

REPORT
ON
THE RESPONDENTS TRAINED
UNDER GDA
IN
DDUGKY
AT
ERNAKULAM

Submitted by:

Seetha A S

Gandhigram University

Dindigul

Acknowledgement

I hereby thank the Kerala Kudumbashree Mission, Trivandrum for giving me such an opportunity to do the internship under the selected program. I also exceeds my sincere gratitude to the District Kudumbashree Office, Ernakulum for guiding me all through.

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Last and not the least, I thank my parents, who had given me a great support during my downs and my friends who had helped me all through my way.

Place : Ernakulum

(SEETHA A S)

Date:

Declaration

I do hereby declare that this report has been originally carried out by me, as a part of the internship under the Kudumbashree mission, in the program, DDUGKY. This report has not been submitted in any other institutions for getting any other diplomas or degrees.

Place : Ernakulum

(SEETHA A S)

Date :

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Report Abstract

The report hereby presents the employment status of the 30 respondents who were trained under General Duty Assistance course, in Apollo Med Skills, Elamakkara, under DDUGKY. This report also discuss about the present life status of these sample group after providing the training. In this report, it is evident that about 53% of the respondents are working, not only in the GDA and medical sector, but also in every other sector. The report also says that 30% of the respondents are unemployed at present and is in search of a guaranteed employment. It also says that 17% of the respondents are studying after completing the training under GDA course.

The course had helped to provide employment for about more than 50% of the people and hence helped in the development of the livelihood of the people, leading to the overall increase in the national income. Thus it helped in the betterment of the society.

Introduction

The Government of India has set an ambitious target for providing skill training to 500 million of its youth by 2022, which is in line with the estimated demand for skilled manpower over the next decade. As per the 2011 Census, India has 55 million potential workers between the ages of 15 and 35 years in rural areas. At the same time, many industrialized nations are facing an ageing population problem. Some of these countries are expected to face a cumulative shortage of 57 million workers by 2020. These numbers represent a historic opportunity for India to transform its demographic surplus into a demographic dividend. Several Ministries have been assigned targets for skilling India's youth to contribute to the Government's vision for making India the skill capital of the world.

Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), the skill training development and placement program of the Ministry of Rural Development (MoRD), occupies a unique position amongst other skill training programmes, due to its focus on the rural poor youth and its emphasis on sustainable employment through the prominence and incentives given to post-placement tracking, retention and career progression. Even as India moves towards becoming an international skills hub, there is a need to acknowledge the challenges preventing the rural poor from taking advantage of this momentous economic transition. Lack of formal education, marketable skills and other constraints imposed by poverty, place significant entry barriers to today's job market. DDU-GKY is therefore designed to not only provide high quality skill training opportunities to the rural poor, but also to establish a larger ecosystem that supports trained candidates secure a better future.

The DDU-GKY State Skill Missions embedded in general within the **State Rural Livelihood Missions** (SRLMs), are envisioned to play a central role in providing co-funding and implementation support to DDU-GKY in the state and the Project Implementing Agencies (PIAs) who implement the program through skill training and placement projects.

SKILLING AND TRAINING

The major steps that the program notices as it implements are:

- i. Awareness building within the community on the opportunities
- ii. Identifying rural youth who are poor
- iii. Mobilizing rural youth who are interested
- iv. Counselling of youth and parents
- v. Selection based on aptitude
- vi. Imparting knowledge, industry linked skills and attitude that enhance employability
- vii. Providing jobs that can be verified through methods that can stand up to independent scrutiny, and which pays above minimum wages
- viii. Supporting the person so employed for sustainability after placement
- ix. Ensuring that all trainees are from poor rural households.
- x. Ensuring that trainees are able to access skilling and placement services free of cost
- xi. Adopting a Gram Panchayath (GP) saturation approach to enrolment to enable better mutual support
- xii. Providing financial assistance for transport/lodging and food during training
- xiii. Providing for post placement support for six months
- xiv. Providing for post-placement counselling, facilitation and tracking for one year
- xv. Providing training in a number of trades that do not require formal education
- xvi. Working with G.P and Self Help Groups (SHGs) to authenticate performance
- xvii. Encouraging exemplary performance in skill development by various stakeholders by instituting awards by State Governments

Hence, DDU-GKY aims to skill rural youth who are poor and provide them with jobs having regular monthly wages or above the minimum wages. It is one of the cluster of initiatives of the Ministry of Rural Development, Government of India that seeks to promote rural livelihoods. It is a part of the National Rural Livelihood Mission (NRLM) - the Mission for poverty reduction called Aajeevika.

The DDU-GKY Advantage

- World-class training through international benchmarking and best practices
- Ensuring quality output and minimum service standards through well-defined Guidelines and Standard Operating Procedures (SOPs)
- Quality Initiatives such as Training of Trainers (ToT) to build efficacy and scale Curriculum as defined by Sector Skill Councils or NCVT and aligned to industry expectations Mandatory training in soft skills, functional English and basic computer literacy
- Emphasis on technology-led training infrastructure Industry-ready discipline ensured through geo-tagged, time-stamped biometric attendance
- Monitoring of training standards via CCTV recording Guest lectures from industry leaders and domain experts
- Mandatory third party Assessment and Certification of trained candidates
- Multiples modes of engagement with employers to meet with multiple employer expectations

Key Features

Focus on sustainability:

Industry interactions have emphasised the need for training in soft skills, team working etc., as more important than domain skills, which they learn on the job. To ensure that candidates can perform in their work areas as well as assimilate into the organization and society, DDU-GKY has mandated a minimum of 160 hours of training in soft skills, function English and computer literacy. Additionally, a finishing module called Work Readiness training is suggested to ensure that trained candidates hit the ground running wherever they join.

Benefits to candidates are in the form of free training, free uniform, free course material, free lodging and board in case of residential programs, reimbursements of expenses in non-residential

programs, post placement salary top-ups every month for 2-6 months depending on location of placement and placement for at least 70% of all trained with a minimum salary of Rs. 6,000/- per month (as cost to company).

Quality Assurance Framework:

Introducing predictability in government process by defining minimum service level benchmarks and standards, controls & audits, defaults and remedial actions to reduce Inspector Raj in an all pervasive quality assurance framework comprising of the Guidelines & Standard Operating Procedures (SOPs). The high point of the framework is inclusion and self-regulation, with assigned role and responsibilities for Q-Teams within the PIAs.

Additionally, transparency and accountability is fostered through the end-to-end implementation of Public Financial Management System (PFMS) as the channel for fund disbursements and audits. This allows DDU-GKY to invest in capacity building of the private sector, front-loading 25% of the training costs so that PIAs are not constrained to invest in quality training centers.

Employing Technology in implementation:

We understand the global and local importance of exposure to technology, and how it not only unites us, but also makes providing training and the monitoring and implementation of projects seamless. DDU-GKY through its training partners has employed the following

A Geo-Tagged Time Stamped Biometric Attendance Record: similar to what the candidates will eventually find in most organizations. This serves a dual purpose of being a monitoring tool, and also it also making candidates familiar with modern technology. Provision of a Tablet or PC per candidate at the training centre. This enables candidates to learn at their own pace. Presence of Computer Labs and e-Learning at Training Centers, to ensure that all candidates have access to a wider curricula and adequate learning opportunities.

In addition, DDU-GKY as part of its management process and MIS requirements ensures that all Training partners invest in IT infrastructure and is working on a nation-wide network for sharing real-time performance data, meaningful graduate and financial information and creating a strong independent Placement Initiative.

DDU-GKY training centers will have the prescribed:

- Furniture, layout, color scheme and signage important for establishing the DDU-GKY brand
- Training aids
- Geo-tagged time-stamped adhaar authenticated biometric attendance facility for both trainers and trainees.
- Firefighting equipment
- First aid, hygiene, drinking water, canteen and washroom facilities
- Internet and email access of prescribed speed on all IT equipment using which all trainees can check their emails and browse the internet
- Access control facilities
- Projection and copying equipment
- High speed access to the workflow driven, internet enabled ERP of the PIA
- CCTV recording facilities in classroom, labs and common areas.

Trainers' selection

Those persons deployed as trainers will have the requisite exposure to the requirement of prospective employers. They should also possess the knowledge, skills and attitude needed to be a good trainer in his/her domain.

Content development

Course content would be in tune with the requirement of industry/trade. These will be certified by the employer if the training is for captive employment. In all other cases it should be certified by National Council for Vocational Training (NCVT) or Sector Skills Council (SSC) or any other agency notified for the purpose by MoRD.

Assessment & Certification

Continuous assessment will be an integral part of the course curriculum. This will be in the form of announced and unannounced quizzes, assignments and other types of tests. The questions asked, answers given and marks obtained by each trainee would be available in the password protected area of the PIAs web site. Independent certification and assessment by third party

agencies of curriculum and the skill, knowledge and attitude level of each trainee as acceptable to the industry or employer will be mandatory. These would include only those agencies that have been empanelled by NCVT/SSC/ notified by MoRD in the case of skills and NIOS in the case of school bridge courses for school drop outs. Own certification in cases of established brands can be used provided it has been approved by MoRD/Kudumbashree in advance.

Placement

DDU-GKY will have the following type of placements

- Captive placement- PIAs having their own requirement train and absorb the trained persons in their own organizations.
- Placement providing jobs having regular monthly wages at or above the minimum wages: The proof of regular wage employment is demonstrated by the salary slip from the Human Resources department of the organization.
- Placement in jobs in foreign countries Placement in jobs which can provide a minimum salary of Rs. 25,000
- Post Placement Support (PPS)
- PPS will be paid to the trainee in full at the end of each month to the bank account of the working youth on receipt of salary slip. Under no circumstances, PPS would be distributed in cash or kind. PPS money will be released to the PIA as a part of the regular installment.

Retention Support

It has been observed that those who remain in work for one year are successful in making the transition and very rarely slip back into unemployment. Additional resources are being made available to the PIA for this at the rate of Rs. 3000/- per person retained in employment for 365 days.

Support for Career Progression

A major challenge of DDU-GKY is to assist those placed to progress in their careers. This has been addressed in the form of an additional payment to PIAs at the rate of Rs. 5000/- for every person trained by the PIA who crosses a salary of Rs.15,000/- per month and holds it for a minimum of 90 calendar days within one year of completion of training.

Support for Industry internships

In case of Industry internship program of 12 months duration, a PIA shall be eligible for a grant-in-aid through the CTSA to support the cost of Boarding and Lodging at the rate of Rs. 5000 per candidate and a one-time travel cost for a candidate from the residence to the internship training centre on actual basis with a maximum limit of Rs. 4500.00. The PIA shall pay a stipend of Rs. 3000 per month to each candidate during the period of internship through bank.

Focus on SC/ST, minorities and women

At the State level, 90% of the funds would be earmarked for SCs, STs and minority groups. One third of the persons covered should be women.

Special groups

Though there are no separate targets for special groups such as PWD, victims of trafficking, manual scavengers, trans-gender, rehabilitated bonded labour and other vulnerable groups, State have will develop strategies that address issues of access of special groups who usually get left out. The nature of affirmative action that is required to overcome their challenges and barriers to participation needs to be incorporated into the skill action plan proposed by the State.

Hypothesis and Case Description

Here, the hypothesis for testing is that the training provided by DDUGKY, had helped in **providing guaranteed job for the rural youth in the country. That is, as the training moves on, the** prevailing unemployment should be decreased and there will be a proper guaranteed employment provided, that can lead to the overall development of the country. Here, **30 respondents, who had trained under DDUGKY, in Ernakulum district under Apollo Med skills in General Duty Assistant** course, is taken as the sample group for the study. From this study, the aim is to measure the reduction of unemployment in relation with the training provided. The chosen method is **Direct Schedule** method, as the sample group is contacted directly and the interviewer had analyzed both qualitatively and quantitatively.

Apollo Med Skills is a medical skills development institute in India. It was set up in the year 2012 as joint venture between Apollo Hospitals and National Skill Development Corporation (NSDC) as part of setting up more than 40 training institutes across the country to train and upgrade the skills of hospital workforce across the country. It works under Kudumbashree in providing training for students under DDUGKY mission. Kudumbashree is a poverty eradication and empowerment program implemented by the State Poverty Eradication Mission (SPEM) of the government of Kerala. It has been recognized as the State Rural Livelihood Mission (SRLM) under the National Rural Livelihood Mission(NRLM) by the Ministry of Rural Development.

Case study

Case 1

Ancy George, is a 22 year old unmarried girl who had completed her GDA in 3 months training from Apollo Med skills. Her family consist of five members in which 2 are employed. She is presently working as General Duty Assistant in *Baptister* hospital Bangalore. Her father is self employed. After4 completing her higher secondary education she, herself was in thought of attaining a job and the information about this training was from her neighbor. Since there was a five hours travel from Kothamangalam, her native place, she was a hosteller during her training period. She told that there were 5 faculties, who were well qualified, in the training institute two of the main course teachers had completed their BSc. Nursing and were full time employees. The placement was from the institute and it happened within a month of completion of the training. It took one proper month for her to get the certificates in hand, which had not affected the process of placement. After placement, they had a 3 months training period, from where she came to feel that the syllabus that she had studied in the institute was not what she wanted to do there. She remembers that there were no proper lab facilities during her study period and since she had a language problem she was more attentive in the communicative class but their sir gave self works and sat beside doing his works. She had struggled hard to get in with her communication skills after being in the hospital and told that it is not the way for a teacher to be and even the students cannot ask as they were provided with **free** education.

She also remembers that about 3,000rupees was provided even during the On the Job Training period. Now after one year and five months, her salary is about 10,000rupees from which she can manage her personal needs and have a balance for her family. She also said the there is a bundle of work and even have to suffer during the night shifts to have this salary. She told that her friends had quit the job, but she withstands this to give her family a better life.

Case 2

Chinnu, who had completed the three months training in GDA is a house wife now. She is a 25 year old married woman who had gone for the training to help her husband as he is self employed and has to look after the whole 5 members of the family. After her higher secondary education, she had written many competitive exams but was not succeeded and the information about the training was through the mobilizer in her panchayat. Since there was only an hour travel, she was a day scholar and her interest in the studies made her work hard in every circumstances. She remembers that there were 30 students and 5 trainers in the institute. It only took a week to get all her certificates and within a month, she was placed in *Amrutha Institute Of Medical Science* as General Duty Assistant.

They told that there was a training period of two months and then they will be the permanent staffs. During the period of training, they were provided with an amount of 6,000rupees. Since she was placed through an agency, she recalls that their appointment was of the agency and hence was not given any facilities that were given to the hospital staff. She also told that the practical classes that the institute provided was helpful, but not in a better way in her working period. She resigned after a month after the training period as she was not able to manage with the shifts and her family.

Case 3

When she failed to complete her under graduation, her family decided to get her married. Sreeshma was in her early 20s at that time. Both her own house and the house that she was got married to, come under BPL category. Now, she lives in a rented house, and her husband is a painter.

She remembers that in the first few days after her marriage itself, they were in need of an own house as the job of her husband is not a permanent one and is seasonal. The owner came in one day and they were not able to pay the rent. He created trouble and they were insulted in front of the public. Money was a great matter in their life and it was then that she came to know about the training in *Appolo Mediskills* from the mobilizer and decided to join for the training herself.

She was a day scholar for the 3 months training and clearly recalls that there were 30 students in their batch. Five faculties were also there, who were permanent staffs which were well qualified. It only took a week for her to be placed in *Amrutha Institute Of Medical Science* and she thought her dreams come true. She was provided with 6,000 rupees during the period of training. She had worked for a month, and 8 nights. She remembers that during the night shifts, they had to work even without food and sleep. She also says that what she had studied in the three months was different from the work that she had to do. After placement, the institute hadn't contacted her in any matter, not even to enquire about the present situation of her.

She is a house wife at present, and is in search of a job.

Case 4

Vishnu is a 24 year old man who had completed his higher secondary education with good marks. He also started to pursue his degrees in a reputed college. But the problems happened in his house has not allowed him to continue with his studies. He started working in a Maruthy showroom and had a monthly salary of 8,500 with his food and accommodation. Even though the job was not guaranteed, he was satisfied and he was able to take care of his family. It was his mother that provided him with the information about the training that is done under DDUGKY and since he thought about a better profession and guaranteed job, he went for the training.

He remembers that the training was all good other than the lack of labs and practical classes. There were around 30 students in his class and 5 trainers. He was 22 when he joined the training and since there was a travel of 1.5 hours, he preferred to stay in the hostel provided. He also said that the institute had told them to provide 2,000 rupees but was not provided till date. It took only seven days to handle the certificate and within that time, he was placed as storeroom supervisor in *Aster medicity*.

He told that he was provided with a salary of about 10,000 in which he had to manage with the food, rent and other expenses as he was staying outside. He felt that the salary was not enough

for the work that he did and hence, quit the job. He is working as a driver in a travel agency along with his tile paving works.

He says that now he can earn for the work he do and is happy with this present life far from the earlier.

Case 5

Four of them in Habsiba's family survive now with the only income of her father who is a contractor. Habsiba is a 22 year old girl who had struggled for the betterment of her family. After completing her Higher secondary education, she dropped her studies as the family income was not enough to make her study. Then from the mobilizer, she heard about the training under DDUGKY in GDA for 3 months. Since there was a 2.5 hours travel from her home, she started to be a residential student. There were around 30 students in her class as she remembers.

All the students with her, says her, were very interested as everyone wished to get a job. It took six months to get the certificates. After her training, it took about barely 10-15 days for the placement. She was placed in the *Baptister hospital* at Bangalore. There, everything was different. What they got trained here was not what they were about to do there. The on the job training was of 3 months and they were provided with about 1400rupees. Also at the begining, they told that after the 3 months training, they will be promoted as permanent staff, but even now, she says that there are people who are not. She continued there for an year and left the job as she says that after 3 months, 6,000 was the salary, but was not able to meet up with the food and climate and also the work load that they had.

Now, she is a homemaker, looking after her family and trying for another job.

Case 6

Rukma is a 31 year old lady, working as GDA in *Amrutha Institute Of Medical Science*, and her brother is an accountant and it is not a guaranteed job. With a minimum wage provided, she is supposed to look after her old parents, where her mother is a kidney patient, who needs

dialysis every month. They have their own house but the documents are attached by bank as they have to repay the loan taken 5 years ago. It was before 2 years that she was in search of a job as her earlier one was gone due to the employee strikes. Then the information about the training was from Ayalkoottam, in which she was a part of and hence, joined the training in *Appolo Mediskills*. Since there was a 1 hour distance, she stayed in the hostel. She told that it was a 3 months training, and there were about 20-30 students for the course. There were about 5 faculties who were also well qualified, said she. It took two months to get the certificate, but was posted in *Amrutha Institute* within a month.

Since, placement was through agency, she says that her job is not guaranteed and with a whole lot of work, the salary was not suitable. It was told that about 12,000 will be provided as the starting salary, but only 6,000 was provided till the seventh month. Up gradation as permanent staff will only be possible after six years as per the information from the hospital management.

She says that it is hard to work there with this low salary, and for trying in any other hospital, she won't get any experience certificate from there, as she is a member from the agency. Even though the salary is less, she told that it is because of the training that she is able to earn this much and is able to take care of her family and she says that other than the hard works, her family is her first concern.

Case 7

Mini the mother of 3 girls, had completed her secondary education and was doing agriculture along with her husband. He is also a farmer and the only income they have is through farming. She says that "*I have 3 girls and we have to make their lives secured. We don't have much wealth and that was why I am in searched for a job*".

At first she got a private job in a nearby bag designing industry. She earned about 5,000 per month from there. It was during this time that the panchayath member told about the free training done in the medical field. Since she was in need of a guaranteed job, she decided to go for training. It was a 3 months training and since 2 of her children were small, she maintained to

travel 2 hours every day, and took special permission from the authority for that. She remembers that they told to provide the 125 rupees per day, and that was not yet provided.

The certificate was handled after an year and she also remembers that there were about 300 people in the class and over 5 trainers who were well qualified. She was placed in *Amrutha hospital*, after 3 months. But she was not able to go because, she cannot leave her girls alone at home during nights. So she didn't prefer the job.

She is a home maker, taking care of her husband and her 3 girls and also the kitchen garden that she had made.

Case 8

Amalu, a native of Mulamthuruthy, had completed her higher secondary education and was in search of a job as she needs to take care of her mother who is a heart patient. Both of them stay with her grand parents and her grandmother, who is 61 years old is working under MAHATMA GANDHI NATIONAL RURAL EMPLOYMENT GUARANTEE SCHEME which is their only income. They have their own house which is constructed through Rural Housing scheme. She wanted to take care of her family.

It was from the mobilizer that she came to know about the training that is done and she had chosen General Duty Assistant. It was a three months training said she and there was around 30 students. She was a hosteller and she also told that the training was more interesting. She recalls about the training period as there were more theoretical classes. The certificates were handled after a duration of three months.

Before completing the course itself, she was placed in *Amrutha Institute Of Medical Science*. During the training period itself, she was provided with an amount of 6,000 which includes all their food and hostel rent. She was affected with fever and had other health problems, and came back after 1 month. During that time, she got the grant for scholarship from the government. She quit her job and is now doing Bsc. Nursing in Bangalore.

Case 9

Gayathri the 21 year old girl is working as a marketing executive, in a showroom at Kacherippady. After completing her diploma in Interior Designing, she was searching for a guaranteed job. Then she got the information about the training, from the mobilizer. Her family consisted of six members and her father's brother is the only working person there who has a permanent salary. It was under her own request that she had joined the training.

GDA was a 3 months course and she at the hostel as she had to travel a 1.5 hours from her home. She remembers that there were 30 members in her class and five staffs for teaching them. Since she was not from a Hindu, reserved category, she had to provide a letter from the panchayat office and hence got admission there. She joined the training when she was 20 and got the certificates after 8 months from completion of the course.

She was placed after the training to *Baptister Hospital* Bangalore. During the training period she was provided with an amount of 1400rupees . She worked there for 6 months and the maximum salary that she got was 1800, far away from home, working so hard. She said that the syllabus that they had studied had greater difference with what they had done in the hospital, and also told that they had studied only after being there.

She came back after 6 months and got a job as Marketing Executive and is getting a salary of about 15,000 properly every month. She says that her life is more safe and is happy with her present position.

Case 10

After completing her MLT, which is a vocational higher secondary education, Jeena , planned to try for a job to help her family. It consists of 5 members and her father is a rubber tapping worker. Their house is constructed through the panchayat fund, as a part of Rural Housing Scheme. Her mother works under the 100 days wage employment program, and adds income to the family. It was an information provided by one of her friends about the GDA training and she was interested from the beginning itself.

She remembers that she had applied and got the seat where no other formalities were there. Since there was a 3.5 hours travel, she stayed in the hostel and they were allowed only to go back on Friday evenings. The classes were from 8.30am - 5.30pm or 9.00 am - 6.00pm. She told that the training was interesting but there were no good lab facilities. They them self acted as 'dummies'' while doing the practical.

She got her course completion certificate after a month and was placed in *Amrutha Institute Of Medical Science* even before she got the certificate. She remembers that the placement was through an agency. Her maximum salary that she got in all the 1year and six months was 8,000 rupees. She told that they won't be permanent staffs of the hospital, but only staffs of the agency and hence, they won't get any benefits like the staffs of the hospital.

Even though she is getting a less salary, she is still continuing because she has no other way to look after her family. She also says that even though the salary is low, it was her decision to join the training that made her earn her own. She is trying in another hospitals but she told that they won't provide an experience certificate from the hospital, and the agency's experience certificate is not useful in trying for another hospital.

Case 11

Aparnamol, a 22 year old teacher, explained about her posting in *Amrutha* as a turning point in her life. After completing her diploma course, she needed to help her father look after their family, as he was self-employed. It was then that the mobilizer introduces about the 3 months training on GDA under DDUGKY in a class held in her panchayath and she planned to join the training. It was her own interest that she joined for the 3 months training in Apollo med skills. She was a hosteller since there was a 3 hours distance from home

The training says her was more interesting. She remembers that there were 25-30 students in her class and about 5 faculties. She joined for training at the age of 20. It took about 4-5 months to get the certificates in hand. She says that the trainers were all good and had better classes. She also told about the stipend that they told to provide, but was not given yet.

She got placed in *Amrutha Institute* as early as the training ends. She had worked there only for 2 weeks. Then she became allergic and affected with health problems. In this two weeks, says her that, the job that they were about to do was different from what they had studied

in the institute. She also remembers that they had also offered a salary of around 10,000 minimum during the starting period while training.

She had joined for TTC after returning from there and is presently working as a Guest Teacher in a private school.

Case 12

Anusree is a native of Mulavukadu, who is 24 years old. She had completed her higher secondary education and had joined for BSc. Chemistry in a nearby college, but was not able to complete it. Her family consists of 4 members in which her father is a carpenter and mother works in a nearby shop. They have an own house but there are no adequate facilities as they had not a secured financial background to manage the family.

After dropping her course, she had gone for work in Akshaya Center for a time period of 2 months, and had a salary of 3,000 per month. She was in need of a guaranteed job, and dropped the job in Akshaya, to join the training center, about which one of her friends had informed about the 3 months free training in GDA course.

She had joined the training in Apollo Med skills when she was 20 years old and she told that it was an interesting period during those 3 months. She remembers that the teachers were good and even the theory classes were more good than the practical. She also remembers about a stipend that they had told to provide, but was not yet provided.

She got her certificate after 2 months of completing the course and had been given Interview schedule for *Aster Medicity*, but was not able to go for the interview because she had a hospital case during that time. She also remembers that she had informed the training institute that she had not attended a job interview, but they had not responded in any way till today. She is presently doing a Data entry and Tally course, with which, she says that she needs a job as she wanted to help her old father look after their family and to give a better life for her younger sister.

Case 13

Binit Baby is a 20 year old girl, pursuing her degree in BA English at present, had gone for training as her mother told that it will be good if she could get a job suddenly after completing her higher secondary education. Her family consists of her father, mother and two younger sisters and their only income is through agriculture. She told that she was interested in studies but that her mother wanted her to attain a job as soon as possible because her mother told that she is the elder girl and she needs to take care of her younger ones and also her family.

The information about the training on GDA was from panchayath and she planned to join the training. It was a 3 months training as she remembers and since there was a 3 hours travel, she stood in the hostel. She agrees that after the classes began, she was interested in the course, and also remembers that the teachers were also well qualified. There were about 30 members in their class and she told that she got the certificated after 1 year and 9 months. She also remembers about the stipend that they had told to provide, but was not provided yet, even though she had asked it for many times.

Just after finishing her studies, she got placed in *Amrutha Institute Of Medical Science*. She was provided with an amount of 3,000rupees during the period of training that was her first earning, which she was happy to say about. She came back after a month and asked her parents that she need to study.

Now she is an Under Graduate student, who is also a bright NCC cadet , who was selected to attend the previous Independence Parade, in the capital, to which her mother is proud to say of.

Case 14

Febin is working in a studio nearby his house as a temporary worker, who carries lights while shooting marriage videos and so on. He had woked in this same field earlier, before joining the training. Since the job is seasonal, he was in need of a permanent job to look after his mother who is 68 years old, working as an attender, in a private clinic, and his younger brother who is a student. `

As said earlier, he had a seasonal job, and didn't had a proper salary and hence was in search of a permanent job. It was then that one of his cousins told about the DDUGKY training done in Apollo Mediskills. He was interested in the training and hence joined the training. He remembers that it was a 3 months course, where they had 28-30 students in the class. He also told that there were 5 staffs, in which, the Sir who had taught Communicative English, was completely careless about his teachings. He remembers that this teacher was a PSC scholar and studying his syllabus after coming to class.

He also remembers about their practical classes as there were less facilities, as they were themselves dummies for the practical classes that were conducted. He remembers about the stipend that they were told to provide, but not yet provided. He told that he got the certificate hand after 1 year and 6 months, but it didn't affect the placement.

Just after the training, he got placed as a security in a hospital at Kozhikod.. He remembers that he was even not able to sleep at many nights. The salary that they had told to provide was around 12,000 and during the on the job training period itself, he got about 6,000 rupees.

He left the job after a month and came back for the earlier one. At present, he is working in the same studio and is also searching for a better job. He told that, since he didn't have a permanent salary, he is not able to provide a salary certificate, to which, the institute had told to provide a stipend of 2000 rupees.

Case 15

Rathupriya is in search of a job to help her brother, who is a temporary peon in a nearby co-operative bank. She is 24 years old who had completed her training about a year before.

Her family consists of 4 members, which is completely taken care by her brother. After completing her secondary education, she liked to study but her brother was not in a financial setup to manage her fees. So she too started searching for a job.

It was her friend, who had given the information about the training in Apollo Med skills. Since there was a 1 hour travel, she stood as a resident. It was a 3 months training said she, and

there were about 28 students in the class. She told that it was interesting and there were 5 qualified teachers for them who had taught the basics. She also remembers about the laboratory facilities that they were not much better as there were lack of instruments and other necessities, as practical are more important than the theories.

The certificate was handled after 4 months, said she, but was placed in *Renai Medicity*, Palarivattom. She remembers that the salary that they told was around 7000 but what they got was only 1000 after their ESA and TSA. She also says that they had more work which was not suitable with the salary provided. She also told that the nights were not better for the girls and the institute had never called or enquired them about their work after the placement. She resigned after 6 months of services and is presently in search of a better guaranteed job.

Case 16

Rajil is a 26 year old man who is a member in a family which consist of 3 other members. Their main income is through agriculture and his mother is involved in MGNREGS, the 100 gays work program. After completing his secondary education, he had joined for his under graduation course, but was not able to complete. It was the that he heard about the training from a friend. He planned to go for the training.

It was a 3 months training, said he, and the course that he selected was GDA. He remembers that there were about 28 members in the institute and nearly 5 teachers. He also told that the class was interesting and they had all enjoyed the training period well. He remembers that there were more theory classes than practical. It took 4-5 months to get the certificate in hand and at that time he was placed as a security in a hospital at Kozhikode. He also remembers that they had told to provide a stipend during the study period which was not yet provided.

During the training period itself, about 6,000 was provided for them, that he told was happy about it. The schedule was so tight that they were not even able to get proper sleep and leaves were not granted or them. He came back after 4 months, leaving the job and is now taking care of the family through the agriculture.

Case 17

Akhil is a Tile worker, whose income is the only earning in a family that consist of 3 members. He had completed his secondary education and joined for engineering. It was dropped as there were some college issues. After that, he was in search of a job. He stood as a sales man in a store at Ernakulum and from there he was able to earn somewhat 10,000-16,000 per month. Then came an accident and that was why he left the job there.

He got an information about the training from the mobilizer and had planned to join the training in Apollo Med skills. It was a 3 months training and says that was worthy. There were about 20-25 students in his class as he remembers and about 5 teachers were there. He had joined the training when he was 19 years old.

He says that about 9,000 was provided as stipend during the period of on the job training. He remembers that it took 7 months to get the certificates in hand. Within the training period itself, He was placed in *Apollo Institute* in Chennai, with a salary of 10,000 per month. He told that the salary that they told was around 12,000 and also told that there was heavy work to do.

He came back after 3 months, as he was not able to manage the food, water and accommodation problem and was not able to adjust with the climate since it was too hot. He came back and started working as a tile worker, but is in search of a good job.

Case 18

Amrutha is pursuing her BA in Sanskrit after completing her secondary education. Her family consist of 4 members in which both her father is working as a Mason and her elder sister is working as an office staff in Muthoot. They have an own house provided from the panchayath which has minimum facilities. It was after completing her first year in Under Graduation, that her father met with an accident, and her sister was not able to maintain the situation herself. It was then that she got information about the training from the Mobilizer.

She had dropped her studies and went for training as the situation deserves it. Her mother says that she was very good at studies but they didn't had the financial background to make her study. She remembers that it was a 3 months course and there were about 25 members in her

class. She told that those were very interesting days. She was a day scholar and hence got a stipend of 100 rupees per day and she got her certificate after 3 months.

It was after two months that she got placed in *Aster Medicity*. She said that there were more nights and they were terrible. She also told that they were placed as Patient Care Assistant instead of General Duty Assistant and had different work to do. She also remembers that every staffs behaved to them as they were inferior and made them work more. The salary was also less and she came back after 15 days, as she was not able to manage the situation there.

Case 19

Raveena is a 23 year old girl who had completed her diploma in Radio Technology and is presently working as a radiologist in Trivandrum. It was after her completion of BSc Mathematics, that she had joined for training to help her mother, whose income is the only earning of a family that consist of 4 members. Her mother is working in a Private firm. It was one of her friend that gave her the information about the training and since she thought of a guaranteed job, she planned to attend the training.

It was a 3 months training and she was a hosteller. She remembers that the training period was interesting but there were no proper lab facilities and they had acted themselves as dummies' and did practical. The teachers were trained said she but there were teachers who told the students to manage the class, and studied their own books. She also remembers that they had told to provide a stipend, which was not yet provided. She had called them and asked them many times but was not yet provided.

After the training period, she got placed in *Aster Medicity* as PCA. The starting salary that they told was about 15,000 but what she got was only about 10,000. There was a post called GDA in the hospital, said she, but they were placed in another post. She also remembers that they were placed with the help of an agency and the identity card that they were provided was of that agency and not of the hospital. They were considered not to be the staff of the hospital, but of the agency. They have more shifts at nights other than days and there occurred many problems that they couldn't handle as girls, and when they approached the hospital authority, they told to meet their agency, and when they met them, they told not to make it big issues as it will affect the image of the agency.

She says that it was too hard to be there, with a heavy work and less salary. She stood there for 2 months and came back. She also told that they will not make her permanent before 3 years and hence will not provide an experience certificate, and the certificate that the agency provided will not be valid in any other hospitals, if she ad tried for a better posting.

She had studied Radiology and had completed it now, and is waiting for her results to come.

Case 20

Ranjith is an Ape- Driver now and at the age of 29, he is working hard to look after his family, that consist of 3 members. No other person is employed in the family other than him. He has an own house, that is given from the panchayat, which has all necessary facilities. After completing his secondary education, he had joined ITI but was not able to complete the course.

He was a painter, before joining the training institute, which was a 1 year contract that he had earned around 15,000rupees per month. After the contract ended, he was in search of a job and then, it was the mobilizer who told about the training, and he planned to join the training. It was a 3 months training on GDA course. Since, there was a 3 hours travel, he stood in the hostel. He remembers that the classes were good and interesting. The teachers were also good and they had better methods of interaction. It took 7 months to provide the certificate and in that time, he was placed as a security in a hospital at Kozhikode.

He had studied GDA and the institute posted him and his friends as a security in a hospital. He was not satisfied with the job. He was provided with 6,000 rupees during the training period. After the beginning of the job, salary was also not provided on time and that also was a problem.

He met with an accident and was not able to go for work and hence, left the job after 4 months. He said that what they had studied there is not what we are doing at work and it was not a guaranteed job that he got. At present, as a driver, he could earn around 20,000 rupees per month, and look after his family happily.

Case 21

Bexy is a 28 year old girl who had not completed her graduation, as her marriage happened during that period of time. Her family consists of 4 members, in which her mother is an Anganwadi teacher and she is presently working as a temporary office staff. She was working earlier as an office accountant in a nearby post office, which was temporary. She had quit the job as it was the pregnancy period and she was not able to work during that time due to some complications.

After her delivery period, she was in search of a permanent job, and then that she heard about the training by a mobilizer. She decided to join the training. It was a 3 months training said her, and she was a day scholar. They had provided stipend during the period of training and it took only 4-5 months to get the certificates in hand. Regarding the placement, the institute told them that they will be placed in Medical Trust hospital, but even after 2 months, the placement was not done. She remembers the days that they went and sit in front of the office asking them for when the placement will be done and so on.

Since she was urgently in need of a job, she herself had given an application in *Aster Medicity* and through an interview got the job. Then the institute called her and enquired her about the work done, but no other enquires before and after that were done by them. She remembers that in the 1 year that she had worked in the hospital, she had seen the second part of life. She says that she was placed as PCA after studying GDA course. She studied many things after reaching there as the training institute had only provided with a basic information about the things to be done. They were provided with a salary of 9,000 after cutting the ESA and TSA and she told that it was less for the work that they do.

Nights in the hospital were also troubled for women as there were problematic situations. They were always considered as the inferior section and even if they had complained, then the officials will tell them not to create more trouble. She had resigned from there after completing an year of service and is presently working as a temporary office staff.

Case 22

Arun T.G is a 25 year old man who is working in Aster Medicity as a PCA. He need to look after a family that consist of 4 members, in which his mother who is a house keeper, adds her income to his. After completing his secondary education, he went for welding works and he was able to earn about 500rupees per week. He was in search of a permanent job and it was then that he came to know about the training under DDUGKY in GDA course, from the Mobilizer.

He went for the training with his own interest and remembers that it was a 3 months training which starts from 8.30 am to 5.30 pm or 9.00am to 6.00 pm. He was a day scholar as he had only a travel of an hour from his home. He remembers that he was the first batch to join the training under GDA in Apollo Med skills. He was provided with a stipend of 1500rupees per month as he remembers. He said that there were about 18-20 students in the institute and about 4 trainers for them.

It took 1 and a half month to get the certificate in hand and he was placed in *Aster Medicity* as PCA. They had told to provide a starting salary of 15,000rupees and he gets a salary of 12,000 after cutting his ESA and TSA. He gets his salary paid on time and is happy that he have an earning on his own. He also said that he has to do more work and is getting less salary paid.

Case 23

Bijoy is a 21 year old boy is searching for a job to add an income to his mother's. It is his mother, that looks after the 3 member family. They were not even able to build a house and the present house that they live in is constructed from their church. After completing his secondary education, he had joined for his Under Graduation studies in a reputed college, but was not able to complete his studies. It was then, that he got the information of training from one of his friends.

He was interested in the training and had joined the 3 months training in *Apollo Med skills*. The class was interesting and he remembers that there were about 20-25 students in his class. There were about 4 teachers and they had given a good training as he recalls. They had

provided the stipend that they had told to provide. He also remembers that it took about 3-4 months to get the certificate and in that time itself he got placed in *Aster Medicity*.

At the time of placement, there was some problems that the institute told to give placement in the Medical Trust Hospital but even after 2 months they were not placed. It was then that he, along with his friends, gave application in *Aster Medicity* and got placed there. He remembers that he was placed as PCA instead of GDA and there were more work load with a less salary. The work that they did there was not what they had studied. That period was hard, said him and even sleep and food were limited. He was not able to manage the situation and hence quit the job after 6 months. He is in search of another job now as he says that he need to help his mother.

Case 24

Arun is presently working as a private bus conductor, which adds the income to his father's as his father is a fisherman who looks after all the four members in the family. They are living in a rented house and his great wish is to make a house of his own. After completing his secondary education, he joined for his Under Graduation in BSc. Computer Science, but was not completed as he have to write the supplementary exams. It was then that he came to know about the training in Apollo Med skills.

He joined there in his own interest and he said that it was good joining there. There were about 25 students in his class as he remembers and the training was for 3 months. There were about 4 trainers and they were well qualified and the classes were also good, told him. He also remembers that he got the stipend that they had provided from there. It took about 2 months to get the certificate in hand. It was he himself found a job in *Aster Medicity* as they didn't place him and some of his friends. They didn't even enquired about the placement and after they got the job, the institute had called them once, said he.

He worked there for 9 months. He was placed as PCA in the hospital instead of GDA, where, the work was different from what they had studied there. It took time for him to learn what he was supposed to do. There were about 15 nights in a month and the shifts were also

tight. The salary was less for the work that he did. He met with an accident and was not able to go for near a month. Then he resigned after 9 months and is presently working in a private bus.

Case 25

Neena Joseph is presently working as a nurse in *Sunrise Hospital*, and is helping her husband look after their family which consists of 5 members. After completing her secondary education, she had gone for nursing and was working as a nurse in a private hospital. It was then that she got married and her husband is Tile worker. As she was pregnant, she had resigned the job, but tried later and was not able to join back to the hospital.

It was then that the mobilizer provided the information about the training under GDA course and she had joined there, thinking that she will get a better placement after the gap that she had taken. She told that it was a 3 months course and there were about 25 members in her class. She remembers that there were 4 trainers and also the class was interesting. It took 1 year to get the certificates in hand. She was placed as PCA in *Aster Medicity* Ernakulum soon after the training was over.

The work there was different, said her, as she was posted as PCA and she had trained as GDA. The salary was also less for the work that they did and she also says that what they had studied at the training institute was different from what they had did there. She had resigned from there after six months as the salary was less and was not even paid on time. Then she tried for another work in a hospital and is presently working as OPD nurse in *Sunrise Hospital*

Case 26

Rinku is helping her husband in his business after completing the training from *Apollo Med skills*. She is a 28 year old woman, who had completed her General Nursing and was working in Maradu hospital. It was due to pregnancy that she need to take leave and hence lost her job. She was need of a job to help her husband and it was then that she came to know about the training under DDUGKY.

She was interested in the training and told that the mobilizer gave the information. She was a day scholar and tells that they had provided stipend during the period of study. She told that it was a 3 months course and there were about 20-25 students in her class. There were about 4 trainers as she remembers and there were less lab facilities. She also told that it took 2 months to get the certificate and in between she was told to attend an interview for the post of **Attender in Aster Medicity**.

She had attended the interview, but was not placed as she told that the institute had not supported her in the interview. She also said that they had not enquired, not even once that if she is working or not in this past years. She is trying for another job and is presently working as office accountant in her husband's business.

Case 27

Vimal is a 23 year old man who is working as a EMCT in *Aster medicity*. After completing his secondary education, he had joined ITI and after completing it, his mother asked him to join the training provided by DDUGKY. It was in Apollo Med skills and he had decided to join there.

It was a 3 months course, said him and he was a day scholar as there were no hostel facilities arranged, since everyone was from Ernakulum District itself. He remembers that there were about 25 students present in the class and there were 5 teachers for them. They had told to provide a stipend and told that he had got a quarter of it and not the full. After the training, the institute told him that they will give placement but had not given. It was in his own risk that he had applied for job in *Aster medicity*, but they were posted as PCAs. The work was different from that of GDA and also the dignity. Everyone was behaving as if they were inferior to them remembers him.

He resigned from there after 6 months as he was not provided with a better salary and also the dignity. There was heavy work and less salary and also the job was not guaranteed. After resigning the job, he managed to study the EMCT course and is presently working there itself with a salary of 15,000 per month.

Case 28

Vishnu is a 22 year old man presently doing a medical course to get a better job after losing the earlier one as he considers his father's hard work to look after the family and he thinks that he need to help him in every possible ways. His father is a fisher man and his mother is a Home maker. It is his father's income that serves the family.

After completing his secondary education, he was in search of a job and it was one of his friends that told him about a training that is done under DDUGKY. He planned to join the training as he thought of a guaranteed job. He told that it was a 3 months course and he was a day scholar as no hostel facilities were provided. He remembers that there were about 20-25 students in his class and there were about 4 staffs. He also told that they had told to provide a stipend during the training period, which is not given completely.

He told that it took 2 months to get the certificate in hand and just after the completion of the training, the placement was done. He was placed in *Aster Medicity* as PCA. He told that it was a job that was different from what they had studied and he also added that the salary was less for what they were doing. He had resigned the job after 7 months as he was not able to manage the shifts.

He is presently doing another medical course that he is sure of getting a guaranteed job.

Case 29

Vineesh is a 22 year old boy who is presently working in a wholesale publishing shop. After completing his secondary education, he was in search of a job to help his father, who is a fisherman to look after his family that consists of 5 members. It was then that he came to know about the training from the mobilizer and he decided to join the training.

He said that it was a three months training and he was a hosteller as he had a one hour travel. He remembers that there were 20-25 students in his class and about 4 trainers who were well qualified. In two months he got his certificate in hand and he also remembers that the stipend that only given a quarter. It was from there that he had gone for PSM hospital Kundanoor.

Again after a month he was placed from the institute to Aster Medicity where he had worked for nearly a month. He resigned as he was not satisfied with the salary that he got as it was too less for the work that he did. He also remembers that everyone had seen him as inferior as his post was PCA other than GDA. His work in Aster was not based on what he had studied there in Apollo.

He had worked in a theater, for a year and now he is working in a wholesale book publishing shop, where he is possible to earn about 18,000 per month.

Case 30

Hridya is a 23 year old girl who is in search of a job as she was not placed from the institute. Her father is self employed and it is his income that serves the whole family that consists of 3 members. After completing her higher secondary education, he joined for the under graduation, but was failed to complete it. It was then that she came to know about the training in Apollo Med Skills.

It was her own interest that she joined there. She remembers that it was a 3 months course, and since there was a one and half hour travel, she was a hosteller. She remembers that there were about 30 members in her class and there were about 5 trainers present. It took about 4-5 months to handle the certificates and as soon as the class ends, she got placed in *Amrutha Institute Of Medical Sciences*. She was not able to go for the job because of some personal reasons and at present, she is in search of another job.

Findings and Suggestion

Findings

DDU-GKY is the placement-led skill training initiative of the Ministry of Rural Development (MoRD) that invest in the training of a job-ready, skilled workforce, with an intension of transforming poor rural Indian youth into skilled productive employees to empower industry with the right manpower for success and growth. These are the major findings that were analyzed in the study :

- Through the study and the details collected, it is evident that even though the institute had provided training, most of the students that had completed the training are working now, not only in this field, but in different other sectors also.
- The respondents in the first phase, told that they were settled with the stipend that had provided but the respondents in the second phase is found to be not paid with that stipend amount from the institute
- In the rules, it is mentioned that **to ensure that all the trainees are from a poor background**, but there are respondents who are from above poverty line and one of the reason for this to happen is that, other than financial reservation, the reservation mentioned here is based on caste and religion
- Working in connection with the Gram Pacnchayat is done in a better way as most of the respondents were informed by the Mobilizers
- According to the rule, **The state should also ensure that at least 3% of beneficiaries are from among persons with disabilities.** In both the first and the second phase, no disabled persons were found
- Most of them are having a secured life
- Students just after completing their secondary education, were provided with a job because of the training that they got

Suggestions

- The selection must be done on the basis of the aptitude of the student as then the number of dropout can be controlled.
- There should be financial reservation more than caste reservation, as there are people that are not able to work for their dreams, in general category, because they have a poor financial background
- There should be clarification regarding the placement, as they should be placed according to the stated rules and regulations. Placement through agencies can affect the complete job of the training
- The stipend that the government issues, is to provide for the beneficiaries. It should be confirmed that the amount goes to the better hands and there is no corruptions happens in between
- Post placement support should be taken care of, as it is the duty of the institution to support them in every possible way
- Proper facilities should be provided and the authority should be responsible to check the quality of the provided facilities
- Beneficiaries from all part of the society should be included and no categorization should be done in this regard
- Placement after training for every candidate should be done through the institute and not through the trainees' themselves.

ABBREVIATIONS AND EXPANSIONS

DDUGKY : Deen Dayal Upadhyaya Grameen Kousalya Yojana

GDA : General Duty Assistant

PCA : Patient Care Assistant

MoRD : Ministry of Rural Development

MGNREGS : Mahatma Gandhi National Rural Employment Guarantee Scheme

TTC : Teachers Training Course

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