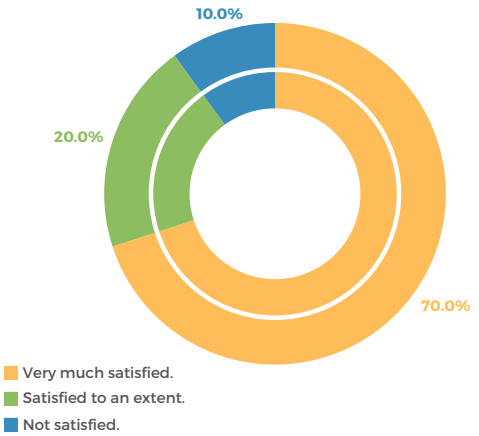
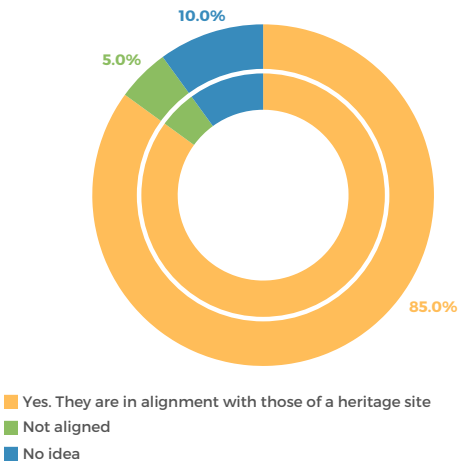


CHART 12: WHETHER THE RENOVATION WORKS ARE IN ALIGNMENT WITH THOSE NEEDED FOR A HERITAGE SITE?



The data from the survey revealed overwhelmingly positive sentiments towards various aspects of the renovation works. Regarding the repair work done on the tank steps, a majority of respondents (85%) expressed high satisfaction levels. Similarly, respondents appreciated the aesthetic enhancement provided by wall paintings in the precincts, as the majority (70%) expressed that they significantly contributed to the aesthetics. Additionally, the installation of new street lights received positive feedback, as most of the respondents (80%) noted a significant improvement in brightness at night. Satisfaction levels with the light fixtures on art walls were also high, as the majority (70%) expressed very high satisfaction. Furthermore, the majority of respondents (85%) believed that the renovation works were in Alignment with the requirements of a heritage site, underscoring a positive perception overall.

The intervention has fostered positive stakeholder engagement and perception among various community members and stakeholders. Residents, visitors, and civic authorities have expressed appreciation for the efforts made by the RPG group and other stakeholders in revitalising the Banganga region. The collaborative approach involving community engagement, partnership with local authorities, and active participation of stakeholders has contributed to the success of the intervention. Additionally, stakeholders perceived the revitalisation efforts as a catalyst for cultural preservation and community pride, which signalled a positive outlook for the future of Banganga. All the respondents reported that the renovation works could bring more people to visit the temple to a large extent and that the cultural and spiritual aspects of the temple have not been affected because of the renovation of the temple tank.

"This entire approach to revitalise the Banganga region has truly transformed the area. As a vegetable seller in the vicinity, I have seen how the addition of wall paintings, street lamps, and sitting benches has reshaped the area. Because of it, Banganga has become a more attractive and vibrant place for locals and tourists."

- Mr. Naresh (Vegetable Seller)

Impact Created Across Multiple Levels

INDIVIDUAL LEVEL

Improved access to cultural and heritage sites has enhanced individuals' opportunities for leisure, recreation and spiritual enrichment.

HOUSEHOLD LEVEL

Increased attractiveness of the surrounding area, potentially leading to an uptick in tourism-related businesses and opportunities.

COLLECTIVE LEVEL

The transformation of Banganga into a cultural and heritage hub has instilled a sense of pride and identity among local communities and cultivated collective ownership of the area's heritage and cultural significance.

COMMUNITY LEVEL

Enhanced accessibility, safety measures and aesthetic improvements have facilitated community gatherings, events and cultural activities, strengthened community bonds and fostered a sense of belonging among residents.

STATE LEVEL

Served as a model for similar heritage preservation and community development initiatives across the state that showcased the potential for public-private partnerships to drive sustainable urban regeneration projects.

NATIONAL LEVEL

The positive outcomes achieved contributed to the broader national agenda of promoting cultural heritage conservation, sustainable tourism development and community-driven urban revitalisation efforts across India.

Sustainability

RESILIENT INFRASTRUCTURE

Implementation of comprehensive strategies for continued infrastructure upkeep.

Installation of durable street lamps and repair of steps and walls using sturdy materials.

Implementation of robust maintenance plans for infrastructure longevity.

CULTURAL PRESERVATION

Implementation of conservation techniques to preserve the historical and architectural integrity of cultural assets within the Banganga precinct.

Conducting ongoing documentation and research efforts to record the cultural significance of the site and its surrounding heritage.

LOCAL ARTISAN SUPPORT

Support for local artisans and craftsmen to ensure the continuity of traditional art forms and craftsmanship relevant to the site's heritage.

COMMUNITY INVOLVEMENT AND OWNERSHIP

Establishment of community-driven heritage programs that engage local residents in preserving and promoting cultural traditions and practices.

8.5 OECD FRAMEWORK

The program aligned with the following Sustainable Development Goals (SDGs): SDG 9: Industry, Innovation, and Infrastructure, SDG 11: Sustainable Cities and Communities, SDG 17: Partnerships for the Goals

Coherence

Relevance

The program's relevance lies in its commitment to preserving national heritage and fostering cultural significance through the revitalisation of the historic Banganga Precinct. Through strategic initiatives such as art installations, informative signboards, and heritage-themed amenities, the project aimed to preserve the region's historical heritage while promoting sustainable development in the area.

Effectiveness

The effectiveness of the program was evident in its ability to significantly improve the condition and appeal of the Banganga Precinct. The implementation of repair works, installation of streetlights, and introduction of informative signages contributed to a safer, more accessible and aesthetically pleasing environment for visitors. Moreover, the program's impact on public awareness and stakeholder engagement underscored its effectiveness in ensuring a greater appreciation for Banganga's heritage and cultural significance.

Sustainability

·The sustainability of the program was ensured through resilient infrastructure development and community involvement. Robust maintenance plans for infrastructure longevity, along with extensive stakeholder consultations and participatory planning processes, facilitated ongoing community involvement and decision-making. These measures collectively contributed to the long-term sustainability of the program.

Efficiency

Through streamlined planning and coordination, resources were allocated efficiently to various components like infrastructure rehabilitation and community engagement. Efficient project management practices ensured timely execution of repair works and installation of amenities and maximised impact to optimise resource utilisation.

Impact

Improved infrastructure and accessibility enhanced public safety and convenience, which created a sense of community ownership and pride. Enhanced public awareness about the historical significance of Banganga, contributed to cultural preservation and promoted sustainable tourism. Stakeholder engagement and collaboration facilitated effective project implementation and amplified the program's impact.

Index : 5 Points - Very High ; 4 Points - High ; 3 Points - Moderate ; 2 Points - Low ; 1 Point - Very Low

The Way Forward

Based on the evaluation of the program, several indicators could be addressed to further enhance its impact and sustainability.

COMMUNITY ENGAGEMENT ENHANCEMENT

To ensure the sustained success and relevance of the program, it is essential to implement regular community feedback mechanisms aimed at continuously assessing the evolving needs and preferences of the local population. This could be achieved by organising community-led events and workshops to provide platforms for open discussions. Additionally, establishing community committees or forums could facilitate ongoing dialogue and decision-making processes to empower community members and actively participate.

INFRASTRUCTURE AND ACCESSIBILITY IMPROVEMENTS

To sustain and improve the infrastructure and accessibility of the precinct, it is imperative to continuously monitor and maintain existing infrastructure to ensure safety and accessibility for visitors. This includes regular inspections and repairs of pathways, staircases, and other amenities. Additionally, implementing green initiatives such as tree planting and waste management systems could enhance the precinct's aesthetic appeal while promoting sustainability. Furthermore, the creation of public toilets would greatly contribute to the comfort and convenience of visitors to enhance their experience.

PROMOTION AND AWARENESS CAMPAIGNS

To boost visitor engagement, targeted marketing campaigns and leverage social media could be launched to promote the precinct's cultural significance. Collaboration with tourism agencies and local businesses for joint promotional activities could be made aimed at positioning Banganga as a must-visit cultural destination in Mumbai. The 'Amble' walking application could be promoted through various channels to increase awareness and encourage its adoption among visitors.

8.6 CONCLUSION

In conclusion, the revitalisation project at Banganga Precinct has been a transformative endeavour that revitalised this historically significant site into a vibrant cultural and heritage hub. Through comprehensive infrastructure rehabilitation, community engagement and preservation efforts, the project has not only enhanced the site's historical significance but also improved accessibility, safety and public awareness. Stakeholder engagement and positive community perception underscored the success of the intervention, which reflected a collaborative approach toward cultural preservation and sustainable development. Moving forward, continued efforts in maintenance, community involvement and leveraging innovative tools like the 'Amble' walking application could be essential to sustain the positive impact and further elevate the precinct's status as a cultural landmark.

06. COMMUNITY DEVELOPMENT PROGRAM

9. FEVER CLINICS

9.1 EXECUTIVE SUMMARY

Project Background

In collaboration with the RPG Foundation, KEC aimed to establish and operate fever clinics as independent facilities dedicated to screening and managing patients with fever or respiratory symptoms, including potential COVID-19 cases in line with the National Health Mission (NHM). These fever clinics were strategically located away from main medical facilities to ensure patient isolation and minimise cross-contamination. Infection prevention and control measures, including the use of personal protective equipment (PPE) and adherence to biomedical waste management rules, were strictly observed. The roles and responsibilities of healthcare personnel, operational protocols, and clinic components were outlined to ensure efficient clinic management.

Project Activities

- Establishment of independent fever clinics away from main medical facilities.
- Installation of clear signage and separate entrances for fever clinics.
- Implementation of physical distancing measures in fever clinic waiting areas.
- Screening of all patients with fever or respiratory symptoms, including potential COVID-19 cases.
- Enforcement of infection control measures such as PPE use and waste management.
- Assignment of healthcare roles and responsibilities for fever clinic operation.
- Provision of basic equipment and amenities in fever clinics.

Project Year

FY 2021-2022

Implementing Partner

RPG Foundation

Project location

Maharashtra

Financial Year of Impact Assessment

FY 2023-2024

SDG Goals

- SDG 3: Good Health and Well-being
- SDG 9: Industry, Innovation, and Infrastructure
- SDG 11: Sustainable Cities and Communities
- SDG 17: Partnerships for the Goals

Design Snapshot

Name of the project

Community Development

Research Design Used

Descriptive research design

Sampling Technique

Purposive and random sampling

Sample Size

50

Key Output

Establishment of fever clinics in urban and suburban areas.

Provision of medical consultations and necessary medications during the pandemic.

Ensuring infection prevention and control measures were followed.

Regular monitoring and evaluation of clinic operations.

Minimising health risks through efficient management of biomedical waste.

Key Impact

No of Patients visited - 9,93,465
No of COVID Testing - 4,12,926
No of Vaccine Administered- 24,304

Increased awareness and adherence to physical distancing measures in the community.

Timely detection and management of COVID-19 cases through testing and consultation.

Strengthened community resilience against infectious diseases.

Repurposing of fever clinics for broader public health initiatives post-COVID-19 pandemic.

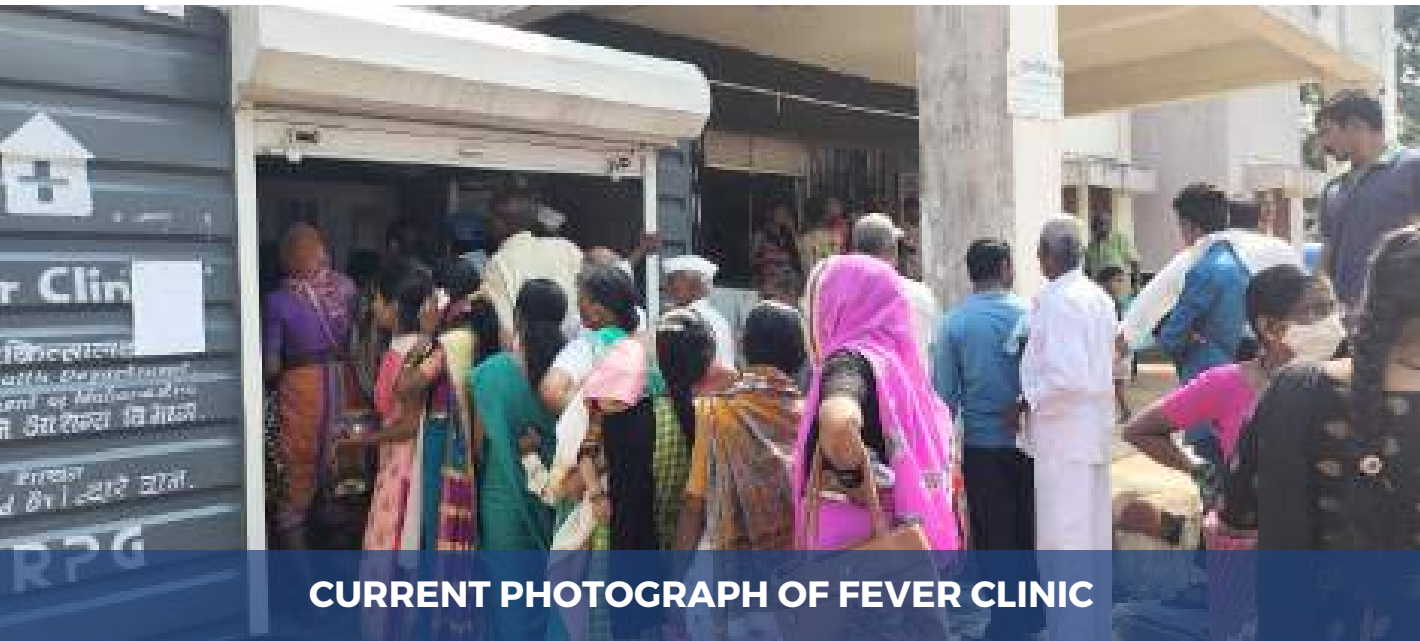
9.2 PROJECT INTRODUCTION

BACKGROUND AND NEED OF THE PROGRAM

The program was established to address the urgent need for a dedicated healthcare facility to manage fever and respiratory symptoms, particularly during the COVID-19 pandemic. With the aim of early detection, testing, and treatment of infectious diseases, including COVID-19, the program sought to provide a centralised and accessible location for individuals experiencing fever or respiratory symptoms to receive timely medical attention. Recognising the importance of preventing the spread of contagious illnesses within healthcare facilities and the wider community, the program emphasised implementing rigorous infection prevention and control measures. By establishing fever clinics equipped with appropriate medical resources and staffed by trained healthcare professionals, the program aimed to enhance the healthcare system's capacity to manage and mitigate the impact of infectious disease outbreaks effectively.

OBJECTIVES OF THE PROGRAM

- To promote healthcare, including preventing healthcare and disaster management
- To establish fever clinics for timely screening and treatment of COVID-19.
- To ensure rigorous infection control measures within the clinics.
- To optimise clinic operations for efficient service delivery.
- To enhance communication channels between healthcare providers and patients.
- To establish feedback mechanisms to improve service quality continuously.



CURRENT PHOTOGRAPH OF FEVER CLINIC

Research Design

Name of the project
Community Development

Implementing agency
RPG Foundation

Research Design Used
Descriptive research design

Sampling Technique
Purposive and stratified random sampling

Qualitative Methods Used
Testimonials and focus group discussions

Key Stakeholders

- Implementing partner and Project team
- Healthcare professionals
- Local communities

9.3 KEY STUDY FINDINGS AND IMPACT

The key study findings delved into the program's efficacy and highlighted its tangible effects on various aspects of community health and well-being. Through meticulous data collection and analysis, the study shed light on the impact of the program, offered valuable insights into its effectiveness and addressed pressing health challenges to improve overall healthcare delivery.

DEMOGRAPHY OF BENEFICIARY POPULATION

CHART 1: AGE-WISE DISTRIBUTION

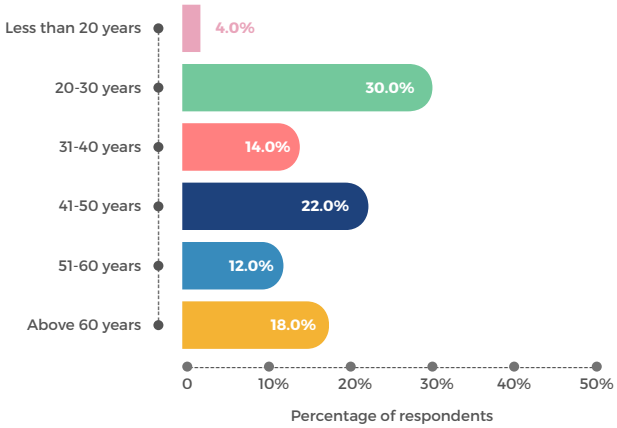


CHART 2: OCCUPATION OF THE RESPONDENT

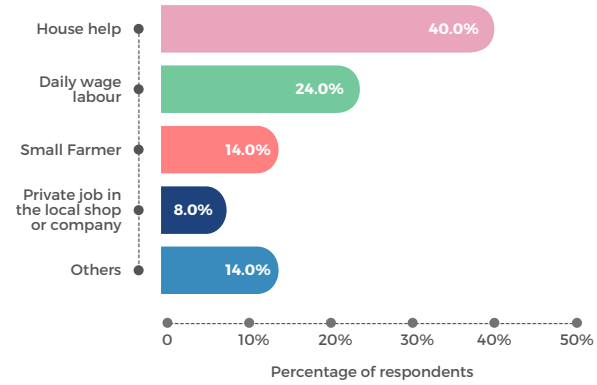
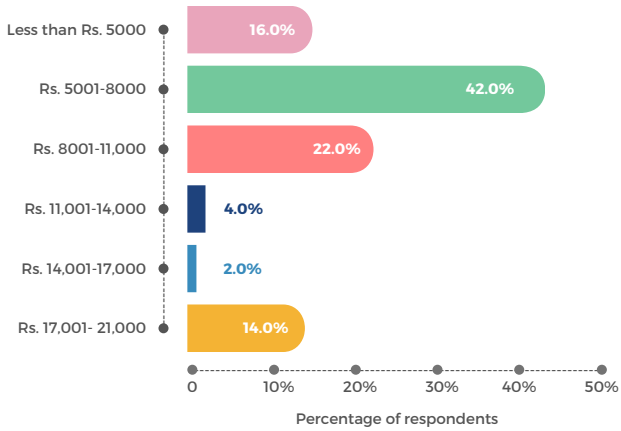


CHART 3: APPROX MONTHLY INCOME OF THE FAMILY



The data provided offered a comprehensive insight into the demographics of the respondents and revealed a diverse range of age groups, occupations and income brackets. In terms of age distribution, the 20-30 years age group was the most prominent (30%), while middle-aged individuals aged 31-50 years collectively represented a substantial portion (36%). Other professions included driving, selling small daily items, working in the unorganised sector and those who have retired. Regarding occupational distribution, house help emerged as the most prevalent occupation (40%), followed by daily wage labourers (24%). The most prevalent income bracket was Rs. 5001-8000 (42%), followed by Rs. 8001-11,000 (22%).

PRE-INTERVENTION

Before the implementation of the fever clinic initiative during the COVID-19 pandemic, the healthcare system faced significant challenges to effectively manage the influx of patients with fever and respiratory symptoms. With no dedicated fever clinics in place, hospitals and healthcare facilities struggled to separate suspected COVID-19 cases from other patients, which led to potential cross-contamination and increased transmission risks. The lack of specialised infrastructure for fever screening and testing resulted in long waiting times and overcrowding in emergency departments, which only hindered timely diagnosis and treatment. Additionally, the absence of standardised protocols for managing fever cases contributed to inconsistencies in patient care and limited capacity to effectively contain the spread of the virus. These pre-intervention challenges underscored the urgent need for dedicated fever clinics to streamline the triage process, improve infection control measures and enhance the overall response to the COVID-19 pandemic.

CURRENT PHOTOGRAPH OF FEVER CLINIC

KEY PROGRAM INPUTS AND ACTIVITIES

ESTABLISHMENT OF FEVER CLINICS

Identification of suitable locations away from the main medical facility to minimise interaction with other patients.

Ensuring sufficient isolation to prevent cross-contamination.

Setting up separate entrance and exit points for the clinics.

Installation of signage for easy navigation and direction of patients.

STAFFING AND OPERATIONS

Supervision of daily clinic operations by assigned medical staff and clinic operators.

Assignment of dedicated Fever clinic operators, for clinic operations.

Ensuring clinic availability from 9 am to 5 pm on all working days.

Deployment of necessary equipment, such as non-contact infrared thermometers, oximeters, and glucometers, for screening purposes.

WAITING AREA MANAGEMENT

Establishment of waiting areas outside the clinic premises.

Implementation of queue or token systems to maintain physical distancing.

Provision of seating arrangements to accommodate patients while adhering to distancing guidelines.

INFECTION PREVENTION AND CONTROL MEASURE

Adherence to infection control practices, including the use of personal protective equipment (PPE), handwashing, and waste segregation.

Compliance with biomedical waste management rules for safe disposal of waste generated in the clinics.

Provision of adequate lighting and ventilation to maintain a clean and hygienic environment.

9.4 KEY PROJECT IMPACT

The project's impact was evident across various facets of community healthcare and infrastructure. Through disease detection and diagnosis outreach efforts, the project significantly identified and managed COVID-19 cases, with a focus on prompt testing and understanding the severity of illness. The project also positively impacted the quality of healthcare services, with swift recovery and perceived effectiveness of treatment, as reported by the majority of respondents. Stakeholder engagement and perception subsequently highlighted the clinic's vital role in addressing community healthcare needs.

DISEASE DETECTION AND DIAGNOSIS (OUTREACH)

CHART 4: TESTING OF THE VIRUS

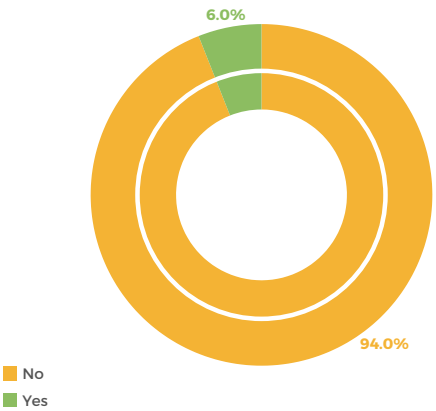
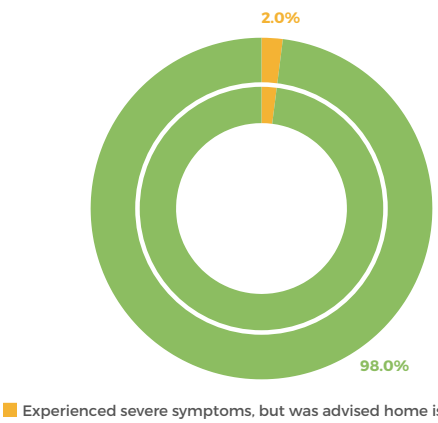


CHART 5: SEVERITY OF ILLNESS



The majority of respondents (94%) reported not testing positive for COVID-19, which indicated a small proportion of individuals who contracted the virus. Furthermore, the data shed light on the severity of illness experienced by the respondents, as an overwhelming majority (98%) reported only mild symptoms, which implied the spectrum of illness severity experienced.

According to the field interviews, the fever clinic was equipped with essential amenities to facilitate efficient testing procedures. These included chairs for patient seating, a sturdy examination table, a privacy-enhancing curtain, a fully functional wash basin, a comfortable bed with a mattress for patient examination, a ceiling fan for ventilation, a storage cupboard for medical supplies, a window for communication and document exchange, a scanner for documentation purposes, and a testing kit for conducting COVID-19 tests. The presence of these amenities ensured a conducive environment for both patients and healthcare staff to facilitate smooth clinic operations.

> "I was feeling under the weather and had some COVID-19 symptoms when I decided to get tested at the Fever Clinic. The process was quick and easy, and the personnel were professional and kind. Thankfully, my results came back negative within a day, and I felt relieved. I recommended this clinic to everyone in need of a COVID test."
>
> **- Khatum, 48 years, Nadoda village, Malkapur**

PRE-INTERVENTION SITUATION

The absence of specialised clinics during the pre-intervention situation, as understood from the survey, created challenges in efficiently managing and treating individuals with fever symptoms, which led to increased strain on healthcare facilities and potentially hindered the timely identification and containment of infectious diseases.

> We saw an average of 1000 patients every day. Our clinic setup was equipped with all the necessary facilities and strictly followed COVID-19 guidelines. The staff members wore protective gear, and testing results were usually available within 24 hours. Overall, the clinic has been a great service for the public, and I'm proud to be a part of it."
>
> **- Mr. Rakesh (Worker)**

ACCESSIBILITY & AFFORDABILITY

CHART 6: WAITING TIME TO SEE THE DOCTOR

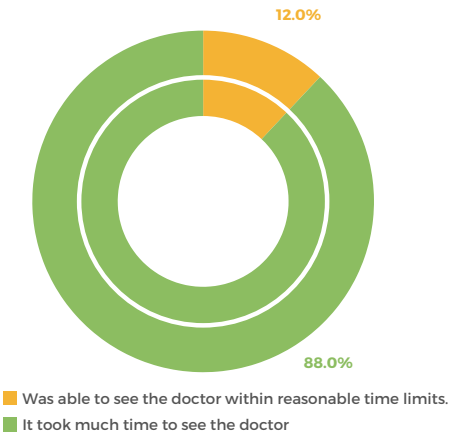
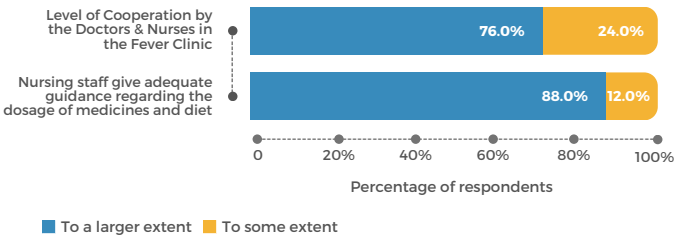


CHART 7: LEVEL OF COOPERATION BY THE DOCTORS & NURSES IN THE FEVER CLINIC



Concerning the waiting time to see the doctor, the majority (88%) reported excessive waiting times, which suggested a high volume of patients in need of medical attention at the clinic. Regarding cooperation from healthcare professionals at the fever clinic, a significant majority experienced a high level of cooperation from the doctors who listened to symptoms patiently (76%) and received guidance on medicines and diet from nursing staff (88%).

The qualitative survey revealed that all respondents received free medicine from the clinic, which indicated an accessible healthcare service. Additionally, all of them shared that the fever clinic demonstrated strict adherence to COVID-19 Standard Operating Procedures (SOPs), which reflected a commitment to maintaining safety and hygiene standards. The clinic's floor was cleaned twice daily to ensure optimal cleanliness, while physical distancing measures were rigorously enforced to minimise the risk of viral transmission among patients and staff. Additionally, all staff members diligently utilised personal protective equipment (PPE), including masks, gloves, sanitisers, and headgear, to mitigate the spread of infection. These measures contributed to creating a safe and secure environment for patients seeking COVID-19 testing services.

"Our clinic categorised patients based on severity, with mild cases being the most common. Immediate actions for positive cases included sending ambulances and notifying authorities. For mild cases, we prescribed home isolation, while for moderate and severe cases, we were hospitalised. We provided continuing medical support for home-isolated patients and referred hospital cases to the District Hospital in Akola. I am very grateful for this initiative"

- Dr. Gaurav Pradip Gosavi, Fever Clinic Doctor, Murtizapur

IMPROVEMENT OF QUALITY HEALTHCARE SERVICES

CHART 8: PACE OF RECOVERY

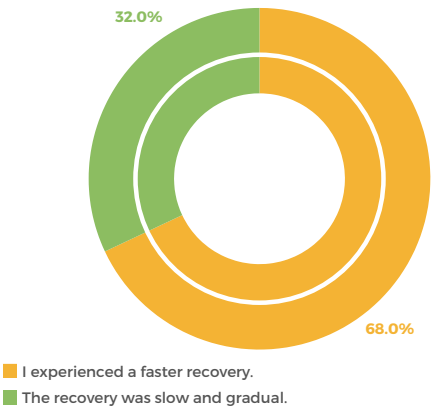
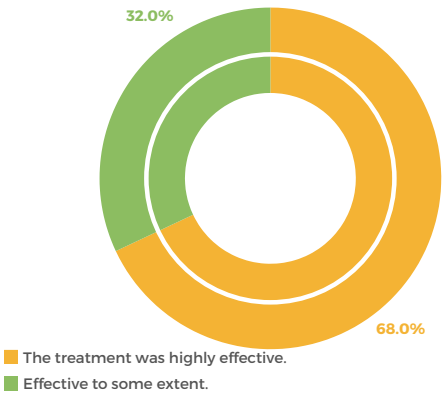


CHART 9: EFFECTIVENESS OF TREATMENT



A significant majority (68%) experienced a swift recuperation following medical advice. This indicates varying perceptions among respondents regarding the speed of their recovery, with implications for healthcare practices and patient outcomes. Similarly, a majority (68%) perceived the treatment at the clinic as highly effective, which suggested a positive perception of the treatment outcome.

" Along with two other nurses, we managed the clinic from morning 9 am to 7 pm. Our daily responsibilities included conducting COVID testing, maintaining records, and ensuring cleanliness. Despite the manageable patient crowd, we faced challenges such as shortages of gloves and masks. I'm satisfied with the clinic setup, but adding a shed for protection from sun and rain would be beneficial."

- Manali Devde, Nursing Staff, Amravati

AWARENESS AND ADOPTED MEASURES FOR PREVENTIVE HEALTHCARE IN THE COMMUNITY

CHART 10:EXTENT TO WHICH THE CROWD MANAGEMENT IN THE FEVER CLINIC DONE

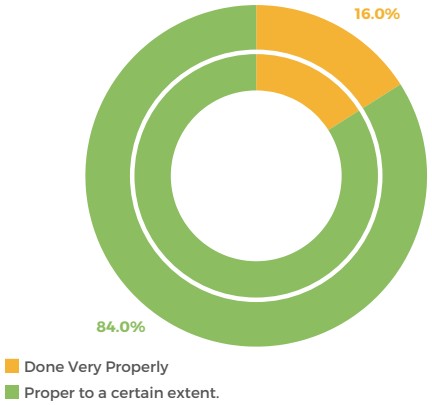


CHART 11: EXTENT TO WHICH THE PHYSICAL DISTANCING MAINTAINED

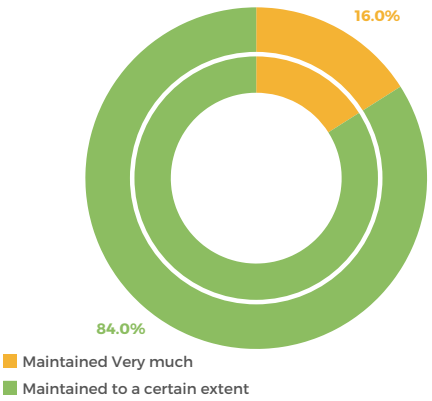
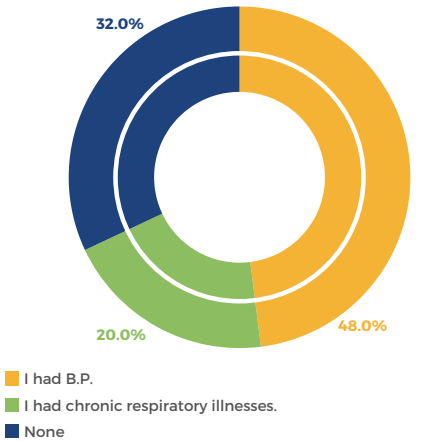


CHART 12: CO-MORBIDITY



As an adopted measure towards raising awareness, a majority (84%) felt that it was conducted 'proper to a certain extent,' which reflected an acknowledgement of adequacy in crowd management practices. Similarly, regarding physical distancing, the majority (84%) perceived it was 'maintained to a certain extent'. Shifting focus to comorbid conditions, less than half of the respondents (48%) reported high blood pressure as a co-morbidity. This distribution highlighted the levels of awareness that were raised towards preventive measures, as well as the impact of co-morbidities on COVID-19 outcomes, to guide improvements in healthcare practices and interventions.

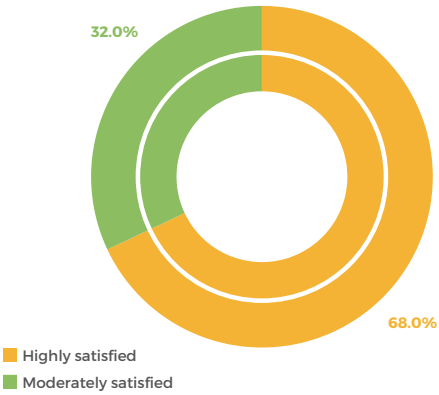
As a part of the field study, it was found that the clinic operated within a structured timetable and ensured the presence of at least one doctor and two nurses during testing hours. This organisational framework optimised operational efficiency and facilitated prompt patient care

"I am thankful to Fever Clinic Amravati for providing me with a complimentary and accurate COVID-19 test. I received my results via SMS within two days. I am grateful for their assistance."

- Avinash Bhoyar, 32 years, Amravati

STAKEHOLDER ENGAGEMENT AND PERCEPTION

CHART 13: LEVEL OF SATISFACTION TOWARDS THE SERVICES OF THE FEVER CLINIC



The majority of respondents (68%) were highly satisfied with the services, which indicated a positive perception of the clinic's services. The field study showed that the fever clinic played a vital role in providing essential COVID-19 testing services to the community. The clinic demonstrated a commitment to safety and addressed the identified challenges regarding community healthcare needs.

" The COVID-19 testing service at the fever clinic exceeded my expectations. The staff was friendly and efficient, and the test was completed in under fifteen minutes.
I received my results promptly the next day.
I wholeheartedly endorse their COVID-19 testing service."

- Anita Kanoje, 55 years, Murtizapur

Impact Created Across Multiple Levels

INDIVIDUAL LEVEL

- Improved access to healthcare services for individuals experiencing fever or respiratory symptoms owing to COVID-19.
- Enhanced awareness of preventive measures and infection control practices necessary during the pandemic among patients attending fever clinics.

HOUSEHOLD LEVEL

- Reduced transmission of contagious diseases and unfortunate demises within households due to early detection and isolation of infected individuals.
- Decreased financial burden on households by providing free medical consultation and medications at fever clinics.

COLLECTIVE LEVEL

- Improved public health outcomes through early detection and containment of infectious diseases, contributing to community well-being.
- Strengthened healthcare infrastructure and response mechanisms to effectively manage public health crises such as pandemics.

COMMUNITY LEVEL

- Enhanced community resilience against health emergencies through the establishment of dedicated fever clinics and proactive disease surveillance.
- Increased community participation in healthcare initiatives and adherence to public health guidelines, fostering a culture of health consciousness.

STATE LEVEL

- Strengthened state-level healthcare systems through the implementation of standardised infection prevention and control measures at fever clinics.
- Enhanced data collection and reporting mechanisms for monitoring disease trends and allocating resources effectively at the state level.

NATIONAL LEVEL

- Contributed to national efforts in combating infectious diseases.
- Improved national health security and pandemic preparedness through the establishment of robust fever clinic networks and protocols.

Sustainability

OPERATIONAL SUSTAINABILITY

Establishing fever clinics to combat the COVID-19 crisis.

Ensuring a stable and adequately trained workforce through recruitment, training and retention programs to maintain consistent service delivery.

Establishing reliable supply chains for medical equipment, pharmaceuticals and other essential resources to prevent disruptions in service provision.

COMMUNITY ENGAGEMENT AND SUPPORT

Fostering community engagement and ownership through participatory decision-making processes, involving stakeholders in implementation and evaluation.

Conducting health education and awareness programs to empower communities with knowledge and skills for preventive healthcare and self-care practices.

SCALING AND REPLICATION

Designing program interventions and strategies that are scalable and adaptable to different contexts, allowing for expansion to reach more beneficiaries and communities.

Forming strategic partnerships and collaborations with government agencies and communities to share best practices and have program replication in other locations.

9.5 OECD FRAMEWORK

The program aligned with the following Sustainable Development Goals (SDGs): SDG 3: Good health & Well being, SDG 9: Industry, Innovation, and Infrastructure, SDG 11: Sustainable Cities and Communities, SDG 17: Partnerships for the Goals.

Coherence

Relevance

The program was highly relevant in the context of public health emergencies like the COVID-19 pandemic, where the establishment of specialised fever clinics was crucial for effectively managing and containing the spread of infectious diseases. By providing a dedicated space for screening and testing individuals with fever symptoms, the program addressed a critical need in the healthcare system with appropriate treatment and minimised the risk of transmission.

Effectiveness

By establishing dedicated fever clinics equipped with necessary resources and trained personnel, the program ensured timely identification of potential cases and facilitated prompt isolation and treatment. This proactive approach significantly contributed to reducing the spread of infectious diseases and mitigating the burden on healthcare facilities.

Sustainability

The program demonstrated a strong commitment to sustainability by establishing partnerships with local communities for sustained support and integrating fever clinics into existing healthcare systems for seamless integration and scalability.

Efficiency

The program exhibited commendable efficiency in resource utilisation and service delivery and optimised available resources to meet the growing demand for fever screening and testing services. The streamlined processes and protocols implemented in fever clinics maximised the utilisation of healthcare personnel and enhanced the overall throughput of clinic operations.

Impact

By providing accessible and efficient fever screening and testing services, the program contributed to reducing the transmission of infectious diseases within communities, mitigating the burden on healthcare systems and saving lives. The program's impact extended beyond immediate health outcomes to encompass broader benefits such as enhanced public awareness and strengthened healthcare infrastructure.

Index : 5 Points - Very High ; 4 Points - High ; 3 Points - Moderate ; 2 Points - Low ; 1 Point - Very Low

The Way Forward

Based on the evaluation of the program, several indicators could be addressed to enhance its impact and sustainability further.

EXPANSION AND ACCESSIBILITY

Opportunities to expand the reach of fever clinics to underserved areas and vulnerable populations and ensure equitable access could be explored. This could involve mobile clinic units, community outreach programs, or partnerships with local healthcare providers to increase coverage and accessibility.

CAPACITY BUILDING AND TRAINING

Capacity-building initiatives to enhance the skills and knowledge of healthcare personnel involved in fever clinic operations could be established. This includes training in disaster management, patient management protocols and communication strategies to ensure effective service delivery.

TECHNOLOGICAL INNOVATION

Technological innovations such as telemedicine platforms, digital health records and remote monitoring tools could be introduced to enhance the efficiency and effectiveness of fever clinic operations. This includes leveraging data analytics for real-time surveillance, outbreak detection, and predictive modelling to inform proactive interventions.

9.6 CONCLUSION

By providing dedicated spaces for fever screening and testing, the Community Development program has played a crucial role in early disease detection, containment, and treatment in order to reduce the spread of infection and mitigate the burden on healthcare systems. The program's success is attributed to its alignment with public health priorities, standardised protocols, efficient resource utilisation and collaborative partnerships. Moving forward, there is room to monitor the program, enhance capacity building, integrate with health systems, engage communities, leverage technology and advocate for supportive policies for its long-term impact and sustainability. Overall, the program served as a valuable model for pandemic response and contributed to improved health outcomes.