EVALUATION OF EFFECTIVENESS OF PLACEMENT LINKED EMPLOYABILITY TRAINING (PLET) PROGRAMME IN ODISHA

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Abbreviations

AAY	Antyodaya Anna Yojana
ANM	Auxiliary Nursing Midwifery
DEO	Data Entry Operator
DLMT	Diploma in Medical Laboratory Technology
DWO	District Welfare Officer
EIC	Earned Income Credit
EPF	Employees Provident Fund
ESI	Employees State Insurance
GNM	General Nursing and Midwifery
GoO	Government of Odisha
GVA	Gross Value Added
ITC	Industrial Training Centre
ITDA	Integrated Tribal Development Agency
ITI	Industrial Training Institute
KSA	Knowledge, Skills and Attitudes
LFPR	Labour Force Participation Rate
LST	Likert Scaling Technique
MES	Modular Employable Skills
MGNREGA	Mahatma Gandhi National Rural Employment Guarantee Act
MoRD	Ministry of Rural Development

MoU	Memorandum of Understanding
NCVT	National Council of Vocational Training
NSDC	National Skill Development Corporation
NSQF	National Skill Qualification Framework
NSSO	National Sample Survey Organisation
ORMAS	Odisha Rural Development And Marketing Society
OSDA	Odisha Skill Development Authority
OSFDC	Orissa Scheduled Caste and Scheduled Tribe Cooperative Finance Development Corporation Limited
PA, ITDA	Project Administrator , ITDA
PIA	Program Implementing Agency
PLET	Placement Linked Employability Training
PM, ITDA	Project Manager, ITDA
PRT	Pre-Recruitment Training
SC	Scheduled Caste
SCA	Special Central Assistance
SCCP	Scheduled Caste Component Plan
SDE	Skill Development and Entrepreneurship
SDGs	Sustainable Development Goals
SDIS	Skill Development Initiative Scheme
SDT	Skill Development Training
ST	Scheduled Tribe
TSP	Tribal Sub-Plan

UN	United Nations
UPSS	Usual Principal and Subsidiary Status
UR	Unemployment Rate
WEO	Welfare Extension Officer
WPR	Worker-Population Ratio

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ABSTRACT

RESEARCH / EVALUATION STUDY CONDUCTED BY SCSTRTI, BHUBANESWAR

Sl. No.	Topic of Research / Evaluation Studies	Location	Year of Study	Objective of the Study	Major Findings of the Study	Actionable Points
1	Evaluation of Effectiveness of Placement Linked Employability Training (PLET)	Kalahandi, Kandhamal, Keonjhar, Koraput, Malkangiri & Sundargarh districts comprising of 10 ITDAs, 6 DWOs and 30 Programme Implementing Agencies (PIAs).	2019-20	The major objectives of the study are: • To see if the Project has been implemented in conformity with the guideline framed. • To assess the impact of the project in providing employment to the SC/ST unemployed youths after completion of the training. • To assess the sustainability of the employment provided and factors responsible for not sustainable. • To see the effectiveness of the training centres with	• Out of the 26 existing PIAs, the facilities available to the trainees are Excellent in 2 PIAs (8%), Very Good in 19 PIAs (73%) and Good in rest 5 PIAs (19%). • Maintenance of Training Centre is Excellent in 5 (19%), Very Good in 16 (62%) and Good in 5 (19%) of the Centres. • In 30 sample PIAs, out of 56 Trainers, the trainers to the extent of 21% are having experience in the relevant field for 2 years or more and only 12% have experience of 3 months to 1 year. • The rest Trainers are having no experience in the technical field which accounts for 67%. • Only 10% of the Trainers have undergone Trainer's Training. • 60% of the PIAs have tie-up arrangement with some reputed industries/ organization for placement of the candidates. • Hygienic environment is not maintained in 29% of the hostels. • Around 30% of the hostels do not maintain dining hall with facility of dining table mainly due to shortage of space.	• Regular monitoring and concurrent evaluation by the executing agencies to be ensured. • Conducting review meeting every month with the PIAs. • The PIAs with miserable past records of placement may be discarded. • Minimum academic and technical qualification for the trainers need be ensured. • Assessment of trainees every fortnight to be ensured and consolidated results to be provided to the concerned

Sl. No.	Topic of Research / Evaluation Studies	Location	Year of Study	Objective of the Study	Major Findings of the Study	Actionable Points
				respect to infrastructure and quality of training imparted. • The utility of the trades taken up by the training centres for imparting training.	• Out of 30 PIAs, 8 PIAs (27%) do not maintain the record with regard to status of placement, sustainability of placement, if any, the facilities provided by the employer etc. • Placement accounts for 68% of total pass out trainees. • Sustainability is only 54% of total placement. **As reported by the Executing Agencies** • The rate of completion of training is 81%. • Only 33% of the successful trainees got placement, either within the state or outside the State. **As per the database available with the OSFDC**. • Placement is only 55% in 6 sample districts during 2016-17 to 2018-19.. • The placement of the trainees has been achieved up to 49% as a whole in the state during last 3 years. • The percentage of placement is limited to 10 to 20% in **3** districts, 21 to 40% in **7** districts, 41 to 60% in **12** districts and 61 to 79% in **8** districts.	Executing Agencies (DWOs/ ITDAs). • Attendance in the hostel and class room to the extent of 100% need be ensured through surprise checking and funds may be placed according to the actual attendance. • The PIAs to maintain all records and documents starting from enrollment of candidates to placement and post-placement activities and provide to the Executing Agencies in time. • The trades with better placement facilities may be given priority for selection.

EXECUTIVE SUMMARY

Study Background

The objective of the Orissa skill development training and placement programme is to equip the rural youth with marketable skills that would ensure their guaranteed employment through a pre-designed placement avenue. It is found that employers want to recruit skilled workers. They require workers with basic academic skills taught in primary and secondary education with the ability to communicate, solve problems, and capacity for teamwork. These skills allow for cost effective training. The bottom line is that for vocational education to be effective as well as it has to be demand-led. This programme aims to address this gap and identify employable rural youth and provide them with avenues for sustainable engagement through a planned and co-ordinate manner.

The Government of Odisha, through ST SC Development Department have taken steps for imparting training to the SC and ST youths to develop their skill in different trades and make them self sufficient and generate income for themselves introducing the schemes where Skill development of tribal youth is a major focus.

There are 14 approved trades for training under PLET approved by the OSFDC and the OSFDC has empanelled 36 PIAs during 2017-18. The OSFDC has communicated specifications for minimum infrastructure for the Training Centres as well as the hostels.

Objectives, Scope and Methodology

The major objectives of the study are:

- To see if the Project has been implemented in conformity with the guideline framed.
- To assess the impact of the project in providing employment to the SC/ST unemployed youths after completion of the training.
- To assess the sustainability of the employment provided and factors responsible for not sustainable.
- To see the effectiveness of the training centres with respect to infrastructure and quality of training imparted.
- The utility of the trades taken up by the training centres for imparting training.

The PLET is executed in all the 30 districts by the OSFDC through the DWOs and District Managers, OSFDC for upgrading the skill and providing employment after completing the skill development training under PLET for unemployed youths of both SC and ST communities. All the 22 ITDAs in Odisha are also executing the PLET scheme with the

financial support directly from the ST & SC Development Department, GoO only for the unemployed youths from ST communities.

Methodology

The study was conducted in 6 districts namely; Kalahandi, Kandhamal, Keonjhar, Koraput, Malkangiri and Sundargarh selected through purposive sampling during August 2019 to January, 2020 with a view to cover different agro-climatic zones and physiographic situation and to undertake maximum numbers of training centres and trades. All the ITDAs from the 6 selected districts were covered under the study. All the Training Centres where PLET trainings were conducted during 2018-19 or continuing during 2019-20 were brought under the purview of the study where the DWO is responsible for execution of the scheme for both SC and ST youths and also where ITDA takes care for training of ST candidates only. All the Trades covered under the selected Training Centres were covered under the study. However, attempt was made to study the effectiveness of all the trades taken up in the district/ ITDA. In the next stage, the trainers and trainees as available during the study were taken for personal interview/ interaction. Simultaneously, the infrastructure, class room facilities, laboratory facilities and hostel facilities were analyzed and recorded in the schedules and also through group discussion. Both qualitative and quantitative assessment was made during the study. The suggestions of the training centre head, trainers and the trainees were recorded with respect to improvement in quality of training and accommodation aspects.

Statistical Tools:

For quantitative analysis, simple average and percentage were calculated.The qualitative aspects of the study i.e. functioning of the training centres including hostels were assessed with the help of statistical tools like *Likert Scaling Technique (LST)*.

Collection of Information:

Information was collected through pre-designed schedules and personal interview:
- from the DWOs/ ITDAs with regard to achievement under PLET pertaining to last 5 years (2014-15 to 2018-19).
- from the Training Centres.
- from the hostels.
- from the candidates through personal interview schedules and group discussion.

- from the candidates already completed training either employed or not employed.
- Case studies – both success and failure with reasons

Reference Period of the Study

Effort was made to assess the implementation status since last 5 years i.e. 2014-15 to 2018-19 implemented by both both ITDAs and DWO-cum-District Managers, OSFDC.

Profile of the Sample Districts

The profile of the sample districts were presented in the study report with respect to Performance in Agriculture, Land Use, Rainfall Pattern, Population, Literacy Rate, Forest Cover, Total Workers in Odisha and Crop Area & Irrigation Potential.

Key Findings of the Study

The study was conducted in 6 sample districts covering 10 ITDAs, 6 DWOs and 30 PIAs. Out of the 30 PIAs, 4 have already been closed namely Advance Security Training Management (ASTM) in Jeypore, ET&T in Malkangiri, ASTM in Panposh and Sikhya Bharati Trust in Sundargarh as no training is conducted during the current year. The closed PIAs produced some documents available with the Centre Coordinator regarding execution of training courses.

Facilities in the PIAs:

Mostly the PIAs are having 1 to 2 class rooms which contributes 77% and a very few PIAs to the extent of 23% have 3 to 4 class rooms depending upon the number of courses they offer. One practical lab is maintained in case of 54% PIAs and 46% of the PIAs maintain 2 to 3 labs for practical purpose depending on the courses offered and that also include the trainings under Skill Development (SDT). Most of the PIAs maintain sitting capacity of 30 in each class room and a few cases the capacity is 40 or even more to the extent of 50 to 60. The class rooms in almost all the PIAs are provided with either bench-desk or chair-table or study chair and as interacted with some trainees, the arrangement is comfortable. The practical labs are equipped with equipments in almost all the PIAs. Almost all the PIAs are having facility of soft skill training for which a lab with computers are available and the trainers for soft skill trainings like computer literacy are also engaged.

The Training Centres are to maintain the documents like Enrolment Register of the Trainees, Attendance Register, Hostel Attendance Register, Visitors' Register, In-Out Register of Hostel, Placement Register etc, but 9 PIAs out of 30 (30%) could not produce such documents with a plea that the documents have been sent to their head offices after closer

of the training sessions. Out of 30 PIAs, only 17 PIAs could produce Admission/ Enrolment Register and 21 PIAs could produce Attendance Register of the Training Centre which comprises 57% and 70% respectively. 43% PIAs maintain Visitors' Register and only 5 PIAs out of 30 (17%) maintain separate Hostel Attendance Register. It was suggested to maintain Hostel Attendance Register, In-Out Register for hostel and documentation of applications for permission to leave hostel even for part of the day. Out of the 26 existing PIAs, the facilities available to the trainees are Excellent in 2 PIAs (8%), Very Good in 19 PIAs (73%) and Good in rest 5 PIAs (19%). Similarly, maintenance of the Training Centre is Excellent in 5 PIAs (19%), Very Good in 16 PIAs (62%) and Good in rest 5 PIAs (19%). The constraints in maintenance are mostly due to unavailability of suitable building for Training Centre and hostel. Out of 26 PIAs, it was understood that only 5 have been technically upgraded. Most of the Centre Coordinators do not have any idea regarding technical up-gradation of the PIA.

In case of Industrial Sewing Machine Operator and Garment Manufacturing Training, suitable trainers with adequate technical qualification is lacking in most of the training centres. In 30 sample PIAs, out of 56 Trainers, the trainers to the extent of 21% are having experience in the relevant field for 2 years or more and only 12% have experience of 3 months to 1 year. The rest Trainers, as interacted with the concerned Trainers or the Centre Coordinator in absence of the Trainers, are having no experience in the technical field which accounts for 67%. Out of 30 PIAs, 18 could not provide any information regarding the experience of the Trainers.

Out of 30 PIAs, only 18 i.e. 60% have tie-up arrangement with some reputed industries/ organization for placement of the candidates after completion of the course. During visit to the PIAs, it was observed that no PIA is uploading the training programme in a timely manner in the MIS of the First Party. The PIAs just inform the First Party, either the PA, ITDA or DWO-cum-District Manager, OSFDC, as the case may be, regarding commencement of the training programme. Periodically upgrading and modification of the content of the Training Module has not been taken up by the PIAs as understood during interaction. The ITDAs and OSFDC may take care for the same. Industry Certification of the training course has been done by only 5 PIAs but they could not produce any document and informed that it is available with their head office.

All the PIAs have supplied uniform, reading and writing material and training material like bags to the candidates. Only 3 PIAs have not provided uniform to the trainees as they informed that no provision has been made and no funds have been provided to the PIAs during 2018-19. All the PIAs have maintained the database of each trainee and sent to the first party within a week of commencement of the training, as understood from the PIAs as

well as ITDAs and DWO-cum-District Managers, OSFDC. During visit it was learnt that there is no case of dropouts except in two PIAs i.e. Santuka Academy, Koraput where 15 cases and Narla ITC, Narla where one case of drop-out have been reported. The cases of dropout are mainly lack of interest of the candidates, distance from their village and homesickness. With regard to visit of the officials, only 53% of the PIAs reported the visit and have maintained record in the Visitor's Book and Rest 47% of the PIAs does not maintain Visitor's Register and they have not given any importance for such documentation.

Guardian meetings are not conducted formally either during admission or during the continuance of the training course. However, in most of the cases the guardians are coming to the Training Centres to see the facilities extended to their children. No guardian meetings are conducted by any of the Training Centres during the course programme.

As it was revealed during discussion with the Training Centre Coordinator and candidates already placed, the parents/ guardians are informed regarding the placement of the trainees, place of job and facilities provided by the employer before leaving for the place of job. One responsible person along with a lady official from the PIA escorts the candidates and arranges their stay in the place of job in consultation with the employer.

Facilities in the hostels

Out of 30 PIAs, only 21 PIAs are managing the hostels at present. Out of the rest 9 PIAs, 4 have closed the Training Centres and 5 PIAs have closed their hostels as no funds have been provided or no allocation of training is given during the year 2019-20 by the ITDAs or OSFDC. Out of 21 hostels, all are located in the same building or same premises excepting 3 which are located at a distance of 1 km (Boys hostel), and 50 metres and 100 metres in case of girls' hostel. All the PIAs having girls' hostel maintains CC camera and all the PIAs except ET&T in Sundargarh maintains storage of footage in dedicated computer. 50% of the PIAs do not provide CC TV footage to the concerned officials each month. Besides, 62% of the PIAs do not take interest for video recording of the activities of the class rooms, practical laboratories and dining hall. The concerned ITDAs and District Managers of OSFDC need to monitor such activities regularly. In 14% of the hostels, there is shortage of space for the trainees which are mainly due to non-availability of spacious building as indicated by the Centre Coordinator. Two PIAs out of 21 have not provided cot in the hostel and one PIA has limited cots for 20 trainees. Adequate toilets @ 1 for 10 trainees is lacking in case of 3 PIAs which comprises 14% of the total hostels. Out of 21 existing hostels hygienic environment is not maintained in 6 hostels which comprise 29% of the total hostels. It is observed that only 62% of the hostels maintain In-Out Register for the boarders. It is suggested to maintain In-

Out Register in the hostel and also to maintain application of the boarders to leave hostel, may be part of the day. Hostel In-charge/ Warden have been appointed in all the girls' hostel and CC cameras have been installed at the entrance of all the girls' hostel for security. Around 30% of the hostels do not maintain dining hall with facility of dining table mainly due to shortage of space.

Placement Status

During interaction with the PIAs, 22 PIAs out of 30 provided information with regard to enrollment, completion of training and placement details in the prescribed format. The rest of the PIAs do not maintain the record with regard to status of placement, sustainability of placement, if any, the facilities provided by the employer etc. When the cases of these 22 PIAs are considered it is observed that 3038 trainees were enrolled and 3022 trainees completed the course successfully. Only 16 trainees left the training because of private reasons i.e. due to lack of interest and family problems. Out of 3022 successful trainees, 2047 were placed in job which accounts for 68% of total pass out trainees. Out of the total trainees placed in job, 1114 still continuing which is 54% of the total trainees placed in job. The status of sustainability is more when the trainees are placed in reputed organizations either within the state or outside with good salary structure and other facilities like accommodation, food etc. As understood during interaction with the Coordinators of the PIAs, the low rate of sustainability or even, sustainability or information not available about sustainability is mainly due to inaction and lack of interest of the PIAs. In such cases it is observed that the PIAs do not claim the last installment of funding as they are inactive in providing placement and also do not keep track and follow the status if at all placement is given. Such PIAs may be identified by the executing agencies like ITDAs/ DWOs and restricted for conducting any course under PLET in future.

Views of the Trainees with respect to Training Centre and hostel

When the trainees were interacted, 77% opined that the facilities in the Training Centres are very good. In almost all Centres the quality of training ranks very good, 77% trainees have opinion of very good with regard to facilities in the class room and laboratories. Almost all trainees opined that the Cooperation and guidance of the Trainers and Officials is very good. As per views of 85% trainees, food quality is very good and foods are provided as per the day-wise pre-fixed menu recommended by the OSFDC. Hygienic condition is not properly maintained in case of rooms, dining, kitchen and toilets as majority of the trainees commented. Only 38% of the trainees viewed that the hygienic condition of the kitchen, dining and toilets is very good. The other trainees

categorized either good or average. It is suggested to take care of the maintenance of the classrooms, labs, hostel rooms, dining, kitchen and toilets for a healthy environment.

Remarks of the pass-out candidates

Interaction was conducted with 49 pass-out trainees completed their trainings from 15 Training Centres with regard to their employment, job satisfaction, facilities provided by the employers etc. The pass out candidates were directly interacted in the Training Centres and in some cases over phone, video calling or even in their native villages where they stay without any placement or in a few cases the employed candidates have come to their native place on availing leave during the period of evaluation. The trainees have passed mostly during 2016 to 2019 and got placement with the assistance of the PIAs. It is understood that out of 49 pass-out trainees, 38 have got placement where the PIAs have facilitated placement in different organizations, in and out of the state. In case of outside placement, they are getting salary ranging from Rs.8500 to Rs.15000 per month depending on their experience and efficiency. In addition, free accommodation and food are also provided by the employers. Within the State the salary ranges from Rs.5000 to Rs.8500 per month, in some cases with free accommodation and food. Around 50% of the candidates expressed their job satisfaction to the extent of very well and around 60% of the candidates expressed that the jobs are linked to the training undergone. Besides the local jobs or jobs within the district, the candidates are working in the organizations outside the State even at a distance ranging from 500 to 1700 kms in Raipur, Andhra Pradesh, Telengana and Tamilnadu. In a few cases, the PIAs reported that placements have been arranged by them but it is not the fact as understood during interaction with such candidates. The PIA has facilitated job in the local Tailoring shops with salary ranging from Rs.2000 to Rs.2500 per month and subsequently the candidates left the job within a month or two because of low salary and hard labour. In some cases the PIAs have not facilitated placement after the training rather the candidates are earning through self-employment through tailoring after completion of training on Sewing Machine Operator.

Report of the Executing Agencies

As revealed from the reports of the Executing Agencies like DWOs and ITDAs of the 6 sample districts, 3053 SC and 12979 ST candidates have been sponsored for training out of which 2939 and 10081 trainees respectively have successfully completed the training during last 5 years i.e. 2014-15 to 2018-19. Others have left the training mainly because of the factors like distance from their native villages, homesickness, lack of interest and feel no financial need to support the family. In some cases also the candidates are engaged in

household work and do not like to afford time for the training and remain outside the home. In the sample districts, out of the information obtained from the DWOs and ITDAs, it is revealed that only 33% of the successful trainees have got placement in different organizations, either within the state or outside the State. So, the achievement of placement of minimum norm of 70% of successful trainees is far below the target in respect of the sample districts.

Status of Placement as revealed from the Secondary Source of Data

The secondary source of data for last 3 years i.e. 2016-17 to 2018-19, as collected from OSFDC, reveal that in the 6 sample districts i.e. Kalahandi, Kandhamal, Keonjhar, Koraput, Malkangiri and Sundargarh , 2043 candidates have completed the training course out of which number boys is 672 and that of girls is 1371. The percentage of boys and girls are 33% and 67% respectively. The percentage of placement is 55% for all the sample districts. With respect to placement, Koraput and Kalahnadi districts have achieved the highest percentage i.e. 63% each followed by Sundargarh (61%), Malkangiri (51%), Keonjhar (46%) and Kandhamal 39%. During interaction with the pass out trainees in Baliguda as well as the ITDA officials and PIA coordinators that the trainees in Kandhamal are not interested to go out of their locality for job rather most of them are interested in self-employment staying in their native place.

The status of placement of the candidates undergone training during last 3 years i.e. 2016-17 to 2018-19 in all 30 districts of the state as per the database available with the OSFDC it is observed that 6150 candidates have undergone training out of which share of boys is 2277 (37%) and girls is 3873 (63%). It is observed that the percentage of participation of the girls in the training is more in comparison to boys in most of the districts excepting Balasore, Bolangir, Gajapati, Jharsuguda, Malkangiri and Rayagada mainly due to enrollment of boys in Driving and Mechanic and Security Guard in these districts. The placement of the trainees has achieved up to 49% as a whole in the state during the 3 years. It is observed that the share of placement is highest in Sambalpur district (79%) and lowest in Deogarh district (10%). The percentage of placement is limited to 10 to 20% in 3 districts, 21 to 40% in 7 districts, 41 to 60% in 11 districts and 61 to 79% in 8 districts.

OSFDC has selected 36 Project Implementing Agencies (PIAs) to impart trainings under PLET in the entire State. When the enrollment status is analysed, it is observed that 10 PIAs have enrolled less than 100 trainees each, 14 PIAs have enrolled 100 to 200 trainees each and 10 PIAs have imparted training to 200 to 300 candidates each in last 3 years i.e. 2016-17 to 2018-19. Only 3 PIAs like ET&T, Satyam and GCHM have enrolled more than 300

trainees. Out of the 36 PIAs, it is observed that 6 PIAs like PURI School of Nursing, CIPET I, KHURDA School of Nursing, SATYAM, APPTC, CIPET II, DATAPRO and NARLA ITC have achieved 71 to 90% placement of the trainees. Besides, 12 PIAs have achieved placement of 40 to 70% and 11 PIAs have achieved 20 to 39% and rest 5 PIAs have shown miserable achievement like 0 to 16%. Two PIAs namely HDF and IIIM have enrolled only 10 and 20 boys respectively but have not arranged any placement for the trainees. It is recommended that the PIAs with miserable placement result may not be considered for selection as PIA. Besides, the information provided by the PIAs with regard to placement, salary and sustainability need to be checked thoroughly prior to considering their reports for documentation. During field visit and visit to the PIAs and interaction with some pass out trainees, it was understood that suitable jobs have not been provided to the pass out trainees, salary is not satisfactory, even minimum wage is not given and not placed in reputed firms as mentioned in the ToR. In some cases the PIAs submit the report indicating 70% achievement to the First Party (ITDA/ District Manager, OSFDC) which are accepted and forwarded to the concerned head offices without any cross check of the reports.

With regard to the Trades, it is observed from the database of the OSFDC that 80–90% placement is available for the trainees gone through the courses like Film Extrusion Machine Operations (FEMO), Pipe & Profile Extrusion Machine Operations (PPEMO), and Testing & Quality Control for Plastics Materials & Products (TQC) conducted by CIPET-I or CIPET-II. Keeping aside this PIA operating in the Government sector, Garment Construction Techniques provides 56% placement, Healthcare & Multipurpose Worker provides 58% placement, Industrial Sewing Machine Operator provides 62% placement and Bedside Assistant provides 47% placement. These are the major sector of the trades offered by the PIAs gained popularity considering the placement record. Share of other trades like Front Office Cum Receptionist, Hospitality Assistant, and Security Guard accounts for 36 to 39% with respect to placement. The primary sectors of trade for boys are FEMO, TQC, Security Guard and Front Office-cum-Receptionist keeping in view the placement status. The major sectors of trade for girls are Bedside Assistant, Healthcare & Multipurpose Worker, Hospitality Assistant, Bedside Assistant, Garment Construction Technique, and Industrial Sewing Machine Operator.

It is suggested to identify the clusters taking in to consideration the livelihood of the people of the cluster which in turn will help in identifying the candidates for the training with need for maintaining and improving their livelihood. Thrust may be given on the trades linked to the livelihoods like masonry work, carpentry, plumbing, electrician, vegetable cultivation, mushroom cultivation, fruit and vegetable preservation, repairing and maintenance of farm

machineries and equipments etc which will facilitate skill improvement along with self employment. Besides, the trainees with better performances may be identified and special interest may be taken by the PIAs to upgrade their skill.

Key Recommendations

1. Staff constraint need be addressed for effective monitoring.
2. Regular monitoring and evaluation by the executing agencies is lacking that need to be ensured.
3. Conducting review meeting every month with the PIAs.
4. The PIAs with miserable past records of placement may not be selected.
5. Minimum academic and technical qualification for the trainers need be ensured.
6. Assessment of trainees every fortnight be ensured and consolidated results to be provided to the concerned Executing Agencies (DWOs/ ITDAs)
7. Attendance in the hostel and class room to the extent of 100% need be ensured through surprise checking and funds may be placed according to the actual attendance.
8. The PIAs to maintain all records and documents starting from enrollment of candidates to placement and post-placement activities.
9. The trainees may be facilitated with a Toll-Free Phone number to inform their complaints/ suggestions which in turn helps in assessment of the activities of the PIAs.
10. The trades with better placement facilities may be given importance for selection. The popular trades with scope of better placement as well as self employment need be considered and selected for training.
11. Thrust may be given on the trades like masonry work, carpentry, plumbing, electrician, vegetable cultivation, mushroom cultivation, fruit and vegetable preservation, repairing and maintenance of farm machineries and equipments etc which will facilitate skill improvement along with self employment.

Concluding Remarks

No doubt, the steps taken by the government for skill development of the SC and ST category of rural youths, has definitely positive impact on them in upgrading their livelihood. It is observed from the database of last 3 years i.e. 2016-17 to 1018-19 maintained by the OSFDC that the percentage of boys and girls enrolled in training are 33% and 67% respectively in the sample districts. The percentage of placement is 55% for all the 6 sample districts. The placement of the trainees has been achieved up to 49% as a whole in the state. It is observed that the share of placement is highest in Sambalpur district (79%) and

lowest in Deogarh district (10%). In some cases the PIAs submit the report indicating 70% achievement to the First Party (ITDA/ District Manager, OSFDC) which are accepted and forwarded to the concerned head offices without any cross check of the reports.

During interaction with the PIAs, only 22 PIAs out of 30 could be able to provide information with regard to enrollment, completion of training and placement details in the prescribed format. When the cases of these 22 PIAs are considered it is observed that training on 10 Trades have been provided including Computer courses and Driving-cum-Mechanic. But OSFDC has not approved these two trades during 2017-18 which needs attention of the ITDAs and DWO-cum-District Managers of OSFDC. These Trades might have been taken up by the PIAs with the spillover funds of the previous years which need to be confirmed by the ITDAs and DWO-cum-District Managers of OSFDC. The number of Trainees enrolled including these two Trades is 3038 out of which 3022 trainees completed the course successfully. Only 16 trainees left the training because of private reasons i.e. due to lack of interest and family problems. Out of 3022 successful trainees, 2047 were placed in job which accounts for 68% of total pass out trainees. Out of the total trainees placed in job, 1114 still continuing which is 54% of the total trainees placed in job. The rest 8 PIAs could not be able to provide information on placement and sustainability and have not maintained any database in this regard. The status of sustainability is more when the trainees are placed in reputed organizations either within the state or outside with good salary structure and other facilities like accommodation, food etc. Although the average sustainability is 54% but the percentage of sustainability is 70-100% in maximum cases and it is as low as 16% also. As understood during interaction with the Coordinators of the PIAs and officials of the Executing Agencies like ITDAs and DWOs, the low rate of sustainability and non-availability of information with regard to sustainability is mainly due to inaction and lack of interest of the PIAs. In such cases it is observed that the PIAs do not claim the last installment of funding as they are inactive in providing placement and also do not keep track and follow the status if at all placement is given. This type of attitude of the PIAs may be viewed seriously.

The PIAs need to groom up the trainees to be self-sufficient and make them ready for self-employment so that the pass-out trainees will not face problem in case they don't get any placement or quit the job placement for any reason and they can maintain their livelihood through self-employment. In addition, the PIAs need to take steps to present the pass-out candidates in the *Nijukti Melas* held at the block as well as district level to avail the scope of employment.

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"Education is the most
POWERFUL WEAPON
which you can use to change the WORLD"

Swami Vivekananda

INTRODUCTION

INTRODUCTION

Employment

Latest employment indicators from the Periodic Labour Force Survey (2017-18) indicate that the labour force participation in the State has decreased. This trend is, however, seen across the country. The unemployment rate in 2017-18 was 7.1% in the state while the same was 6.1% for India. As regards to rural-urban areas, the performance of rural areas is much better than the urban areas in all the employment parameters. The unemployment rate was higher in urban areas as compared to rural areas. Majority of the workers are concentrated in the agriculture sector. However, the nature of employment varies between rural and urban areas. In rural Odisha, workers are engaged in agriculture sector (56%), while in urban Odisha, services (excluding trade and repair, transport and storage) engaged the highest proportion of workers (35.9%). In terms of broad employment status, majority of the workers are self-employed, followed by casual labourers. Long term trend shows improvement. Recent trends indicate increased formalization of employment in the State with increase in share of regular salaried workforce and decline in shares of casual labourers and self-employed. Increasing the participation of women in the workforce continues to be a concern at the State as well as national level. But the composition of female workforce shows positive trends. The proportion of female casual labourers has decreased significantly. This improvement is better than the trends for males in Odisha. *(Source: Economic Survey 2018-19)*

Recognizing the changing industry demands for skills and employment, the Government of Odisha has been making concerted efforts to skill its youth. The State accords top priority to technical and vocational education, as evidenced through its Skilled in Odisha mission. The government has a focused approach to create a robust skill ecosystem to complement the Make in Odisha initiative, which is expected to generate around 6 lakh jobs. Economic health of a state is its employment situation. Beyond the basic numbers of employment and unemployment, analysis of the quality and nature of job scenario, informal and formal employment and conditions of employment in the job market bring out important insights about the economy. *(Source: Economic Survey 2018-19)*

The Odisha Scheduled Castes and Scheduled Tribes Development Finance Co-operative Corporation Limited (OSFDC) was established in the year 1979-80 to implement / take up various economic development programmes for the benefit of the poor Scheduled Caste, Scheduled Tribe and Scavengers of the State in order to make them self-reliant and ensure them better livelihood prospects. In this regard, the OSFDC, under the ST &SC Development Department, Govt. of Odisha implements variety of income generating schemes and skill development programmes to create/ provide employment opportunities for its target group. The OSFDC also provides economic assistance in form of subsidized loan under various Bankable and non-Bankable Income-generating schemes to promote the self employment ventures by the deprived Scheduled Caste, Scheduled Tribe and the Scavenger groups in the state. As a strategy to further strengthen its intervention for the socio-economic development of the ST & SC and Scavenger communities, OSFDC intends to focus on the Skill Development Training, Placement Linked Employability Training and Pre-recruitment Training with an objective of developing employability and entrepreneurship skills among the SC & ST youths, women members of SHGs and capacitate them to take up self-employment programme & to make them competent for the market oriented job opportunities in different sectors. Expression of Interest is sought for empanelment of interested Training Providers of NSDC or MoRD / Registered and Reputed Private Training Institutions/ Organizations/ Body Corporate/University/ Government Agencies for imparting various Skill Development Training, Placement Linked Employability Training to the target group at the Sub-Division/ District/ State levels in the specific trades.

The objective of the Orissa skill development training and placement programme is to equip the rural youth with marketable skills that would ensure their guaranteed employment through a pre-designed placement avenue.

Though each sector will have its own specific requirements, there are many generic knowledge, skills and attitudes (KSA) sought across jobs. It is found that employers want to recruit skilled workers. They require workers with basic academic skills taught in primary and secondary education with the ability to communicate, solve problems, and capacity for teamwork. These skills allow for cost effective training.

The bottom line is that for vocational education to be effective as well as it has to be demand-led. This programme aims to address this gap and identify employable rural youth and provide them with avenues for sustainable engagement through a planned and co-ordinate manner.

The OSFDC implements a variety of income generating schemes and skill development programmes for which funds are received mainly from four sources. The Special Central Assistance (SCA) to Scheduled Caste Component Plan (SCCP) received from the Ministry of Social Justice and Empowerment is administered through the OSFDC primarily for family oriented income generating scheme in respect of SC families below the poverty line and related/ relatable infrastructure. The income generating schemes are implemented involving Blocks, urban Local Bodies and District/ Assistant District Management of OSFDC. Beneficiaries are given bank loan under viable schemes with 50% subsidy of the project cost. Besides OSFDC receives fund under SCA to TSP, for credit linked income generating schemes and infrastructure development incidental to income generation for dispersed tribal. OSFDC also receives funds from the National Finance Development Corporation of Scheduled Caste, Scheduled Tribes and S*afai karmacharies* and implements programmes for the target groups.

In order to bring about uniformity and standardization in the implementation of various Skill Development Schemes by different Central Ministries/ Departments, the Ministry of Skill Development and Entrepreneurship, Government of India has approved constitution of a Common Norm Committee as the apex body under the Chairmanship of the Secretary, Ministry of Skill Development and Entrepreneurship to update and suitably revise the Common Norms vide notification No. H-22011/2/2014-SDE-I dated, the 15[th]July, 2015. The Terms of Reference of Common Norms Committee are as follows.

To harmonize the functioning of various skills development schemes and bring about uniformity and standardization among them.

(i)   To review/ revise training cost for skill development programmes.

(ii) To review/revise funding norms for skill development programmes.

(iii) To review/revise categorization of courses/trade for training cost.

(iv) To designate an agency and approve the process of empanelment of Training Providers/Assessors at the national level through that agency and validate the process to be adopted by the State Government through that agency.

The above Common Norms will be applicable to the Skill Development Schemes of the Government of India being implemented through various Ministries/Departments. The State Governments are also expected to align their skill development schemes with the Common Norms so as to bring in uniformity and standardization.

Placement Linked Employability Training Programme

The Government of Odisha, through ST SC Development Department have taken steps for imparting training to the SC and ST youths to develop their skill in different trades and make them self sufficient and generate income for themselves introducing the schemes where Skill development of tribal youth is a major focus. The training programs include:

- Placement Linked Employability Training (PLET)
- Pre-Recruitment Training (PRT)
- Skill Development Training. (SDT)

The above schemes follow the norms suggested by the Common Norm Committee framed by the Ministry of Skill Development and Entrepreneurship, Government of India. The Project under the study focuses on the first type of the above three programme i.e. Placement Linked Employability Training (PLET). The PLET is executed in all the 30 districts in Odisha by the OSFDC through the District Welfare Officers (DWO) for upgrading the skill and providing employment after completing the skill development training under PLET for unemployed youths of both SC and ST communities. All the 22 ITDAs in Odisha are also executing the PLET scheme with the financial support directly from the ST & SC Development Department, Government of Odisha only for the unemployed youths from ST communities.

Unemployed Tribal Youths of the State have been imparted Placement Linked Employability Training in the ITI/ ITC recognized by NCVT/ Govt. of Odisha in the trades like Computer Hardware & Software, Mobile Phone Repairing, Apparel

Designing, Motor Mechanic with Driving, Welding &Fabrication, Fitter, Repairing of Electrical & Electronics Appliances, Plumbing, Nursing & Midwife, Mason and various other trades. On successful completion of the course they have been employed with the help of their placement cell.

Camps/ Melas are conducted by the ITDAs in blocks under their jurisdiction to generate awareness among unemployed tribal youths and provide them required counseling to enable them take-up suitable courses/trades and join designated/ empanelled training centres. The major trades opted by tribal youths under PLET include emerging domains such as Hotel/ Hospitality Management, Plastic Processing Operator, Diploma/ Bachelor Degree in Pharmacy, Diploma in Food Management, & Graphic Design, Multimedia, Retail Sale, DLMT Health Care & Multipurpose Worker, Bedside Patient Assistant/ Attendant etc. as well as core/traditional domains such as Data Entry Operation (DEO), Auxiliary Nursing & Midwifery, General Nursing & Midwifery, Sewing Machine Operation, Fitter, Mason etc.

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CONCEPT

OF

PLACEMENT LINKED

EMPLOYABILITY TRAINING

(PLET)

Concept of Placement Linked Employability Training (PLET)

01.   MOBILISATION & SELECTION OF CANDIDATES

(a) The selected Institution (Second Party) shall identify or mobilize prospective unemployed SC & ST youths to undergo the required training programs to be conducted with the administrative support of OSFDC through District Welfare Officer-cum-District Managers, OSFDC or by the ITDA (First Party), as the case may be.

b)   The details of the eligibility criteria are as follows:

   i.   The Candidate must belong to Scheduled Caste or Scheduled Tribe Community

   ii. He/ She must be within the age range of 18 to 35 years on the date of counseling.

   iii. He / She must be of BPL Category / *Antyodaya Anna Yojana (AAY)* or His/ Her annual family income must be below Rs. 40,000/- in Rural Areas and Rs.60,000/- in Urban Areas for SC Category and Rs30,000/- in Rural Areas and Rs.50,000/- in Urban Areas for ST Category.

   iv. He / She must not be a regular student of any School or College and must not be engaged in any Private or Public Job

   v.   He / She can be an unemployed ST/SC youth or school/college dropouts or manual scavengers / *safai karmacharies*.

   vi. The Second Party should include 5% differently abled trainees and 15% girls / women trainees for the training out of the total target allotted by the First Party.

(b) DWO-cum-District Manager/ ITDA, on receipt of such a request from the concerned Institute, shall take steps for counseling of the candidates and the list of the selected candidates is prepared on the spot.

Table - 2.1: Approved Trades for PLET Programme of OSFDC Ltd for 2017-18

Sl. No.	Industry / Sector	Name of the Trade	Minimum Qualification as per MES	Duration in hour	Duration in month
1	Medical & Nursing	Bedside Assistant	8th	450	3
2	Medical & Nursing	Basic Anatomy & Physiology	10th	300	1.5
3	Medical & Nursing	Healthcare & Multipurpose worker	10th	450	3
4	Plastic Processing	Film Extrusion Machine Operations (FEMO)	8th	800	4
5	Plastic Processing	Pipe & Profile Extrusion Machine	8th	800	4
6	Plastic Processing	FRP Products Manufacturing Operations (FPMO)	8th	800	4
7	Plastic Processing	Plastic Pipe Fitting & Joining Operations	8th	800	4
8	Plastic Processing	PVC Pipe Threading Machine Operations	8th	800	4
9	Plastic Processing	Testing & Quality For Plastics Materials	10th	800	4
10	Garment	Industrial Sewing Machine Operator	5th	360	2
11	Garment	Garment Construction Technique	8th	410	3
12	Hospitality	Front office cum Receptionist	10th	520	3
13	Hospitality	Hospitality Assistant	5th	520	3
14	Security	Security Guard	10th	300	1.5

Table - 2.2: Empanelled PIAs by OSFDC and MoU renewed during 2018-19

Sl. No.	Name of the PIA	State Office Location
1	Abbey West Service Pvt.	Chandrasekharpur, Bhubaneswar
2	Academy of computer Education (ACE)	Kuchinda, Sambalpur
3	All India Society for Electronics and Computer Technology (AISECT)	Nayapalli, Bhubaneswar
4	Advances Plastics Processing Technology Centre (APPTC)	Balasore
5	ASMACS Skill Development LTD	Khandagiri, Bhubaneswar
6	ASTM Skills Pvt. LTD	Sriramnagar, Bhubaneswar
7	Basant Devi Charitable Trust	Chandaka Industrial Estate Bhubaneswar
8	Centre For Career Development (CCD)	CDA Market Nagar, Cuttack

Sl. No.	Name of the PIA	State Office Location
9	Central Institute of Plastics Engineering & Technology (CIPET-I)	KIIT Patia, Bhubaneswar
10	Central Institute of Plastics Engineering & Technology (CIPET-II)	Mancheswar Industrial Estate Bhubaneswar
11	Center of Technology & Entrepreneurship Development (CTED)	Ghatikia, Bhubaneswar
12	Data Pro Computers Pvt. LTD	Shree Hospital, Bhubaneswar
13	Empower Pragati Vocational & Staffing Pvt. LTD	Santoshi English Medium School, Puri
14	Electronics Technology & Telecommunication (ET & T)	Buxi Bazar, Cuttack
15	Focus Skill Pro (P) LTD	Dhauli Square, Bhubaneswar
16	Global College of Hotel Management	Dumduma Housing Board colony, Bhubaneswar
17	GRAS Education & Training Services Pvt. LTD	City Bus stand, Cuttack
18	HDF- cDAR	Macheswar Railway Colony, Bhubaneswar
19	Indus Integrated Information Management LTD (IIIM)	Nirmala Plaza, Bhubaneswar, Khordha
20	Institute of Information Studies (IIS)	Sahidnagar, B hubaneswar
21	Khurdha School & Nursing	Nayagad Road, Khordha
22	Kalinga Institution of Industrial Technology (KIIT)	Patia, Bhubaneswar
23	Mousumi Social & Charitable Organization	Nandanvihar , KIIT, Bhubaneswar
24	Narla Industrial Training Centre	Kalahandi, Odisha
25	Planate Solution	Nayapalli, Bhubaneswar
26	Prafulla Chandra Institute of Technology	Jaganathpur, Bhadrak
27	Priyanka Institute of Vocational Education	Handapa, Angul
28	Puri School of Nursing	Kharakhait Thakurani Temple, Puri
29	SantoshiInfotech Computer Centre	Nabarangapur
30	Santuka Associates Pvt. LTD	Dolamundai, Cuttack
31	Satyam Skill Development Pvt. LTD	Chandrasekharpur, Bhubaneswar
32	Semiotics Computer Academy	Udala, Mayurbhanj
33	Shree Technologies	Chandrasekharpur, Bhubaneswar
34	Sikshya Bharati Trust	Banki, Cuttack
35	Society for Information Technology Development (SITD)	Kapila Prasad, Bhubaneswar
36	Upasana Education Trust	Rupali Square, Bhubaneswar

## 02.	COMMENCEMENT OF TRAINING

(b)   DWO-cum-District Manager/ ITDA, within 7 days, shall issue the approval letter for commencement of training indicating the Name of the Trade, Composition of the Batch (SC & ST, Boys & Girls) and Period of Training with Date of Commencement & Date of Completion etc under intimation to OSFDC.

(e)   The hard copy of the Bio Metric Attendance of every Month shall be submitted directly to the Head Office at the end of the concerned month by the Institute.

(f)   Minimum Size of Training Batch in each trade shall be 20 and Maximum Size of a Training Batch in each Trade shall be 35 to achieve the target. However, in a particular Training Centre, training of more than 60 trainees in two batches of any particular trade cannot be allowed by the DWO-cum-District Manager/ ITDA under any circumstances.

03.   TRAINING CENTRE INFRASTRUCTURE

(a)   The Second party shall run a Training Centre in any building located in the District / Sub Division Headquarter or in any specifically approved locations hired on Rent / Lease for a specific period. No training shall be conducted in any existing Computer Training Centre / ITI / Any Other Training Institute not owned by the Institute, unless specifically approved by the First Party.

(b)   The Second Party, on receipt of the signed MoU from the First Party, through an authorised person, shall execute a Registered Rent / Lease Agreement with the owner of the Buildings proposed to be used for Training Center and Hostels and furnish the copy of the Agreement to the DWO-cum-District Manager as well as to the First Party. Such Agreement executed by any individual shall not be accepted as valid.

(d)   All Training Centres shall be Location Specific and shall operate in District / Sub Division Headquarter unless otherwise approved by the First Party.

(e)   There shall be at least one theory class room and one practical laboratory available in the Training Centre for training in each trade.

(f)   Each class room shall be of 300 square feet or more and shall have a maximum sitting capacity of 30. Further, there should be enough space between two rows for smooth movement of trainees and faculties.

(g)   Each Practical Laboratory shall be designed as per the specifications provided by NCVT for each trade.

(h)   For residential training programme, there shall be separate hostels for boys and girls. Proper Security Arrangements shall be made in the Hostels. Dedicated Superintendent / Warden shall be engaged by the Second Party. There shall be enough space in Hostels (a minimum space of 25 sqft per trainee) for the boarders. Proper and hygienic environment shall be ensured in the hostels.

For Girls' Hostel one lady hostel in-charge should be appointed by the Second party, CCTV camera should be installed at the entrance of the girl's hostel for safety and security of the girl trainees. Visitor's register should be maintained in the girls' hostel.

(i)   The Second Party shall put in place a dedicated Training Centre Coordinator for each training centre who will be the point of contact for that training centre.

(j)   The Institute shall be required to undergo concurrent evaluation of the quality of its trainers and its training centre infrastructure by an independent agency engaged by the First Party for this purpose as and when required.

04.   TRAINING

(a)   The Second Party shall conduct the Training as per the parameters laid down in the list of MES courses approved by NCVT from time to time and also follow the course curriculum and duration as per the MES Guidelines under the Skill Development Initiative Schemes of Ministry of Labour and Employment, Government of India.

(b)   The Training Duration shall be minimum 200 Hours (including Practical and/or On the Job Training). Minimum 06 (Six) hours and maximum up to 08 (Eight) hours of training per day shall be imparted to the trainees excluding the Lunch Break.

(c)   The Second Party shall follow Common Norm Notifications of Government of India issued from time to time

- Establish placement tie-ups with reputed Industries
- Structure the required training inputs including training material, content and curriculum, training infrastructure, assessment methodology etc
- Engage the required training resources (manpower)
- Ensure the quality in the training as per the required standards and specifications;
- Upload the training programme in a timely manner in the Management Information System of the OSFDC
- Provide placement to the trainees within 3 months of completion of training and ensure the remuneration/ incremental remuneration per month
- Track the placed trainees once in every month for a period of one year as per Common Norm Notification of Government of India.
- Ensure whether the trainee continues to work in the same or higher job role till end of tracking period (whether with same or different employers)
- Ascertain the duration of unemployment, if any, between different jobs and the reason for leaving earlier job without having a job in hand

(d)   Further Second Party shall

(i)   Periodically upgrade, modify the content of the training modules, if required, in consultation with the First Party

(ii)   Strive to get industry certification for the course

(iii)   Provide Time Table, Uniform as prescribed by OSFDC, Reading & Writing Materials, Entitlement Sheet and Other Training Materials to the trainees on the very first day of training

(v)   Engage Trainers with suitable qualifications and experience who must have undergone Training of Trainers

(v)   Provide Industry relevant content, appropriate to the learning groups confirming to the requirements of National Skill Qualification Framework (NSQF) / Skill Development Initiative Scheme (SDIS)

(vi)   Link the enrolment of Trainers and Trainees to Aadhar

(vii)   Provide facility for video recording of the Assessment

(viii)   Impart Soft Skill (which include Computer Literacy, Language and Workplace Interpersonal Skills relevant to the trade) which shall be an integral part of skill training process and must be suitably integrated into the course modules; for which no separate duration shall be allowed as it is an integral part of the qualification packs

(ix)   Monitor and review the program components to access quality of delivery and learning achievement once in 15 (Fifteen) days in the form of assignments, tests, group discussion, demonstration work, industry faculty assessment etc

(xi)   Install Bio Metric Device for capturing the attendance of the trainees as specified by the OSFDC. Also shall maintain Manual Attendance Register wherein the Trainees shall sign everyday

(xi)   Ensure that the trainees complete the training successfully

05.   ASSESSMENT & CERTIFICATION

(a)   The First Party shall engage Assessing Bodies empanelled by Director of Employment and Training, Ministry of Labour & Employment, Government of India under Modular Employable Skills (MES) as Third Party Assessing Agencies for conducting assessment of candidates trained by the Second Party under the Skill Upgradation Training Programme.

06.   PLACEMENT

(a)   The Institute shall be required to place 70% of the certified youths within 03 (Three) months of completion of Placement Linked Employability Training.

(b)   Candidates shall be placed in jobs that provide wages at least equal to minimum wages prescribed and such candidates should continue to be in jobs for a minimum period of One Year from the date of placement or engagement at a higher level with the same or any other employer. The monthly remuneration should not be below Rs. 7,200/- for placement within the State and for placement outside the State should be proportionately higher and sustainable and in any case should at least be equal to the minimum wages of the concerned State.

(f)   The Institution is to submit placement details of the placed youths upon completion of training in the prescribed format within a period of 15 (Fifteen) days after placement and also upload the same in the Monitoring Information System of the OSFDC.

(h)   The Institution shall maintain the database of each placed candidate being trained in specific trade or skill, placed beneficiary with the Name of the Employer, contact number, salary & designation of the placed youth and the same needs to be shared with the OSFDC and to be updated regularly.

(i)   If a certified candidate is disqualified in any selection test for employment, the Institution will be required to do the needful and rearrange the capacity building programme including the repetition of the programme at their own cost if they feel it necessary to achieve the required placement criteria.

(j)   The Institution shall carry out continuous follow up with the Employer or Agency and will stay in touch with the placed candidates for at least One Year after placement.

(o)   Upon submission of placement details of placed candidates by the Institution, the OSFDC shall conduct the required placement verification to establish the genuineness of such placement before the release of balance 40% of the training cost.

(p)   If the Institution is not able to ensure placement of a minimum of 60% of the certified candidates within 3 months of training for 02 (Two) consecutive batches conducted in any of the opted trade in the State, the MoU is liable to be terminated without assigning any reason thereof.

08.   TRAINING FEES & LODGING BOARDING CHARGES

(a)   Training Fee / Base Cost / Skill Development Cost payable to the Institution by the OSFDC shall be reimbursed with effect from 1st April 2017 as detailed below.

Category of Trade	Normal Trainees		Trainees with Disability	
	Cost per hour per Trainee in Normal Areas	Cost per hour per Trainee in Special Areas	Cost per hour per Trainee in Normal Areas	Cost per hour per Trainee in Special Areas
I	Rs. 42.40	Rs. 46.70	Rs. 46.70	Rs. 50.90
II	Rs. 36.30	Rs. 40.00	Rs. 40.00	Rs. 43.60
III	Rs. 30.30	Rs. 33.40	Rs. 33.40	Rs. 36.40

(e)   The Training Fee is inclusive of all taxes and incidental charges. Tax deductions at Source as applicable shall be deducted.

(f)   The Hourly Rate includes Cost Components such as Mobilization, Post Placement Tracking / Monitoring, Curriculum, Placement Expenses, Trainers' Training, Training Equipments, Amortization of Infrastructure Cost / Utilities, Teaching Aid, Raw Materials & Salary of Trainers.

(h)   Trainees should have a minimum attendance of 80%. Those having less than 80% shall be considered as dropouts and Training Cost of such candidates shall not be paid.

(i)   Apart from the Training Cost, OSFDC shall provide the following cost

Sl No	Particulars	Cost per candidate (Rs)
01	Bag, Badge, Note pad, Pen & Reading Materials	500/-
02	Uniform: 2 Numbers of T-Shirts/Shirts/Kurtis	1000/-

	(other than Security Guard)	
03	Uniform: 2 Numbers of T-Shirts & 1 Pair of Shoes (for Security Guard Training)	2000/-

(j)   Residential Training shall not be mandatory. However, the Lodging and Boarding Cost of the trainees shall be reimbursed by the First Party to the Second Party on actual basis basing on the mess attendance against the residential trainees only.

Table - 2.3: Specifications for Minimum Infrastructure

A.   TRAINING CENTRE

PARTICULARS	SPECIFICATIONS
Type of Building	RCC Roofing with adequate Ventilation
	Sufficient Open Area
Theory Classroom	Area in Class Room: 10 sqft or more per candidate
	Not more than 30 trainees shall be accommodated in one Class Room
	White / Black Board: 01
	Notice Board: 01
	Almirah: 01
	Geo-tagged Time-Stamped Authenticated Bio Metric Device for Attendance
	Video / CCTV Recording Facilities in Class Rooms, Laboratories and Common Areas
Practical Room	In case of Computer related courses : Trainee-Computer ratio must be 1:1
	In case of other courses : Tools, Equipments & Infrastructure as per NCVT norm
	Common Infrastructure: for all trainings
Other Facilities	Drinking Water (RO Water Filter)
	Separate wash rooms for Boys & Girls
	Electricity
	Emergency Power Supply Facility
	Internet Facility with minimum speed of 2 mbps
	Projection & Copying Equipments
	Fire Extinguisher
	First Aid Kit
Study Material	Hand Books Related to Course / Course Materials
	Motivational Story Books
	Motivational Movies
	Magazines
	News Papers
Documentation	Attendance Registers (Trainers & Trainee)

	Visitors' Register
	Leave Register & Leave Applications of Trainers & Trainees
	Trainees Assessment Reports
	Success Stories: at least one per batch in the OSFDC website
	Coverage of events: at least one per batch in the OSFDC website

B.   HOSTEL

PARTICULARS	SPECIFICATIONS
Type of Building	RCC Roof Independent Building (Separate for Boys & Girls)
Facilities	Minimum Space per Candidate in Accommodation Area: 25 sqft or more
	Clean & Hygienic Kitchen
	Clean & Hygienic Dining Hall with Tables and Chairs
	Cot, Mattress and Locker
	Drinking Water (RO Water Filter)
	Clean & Hygienic Toilets (Minimum 1 Toilet per 10 Candidates)
	Emergency Power Supply Facility
	Fire Extinguisher
	First Aid Box
	CCTV in the Common Area of the Hostel
	Separate Geo-tagged Time-Stamped Authenticated Bio Metric Device for Attendance of Boarders
Entertainment	Indoor & Outdoor Games
	Provision of TV in Common Room
	Provision of News Papers and Magazines
Documentation	Trainees In & Out Register
	Grievance Redressal Register
	Leave Register & Leave Applications of Trainees

NOTE: Specification for minimum infrastructure:

The minimum IT infrastructure should be available with all the Training Institutes as per MES guidelines. The IT infrastructure / infrastructure specified needs to be in place at the time of commencement of training and to be certified by the concerned District Welfare Officer-cum-District Manager.

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OBJECTIVES, SCOPE

AND

METHODOLOGY

Objectives

The evaluation study has been taken up with the following objectives.

- To find out how much and to what extent this program has fulfilled its objectives and what more is required to make it more effective.
- To study the effectiveness of the PLET implemented in the districts
- To study the selection procedure for selection of the training centres and the candidates.
- To see if the Project has been implemented in conformity with the guideline framed.
- To assess the impact of the project in providing employment to the SC/ST unemployed youths after completion of the training.
- To assess the sustainability of the employment provided and factors responsible for not sustainable.
- To see the effectiveness of the training centres with respect to infrastructure and quality of training imparted.
- The utility of the trades taken up by the training centres for imparting training.

Scope

The tribal economy in Orissa state is primarily subsistence oriented and based upon a combination of agriculture, forestry and wage labour. Although tribals are mainly dependent on agriculture, collection of forest produce continues to play a major role in household consumption and income generation. Because of climate change effects, weather aberration and decreasing soil health status for different factors including shifting cultivation and less use of organic matter, the productivity of land is decreasing day by day and results in decreasing the farm income of the rural people although agriculture is the mainstay of income generation. In areas of serious deforestation, collection of forest produce is now of declining importance for tribal economy. In other areas, cash earning from non-timber forest produce such as *sal* and *kendu* leaf, tamarind is still of greater importance for the household economy. With the decline in output from forest produce as well as shifting cultivation, tribals are increasingly dependent on wage labour, both agriculture and unskilled infrastructure development work. Tribal women play an active role in both

household affairs and also in providing economic input for survival of families. They contribute major part of the family labour. In social and household matters, the status of tribal women is generally higher than that of non-tribal women.

In view of the complexities attached with tribal way of life, due to their historical, socio-cultural and geographical situations, the generalized approaches of development attempted earlier have not met with significant success. Nevertheless, efforts made by some government and NGOs in different parts of the country have made it possible to establish some demonstrative models. In order to uplift the socio-economic status of the ST and SC families, the Government has introduced various types of Skill Development Trainings to upgrade the skill of the ST and SC youths through implementation of

In order to bring about uniformity and standardization in the implementation of various Skill Development Schemes by different Central Ministries/ Departments, the Ministry of Skill Development and Entrepreneurship, Government of India has approved constitution of a Common Norm Committee as the apex body under the Chairmanship of the Secretary, Ministry of Skill Development and Entrepreneurship to update and suitably revise the Common Norms vide notification No. H-22011/2/2014-SDE-I dated, the 15th July, 2015.

The Government Odisha, through ST SC Development Department have taken steps for imparting training to the SC and ST youths to develop their skill in different trades and make them self sufficient and generate income for themselves introducing the schemes where Skill development of tribal youth is a major focus. The training programs include:

- Placement Linked Employability Training (PLET)
- Pre-Recruitment Training (PRT)
- Skill Development Training. (SDT)

The Evaluation Study has focused on the effectiveness and impact of Placement Linked Employability Training (PLET) on providing employment to the ST and SC youths after completion of such trainings in different trades as per the choice and eligibility of the candidates.

The PLET is executed in all the 30 districts by the OSFDC through the DWOs and District Managers, OSFDC for upgrading the skill and providing employment after completing the skill development training under PLET for unemployed youths of both SC and ST communities. All the 22 ITDAs in Odisha are also executing the PLET scheme with the financial support directly from the ST & SC Development Department, GoO only for the unemployed youths from ST communities.

Methodology

The study was conducted in 6 districts selected through purposive sampling taking into account different agro-climatic zones and physiographic situation during August 2019 to January, 2020. Only 6 districts out of 30 were taken for the study keeping in view time period and limited staff for collection of primary information. The six districts namely, Kalahandi, Kandhamal, Keonjhar, Koraput, Malkangiri and Sundargarh were selected through purposive sampling. In order to cover different agro-climatic zones and physiographic situation and to undertake maximum numbers of training centres and trades. The selected districts coming under different agro-climatic zones are as follows.

| Sl. No. | District | Agro-climatic Zone | Climate | Normal | | | Broad Soil Groups |
				Mean annual rainfall (mm)	Mean maximum summer temp. (°C)	Mean minimum winter temp. (°C)	
1	Kalahandi	Western Undulating Zone	Hot & moist sub-humid	1352	37.8	11.9	Red, Mixed Red & Black, Black
2	Kandhamal	North Eastern Ghat	Hot & moist sub-humid	1597	37.0	10.4	Brown Forest, Lateritic Alluvial, Red, Mixed Red & Black
3	Keonjhar	North Central Plateau	Hot & moist sub-humid	1534	36.6	11.1	Lateritic, Red & Yellow, Mixed Red & Black
4	Koraput	Eastern Ghat High land	Warm & humid	1522	34.1	7.5	Red, Mixed Red & Black, Mixed Red & Yellow
5	Malkangiri	South Eastern Ghat	Warm & humid	1710	34.1	13.2	Red, Lateritic, Black
6	Sundargarh	North Western Plateau	Hot & moist sub-humid	1600	38.0	15.0	Red, Brown forest, Red & Yellow, Mixed Red & Black

Source: Agronica, Directorate of Agriculture and Food Production, Odisha

All the ITDAs from the 6 selected districts were covered under the study. All the Training Centres where PLET trainings were conducted during 2018-19 or continuing during 2019-20 were brought under the purview of the study where the DWO is responsible for execution of the scheme for both SC and ST youths and also where ITDA takes care for training of ST candidates only. All the Trades covered under the selected Training Centres were covered under the study. However, attempt was made to study the effectiveness of all the trades taken up in the district/ ITDA. In the next stage, the trainers and trainees as available during the study were taken for personal interview/ interaction. Simultaneously, the infrastructure, class room facilities, laboratory facilities and hostel facilities were analyzed and recorded in the schedules and also through group discussion. Both qualitative and quantitative assessment was made during the study. The suggestions of the training centre head, trainers and the trainees were recorded with respect to improvement in quality of training and accommodation aspects.

Statistical Tools:

For quantitative analysis, simple average and percentage were calculated. The qualitative aspects of the study i.e. functioning of the training centres including hostels were assessed with the help of statistical tools like *Likert Scaling Technique (LST)*.

Collection of Information:

Information was collected through pre-designed schedules and personal interview:

- From the DWOs/ ITDAs with regard to achievement under PLET pertaining to last 5 years (2014-15 to 2018-19).
- From the Training Centres.
- From the hostels.
- From the candidates through personal interview schedules and group discussion.
- From the candidates already completed training either employed or not employed.
- Case studies – both success and failure with reasons

Coverage

The DWOs, ITDA officials responsible for execution of the programme, head of the training centres, Trainees who are continuing and the passed out candidates were taken into the purview of the evaluation study. Besides, efforts were made to contact and interact with the drop out candidates and pass out candidates either got

employment or not either through personal interview/ interaction or over phone depending on the situation and scope.

Reference Period of the Study

Effort was made to assess the implementation status since last 5 years i.e. 2014-15 to 2018-19 implemented through the ITDAs and DWO-cum-District Managers, OSFDC. The personal interview/ interaction with the continuing candidates of the current year were taken up during the study. With respect to pass out and dropout candidates, effort was made to contact such candidates of the past years. The fieldwork for data collection was taken up during September to December, 2019. The period of study continued from August, 2019 to January, 2020.

Limitations of the Study

Currently 36 Training Centres (PIAs) have been empanelled by the OSFDC and renewed during 2018-19 and 14 trades have been approved during 2017-18 for the training. Some PIAs as well as Trades approved during the past years may not exist currently and hence study of performance of those PIAs is the limiting factor. Similar situation also happens in case of the Trades approved during the past years. Besides, the PIAs existing outside the district where the candidates have been sponsored are also a limiting factor to cover with limited research staff and paucity of time. Besides, it is very difficult to trace the pass out candidates and candidates already employed either continuing or left the job.

Besides, in pursuance to letter no.14994/SSD of 4th September, 2019 of ST & SC Development Department, Government of Odisha that the PIAs which have empanelled themselves under the Odisha Skill Development Authority (OSDA) shall only impart Skill Development Training (SDT) and Placement Linked Employability Training (PLET) to the SC & ST youths under OSFDC Ltd. The existing PIAs empanelled under OSFDC Ltd, imparting SDT and PLET to the SC & ST youths as per the target given for the year 2017-18 or 2018-19 shall be allowed to continue their training programme till completion of the allotted targets. No funds for the year 2019-20 have been allotted to the field to conduct such trainings. The copy of the letter is given below.

GOVERNMENT OF ODISHA
ST& SC DEVELOPMENT DEPARTMENT
*****

No. ___14994___ /SSD, Date- Bhubaneswar, the **4th** September, 2019
STSCD-SCP-PLAN2-0002-2014

From

Sri Tapasa Kumar Sahu,
Under Secretary to Government

To

The Managing Director, OSFDC Ltd.
Lewis Road, Bhubaneswar

Ref :- This Department Letter No. 6139/SSD dated 22.03.2017.

Sub:- **Skill Development Training for SC and ST youths under SCA to SCSP-engagement of Programme Implementing Agencies (PIAs) regarding**

Sir,

With reference to the subject noted above, I am directed to say that the Government in ST & SC Development Department has been pleased to decide that the Programme Implementing Agencies (PIAs) which have empanelled themselves under the **Odisha Skill Development Authority (OSDA)** shall only impart Skill Development Training (SDT) and Placement Linked Employability Training (PLET) to the SC& ST youths under OSFDC Ltd.

However, the existing PIAs empanelled under OSFDC Ltd. imparting Skill Development Training and Placement Linked Employability Training to the SC&ST youths as per the target given for the year 2017-18 or 2018-19 shall be allowed to continue their training programme till completion of the allotted targets.

It is, therefore, requested that the Skill Development Training Programme implemented by the OSFDC Ltd shall be conducted only through the PIA's empanelled with OSDA with effect from 2019-20 financial year.

This supersedes the earlier instructions issued vide this Department Letter No. TD –I (TSP)-5/2014-6139/SSD dated 22.03.2017.

Yours faithfully,
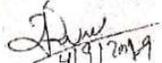
Under Secretary to Govt.

* * *

EMPLOYMENT SCENARIO

IN ODISHA

EMPLOYMENT SCENARIO IN ODISHA

Recognizing the changing industry demands for skills and employment, the Government of Odisha has been making concerted efforts to skill its youth. The State accords top priority to technical and vocational education, as evidenced through its "Skilled in Odisha" mission. The government has a focused approach to create a robust skill ecosystem to complement the Make in Odisha initiative, which is expected to generate around 6 lakh jobs. Economic health of a state is its employment situation.

The latest available data on employment is the Periodic Labour Force Survey of 2017-18 conducted by NSSO. The status of Odisha vis-à-vis India on three key parameters: Labour Force Participation Rate (LFPR), Worker-Population Ratio (WPR) and Unemployment Rate (UR), measured at Usual Principal and Subsidiary Status (UPSS), is presented below. Labour force participation rate in the State stands at 48.3% in 2017-18, mirroring the national trend in LFPR. The unemployment rate stands at 7.1% in 2017-18 in the State similar to national level.

**Table - 4.1: Employment indicators (15 years and above)
for Odisha vis-a-vis India, 2017-18**

Indicator	Odisha	India
Labour Force Participation Rate	48.3	49.8
Worker-Population Ratio	44.9	46.8
Unemployment Rate	7.1	6.1

Source: Odisha Economic Survey 2018-19

The employment status in the rural areas is relatively better than the urban areas in the State. LFPR in rural Odisha stood at 49%, while it was 44.8% in urban Odisha. The unemployment rate was higher in urban areas (8.4%) as compared to rural areas (6.9%) as per the study conducted under Labour Force Survey, 2017-18 by NSSO.

**Table - 4.2: Employment indicators (15 years and above)
for Rural vis-a-vis Urban Odisha, 2017-18**

Indicator	Rural	Urban	Gap
Labour Force Participation Rate	49.0	44.8	4.2
Worker-Population Ratio	45.6	41.1	4.5
Unemployment Rate	6.9	8.4	1.5

Source: Odisha Economic Survey 2018-19

There exists a significant gender gap in employment indicators as presented in the Table below as per the study report of Periodic Labour Force Survey of 2017-18 conducted by NSSO. LFPR and WPR among men are much higher than among women. Similarly, unemployment rates are lower among men than women. This raises gender inclusion concerns for the State and requires the government's attention to increase female participation in the workforce.

Table - 4.3: Employment indicators (15 years and above) for Odisha by gender

Indicator	Male	Female	Gap
Labour Force Participation Rate	78.6	19.5	59.1
Worker-Population Ratio	72.9	18.3	54.6
Unemployment Rate	7.3	6.6	1.0

Source : Odisha Economic Survey 2018-19

As evaluated by the Periodic Labour Force Survey of 2017-18 conducted by NSSO, majority of the workers in Odisha are concentrated in agriculture sector (48.8%), followed by construction (17.3%) and other services like financial services, real estate, public administration, education, health etc (11.8%). Further, nature of employment varies between rural and urban areas. In rural Odisha, majority of the workers are engaged in agriculture sector (56%), followed by construction (18.0%) and other services (7.8%). In urban Odisha, other services (which included all services other than trade and repair and transport and storage), shared the highest proportion of workers (35.9%), followed by trade and repair (18.4% and manufacturing (16.2%). The distribution of workers by region is along expected lines, as in urban areas, non-agricultural activities take precedence. The figure

below depicts percentage distribution of workers across various sectors in Odisha during 2017-18.

Distribution of workers across various sectors in Odisha, 2017-18 (%)
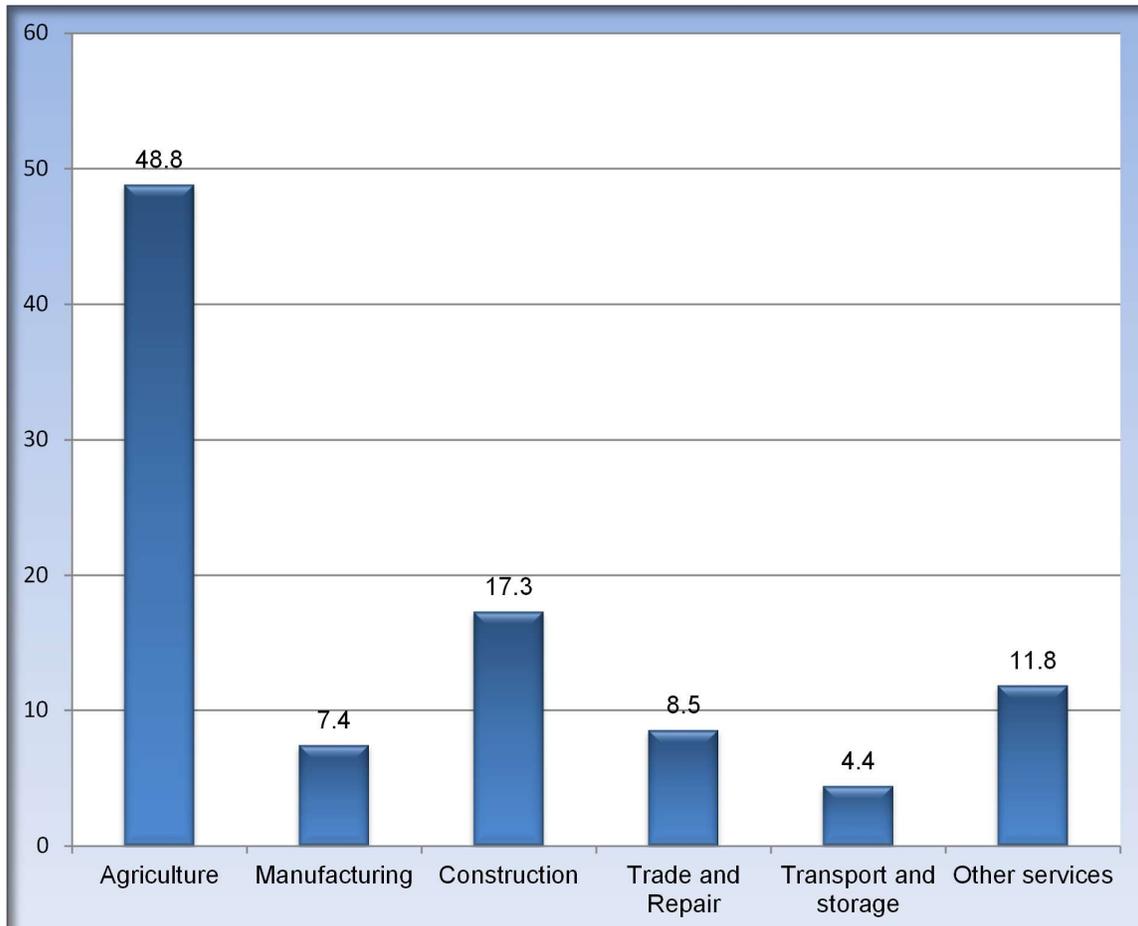
Type of employment

Proportion of regular salaried workers was 15.4% in Odisha in 2017-18 as revealed from the report of Periodic Labour Force Survey of 2017-18 conducted by NSSO. Workers classified under the informal sector are usually employed as casual labourers or are self-employed, while workers under the formal sector fall under the category of regular salaried employees.

Table - 4.4: Distribution of workers in Odisha and India as per broad employment status, 2017-18

Employment Status	Odisha (%)	India (%)
Self-employed	57.4	52.2
Regular salaried	15.4	22.8
Casual labourers	27.2	24.9

Source :Odisha Economic Survey 2018-19

The above Table reveals that the Self-employed workers continue to hold the largest share of the pie, with around 57.4% of population self-employed. This is in alignment with the high proportion of workers in agricultural sector where workers work majorly on their own fields or rear livestock.

Casual labourers hold the second largest share (27.2% in 2017-18). The jobs are largely temporary in nature and with no or limited access to capital. The smallest share is held by regular salaried workers (15.4%). Typically such workers have contract based employment and are provided with some form of social security benefits.

Even as the rate of unemployment is lower in rural areas, majority of workers (59.7%) are self-employed. A significant proportion of these self-employed workers works in agriculture and related activities and thus, has high variation in income, as the occupation is largely dependent on the weather conditions. Casual labourers form the second largest share (29.4%) of workers in rural Odisha, with majority of them working as agricultural labour. Urban areas have a significant proportion of regular salaried workers (41.6%) as compared to rural areas. Such workers form the second largest share in the total pool of workers. Self-employed workers continue to hold the largest share (43.8%), though their proportion is much lesser than their share in rural areas. Casual labourers form the smallest share in the urban areas (14.5%).

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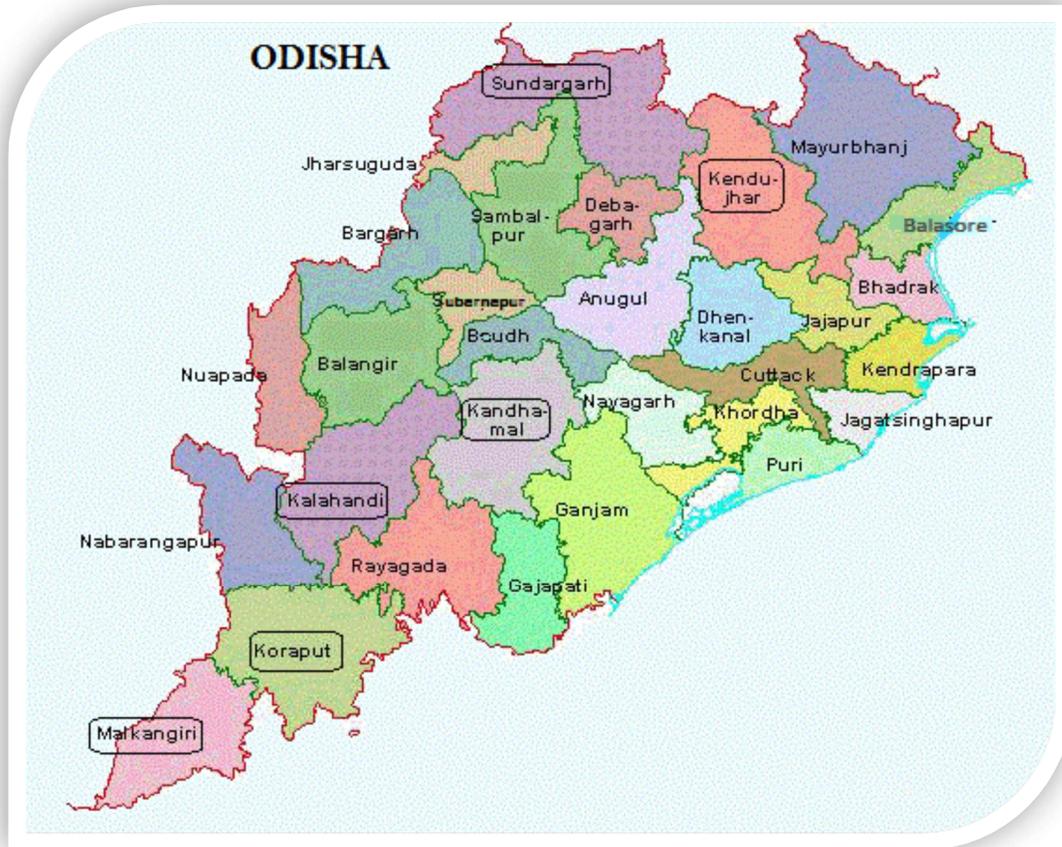
PROFILE OF THE
SAMPLE DISTRICTS

Kalahandi District

Kalahandi district is one of the southern located districts in Odisha. It lies between 82°32' to 83°47' East longitudes and between 19°8' to 20°25' North latitude. It is bounded by Bolangir district in north, Rayagada district in south, Kandhamal district in the east and Nuapada district in the west. The climatic condition of the district is generally hot with high humidity during March to August and cold during September to February. The monsoon generally breaks during the month of June. The normal rainfall of the district is 1330.5 mm. The district has an area of 7920 sq. km and 15.77 lakh of population as per 2011 census. The district accounts for 5.09 percent of the states territory and shares 3.76 percent of the state population. The density of the population of the district is 199 per sq. km. as against 270 people per sq. km of the state. It has 2236 villages (including 137 un-inhabited villages) covering 13 blocks, 13 Tahasils, 2 Subdivisions and one ITDA i.e. Thuamul Rampur. As per 2011 census the schedule caste population is 286580 (18.17%) and schedule tribe population 449456 (28.50%). The literacy percentage of the district covers 52.90

against 72.87 of the state. Net area sown is 3.41 lakh hectares against the gross cropped area of 5.56 lakh hectare with cropping intensity of 163%. Per hectare consumption of fertilizer is 63 kg against State consumption of 69 kg per hectare during 2017-18.

Kandhamal District

Kandhamal district is one of the Northern located districts in Odisha. It lies between 83°30' to 84°35' East longitudes and between 19°34' to 20°34' North latitude. It is bounded by the Boudh district in north, Gajapati district in south, Nayagarh district in the east and Kalahandi district in the west. The climatic condition of the district is generally hot with high humidity during April to May and cold during December to January. The monsoon generally breaks during the month of June. The normal rainfall of the district is 1427.9mm.The district has an area of 8021 sq. km and 7.33 lakh of population as per 2011 census. The district accounts for 5.15 percent of the states territory and shares 1.75 percent of the state population. The density of the

population of the district is 91 per sq. km. as against 270 people per sq. km of the state. It has 2546 villages (including 167 un-inhabited villages) covering 12 Blocks, 12 Tahasils, 2 Subdivisions and 2 ITDAs namely Phulbani and Baliguda. As per 2011 census, the schedule caste population is 1,15,544 (15.8%) and schedule tribe population is 3,92,820 (53.6%). The literacy percentage of the district covers 64.1 against 72.87 of the State. Net area sown is 1.07 lakh hectares against the gross cropped area of 1.65 lakh hectare with cropping intensity of 154%. The per hectare consumption of fertilizer is 16 kg against State consumption of 69 kg per hectare during 2017-18

Keonjhar District

Keonjhar district is one of the Northern located districts in Odisha. It lies between 85°11' to 86°22' East longitudes and between 20°1' to 22°10' North latitude. It is bounded by the Jharkhand State in the north, Jajpur district in the south, Angul district in the east and Mayurbhanj district in the west. The climatic condition of the district is generally hot with high humidity during March to July and cold during November to February. The monsoon generally breaks during the month of June. The normal rainfall of the district is 1487.7.The district has an area of 8303 sq. km and 18.01 lakh of population as per 2011 census. The district accounts for 5.33

percent of the states territory and shares 4.29 percent of the state population. The density of the population of the district is 217 per sq. km. as against 270 people per sq. km of the state. It has 2122 villages (including 53 un-inhabited villages) covering 13 blocks, 13 Tahasils, 3 Subdivisions and 2 ITDAs namely Keonjhar and Champua. As per 2011 census the schedule caste population is 2,09,357 (11.60%) and schedule tribe population is 8,18,878 (45.40%). The literacy percentage of the district covers 68.20 against 72.87 of the state. Net area sown is 2.88 lakh hectares against the gross cropped area of 4.00 lakh hectare with cropping intensity of 139%. Per hectare consumption of fertilizer is 39 kg against State consumption of 69 kg per hectare during 2017-18

Koraput District
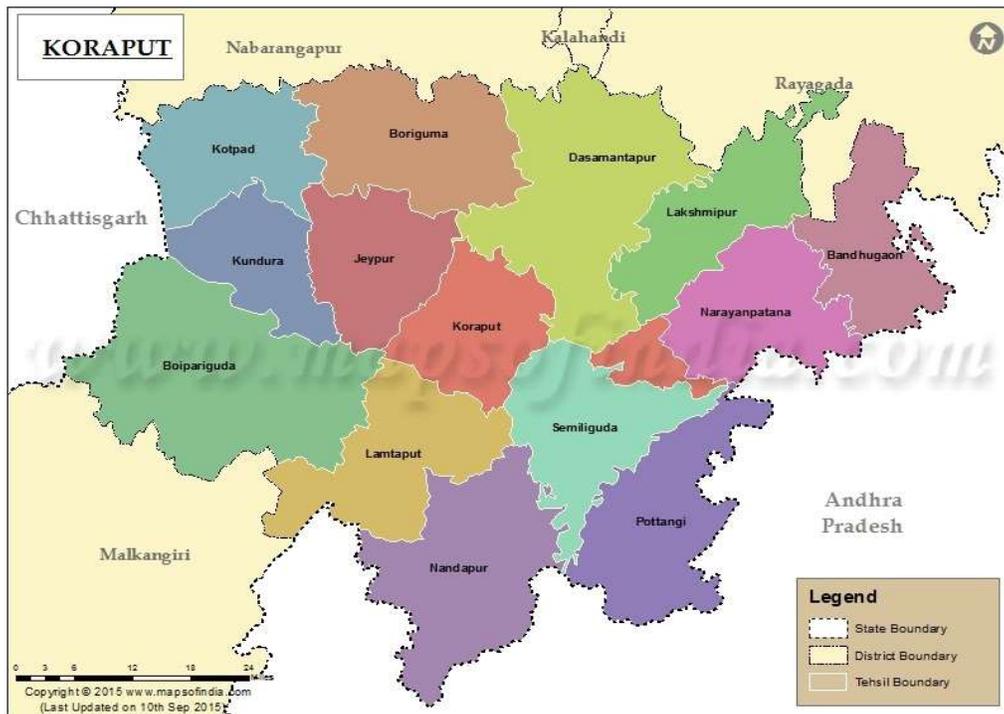
Koraput district headquarters is situated 2900 feet above sea level.It lies between 82°5' to 83°13' East longitudes and between 18°13' to 19°10' North latitude. It is bounded by Nawarangpur district in the North, Vishakapatnam district of Andhra Pradesh in South, Rayagada district and Srikakulam district of Andhra Pradesh in the east and Malkangiri district and Bastar district of Chhatisgarh in the west. The climate condition of the district is generally warm with high humidity during April to May and cold during October to February. The monsoon generally breaks during the

month of June. The normal rainfall of the district is 1567.2m.m. The district has an area of 8807 sq. km and 13.80 lakh of population as per 2011 census. The district accounts for 5.66 percent of the states territory and shares 3.29 percent of the state population. The density of the population of the district is 157 per sq. km. as against 270 people per sq. km of the state. It has 2028 villages (including 106 un-inhabited villages) covering 14 blocks, 14 Tahasils, 2 Sub-divisions. As per 2011 census the scheduled caste population is 1,96,540 (14.2.%) and scheduled tribe population 6,97,583 (50%). The literacy percentage of the district covers 49.2 against 72.87 of the state. Net area sown is 2.56 lakh hectares against the gross cropped area of 3.79 lakh hectare during 2017-18. Per hectare consumption of fertilizer is 47 kg against State consumption of 69 kg per hectare during 2017-18.

Malkangiri District
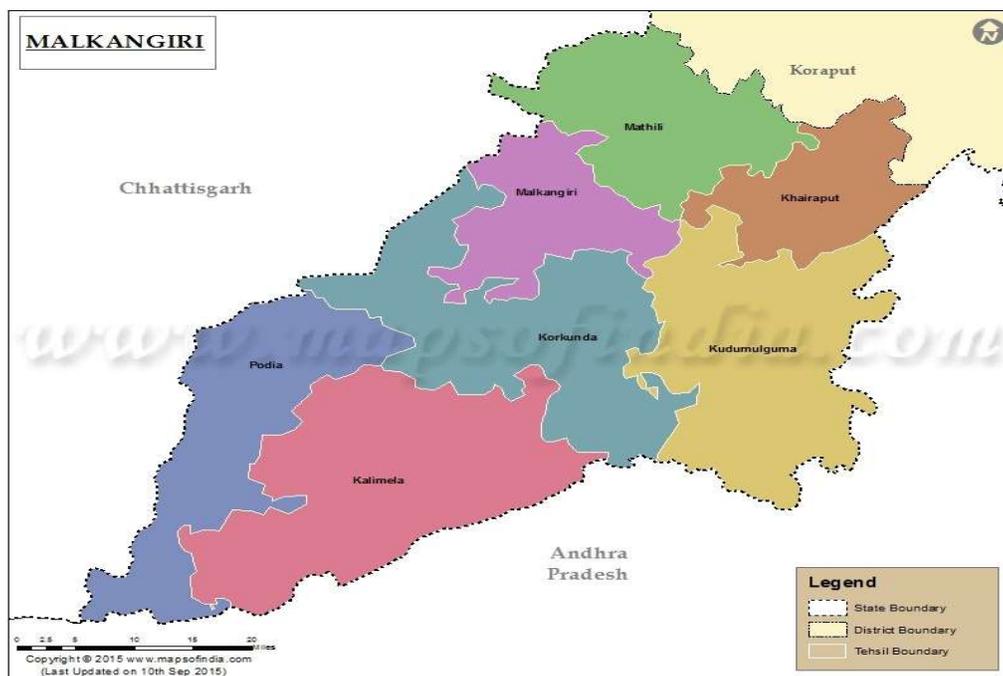
Malkangiri is one of Southern located districts in Odisha. It lies between 81°22' to 82°25' East longitude and between 17°40' to 18°43' North latitude. It is bounded by Chhatisgarh State in North and West, Andhra Pradesh in South and Koraput district in the East. The climatic condition of the district is generally hot with high humidity during April to May and cold during November to December. The monsoon generally breaks during the month of June. The normal rainfall of the district is 1667.6m.m. The district has an area of 5791 sq. km and 6.13 lakh of population as per 2011

census. The district accounts for 3.72 percent of the states territory and shares 1.46 percent of the state population. The density of the population of the district is 106 per sq. km. as against 270 people per sq. km of the state. It has 1055 villages (including 60 un-inhabited villages) covering 7 blocks, 7Tahasils, 1 Subdivision. As per 2011 census, the scheduled caste population is 1,38,295 (22.6%) and scheduled tribe population is 3,54,614 (57.42%). The literacy percentage of the district covers 48.5 against 72.87 of the state. Net area sown is 1.42 lakh hectares against the gross cropped area of 2.17 lakh hectare during 2017-18. Per hectare consumption of fertilizer is 60kg against State consumption of 69 kg per hectare during 2017-18

Sundargarh District
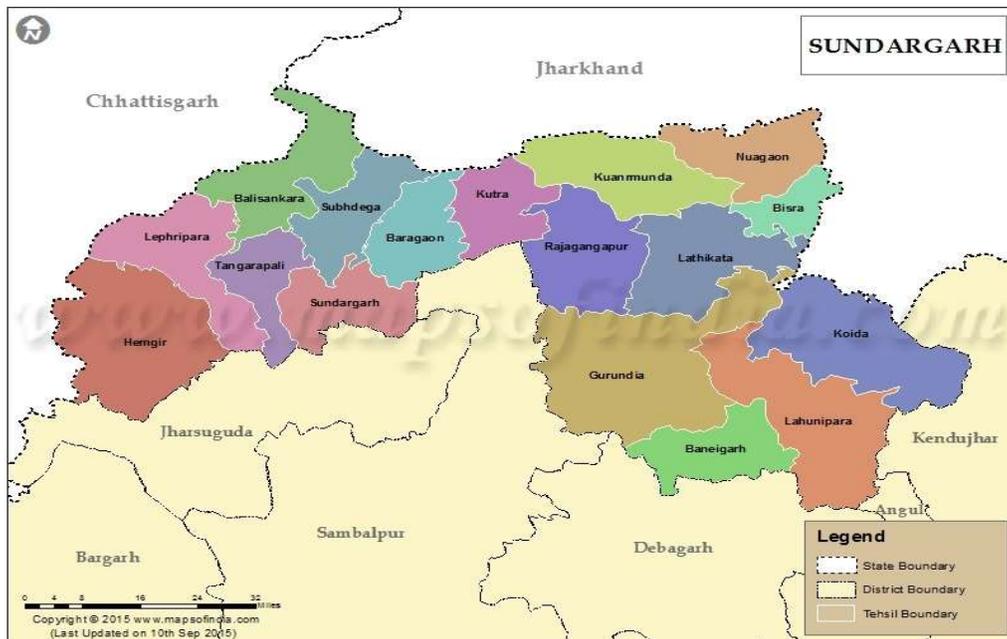
Sundargarh district is one of the Northern Area located districts in Odisha. It lies between 83^0 32' to 85^0 22' East longitude and between 21^0 35' to 22^0 32' North latitude. It is bounded by Jharkhand State in the north, Jharsuguda district in the south, Chhatisgarh State in the east and Keonjhar district in the west. The climatic condition of the district is generally hot with high humidity during July to September and cold during December to January. The monsoon generally breaks during the month of June. Annual normal rainfall of the district is 1422.4 mm. The district has an area of 9712 sq. km and 20.93 lakh of population as per 2011 census. The district accounts for 6.24 percent of the state's territory and shares 4.99 percent of the

state's population. The density of population of the district is 216 per sq. km as against 270 per sq.km of the state. It has 1762 villages (including 49 un-inhabited villages) covering 17 blocks, 3 Subdivisions and 3 ITDAs namely Sundargarh, Panposh and Bonai. As per 2011 census the scheduled caste population is 1,91,660 (9.16%) and scheduled tribe population is 1,06,2349 (50.75%). The literacy percentage of the district covers 73.30 against 72.90 of the state. Net area sown is 2.85 lakh hectare against the gross cropped area of 3.73 lakh hectare with cropping intensity of 131%. Per hectare consumption of fertilizer is 73 kg against State consumption of 69 kg per hectare during 2017-18.

I. Introduction

With majority population in rural areas earning their livelihoods from agriculture, development of these areas is strongly associated with the growth of agriculture. As per Census 2011, over 83% of Odisha's population resides in rural areas. Continuous efforts are being undertaken to uplift the rural areas and provide the population with suitable housing and basic services. These efforts have successfully reduced rural poverty in Odisha by over 25 percentage points between 2004-05 and 2011-12, much higher than the national reduction of 16 percentage points in rural poverty.

Agriculture and allied activities is an important sector to the economy of Odisha, providing livelihoods, reducing poverty, ensuring food security and giving a boost to industry and service sectors. As the economy progresses, countries have experienced the movement of labour and capital from extractive and commodity production sectors to value added activities –both in manufacturing and service sector. This has occurred in Odisha as well. However, this does not diminish the importance of the agricultural sector; rather, it allows scope to improve productivity as technology changes and facilitates growth in the economy. The critical role of agriculture is also seen in the first two of the 17 Sustainable Development Goals (SDGs) established by the United Nations (UN), which aim at eliminating poverty and hunger by ensuring food security. Promoting sustainable agriculture is one of the means to achieve these goals.(Source: Odisha Economic Survey – 2018-19)

II. Performance of agriculture in 2018-19

Agriculture sector in 2018-19 posted high growth after a sharp downturn in the preceding year. The sector grew at 8.3% in 2018-19 against the backdrop of 8.2% contraction in the preceding year. Agriculture share in GVA is around 19% which means in every five rupees that is generated in the economy, agriculture sector contributes about one rupee. Given that agriculture sector absorbs maximum number of workforce; rebound in agriculture sector growth is quite promising for a large section of the society. The majority share continued to be contributed by crops, in sync with past trends. However, the share of other allied activities has grown over the years, decreasing the share of cropping activities. Allied activities contributed 35% in 2011-12. In comparison, in advance estimates for 2018-19, share of allied activities is over 40%. Agriculture season starts from the month of July and ends in June for accounting and statistics generation purposes. Therefore, the performance of agriculture is analyzed in detail for the year 2017-18. (Source: Odisha Economic Survey – 2018-19)

II. Land Use

Land use pattern in the state has remained almost constant in the last 10 years. However, net sown area has decreased and share of fallow land has increased.. Beyond physiographic and rainfall, land is an important component for agricultural practices. The size of land being constant is the first constraint and its increasing utilisation for purposes other than agriculture pose a further constraint on agricultural output. There is nearly constant land utilisation pattern in the State over the decade. While forest cover has remained constant over the years, the proportion of net sown area has decreased from 36.1% to 34.4% during 2007-08 to 2017-18, with previously sown area being converted to fallows.

(Source: Odisha Economic Survey – 2018-19)

III. Rainfall

Rainfall plays a decisive role in agricultural output of the state. The long-term annual average rainfall in Odisha is 1451.2 mm with about 75-80 percent of the rainfall being recorded between mid-junes to end September (Kharif season). During 2018, the State received 1,643.3 mm of rainfall, which was 13.2% surplus above the normal rainfall. The variability in rainfall affects agriculture output in the State given the dependency on monsoon and rain for the cultivation especially kharif crops. The

Table below highlights the month-wise actual rainfall received, normal rainfall and percentage of deficiency by the selected districts of Odisha for the year 2018.During 2018, all the six sample districts have received more rainfall in comparison to normal rainfall excepting Sundargarh which is deficient by 7.7%. Adequate rainfall received during June to October i.e. during pre-sowing, sowing, planting, vegetative and reproductive stage is beneficial for the crop growth and boosts up production. The rainfall received during second part of October is also beneficial for pre-rabi crops and facilitate early sowing and soil moisture is available for the pre-rabi crops.

Table - 5.1: District-wise Monthly Rainfall – 2018 and Normal Rainfall (mm)

District \ Month	Kalahandi	Kandhamal	Keonjhar	Koraput	Malkangiri	Sundargarh	State Average
January	0	0	0	0	0	0	**0**
February	0	0	0	0	0	0.7	**0.4**
March	0	0.1	0.8	0.6	0	1.2	**0.7**
April	14.5	92.6	133.3	91.4	63.6	38.2	**68.5**
May	40.1	75.3	95.7	75.5	47.1	106	**94.9**
June	106.4	146.2	185.8	130.8	190.9	150.9	**161.4**
July	652.1	461.9	360.6	493.3	761.6	311.9	**438.1**
August	815.8	386	375.1	611.9	744.6	403.3	**392.1**
September	231.4	309.5	351.5	302	377.1	203.1	**300.1**
October	59.9	293.3	113.4	26	58.5	10.5	**137.2**
November	0	0	0.2	1.8	0	0	**0.8**
December	76.2	61.5	49.6	60.8	16.6	86.5	**49**
Total	1996.5	1826.4	1666	1794	2260	1312.3	**1643.3**
Normal	1330.5	1427.9	1487.7	1567.2	1667.6	1422.4	**1451.2**
% of Deviation	50.1	27.9	12	14.5	35.5	-7.7	**13.2**

Source: Directorate of Agriculture and FP, Odisha

Table - 5.2: District-wise Population asper2011Census

Sl. No.	District	Total Population	Schedule Caste Population	% of SC Population to total population	Schedule Tribe Population	% of ST Population to total population
1	Kalahandi	1576869	286580	18.2	449456	28.5
2	Kandhamal	733110	115544	15.8	392820	53.6
3	Keonjhar	1801733	209357	11.6	818878	45.4
4	Koraput	1379647	196540	14.2	697583	50.6
5	Malkangiri	613192	138295	22.6	354614	57.8
6	Sundargarh	2093437	191660	9.2	1062349	50.7
	ODISHA	41974218	7188463	17.1	9590756	22.8

Source : Census of India (District Statistical Handbook 2015

The above Table reveals that the percentage of ST population to total population is highest in Malkangiri district (57.8%) and lowest in Kalahandi district (28.5%). Similarly, the percentage of SC population is highest in Malkangiri district (22.6%) and lowest in Sundargarh district (9.2%).

Table - 5.3: Population by Sex, Density and Growth rate

Sl. No.	District	Sex Ratio (Females per '000 males)		Density of Population (Per Sq. kms.)		Decadal Growth Rate 2001-2011
		2001	2011	2001	2011	
1	Kalahandi	1001	1003	169	199	18.1
2	Kandhamal	1008	1037	81	91	13.1
3	Keonjhar	977	988	188	217	15.3
4	Koraput	999	1302	134	157	16.9
5	Malkangiri	997	1020	87	106	21.6
6	Sundargarh	957	973	188	216	14.4
	ODISHA	**972**	**979**	**236**	**270**	**14.0**

Source: Census of India / District Statistical Handbook 2015

It is observed that the density of population per square km is highest in Keonjhar and Sundargarh (217 and 216 respectively) and lowest in Kandhamal (91) against the state average of 270. The situation is same during 2001 Census also. The decadal growth rate is highest in Malkangiri followed by Kalahandi and Koraput against the state average of 14.0.

Table - 5.4: Sex Ratio among all category, SC&ST byresidenceasper2011Census

SI. No.	District	All Category			SC			ST		
		Total	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban
1	Kalahandi	1003	1008	953	1016	1015	1027	1032	1032	1024
2	Kandhamal	1037	1043	984	1028	1028	1024	1062	1060	1120
3	Keonjhar	988	999	920	1000	1004	981	1017	1020	986
4	Koraput	1032	1046	966	1031	1033	1019	1068	1070	1022
5	Malkangiri	1020	1028	925	974	973	986	1068	1067	1001
6	Sundargarh	973	1005	917	987	1006	959	1016	1018	1009
	ODISHA	**979**	**989**	**932**	**987**	**988**	**979**	**1029**	**1031**	**991**

The above Table reveals that the rural sex ratio is little higher than that of urban in all categories of population in all the selected districts with a little deviation in Kalahandi and Malkangiri in case of SCs and in Kandhamal in case of STs.

Table - 5.5: Literacy rate among Total, SC & ST Population as per 2011 Census

SI. No.	District	Total			Scheduled Caste			Scheduled Tribe		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
1	Kalahandi	59.22	71.90	46.68	61.97	73.95	50.29	49.29	63.31	35.84
2	Kandhamal	64.13	76.93	51.94	66.12	78.88	53.90	58.34	72.12	45.58
3	Keonjhar	68.24	78.12	58.28	73.77	83.81	63.76	53.24	65.22	41.56
4	Koraput	49.21	60.32	38.55	52.64	64.72	41.05	35.36	46.20	25.37
5	Malkangiri	48.54	59.07	38.28	65.59	75.82	55.12	35.23	44.91	26.25
6	Sundargarh	73.34	81.01	65.48	70.92	79.75	62.03	65.08	73.98	56.39
	ODISHA	72.87	81.59	64.01	69.02	71.21	58.76	52.24	63.70	41.20

The above Table reveals that the literacy rate is highest in Sundargarh district and is lowest in Malkangiri district both in case of male and female category. In SC category literacy rate is highest in Keonjhar and lowest in Koraput where as among the ST category the highest literacy rate is found in Sundargarh and that of lowest in Malkangiri followed by Koraput district. The literacy rate in case of male category is higher in all the districts among all categories.

Table - 5.6: Forest cover in the Selected Districts, 2015
(Area in Km^2)

Sl. No.	District	Geogra-Phical Area	Very Dense Forest	Moderately Dense Forest	Open Forest	Total	Percent of geographical area
1	Kalahandi	7920	417	775	1209	2401	30.32
2	Kandhamal	8021	652	2616	2106	5374	67.00
3	Keonjhar	8303	290	1401	1517	3208	38.64
4	Koraput	8807	100	720	1099	1919	21.79
5	Malkangiri	5791	159	709	1452	2320	40.06
6	Sundargarh	9712	1020	1826	1309	4155	42.78
	ODISHA	**155707**	**7023**	**21470**	**21861**	**50354**	**32.34**

Source: District Statistical Handbook 2015

It is observed that the percentage of forest area to geographical area is highest among the selected district in Kandhamal (67%) and lowest in Koraput (21.79%). It is presumed that dependency on forest products is more in Kandhamal district in comparison to other districts.

Table - 5.7: Total Workers in Odisha according to 2011 Census

(Figures in '000 nos.)

Sl. No	District	No. of house holds	Total Population	Total Rural Population	Total working population	Total Agril. workers		% of agril. Worker to total working population
						Cultivators	Agriculture Labourers	
1	Kalahandi	401	1577	1455	752	145	437	77
2	Kandhamal	172	733	661	355	79	163	68
3	Keonjhar	405	1802	1549	767	198	310	66
4	Koraput	338	1380	1153	693	207	291	72
5	Malkangiri	138	613	564	311	151	106	83
6	Sundargarh	479	2093	1355	873	184	253	50
	Odisha	**9638**	**41974**	**34971**	**17542**	**4104**	**6740**	**62**

Source: Directorate of Agriculture and FP, Odisha/ Directorate of Economics & Statistics, Odisha

Agriculture is the mainstay of rural population in Odisha which accounts for 83% of the total population. The above Table reveals that 62% of the total working population is agricultural workers, either cultivators or agricultural labourers. Out of the total rural population of 34.971 lakh, the percentage of agricultural workers is 31%. The share of agricultural workers is maximum in Malkangiri district (83%)

followed by Kalahandi district (77%) where as Sundargarh contributes only 50% towards agricultural workers. The reason may be development in the industrial and mining sector in Sundargarh district.

Irrigation has major impact on boosting up agricultural production and increase in gross cropped area as well as cropping intensity. The following Table depicts the irrigation potential created in the selected districts and in the State during 2017-18.

Table - 5.8: Crop Area and Irrigation (Potential Created) up to 2017-18

(Area in '000 ha.)

Sl. No	District	Culti-vated Area	Net Area Sown	Gross Cropped Area	Cropping Intensity (%)	Kharif Cropped Area	Rabi Cropped Area	Irrigation Potential Created		Irrigation Potential Utilized		% of irrigation potential utilized	
								Kharif	Rabi	Kharif	Rabi	Kharif	Rabi
1	Kalahandi	378	341	556	163	342	226	248	121	155	79	45	35
2	Kandhamal	128	107	165	154	107	37	42	19	23	12	21	32
3	Keonjhar	298	288	400	139	291	88	128	53	95	42	33	48
4	Koraput	304	256	379	148	256	105	135	89	74	61	29	58
5	Malkangiri	142	142	217	153	165	24	97	46	72	19	44	79
6	Sundargarh	313	285	**373**	131	285	68	142	59	84	40	29	59
Odisha		**6180**	**5356**	**8361**	**156**	**5428**	**2638**	**4047**	**1869**	**2235**	**1180**		**41**

Source: Directorate of Agriculture and FP, Odisha

The above Table depicts that the Cropping Intensity in the State is 156% where as among the selected districts, Kalahandi has the highest Cropping Intensity of 163% and the lowest is 107% in Kandhamal district. Irrigation potential has positive impact on the Cropping Intensity. Lower the irrigated area, higher is the risk and uncertainty in farming. So there is demand for training on skill development and employment in the districts where majority of the cultivated area is rainfed.

✶ ✶ ✶

ANALYSIS OF DATA

(PRIMARY SOURCES)

Table –6.1: List of training Centres (PIAs)

Sl. No.	District	Name of the Training Centre	Location	Code
1.	Kandhamal	Upasana Education Trust	Baliguda	**KBU01**
2.	Kandhamal	Sikhya Bharati Trust	Baliguda	**KBS02**
3.	Keonjhar	Basanta Devi Charitable Trust	Keonjhar	**KKB03**
4.	Keonjhar	Khurdha School of Nursing	Keonjhar	**KCK04**
5.	Keonjhar	Electronics Technology & Telecommunication (ET & T)	Keonjhar	**KKE05**
6.	Kalahandi	Narla Industrial Training Centre (Narla ITC)	Narla	**KTN06**
7.	Kalahandi	Centre for Career Development (CCD)	Bhawanipatna	**KTC07**
8.	Kalahandi	Satyam Skill Development Pvt. Ltd.	Bhawanipatna	**KTS08**
9.	Kalahandi	Academy of computer Education (ACE)	Bhawanipatna	**KTA09**
10.	Koraput	Priyanka Institute	Koraput	**KKP10**
11.	Koraput	Upasana Education Trust	Damanjodi, Koraput	**KKU11**
12.	Koraput	Santuka Pvt. Ltd	Koraput	**KKS12**
13.	Koraput	Global College of Hotel Management	Jeypore	**KJG13**
14.	Koraput	Advance Security Training Management	Jeypore	**KJA14**
15.	Malkanagiri	Upasana Education Trust	Malkanagiri	**MMU15**
16.	Malkanagiri	Sikhya Bharati Trust	Malkanagiri	**MMS16**
17.	Malkanagiri	Centre for Career Development (CCD)	Malkanagiri	**MMC17**
18.	Malkanagiri	Satyam Skill Development Pvt. Ltd.	Malkanagiri	**MMS18**
19.	Malkanagiri	Society for Information Technology Development (SITD)	Malkanagiri	**MMS19**
20.	Malkanagiri	Electronics Technology & Telecommunication (ET & T)	Malkanagiri	**MME20**
21.	Sundargarh	ASTM Skills Pvt. LTD	Panposh	**SPA21**
22.	Sundargarh	Institute of Information Studies (IIS)	Rourkela	**SPI22**
23.	Sundargarh	All India Society for Electronics and Computer Technology (AISECT)	Rourkela	**SPA23**
24.	Sundargarh	Upasana Education Trust	Rourkela	**SPU24**
25.	Sundargarh	Sikhya Bharati Trust	Sundargarh	**SSS25**
26.	Sundargarh	Electronics Technology & Telecommunication (ET & T)	Sundargarh	**SSE26**
27.	Sundargarh	Semiotic Computer Academy	Rajgangpur	**SSS27**
28.	Sundargarh	Academy of computer Education (ACE)	Sundargarh	**SSA28**
29.	Sundargarh	Upasana Education Trust	Sundargarh	**SSU29**
30.	Sundargarh	Priyanka Institute	Sundargarh	**SSP30**

Table - 6.2: Status of Training Centres (PIAs)

Code	Exclusive Training Centre (Yes/No)	Own building/Rented	If .Affidavit Produced declaring free from Litigation	If Infrastructure Verification Report Furnished	Trades Offered	No. of class room	No. of laboratory	Sitting capacity	Sitting Arrangement
1	2	3	4	5	6	7	8	9	10
KBU01	Yes	Rented	Yes	No	Domestic Sewing Machine Operator	2	2	50	Bench & Desk
KBS02	Yes	Rented	Yes	Yes	Industrial Sewing Machine Operator	2	2	60	Bench & Desk
KKB03	Yes	Rented	Yes	Yes	Data Entry Operator	2	2	60	Study chair
KCK04	Yes	Rented	Yes	Yes	Healthcare and multipurpose worker	1	1	30	Study chair
KKE05	Yes				Sewing Machine Operator, Front Office cum Receptionist	2	2	35	Bench Desk, Table Chair, Study Chair
KTN06	Yes	Rented	Yes	Yes	ISMO, Garment Construction technique	1	1	30	Bench & Desk
KTC07	Yes	Rented	Yes		Healthcare and multipurpose worker	2	2	40	Bench & Desk
KTS08	Yes	Rented			Garment Construction technique, Front Office cum Receptionist, Bedside Assistant	4	2	30	Study chair
KTA09	Yes	Rented	Yes		Computer hardware & networking	4	1	50	Bench & Desk
KKP10	Yes	Rented	Yes	Yes	Healthcare and Multipurpose Worker, Garment Construction Technique	3	3	30	Bench & Desk, Study chair
KKU11	Yes	Rented	Yes	Yes	DTP, Rest year SDT(SMO, Beauty care)	1	1	30	Bench & Desk

Code	Exclusive Training Centre (Yes/No)	Own building/Rented	If .Affidavit Produced declaring free from Litigation	If Infrastructure Verification Report Furnished	Trades Offered	No. of class room	No. of laboratory	Sitting capacity	Sitting Arrangement
1	2	3	4	5	6	7	8	9	10
KKS12		Rented	Yes	Yes	Front office cum receptionist	1	1	30	Chair -table
KJG13	Yes	Rented	Yes	Yes	Front office cum receptionist, Hospitality Assistant	2	1	30	Study chair
KJA14	Yes	Rented	Yes	Yes	Hospitality Assistant				
MMU15	Yes	Rented	Yes	Yes	Driving cum Mechanic	1	1	60	Chairs only
MMS16	Yes	Rented	Yes	Yes	ISMO, Tally	1	1	30	Study chair
MMC17	Yes	Rented	Yes	Yes	Bedside Assistant, Front Office cum Receptionist	2	1	50	Bench & Desk
MMS18	Yes	Rented	Yes	Yes	Hospitality Assistant	1	1	40	Study chair
MMS19	Yes	Rented	Yes	Yes	Hospitality Assistant, Front Office cum Receptionist	1	1	20	Study chair
MME20	Yes	Rented	Yes	Yes	ISMO				
SPA21	Yes	Rented	Yes	Yes	Security Guard				
SPI22	Yes	Rented	Yes	Yes	Front Office cum Receptionist, Hospitality Assistant, Healthcare and Multipurpose worker	2	3	30	Study chair
SPA23	Yes	Rented	Yes	Yes	Hospitality Assistant, Healthcare and Multipurpose worker	2	3	30	Bench & Desk
SPU24	Yes	Rented			Driving cum Mechanic	2	1	30	Study chair

Code	Exclusive Training Centre (Yes/No)	Own building/ Rented	If .Affidavit Produced declaring free from Litigation	If Infrastructure Verification Report Furnished	Trades Offered	No. of class room	No. of laboratory	Sitting capacity	Sitting Arrangement
1	2	3	4	5	6	7	8	9	10
SSS25	Yes	Rented	Yes	Yes	Hospitality Assistant, Healthcare and Multipurpose Worker, Front Office cum Receptionist,				
SSE26	Yes	Rented	Yes	Yes	Garment Construction Technique	2	2	30	Study chair
SSS27	Yes	Rented	Yes	Yes	Garment Construction Technique, HealthCare and multipurpose worker	4	3	40	Bench & Desk
SSA28	Yes	Rented	Yes	Yes	Front Office cum Receptionist	4	2	30	Study chair
SSU29	Yes	Rented	Yes	Yes	Front Office cum Receptionist, ISMO	3	1	30	Bench & Desk
SSP30	Yes	Rented	Yes	Yes	Healthcare and multipurpose	2	1	30	Bench & Desk

The study was conducted in 6 sample districts like Kandhamal, Kalahandi, Keonjhar, Koraput, Malkangiri and Sundargarh covering 10 ITDAs, 6 DWOs and 30 PIAs in 6 districts. Out of the 30 PIAs, 4 have already been closed namely Advance Security Training Management (ASTM) in Jeypore, ET & T in Malkangiri, ASTM in Panposh and Sikhya Bharati Trust in Sundargarh as no training is conducted during the current year. The closed PIAs produced some documents available with the Centre Coordinator regarding execution of training courses. In the surveyed PIAs, the trainings conducted are Bed Side Assistant, Health Care and Multipurpose Worker, Hospitality Assistant, Front Office-cum-Receptionist, Computer Hardware and Network, Data Entry Operator, Domestic Sewing Machine Operator, Industrial Sewing Machine Operator, Garment Construction Technique, Driving-cum-Mechanic, Tally, Security Guard. The trainings were mostly conducted till 2018-19 and a few trainings were conducted during 2019-20 out of the spillover funds of 2018-19 as no funds have been allocated during 2019-20. It is revealed that all the PIAs are exclusive training centres and operates in rented house. It is understood from the PIAs as well as ITDAs and DWOs that all the PIAs have produced affidavit declaring free from litigation, and furnished Infrastructure Verification Report conducted by the concerned ITDAs or DWOs, the sponsorer of the training. Mostly the PIAs are having 1 to 2 class rooms which contributes 77% and a very few PIAs to the extent of 23% have 3 to 4 class rooms depending upon the number of courses they offer. One practical lab maintained in case of 54% PIAs and 46% of the PIAs maintain 2 to 3 labs for practical purpose depending on the courses offered and that also include the trainings under Skill Development (SDT). Most of the PIAs maintain sitting capacity of 30 in each class room and a few cases the capacity is 40 or even more to the extent of 50 to 60. The class rooms in almost all the PIAs are provided with either bench-desk or chair-table or study chair and as interacted with some trainees, the arrangement is comfortable. In one PIA in Malkangiri i.e. Upasana Education Trust, conducting Driving-cum-Mechanic, only plastic chairs are provided and sitting arrangement is not comfortable and the class room is not spacious to accommodate 60 trainees. The practical labs are equipped with Sewing machine either domestic or industrial, scissor, measuring tape, cotton thread, corner scale etc for Domestic/ Industrial Sewing Machine Operator and Garment Construction Technique, Stethoscope, Weighing machine, Thermometer, Slides, Spygo Monometer, Blood Grouping Kit, BP machine, Bed are maintained in the practical lab for the trainings under Bedside Assistant, Health Care and Multipurpose Worker in almost all PIAs. In addition, Priyanka Institute in Sundargarh also maintains Dry mump and Wet mump for training under Healthcare and Multipurpose Worker. Almost all the PIAs are having facility of soft skill training for which a lab with computers are available and the trainer for soft skill trainings like computer literacy are also engaged.

Code	Name of Training Centre Coordinator	Documents maintained and produced to the Evaluation Team	If Name-Board as per prescribed format exists	Facilities in Training Centre	Maintenance of Training Centre	If Technically upgraded	Brief description of Training Centre
1	11	12	13	14	15	16	17
KBU01	Khirod Kumar Behera	Admission Register, Attendance Register,	Yes	Good	Good	No	Near main road, RCC roof, 3 floors, 4000 sft, 2 adjacent buildings
KBS02	Jyoti Ranjan Jena	Admission Register, Attendance Register,	Yes	Good	Good	No	Near main road, RCC roof, 1 floor, 4500 sft
KKB03	Shibashrita Swain	Attendance Register, Visitor Register, Staff Register, In out Register of hostel	Yes	Very good	Excellent	Yes	1st & 2nd floor
KCK04	Anil Kumar Mohanta		Yes	Good	Good		RCC Roof, 3 Floors,
KKE05	Sudipta Kumar Sahoo		Yes	Very good	Very good	Yes	Near sub road
KTN06	Ajay Kumar Samal	Admission Register, Attendance Register,	No	Very good	Good		Near sub road, Ground & 1st floor
KTC07	Bandeswar Moahapatra	Admission Register, Attendance Register, visitor register	Yes	Very good	Very good	No	
KTS08	Dipak Kumar Patra		Yes	Good	Very good		2nd, 3rd floor
KTA09	Raghav Sarma		Yes	Very Good	Very good		2nd floor
KKP10	Pratimasahu	Enrollment Register, Attendance Register, or register, Placement Register	Yes	Very good	Very good	No	3 Floor, Sub road
KKU11	Srikanta Das	Enrollment Register, Attendance Register	Yes	Very good	Very good	No	1st & 2nd floor, Main road
KKS12	Ajit Kumar Das	Enrollment Register, Attendance Register, visitor register	Yes	Very good	Excellent	Yes	2nd & 3rs floor, Main road
KJG13	Suresh Kumar Chaudhary	Enrollment Register, Attendance Register, Visitor register, Placement Register	Yes	Very good	Very good	Yes	1st floor, road side
KJA14	Gopal Killo	Attendance Register, visitor register,					
MMU15	Ashok Biswas	Attendance Register, enrollment register,	Yes	Good	Good		2nd floor, main road
MMS16	Susanta Das	Enrollment Register, Attendance Register, visitor register	Yes	Very good	Very good	No	1st & 2nd floor, Main road
MMC17	Rajendra Sar	Enrollment Register, Attendance Register,	Yes	Excellent	Excellent	No	2nd floor, main road

Code	Name of Training Centre Coordinator	Documents maintained and produced to the Evaluation Team	If Name-Board as per prescribed format exists	Facilities in Training Centre	Maintenance of Training Centre	If Technically upgraded	Brief description of Training Centre
1	11	12	13	14	15	16	17
		visitor register, Hostel Attendance Register					
MMS18	Nageswar Pattnaik	Enrollment Register, Attendance Register, visitor register	Yes	Very good	Very good	No	1st floor
MMS19	Srinibas Pattnaik	Enrollment Register, Attendance Register, visitor register	Yes	Very good	Excellent	No	1st & 2nd floor, Main road
MME20	Ashok Mishra						Ground floor
SPA21	Manojkumar Nayak	Placement Register					2nd floor, Main road
SPI22	Pratap Nayak	Enrollment Register, Attendance Register, visitor register, Placement Register	Yes	Excellent	Excellent		3rd floor, main road
SPA23	Bisnu Prasad Nath	Enrollment Register, Attendance Register, Hostel register	Yes	Very good	Very good	No	1st &2nd floor, main road
SPU24	Dilip Samantaroy		No	Very good	Very good	No	1st floor, sub road
SSS25	Girish Kumar Singh	Attendance Register, Admission register, Visitor register, Hostel attendance				No	2nd floor
SSE26	Prabhat Das			Very good	Very good		1st floor, sub road
SSS27	Dharmesh Lakra		Yes	Very good	Very good		Ground floor
SSA28	Sagarika Das	Enrollment Register, Attendance Register	No	Very good	Very good		Ground floor Sub road
SSU29	Bymokesh Panda	All record shifted to BBSR	Yes	Very good	Very good		Ground floor Main road, RCC roof
SSP30	Girish Kumar Singh	Visitor register, Attendant register,	Yes	Very good	Very good	Yes	2nd floor, main road

The status of facilities available to the trainees and maintenance of the Training Centres are represented below.

Status of Facilities available to the Trainees in the PIAs of Sample Districts

Maintenance of Training Centres in Sample Districts
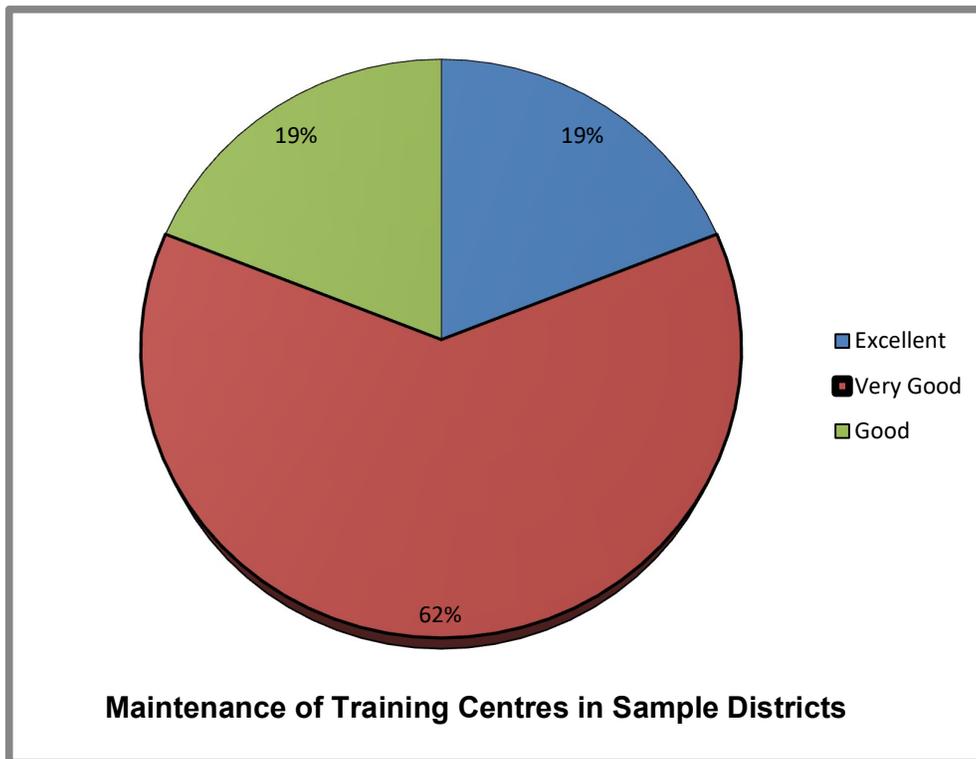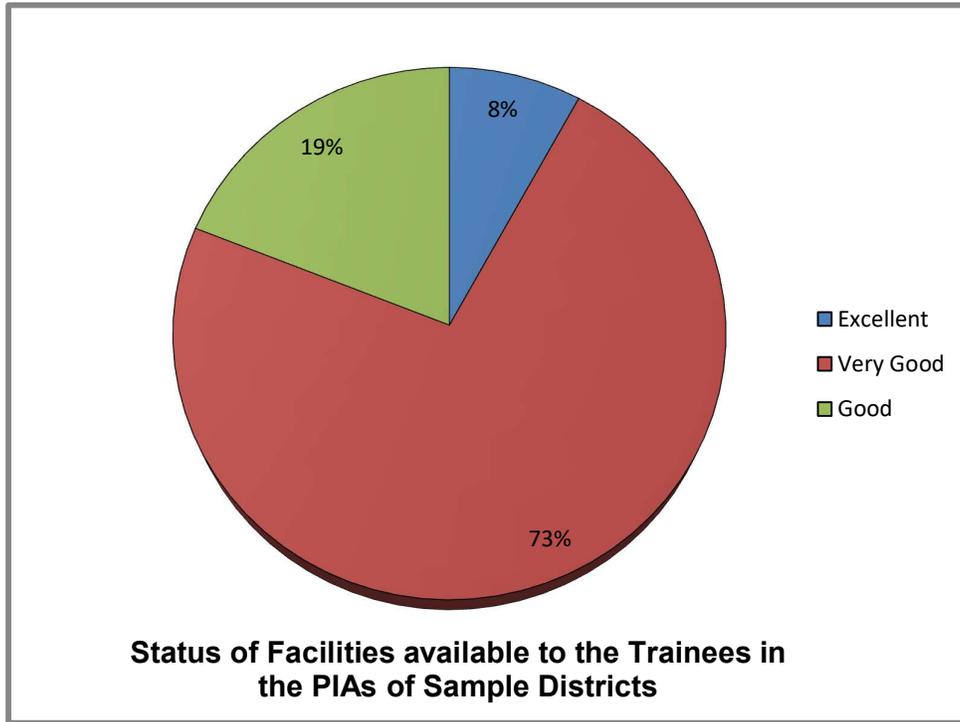
It is observed that each Training Centre is managed by a Centre Coordinator who is responsible for smooth management of the Training Centre including hostels. The Training Centres are to maintain the documents like Enrolment Register of the Trainees, Attendance Register, Hostel Attendance Register, Visitors' Register, In-Out Register of Hostel, Placement Register etc, but 9 PIAs out of 30 (30%) could not produce such documents with a plea that the documents have been sent to their head offices after closer of the training sessions. Even they could not produce the photo copy or soft copy of the documents to the Evaluation Team which is not acceptable. Out of 30 PIAs, 17 PIAs could produce Admission/ Enrolment Register and 21 PIAs could produce Attendance Register of the Training Centre which comprises 57% and 70% respectively. 43% PIAs maintain Visitors' Register and only 5 PIAs out of 30 (17%) maintain separate Hostel Attendance Register. Location of the hostel within the campus or building of the Training Centre is the primary reason for not maintaining separate Hostel Attendance Register. It was observed that only 2 PIAs could produce Placement Register to the visiting team and only 1 PIA is maintaining In-Out Register for the hostel. It was suggested to maintain Hostel Attendance Register, In-Out Register for hostel and documentation of applications for permission to leave hostel even for part of the day.

It was observed that 75% of the PIAs are having name board out of which 25% are as per the prescribed format to some extent. Rest 20% of the PIAs do not have name board in prescribed format and do not indicate even the name of the training course. Out of 30 PIAs, 4 PIAs have no name board as the training courses have been closed and they have left the building. Out of the 26 existing PIAs, the facilities available to the trainees are Excellent in 2 PIAs (8%), Very Good in 19 PIAs (73%) and Good in rest 5 PIAs (19%). The Training Centres have been categorized as Excellent, Very good, Good etc in the Likert Scale taking into consideration the space management, proper ventilation, class room equipments, sitting arrangement, use of audio-visual equipments, clean and hygienic environment, condition of practical laboratories, equipments available in practical laboratories & quality of equipments including condition of vehicles and equipments used for practical training under Driving & Mechanic training, and quality of training imparted by the Trainers. Besides, the hygienic condition of hostel rooms, kitchen, dining space, toilets, provision of cots to each trainee, space in the hostel rooms, provision of dining tables etc. were taken into consideration for scaling under Likert Scale. Similarly, maintenance of the Training Centre is Excellent in 5 cases (19%), Very Good in 16 cases (62%) and Good in rest 5 cases (19%). The constraints in maintenance are mostly due to unavailability of suitable building for Training Centre and

hostel. The quality of maintenance of the training centres are considered taking into view the hygienic environment, cleanliness, quality of sitting arrangement, hygienic condition of kitchen, dining space and toilets, availability of purified water with R.O. and fire safety measures etc.

Out of 26 PIAs, it was understood that only 5 have been technically upgraded. Most of the Centre Coordinators do not have any idea regarding technical up-gradation of the PIA. The Training Centres are buildings with RCC roof in all cases located either on the main road or near the main road/ sub-road. As revealed during discussion, the duration of the training is 6 to 8 hours excluding lunch break for one hour. Generally the training starts at 9 AM or 10 AM that differs from PIA to PIA.

Code	Name of the Trainer	Academic qualification	Past Experience (Years/Months)	Year and month of Engagement	If Trainers undergone any Trainer's Training	If Tie-up established with any reputed industries	If Training Program uploaded in a timely manner in the MIS of the First Party	If Periodically Upgrading and modification of the content of the Training Module done	Status of Industry Certification of the Course done	If Aadhar Link of Trainers and Trainees done	If Soft Skill Training relevant to trade imparted	If assessment of quality is reviewed once in 15 days	Attendance through Biometric Device and Register
1	18	19	20	21	22	23	24	25	26	27	28	29	30
KBU01	• Laxmipriya Ray, • Sonali Dora	10+2	5 yrs		No	Yes	No	No	No	No	No	Yes	Yes
KBS02	• Bairagi swain, • Chitta Ranjan Sahu	10+2	3 yrs		No	Yes	Yes	No	No	No	No	Yes	Yes
KKB03	• Kalpana Behera • Rabi Barik • Bijayalaxmi Palei	10+3	1yr	3yrs	No	No	Yes	No	No	No	Yes	Yes	Yes
KCK04	• NaliniPrava Mohanta • Suchismita Rout	ANM	• 3yrs • 2yrs	3month		Yes	No	No	No	No	Yes	Yes	Yes
KKE05	• Puspa Sahoo • Atish Kumar Majhi • Hemanjali Khatua	10+3 Hotel Management 10+3	• 3yrs • 1yr • 1yr			Yes	Yes	No	Under Process	No	Yes	Yes	Yes
KTN06	• Lokanath Biswal	Class 5				No	No	No	No	No	No	No	Yes
KTC07						Yes	No	No	No	No	Yes	Yes	Yes
KTS08	• Sanjukta Sahu • Hajendra Jal • Rasmita Sahu • Chudamani Jal	Tailor BSc GNM BA			No	No	No	No	No	No	Yes	No	Yes
KTA09	• Bhusan Nayak	BCA	2yrs	Continuing	Yes	No	Yes	No	Done	No	Yes	Yes	Yes
KKP10	• Gulapi Arati • Jyotsnarani Sethi	GNM Diploma in tailoring	3months	6month 9yrs	No	No (under process)	Yes	No	no Attempt	No	No	No	Yes
KKU11					No	No	No	No	no	No	No	Yes	Yes

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Code	Name of the Trainer	Academic qualification	Past Experience (Years/ Months)	Year and month of Engagement	If Trainers undergone any Trainer's Training	If Tie-up established with any reputed industries	If Training Program uploaded in a timely manner in the MIS of the First Party	If Periodically Upgrading and modification of the content of the Training Module done	Status of Industry Certification of the Course done	If Aadhar Link of Trainers and Trainees done	If Soft Skill Training relevant to trade imparted	If assessment of quality is reviewed once in 15 days	Attendance through Biometric Device and Register
1	18	19	20	21	22	23	24	25	26	27	28	29	30
									Attempt				
KKS12	• Malati Tandigi • Priyanka Gonda • Sandeep Das	MA BA	1yr		No	Yes	No	No	no Attempt	No	Yes	Yes	Yes
KJG13	• Rojalin Das • Padmini Negi	BSc Nursing, Graduation	4yrs/ 2yrs	2yrs/ 2yrs		Yes	No	No	Done	No	Yes	Yes	Yes
KJA14						Yes		No		No	No	No	Yes
MMU15	• Pintu Chakraborty, • Basanta Majhi, • Puspita Biswal	B.Ttech, +2 , +2		2yrs/ 2yrs/ 3yrs	No	No	No	No	no Attempt	No	No	Yes	Yes
MMS16	• Daimant Mandal • Vikram Bhakta	Diploma in tailoring, Diploma in Tally	4yrs/2yrs	1yr	No	Yes	No	No	Done	No	Yes	Yes	Yes
MMC17	• Sunita Mondal, • Netramani Dalai, • Runu Mondal, • Santilata Dalai	GNM, ANM, ANM, BA		1yr	No	Yes	Yes	No	No	No	Yes	Yes	Yes
MMS18	• SanddepNayak	Hotel Management	6month	1yr	No	Yes	No	No	No	No	Yes	Yes	Yes
MMS19	• Gopinath Gouda, • Tulasi Dani, B Ravikumar	B.Com, ITI,	5yrs	1yr	No	No	No	No	No	No	Yes	Yes	Yes
MME20	• Kasanjaya Mandal	Graduation	2yrs	3months		No	No	No	No	No	Yes	Yes	Yes
SPA21	• Michhu Rout	Ex ArmyEx				Yes	No	No	No	No	Yes	Yes	Yes

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Code	Name of the Trainer	Academic qualification	Past Experience (Years/ Months)	Year and month of Engagement	If Trainers undergone any Trainer's Training	If Tie-up established with any reputed industries	If Training Program uploaded in a timely manner in the MIS of the First Party	If Periodically Upgrading and modification of the content of the Training Module done	Status of Industry Certification of the Course done	If Aadhar Link of Trainers and Trainees done	If Soft Skill Training relevant to trade imparted	If assessment of quality is reviewed once in 15 days	Attendance through Biometric Device and Register
1	18	19	20	21	22	23	24	25	26	27	28	29	30
	• Prasanna • Ayusman Mishra	Navy											
SPI22	• Sunita Nag • Tejaswini Panigrahi • Sasmita Barik • Tanuja Sahu	BA Hotel management, ANM			No	Yes	No	No	No	No	Yes	Yes	Yes
SPA23	• Gargi Dhal • Sunita Behera	Hotel management, BSc Nursing			No	Yes	No	No	No	No	Yes	Yes	Yes
SPU24	• Surendra Mundari	10+2, Driving training			No	No	No	No	No	No	No	Yes	Yes
SSS25	• Suravi Sahu,	BA PGDCA			No	Yes	Yes	No	No	No	No	Yes	Yes
SSE26	• Kusha Sahu • Rajan Titirky	10+2			No	No	Yes	No	no Attempt	No	No	Yes	Yes
SSS27	• Subhadra Dandsena • Dibyakanti Ekka • Uttamkumar • Nilamadhab Kerketa	GNM, ISMO, PGDCA, BSC/MSW			No	Yes	No	No	no Attempt	No	Yes	Yes	Yes
SSA28					No	No	Yes	No	no Attempt	No	No	Yes	Yes
SSU29					Yes	Yes	Yes	Yes	No	No	Yes	Yes	Yes
SSP30	Dipika Barik	10+2 ANM	4 month		Yes	Yes	No	No	Done	No	Yes	Yes	Yes

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It is revealed from the above Table that the academic and technical qualification of the Trainers for the specific course is satisfactory. For example, the trainers for Health Care and Multipurpose Workers have completed B. Sc (Nursing), GNM or ANM, for Hospitality Assistant have completed Hotel Management course, Diploma in Tailoring for Sewing Machine Operator and PGDCA for soft Skill Training in Computer. In case of Industrial Sewing Machine Operator and Garment Manufacturing Training, suitable trainers with adequate technical qualification is lacking in most of the training centres. In 30 sample PIAs, out of 56 Trainers, the trainers to the extent of 21% are having experience in the relevant field for 2 years or more and only 12% have experience of 3 months to 1 year. The rest Trainers, as interacted with the concerned Trainers or the Centre Coordinator in absence of the Trainers, are having no experience in the technical field which accounts for 67%. Out of 30 PIAs, 19 could not provide any information regarding the experience of the Trainers. Since training courses have been completed in almost all the PIAs, the Trainers are not in position in most of the PIAs. As interacted with the Centre Coordinator, it was understood that only 3 PIAs out of 30 have sent their trainers for Trainers' Training which accounts for 10% only. Out of 30 PIAs, only 18 i.e. 60% have tie-up arrangement with some reputed industries/ organization for placement of the candidates after completion of the course. During interaction with the Training Centre Coordinator, it was understood that Some of the organizations where placement given are Shambhunath Consultancy, Keonjhar, Big Bazar, City Super Bazar, Rourkela, Titan Jewelry Workshop through ISS-SDB, the service provider, Visakhapatnam, Association for Development Initiative (ADI), Jashipur (Mayurbhanj district), ACE Apparel, Thirukundalam, Tamilnadu, Shree Industrial Technology Service, Chennai, MRT Home Care Service, Hyderabad, Health Care Hospital, Rourkela, Vesuj Patel Hospital, Rourkela, J K Tyre Industries Ltd, Kalathur, Tamilnadu through SDB Security Services Pvt Ltd, the service provider, KAPSTON (Health Care), Hyderabad, Reliance SMSL Ltd, Sundargarh. Satyasai Enterprises, Bhubaneswar, Tech Mahindra, Bhubaneswar, Sun Health Care, Brahmapur, KPR Quantum, Bengaluru, Sharmila Power, Bengaluru, Sai Home Care, Bhubaneswar, Techtrick Job Academy (Home Care Service), Bhubaneswar, V R Enterprises, Salurpet, AP, Reliance Mall, Semiliguda and Rayagada, Hari Narayan Exports, TN, Sri Arul Textiles, TN, Gugan Textiles, TN, Yellow Jersey, TN, Pragati Home Care, Raipur, Taj, Hyderabad and Paradise, Hyderabad (for job consultancy

services),Reliance Smart, Rourkela, M I Mobile, Selurpet, AP, Shahi Exports, Bengaluru, Quantum Knits, Tirupur, TN, Cotton Blossom, Tirupur, TN, TEXCO, Bengaluru, Bardhaman Textiles, Himachal Pradesh, Citizen Hospital, Hyderabad. In case of a few PIAs, no tie up arrangement has been established with the organizations but the PIAs arrange job with the local tailors against the training on Industrial Sewing Machine Operator or Garment Construction Technique as in case of Narla ITC in Narla and with the local vehicle owners either commercial or private for providing job of driving as in case of Upasana Education Trust, Malkangiri under Driving-cum-Mechanic Training.

During visit to the PIAs, it was observed that no PIA is uploading the training programme in a timely manner in the MIS of the First Party. The PIAs just inform the First Party, either the PA, ITDA or DWO-cum-District Manager, OSFDC, as the case may be, regarding commencement of the training programme. Periodically upgrading and modification of the content of the Training Module has not been taken up by the PIAs as understood during interaction. The ITDAs and OSFDC may take care for the same. Industry Certification of the training course has been done by only 5 PIAs but they could not produce any document as they informed it is available with their head office. But it was felt that the Centre Coordinators do not possess any knowledge on such industry certification. As it was revealed during interaction in the PIAs, no Training Centre has done Aadhar Link of the Trainers and Trainees but they have documented the AADHAR Numbers only of the Trainers and Trainees. From the above Table it is revealed that 63% of the PIAs have made provision for imparting training on soft skill like computer literacy, Language or Interpersonal Skill. Around 13% of the Training Centres do not conduct intermediate assessment of the trainees as revealed during discussion. Other PIAs conducted the assessment regularly in form of assignments, exams, group discussions, demonstration etc as stated by the Centre Coordinator, Trainers and the trainees those present during the visit. All the Training Centres maintain physical Attendance Register as well as Biometric attendance devices as seen during the visit. It may be examined the feasibility of linking the Biometric attendance to the controlling office at the state headquarters so that the attendance can be checked any time by the authority.

![KAPSTON FACILITIES MANAGEMENT LIMITED logo]

Dated:17-May-2018

Appointment Letter

Dear Ms. POORNIMA PRADHAN

Welcome to Kapston Family

Further to our offer letter, we are pleasure to inform you that you are appointed as "Health Care Associates", at Star Hospitals, Hyderabad with effect from 17-May-2018 on the following terms and conditions.

❖ **Commencement of Employment:**

You will report on or before 17-May-2018.

❖ **Probationary Period**

You will be on probation for a period of 3(Three) months from the date of commencement of your employment. During these 3 months your performance will be reviewed and if found satisfactory you will be confirmed in the Company service as regular employee of the company. If the performance is found unsatisfactory either probation can be extended or terminated by the management. Until you are expressly confirmed, you will continue to be on probation.

During the probationary period either you or the Company can terminate your employment by giving 15 days notice or 15 days salary in-lieu of notice.

After confirmation in the company services, if you OR the company decide to terminate your employment, 30 days notice or 30 days salary in lieu of notice is payable by either side.

❖ **Compensation & Allowance**

You will receive a take home salary of Rs.12884/- per month (Rupees Twelve Thousand Eight Hundred Eighty-Four Only)

❖ **Jurisdiction**

If any dispute or claim arises / raised either by you or us, the court of jurisdiction shall be that of Hyderabad and court of jurisdiction shall be "High Court of Telangana".

With best wishes

For Kapston Facilities Management Limited

R.Shweta

R.Reena

General Manager - HR & Admin

KAPSTON
FACILITIES MANAGEMENT LIMITED
An ISO 9001:2008 Company | OHSAS 18001:2007 Certified
CIN. No. U15400TG2009PLC062658

REGISTERED OFFICE: # 287, MIG – 2, IX Phase, KPHB, Hyderabad - 500 072
CORPORATE OFFICE: # 1-98/9/3/23, Plot No. 12E, Jaihind Colony, Madhapur, Hyderabad - 500 081
WEBSITE: www.kapstonfm.com, www.kapstonsecurity.com, www.kapstonskills.com
CONTROL ROOM: + 91 96 4050 4050 (24x7), E-mail: info@kapstonfm.com

TELANGANA I ANDHRA PRADESH I KARNATAKA I TAMIL NADU I KERALA I ODISHA I ASSAM I MAHARASHTRA

Reliance SMSL Limited

Date: 12.11.2019

Atuary Lahanga
,Ward no-16Pandri Pather,Govindpur,Sambalpur,
Odisha India
768221

Offer-cum-Appointment Letter

Dear Atuary,

This is with reference to your application and subsequent Test and Interviews you had with us.

We are pleased to offer you an appointment as **Customer Service Associate** in the employment of the company subject to your joining on or before **19.11.2019.** The offer shall automatically lapse if you do not join. This appointment is subject to you being found medically fit at the time of joining and continued fitness during the period of employment.

Reliance SMSL Limited is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as **Customer Service Associate** in Grade KT and shall perform duties that are assigned to you in connection with the Clients' business at their premises as may be advised from time to time.

You will receive an Annual Gross Compensation (including Basic and allowances) of **Rs. 102408/- per annum** as below:

	Rs. per month
Basic	6500
HRA	2034
Conveyance Allowance	
Monthly Gross	8534
Annual Gross	102408

You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization. The tenure of your employment shall be subject to the requirement of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of the project with the client.

The terms and conditions in this letter and the annexures thereto will form terms of appointment upon your joining.

Please sign and return a copy of this letter as a token of your acceptance of the terms and conditions of employment and return the same to HR at the earliest.

Please note the documents to be submitted on your date of joining as part of joining compliance.

We wish you a long successful association with us.

Yours faithfully,
For **Reliance SMSL Limited**

Authorised Signatory

Signature of the Employee: *Atuary Lahanga*
Encl: Terms and Conditions of Employment - **Annexure - I**

MRT HOME CARE SERVICES

3-4-308, S.K. Centre, 3rd Floor, L.B.Nagar Main Road, Above R.R. Colour Lab, Hyderabad.
TELNANGANA-500074.   Regd. No.280 of 2018

APPOINTMENT LETTER

Date: 25 May 2019

To,

Samala Pamia
D/o-Gobinda Pamia
At-Baliguda
Block-Boipariguda
Dist-Koraput, Odisha.
Cell-8018150589

Sub: - Appointment for the post of Office Assistant.

Dear Miss. Samala Pamia

We are pleased to offer you the position of Office Assistant with MRT Home Care Services.

1. **Commencement of Employment:**
   Your employment will be effective within one week.
2. **Job Title:**
   Your job title will be Office Assistant.
3. **Salary :**
   You can get the salary Rs.8000/- joining period per month.
4. **Place of posting:**
   You will be posted at Hyderabad, Telangana.

We are looking forward to working with you, and you will soon feel part of the team. Wish you the all the best.

Thanks,
Yours Sincerely,
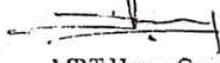
MRT Home Care Services.
Hyderabad, Telangana.

MRT HOME CARE SERVICES

3-4-308, S.K. Centre,3ʳᵈ Floor,L.B.Nagar Main Road , Above R.R. Colour Lab,Hyderabad.
TELNANGANA-500074.   Regd. No.280 of 2018

APPOINTMENT LETTER

Date: 15 May 2019

To,

Sabitri Muduli
D/o-Ghasi Muduli
At/Po-Sansagar
Block-Lamtaput
Dist-Koraput,Odisha.
Cell-8480100258

Sub: - Appointment for the post of Service Assistant .

Dear Miss. Sabitri Muduli

We are pleased to offer you the position of Service Assistant with MRT Home Care Services.

1. **Commencement of Employment:**
   Your employment will be effective within one week.
2. **Job Title:**
   Your job title will be Service Assistant.
3. **Salary :**
   You can get the salary Rs.10,000/- joining period per month.
4. **Place of posting:**
   You will be posted at Hyderabad, Telangana.

We are looking forward to working with you, and you will soon feel part of the team. Wish you the all the best.

Thanks,
Yours Sincerely,

MRT Home Care Services.
Hyderabad, Telangana.

Regd Office : 6-2-21/B/1 Shivarampally,Rajendra Nagar,Ranga Reddy,Telangana/India
Email: mtrhomecare@gmail.com

WORK ASSIGNMENT & APOINTMENT LETTER

Date:

Dear Miss:

ID No:

We are pleased to appoint you as Assembly Operator in VR.ENTERPRISES. We have located at our client factory site at RSMIPL, SRICITY, you will get Employee ID once you submit joining report to Our Office, you have to return all the statutory (PF & ESIC) declaration forms duly filled in to VR Enterprises within a days and balance joining formalities to be completed within 1 days from your joining, until which your name will not be entered into Payroll Cycle.

The salary break up is as follows

GROSS SALARY (INR)		STATUTORY BENEFITS(INR)	
BASIC	5,579.00	PF @13.36%	1,116.00
DA	3006.45	ESIC@4.75%(if Applicable)	493.30
OTHER ALLOWANCE (Approx Max)	1,800.00	BONUS	
GROSS SALARY TOTAL	10385.45		
Less: PF@12%	1030.00		
Less: ESIC@1.75% &(if Applicable)	181.74	Total Statutory Benefits	1609.41
Less: Professional Tax	0.00		
Net Salary	9173.70	COST TO COMPANY (Gross + Statutory Benefits)	11,994.86

Yours faithfully
For VR ENTERPRISES

AUTHORIZED SIGNATORY.

Acceptance

I have received the Work Assignment & offer Letter and agree to the Terms and conditions contained there to.

Julo Ekka
(Sign & Date)

Code	Time Table framed and circulated	Uniform supplied	Reading & Writing Materials given	Training Materials given	If database of each Trainee is maintained and sent to First Party within 7 days of commencement of Training	No. of Dropout Trainee, if any	Name & Designation of the Visiting Official	If any Register maintained	If SB Account opened for the candidates got placement	If Guardian meeting and Interaction conducted during Placement	Remarks
1	31	32	33	34	35	36	37	38	39	40	41
KBU01	Yes	Yes	Yes	Yes	Yes	Nil	PM, ITDA	No	No	No	
KBS02	Yes	Yes	Yes	Yes	Yes	Nil	PM, ITDA	Yes	No	No	
KKB03	Yes	Yes	Yes	Yes	Yes	Nil	Program Manager, Special Officer, PA ITDA	Yes	No	Yes	
KCK04	Yes	Yes	Yes	Yes	Yes	Nil	Program Manager, Special Officer	Yes	No	Yes	
KKE05	Yes	Yes	Yes	Yes		Nil		No	No		
KTN06	Yes	Yes	Yes	Yes	Yes	Nil	WEO Narla	No	No	Yes	
KTC07	Yes	Yes	Yes	Yes	Yes	Nil	PM, ITDA, PA, ITDA	Yes	Yes	Yes	
KTS08	Yes	Yes	Yes	Yes	NA	Nil	No	No		No	
KTA09	Yes	Yes	Yes	Yes	NA	Nil	No	No	Yes		
KKP10	Yes	Yes	Yes	Yes	Yes	Nil	PA, ITDA, PM, ITDA, DWO, WEO, Special Officer	Yes	No	Yes	
KKU11	Yes	Yes	Yes	Yes	Yes	Nil		No	No	No	
KKS12	Yes	Yes	Yes	Yes	Yes	15		No	Yes	No	
KJG13	Yes	Yes	Yes	Yes	Yes	Nil	DWO, WEO, Asst.Manager, OSFDC	Yes	No	Yes	
KJA14	NA	NA	NA	NA	NA	Nil	NA	Yes	NA	NA	Closed
MMU15	Yes	Yes	Yes	Yes	Yes	Nil		No	No	No	
MMS16	Yes	Yes	Yes	Yes	Yes			Yes	Yes	No	
MMC17	Yes	Yes	Yes	Yes	Yes	Nil		Yes	Yes		
MMS18	Yes	Yes		Yes	Yes	Nil	GM, OSFDC	Yes	Yes	Yes	

Code	Time Table framed and circulated	Uniform supplied	Reading & Writing Materials given	Training Materials given	If database of each Trainee is maintained and sent to First Party within 7 days of commencement of Training	No. of Dropout Trainee, if any	Name & Designation of the Visiting Official	If any Register maintained	If SB Account opened for the candidates got placement	If Guardian meeting and Interaction conducted during Placement	Remarks
1	31	32	33	34	35	36	37	38	39	40	41
MMS19	Yes	Yes	Yes	Yes	Yes	Nil	PM, ITDA, PA , ITDA,	Yes	No	No	
MME20	Yes	Yes	Yes	Yes	Yes	Nil	DWO	Yes		No	Closed
SPA21	Yes	No	Yes	Yes	Yes	Nil		No	Yes	No	Closed
SPI22	Yes	Yes	Yes	Yes	Yes	Nil		Yes	Yes	Yes	
SPA23	Yes	No	Yes	Yes	Yes	Nil		No	Yes	Yes	
SPU24	Yes	Yes	Yes	Yes	Yes	Nil		No	No	No	
SSS25	Yes	No	Yes	Yes	Yes	Nil	PA, ITDA, PM, ITDA, DWO, WEO	Yes	No	No	Closed
SSE26	Yes	Yes	Yes	Yes	Yes	Nil		No	No	No	
SSS27	Yes	Yes	Yes	Yes	Yes	Nil	PA, ITDA	No	No	No	
SSA28	Yes	Yes	Yes	Yes	Yes	Nil		No	No	No	
SSU29	Yes	Yes	Yes	Yes	Yes	Nil	PA, ITDA, PM, ITDA, WEO, OSFDC Official	Yes	Yes		
SSP30	Yes	Yes	Yes	Yes	Yes	Nil		Yes	No	Yes	

The above Table reveals that time table of the training courses have been provided to all the trainees at the time of commencement of the course. All the PIAs have supplied uniform, reading and writing material and training material like bags to the candidates. Only 3 PIAs have not provided uniform to the trainees as they informed that no provision has been made and no funds has been provided to the PIAs during 2018-19. All the PIAs have maintained the database of each trainee and sent to the first party within a week of commencement of the training, as understood from the PIAs as well as ITDAs and DWO-cum-District Managers, OSFDC. During visit it was learnt that there is no case of dropouts except in two PIAs i.e. Santuka Academy, Koraput where 15 cases and Narla ITC, Narla where one case of drop-out have been reported. The cases of dropout are mainly lack of interest of the candidates, distance from their village and homesickness. With regard to visit of the officials, 53% of the PIAs reported the visit and have maintained record in the Visitor's Book. During the continuance of the training the officials like PA, ITDA, PM, ITDA, Special Officer, ITDA, DWO, WEO regularly visit the PIAs and monitor the training programme. Also officials from OSFDC, Bhubaneswar have also visited a few PIAs during the continuance of the training. Rest 47% of the PIAs does not maintain Visitor's Register and they have not given any importance for such documentation. The visiting officials especially from the district level need to suggest and ensure maintenance Visitors' Register and also ensure record of comments of the visiting officials as Visitor's Register is an effective tool of monitoring system. After placement of the candidates, the employers have facilitated for opening of the bank account for payment of their salary. In some cases, the employers advise to use the available account of the candidate, if it is already exist in their convenient banks. A few cases of cash payment were identified which should be strictly discontinued and bank accounts should be opened by the employer and the concerned PIAs to follow up. However, 33% PIAs are taking interest and follow up for payment of salary through the bank account. Guardian meetings are not conducted formally either during admission or during the continuance of the training course. However, in most of the cases the guardians are coming to the Training Centres to see the facilities extended to their children. No guardian meetings are conducted by any of the Training Centres during the course programme. But the guardians pay visit to the PIAs and see their children, especially in case of girl candidates, and discuss with them. Since no formal guardian meetings are conducted, there is no scope for maintenance of any record. As it was revealed during discussion with the Training Centre Coordinator and candidates already placed, the parents/ guardians are informed regarding the placement of the trainees, place of job and facilities provided by the employer before leaving for the place of job. One responsible person along with a lady official from the PIA escorts the candidates and arranges their stay in the place of job in consultation with the employer.

Table - 6.3: Status of Hostels

Code	No. of Trainees staying in hostel and avail lodging & boarding		Distance of Hostel from Training Centre (Metre)	If Biometric Device Installed and working	If Attendance Register maintained	If CC TV maintained and working in Ladies Hostel	If CC TV footage stored in a dedicated computer	If CC TV footage made available to the concerned Officials each month	If Video recording of Class Room, Lab and dining hall showing activities
	Boys	Girls							
1	2	3	4	5	6	7	8	9	10
KBU01	70	--	Same building	No	No	No girls hostel	Does not arise	Does not arise	No
KBS02	25	--	Same building	Yes	No	Yes	Yes	No	Yes
KKB03	0	0	Same building	Yes	Yes	Yes	Yes	Yes	Yes
KCK04	0	0	Same building	Yes	Yes	Yes	Yes	Yes	Yes
KKE05	0	20	Same building	Yes	Yes	Yes	Yes	Yes	Yes
KTN06			Same building	Yes	Yes	Yes	Yes	No	Yes
KTS08			Same building	Yes	Yes	Yes	Yes	No	No
KKP10			Same building	Yes	Yes	Yes	Yes	No	Yes
KKU11	0	30	Same building	Yes	Yes	Yes	Yes	No	Yes
KKS12	22	08	Same building	Yes	Yes	Yes	Yes	Yes	Yes
MMU15	60	0	Same building	Yes	Yes	No girls hostel	Does not arise	Does not arise	No
MMS16	00	30	Same building	Yes	Yes	Yes	Yes	Yes	Yes
MMC17	30	60	Same building	Yes	Yes	Yes	Yes	No	No
MMS18	20	00	1 Km	No	Yes	No girls hostel	Does not arise	Does not arise	No
SPA21			Same building	Yes	Yes	Yes	Yes	No	No
SPI22	3	27	Same building	Yes	Yes	No girls hostel	Does not arise	Does not arise	No
SPA23		20	Same building	Yes	Yes	Yes	Yes	Yes	No
SSE26		7	100 metre	Yes	Yes	Yes	No	No	Yes
SSS27		80	Same premises	Yes	Yes	Yes	Yes	No	Yes
SSU29			50 metre	Yes	Yes	Yes	Yes	Yes	Yes
SSP30		25	Same building	Yes	Yes	Yes	Yes	No	Yes

Code	If Superintendent/ Warden engaged in the Hostel	If Minimum space of 25 sft provided for each Trainee	If Cot provided to each Trainee?	If Adequate number of Toilets provided @ 1 Toilet for 10 Trainees	If proper hygienic environment maintained	If Hostel Visit Register and IN-OUT Register for boarders maintained	If Ladies Hostel In-charge appointed in Girls' Hostel	If CCTV Camera installed at the entrance of the Girls' Hostel	If Visitor's register maintained in the girls' hostel	Separate Dining Hall exists with Chairs and Tables
1	11	12	13	14	15	16	17	18	19	20
KBU01	Yes	No	No	No	No	No	Does not arise	Does not arise	--	No
KBS02	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	--	No
KKB03	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
KCK04	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes	No
KKE05	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
KTN06	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes
KTS08	Yes	Yes	No	Yes	No	No	No	Yes	No	No
KKP10	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
KKU11	Yes	Yes	Yes	Yes	No	No	Yes	Yes	No	Yes
KKS12	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
MMU15	Yes	No	Yes	No	No	No	Does not arise	Does not arise	--	No
MMS16	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
MMC17	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
MMS18	Yes	No	Yes (inadequate)	Yes	No	No	Does not arise	Does not arise	--	Yes
SPA21	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes
SPI22	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
SPA23	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
SSE26	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	No
SSS27	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
SSU29	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
SSP30	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

The above table reveals the status of the hostels maintained by the Training Centres was observed during the visit to the Training Centres and the hostels. Out of 30 PIAs, only 21 PIAs are managing the hostels at present. Out of the rest 9 PIAs, 4 have closed the Training Centres and 5 PIAs have closed their hostels as no funds have been provided or no allocation of training is given during the year 2019-20 by the ITDAs or OSFDC. Out of 21 hostels, all are located in the same building or same premises excepting 3 in case of Satyam Skill Development Pvt. Ltd in Malkangiri, Upasana Education Trust in Sundargarh and ET&T, Sundargarh which are located at a distance of 1 km (Boys hostel), and 50 metres and 100 metres (Girls' hostel) respectively. Since in most of the cases the hostels are located within the same building or premises, the management of hostels and supervision is not a constraint for the training centre officials. Biometric devices have been installed in all the hostels for recoding attendance only except two where one is located in the same building of the Training Centre. But the other has no provision of Biometric attendance system which is meant for the boys only. The hostel is not suitable for accommodation of the boys because of inadequate space and the hostel is likely to be shifted to a suitable place as informed by the Centre Coordinator. All the PIAs having girls' hostel maintain CC camera and all the PIAs except ET&T in Sundargarh maintain storage of footage in dedicated computer. It was understood that 59% of the PIAs do not provide CC TV footage to the concerned officials each month. Besides, 38% of the PIAs do not take interest for video recording of the activities of the class rooms, practical laboratories and dining hall. The concerned ITDAs and District Managers of OSFDC need to monitor such activities regularly. As interacted with the Centre coordinators, it was understood that Superintendent/ Warden has been engaged in each hostel irrespective of boys' and girls' hostel. In 14% of the hostels, there is shortage of space for the trainees which are mainly due to non-availability of spacious building as indicated by the Centre Coordinator. Two PIAs out of 21 have not provided cot in the hostel and one PIA has limited cots for 20 trainees. Adequate toilets @ 1 for 10 trainees is lacking in case of 3 PIAs which comprises 14% of the total hostels. Out of 21 existing hostels hygienic environment is not maintained in 6 hostels which comprise 29% of the total hostels. It is revealed from the above Table that only 62% of the hostels maintain In-Out Register for the boarders. It is suggested to maintain In-Out Register in the hostel and also to maintain application of the boarders to leave hostel, may be part of the day. It is revealed from the above Table that Hostel In-charge/ Warden have been appointed in all the girls' hostel and CC cameras have been installed at the entrance of all the girls' hostel for security. During visit to the PIAs it was observed that Visitors' Register is maintained in around 70% of the girls' hostels. It has not been made mandatory by the PIAs as the guardians of the trainees occasionally come to the hostel to visit their children and discuss with them in the hostel. However, each hostel should maintain the Visitors' Register to keep track of the guardians

and other visitors to the girls' hostel for safety purpose and this practice should not be neglected. Around 30% of the hostels do not maintain dining hall with facility of dining table mainly due to shortage of space. But the comfort of the trainees should not be compromised by any means deviating the signed-in ToR.

The picture below represents the status of maintenance of proper hygienic environment in the hostels.

Maintenance of Proper Hygienic Environment in Hostels
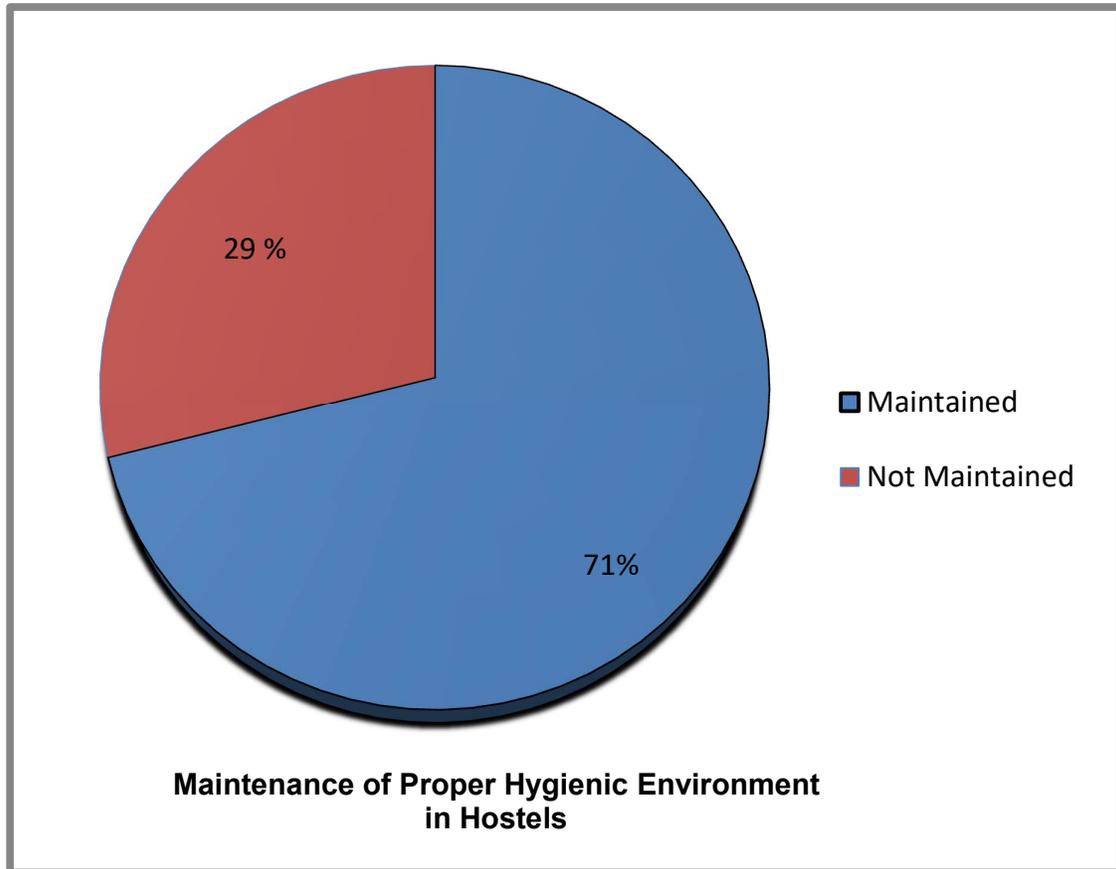
Table - 6.4: Status of Placement

Code	Year	Trade	Cate-gory SC/ST	No. of Trainees enrolled	No. of Trainees successfully completed	No. of Drop out Trainees	No. of Trainees got placement within 3 months of completion	No. of Trainees got placement beyond 3 months of completion	Total number of Trainees placed	% of placement	No. of Trainees still continuing in job	% of continuing candidates	Remuneration/ Salary per month (Rs)	Other facilities (Accommodation, food, medical facility etc)	Continued till which year
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
KBU01	2017-18	Industrial Sewing Machine Operator	ST	50	50		50		50	100	35	70	Self Employment (3000-4000)		
KBS02	2018-19	Industrial Sewing Machine Operator	ST	50	50		50		50	100	35	70		NA	NA
KKB03	2016-17	Data entry operator	ST	40	40		28		28	70		NA			NA
KCK04	2018-19	Health Care & Multipurpose Worker	ST	30	30		21		21	70	18	86			
	2018-19	Industrial Sewing Machine Operator	ST	60	60		45		45	75	45	100	8,000	Subsidised food & accommodation	
KKE05	2018-19	Industrial Sewing Machine Operator	ST	60	60		45		45	75	45	100			
KTN06	2014-15	Data Entry Operator	ST	30	30		19		19	63	4		5000		2016
	2015-16	Data Entry Operator	SC	87	87		32	15	47	54	27		5000		2016
	2015-16	Data Entry Operator	ST	13	13		5	3	8	62	3		5000		2016
	2015-16	Tally	SC	70	70		34	19	53	76	27		5000		2016
	2015-16	Tally	ST	10	10		4	3	7	70	2		5000		2016
	2016-17	Laptop Repair	SC	28	28		19		19	68	4		5000	Accommodation	2017
	2017-18	Industrial Sewing	ST	32	32		28		28	87	16		5000	Accommod	2018

Code	Year	Trade	Cate-gory SC/ST	No. of Trainees enrolled	No. of Trainees successfully completed	No. of Drop out Trainees	No. of Trainees got placement within 3 months of completion	No. of Trainees got placement beyond 3 months of completion	Total number of Trainees placed	% of placement	No. of Trainees still continuing in job	% of continuing candidates	Remuneration/ Salary per month (Rs)	Other facilities (Accommodation, food, medical facility etc)	Continued till which year
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
		Machine Operator												ation	
	2018-19	Industrial Sewing Machine Operator	SC	25	25		21		21	84	14		6500		2019
	2018-19	Driver-cum-Mechanic	SC	17	16	1	13		13	81	13		6500		2019
KTC07	2018-19	Health Care & Multipurpose Worker	ST	60	60		48		48	80	41		6,200	Accommodation, Food	2019
KKP10	2018-19	Health Care & Multipurpose Worker	ST	90	90		43		43	48	43	100	10,000	Accommodation & food	Continuing
	2014-15 to 2018-19	Garment Construction Technique	ST	135	135		57		57	42	42	74	5500-8534	--	Continuing
	2014-15 to 2016-17	Computer	ST	41	41		11		11	27	NA				NA
	2014-15 to 2016-17	Tally	ST	13	13		2		2	15	NA				NA
KKS12	2017-18 to 2018-19	Front Office-cum-Receptionist	ST	120	105	15	25	17	42	47	27	64	8534-10412	Accommodation & food	Continuing
KJG13	2018-19	Front Office-cum-Receptionist	ST	30	30		22		22	73	22	100	8000	-	Continuing
	2017-18	Hospitality Assistant	ST	30	30		22		22	73	22	100			
MMU15	2015-16 to 2018-19	Driving-cum-Mechanic	ST	390	390			263	263	67	234	89	6000	Accommodation & food	
MMS16	2017-18 to 2018-19	Computer	ST	160	160		100		100	63	66	66	7000-11200	EPF,ESI, Accommodation	Continuing
	2017-18 to 2018-19	Industrial Sewing Machine Operator	ST	98	98		79		79	81	63	80	7000-12500	Accommodation	25 Left (Personal

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Code	Year	Trade	Cate-gory SC/ ST	No. of Trainees enrolled	No. of Trainees successfully completed	No. of Drop out Trainees	No. of Trainees got placement within 3 months of completion	No. of Trainees got placement beyond 3 months of completion	Total number of Trainees placed	% of placement	No. of Trainees still continuing in job	% of continuing candidates	Remuneration/ Salary per month (Rs)	Other facilities (Accommodation, food, medical facility etc)	Continued till which year
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
															Reason
MMC17	2018-19	Bedside Assistant	ST	210	210		164		164	78	164	100	7500-8500	Accommodation & food	Continuing
	2018-19	Front Office-cum-Receptionist	ST	30	30		23		23	77	23	100	7500	-do-	Continuing
MMS19	2018-19	Hospitality Assistant	SC	25	25		19		19	76	16	84	7000	Accommodation	
	2019-20	Front Office-cum-Receptionist	ST	20	20		Continuing		--	--	--				NA
SPA21	2015-16 to 2018-19	Security Guard	ST	250	250		183		183	73	NA		6600-12000	PF, ESI, Insurance	NA
SPI22	2018-19 to 2019-20	Hospitality Assistant	ST	60	60		40	9	49	82	31	74	4500-13000	Accommodation	
	2019-20	Front Office-cum-Receptionist	ST	20	20		14		14	70	NA		8000-13000	Accommodation	NA
SPA23	2017-18 to 2018-19	Health Care & Multipurpose Worker	ST	110	110		54	21	75	68	12	16	5000-9173	Accommodation & food	
	2018-19	Hospitality Assistant	ST	20	20		11		11	55	11	70	9173	Accommodation & food	NA
SPU24	2014-15 to 2018-19	Front Office-cum-Receptionist	ST	60	60		40		40	67	NA	--	6000	Medical facility	2019
	2014-15 to 2018-19	Hospitality Assistant	ST	50	50		33		33	66	NA	--	6500-7000	Medical facility	2018
SSE26	2018-19	Front Office-cum-Receptionist	SC	18	18		7	2	9	50	9	100	8000-8500		
SSS27	2017-18	Garment Construction Technique	ST	25	25		19	0	19	76	11 #	58	8970	Accommodation & food	2018-19
	2017-18	Health Care & Multipurpose Worker	ST	25	25		18	0	18	72	9 #	50	7200	Accommodation & food	2018-19

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Code	Year	Trade	Cate-gory SC/ ST	No. of Trainees enrolled	No. of Trainees successfully completed	No. of Drop out Trainees	No. of Trainees got placement within 3 months of completion	No. of Trainees got placement beyond 3 months of completion	Total number of Trainees placed	% of placement	No. of Trainees still continuing in job	% of continuing candidates	Remuneration/ Salary per month (Rs)	Other facilities (Accommodation, food, medical facility etc)	Continued till which year
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
	2018-19	Garment Construction Technique	ST	150	150		111	0	111	74	94 #	85	8970	Accommodation, food & medical facility	2018-19
		Health Care & Multipurpose Worker	ST	90	90		64	0	64	71	49 #	77	7200	Accommodation & food	2018-19
		Bed Side Assistant	ST	40	40		28	0	28	70	24 #	86	7200	Accommodation & food	2018-19
SSU29	2017-18	Industrial Sewing Machine Operator	ST	36	36		22		22	100	NA	--	6000-8000	Accommodation, Food, Medical	
	2018-19	Front Office-cum-Receptionist	ST	30	30		22		22	100	NA	--	6000-7000	Accommodation, Food, Medical\	
22 PIAs		10 Trades		3038	3022	16	1695	352	2047	68	1114	54			

Continued till 2018-19.

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During interaction with the PIAs, only 22 PIAs out of 30 provided information with regard to enrollment in training, completion of training and placement details in the prescribed format. The rest of the PIAs do not maintain the record with regard to status of placement, sustainability of placement, if any, the facilities provided by the employer etc. Out of 30 PIAs, 73% of the PIAs facilitated placement either inside or outside the state and the officials from the PIAs escort the pass-out trainees for their joining in the place of engagement. In case of girl candidates, one lady official also joins the team to escort along with the male official of the PIA. When the cases of these 22 PIAs are considered it is observed that training on 10 Trades have been provided including Computer courses and Driving-cum-Mechanic which have not been approved by the OSFDC during 2017-18. These Trades have been taken up by the PIAs with the spillover funds of the previous years which may be confirmed by the ITDAs and DWO-cum-District Managers of OSFDC. It is revealed from the above Table that 3038 trainees were enrolled and 3022 trainees completed the course successfully in above mentioned 10 Trades. Only 16 trainees left the training in Santuka Pvt Ltd in Koraput (15) and Narla ITC, Kalahandi (1) because of private reasons i.e. due to lack of interest and family problems. Out of 3022 successful trainees, 2047 were placed in job which accounts for 68% of total pass out trainees. Out of the total trainees placed in job, 1114 still continuing that accounts for 54% of the total trainees placed in job. It is observed that enrollment is more in case of the Trades like Front Office-cum-Receptionist, Garment Construction Technique, Industrial Sewing Machine Operator, Health Care & Multipurpose Worker and Hospitality Assistant. In these Trades the percentage of placement and sustainability is also more in comparison to other Trades. The status of sustainability is more when the trainees are placed in reputed organizations either within the state or outside with good salary structure and other facilities like accommodation, food etc. The Table reveals that the average sustainability is 54% where as the percentage of sustainability is 70-100% in maximum cases and it is as low as 16% also. As understood during interaction with the Coordinators of the PIAs, the low rate of sustainability and non-availability of information with regard to sustainability is mainly due to inaction and lack of interest of the PIAs. In such cases it is observed that the PIAs do not claim the last installment of funding as they are inactive in providing placement and also do not keep track and follow the status if at all placement is given. Such PIAs may be identified by the executing agencies like ITDAs/ DWOs and restricted for conducting any course under PLET in future. Besides, the information on placement, salary and sustainability of job need to be carefully verified and cross-checked by the Executing Agencies like DWOs and ITDAs without taking into account the information provided by the PIAs.

Table - 6.5: Interaction with the Trainee Candidates Continuing in the PIAs

Code	No. of Trainees Interacted	Category (SC/ST)	Distance from village (in km) (range)	No. of family members (average)	Primary occupation of family	Secondary occupation of family	Employed family member, if any
1	2	3	4	5	6	7	8
KBU01	3	ST	10-40	5	Farming		No
KBS02	5	ST	18-80	5	Farming	Wage earning	No
KCK04	4	ST	40-60	5	Farming	Wage earning	No
KKE05	8	SC	8-90	5	Farming/ Job	Farming	No
KTC07	6	ST	45-95	5	Farming	Wage earning	No
KKP10	12	ST	2-90	6	Farming	Wage earning	No
KKU11	4	ST	30-40	5	Farming	Wage earning	No
KKS12	4	ST	3-9	5	Farming/ Out let of house	Wage earning	Yes
MMU15	3	ST	30-75	5	Farming	Wage earning	No
MMS18	4	ST	7-60	5	Farming	Wage earning	No
SPA23	2	ST	8	6	Farming	Wage earning	No
SSE26	2	SC	30-80	4	Farming	--	No
SSS27	3	ST	3-100	5	Farming	--	No

Code	Facilities in Training Centre	Quality of Training imparted	Facilities in the Class rooms	Facilities in the Laboratories	Cooperation and guidance of the Trainers and Officials	Food Quality in hostel	Dining Hall facility	Hygienic Condition		
								Kitchen & dining	Rooms	Toilet
1	9	10	11	12	13	14	15	16	17	18
KBU01	Good	Very good	Good	Very good	Very good	Very good	Good	Good	Good	Good
KBS02	Good	Very good	Good	Good	Good	Good	Poor	Average	Average	Poor
KCK04	Very good	Very good	Very good	Good	Very good	Very good	Very good	Good	Very good	Good
KKE05	Very good	Very good	Very good	Very good	Very good	Very good	Good	Very good	Very good	Very good
KTC07	Very good	Very good	Very good	Very good	Very good	Very good	Average	Good	Good	Good
KKP10	Very good	Very good	Very good	Very good	Very good	Very good	Very good	Very good	Very good	Very good
KKU11	Very good	Very good	Very good	Very good	Very good	Very good	Good	Good	Good	Good
KKS12	Very good	Very good	Very good	Very good	Very good	Very good	Very good	Good	Very good	Very good
MMU15	Good	Good	Good	Good	Very good	Good	Average	Average	Average	Average
MMS18	Very good	Very good	Very good	Very good	Very good	Very good	Very good	Very good	Good	Good
SPA23	Very good	Very good	Very good	Very good	Very good	Very good	Very good	Very good	Very good	Very good
SSE26	Very good	Very good	Very good	Very good	Very good	Very good	Very good	Good	Very good	Good
SSS27	Very good	Very good	Very good	Very good	Very good	Very good	Very good	Very good	Very good	Very good

During the visit of the Evaluation Team it was observed that the trainings under PLET were not continuing in almost all the training Centres as no allocation has been made during the year 2019-20. Only in a few training centres, the spillover amount have been utilized to conduct the trainings pertaining to last year and such trainings have also been closed after completion of the course duration. However, the trainees under Skill Development Trainings (SDT) were in position and continuing in 13 Centres out of 30 visited. Such trainees were interacted and their views towards facilities in the training centres available, quality of trainings imparted, facilities provided in classrooms and laboratories, cooperation and guidance of trainers and officials and quality of facilities available in hostels and their views were recorded. From the above Table it is revealed that the trainees attend the training from a distance of 2 to 100 kms. The Training Centres have engaged Field Mobilizers for motivation of the candidates as well as their parents/ guardians to avail the training programme facilitated by the Government for upgrading the socio-economic status of the SCs and STs. Besides, the ITDAs also make advertisement in the local newspapers for wide publication of the training programmes. Meetings are convened by the ITDAs/ OSFDC with the support of the WEOs at the Block/ Panchayat level for popularization of the training programme and enrollment. It is suggested to identify the cluster taking in to consideration the livelihood of the people of the cluster which in turn will help in identifying the candidates for the training with need for maintaining and improving their livelihood. Thrust may be given on the trades linked to the livelihoods like masonry work, carpentry, plumbing, electrician, vegetable cultivation, mushroom cultivation, fruit and vegetable preservation, repairing and maintenance of farm machineries and equipments etc which will facilitate skill improvement along with self employment.

During interaction with the Trainees, it was revealed that the average household size of the trainees vary from 4–6 and almost all depend on farming as their primary occupation. In addition wage earning is the secondary occupation and they have got MGNREGA Cards also for the purpose. When the trainees were interacted, 77% opined that the facilities in the Training Centres are very good. In almost all Centres the quality of training ranks very good, 77% trainees have opinion of 'Very Good' with regard to facilities in the class room and laboratories. Almost all trainees opined that the Cooperation and guidance of the Trainers and Officials is very good. As per views of 85% trainees, food quality is very good and foods are provided as per the day-wise pre-fixed menu recommended by the OSFDC. Hygienic condition is not properly maintained in case of rooms, dining, kitchen and toilets as majority of the trainees commented. Only 38% of the trainees viewed that the hygienic condition of the kitchen, dining and toilets is very good. The other trainees categorized either good or average. It is suggested to take care of the maintenance of the classrooms, labs, hostel rooms, dining, kitchen and toilets for a healthy environment. The boarders may be made aware of the advantages of healthy environment of their institutes and hostels.

Table - 6.6: Remarks of the Pass-out Candidates (PLET)

Code	Trade	Sl. No	Name of the Candidate	Village	Pass out month & Year	Organisation where employed	Monthly Income (Rs.)	Distance of organisation from native place	If employment facilitated by Training Centre	Other facilities (accommodation, food, conveyance etc) provided	Job satisfaction	If Job linked to the training undergone
1	2	3	4	5	6	7	8	9	10	11	12	13
KBU01	Domestic Sewing Machine Operator	1	Madhabini Pradhan	Baliguda	Oct 2017	Self employed	3000	Through self-employment in their villages	--	--	--	--
		2	Madhumita Mallick	Rebingia	Oct 2017	-do-	3000		--	--	--	--
		3	Swarupa Pradhan	Kandibandha	Oct 2017	-do-	6000		--	--	--	--
		4	Sasirekha Mallick	Sunapanga	Oct 2017	-do-	3000		--	--	--	--
		5	Pratima Behera	Baliguda	Nov 2017	-do-	4000		--	--	--	--
		6	Gayatri Mallick	Sunapanga	Aug 2017	-do-	3500		--	--	--	--
KKB03	Data Entry Operator	7	PramilaNayak		Jun 2017	Sambhunath Consultancy, Keonjhar	5000		Yes		Good	
		8	Kabita Das	Ghatagaon	Nov 2016	-do-	5000		Yes			
		9	Puspalata Nayak		Jun 2017	-do-	5000		Yes		Good	
		10	Chinmay Nayak	Padampur	Jun 2017	Sambhunath Public school, Keonjhar	5000		Yes		Good	
	Driving	11	Bapuna Fadukar	Bathudi	Jun 2019	Basantidevi charitable Trust, Keonjhar	5000		Yes	Accomodation, food	Good	
KCK04	Healthcare and multipurpose worker	12	Rasmita Hansda	Tulasipur	Jul 2019	Kalyani Nursing Home, BBSR	5000	250	Yes		Good	
		13	Subhasini Hansda	Tulasipur	Jul 2019	-do-	5000	250	Yes		Good	
KKE05	SMO	14	Nibedita Nayak		Jun 2017	ACE Apparel, TN	5000		Yes	Accommodation, food	Good	
KTN06	DEO	15	Bhupati Sabar	Kiring	Feb 2015	Bhubaneswar	8000		Yes		Average	No
	ISMO	16	Mina Durga	Jurkabhata	Feb 2019	Gayatri Tailor, Narla	2000	7	Yes		Average	No

Code	Trade	Sl. No	Name of the Candidate	Village	Pass out month & Year	Organisation where employed	Monthly Income (Rs.)	Distance of organisation from native place	If employment facilitated by Training Centre	Other facilities (accommodation, food, conveyance etc) provided	Job satisfaction	If Job linked to the training undergone
1	2	3	4	5	6	7	8	9	10	11	12	13
		17	Anjali Durga	Jurkabhata	Feb 2019	-do-	2000	7	Yes		Average	No
		18	Sarita Bag	Jurkabhata	Feb 2019	-do-	2500	7	Yes		Average	No
		19	Malayani Durga	Jurkabhata	Feb 2019	-do-	2500	7	Yes		Average	No
		20	Mahima Senapati	Narla	Jan 2019	Biswal Tailor, Narla	2000	0	Yes		Average	No
KTC07	Healthcare & Multipurpose Worker	21	Archana Majhi	Panimunda	June 2019	Tech Trick Job Academy, BBSR	6200	440	Yes	Accommodation, food	Very good	Yes
		22	Ranjita Majhi	Madhupur	June 2019	-do-	6200	440	Yes	-do-	Very good	Yes
KKS12	Front Office Cum Receptionist	23	Ramesh Sisa	Kanti	July2019	Reliance Smart Semiligida	8500	45	Yes	No	Very good	Yes
		24	Sanjeev Gemel	Kodimba	July2019	Reliance Smart Semiligida	8500	40	Yes	No	Very good	Yes
		25	Prasanta Tadingi	Upper chandri	July2019	Reliance Smart Semiligida	8500	40	Yes	No	Very good	Yes
KJG13	Hospitality Assistant	26	Tuni Pamia	Baliguda	Apr 2019	MRT Homecare Hydrabad	10000	900	Yes	Accommodation, food	Very good	Yes
		27	Samala Pamia	Baliguda	Apr 2019	MRT Homecare Hydrabad	10000	900	Yes	-do-	Very good	Yes
		28	PadminiPujari	Jeypore	Aug 2018	MRT Homecare Hydrabad	15000	900	Yes	-do-	Very good	Yes
MMU15	Driving	29	Ganga Bagam	Bapanpali	Nov 2018	Upasana Trust, Malkanagiri	6500	50	Yes	-do-	Very good	Yes
		30	Durga Sunabasia	Dalioguda	Jul 2019	-do-	6000	60	Yes	-do-	Very good	Yes
		31	Basanta Madhi	Sarodaguda	Apr 2017	-do-	8000	15	Yes	-do-	Very good	Yes
MMS16	ISMO	32	Muni Madkani	Batannada	Feb 2019	Harinarayan Experts T.N.	9100	1600	Yes	-do-	Very good	Yes
MMC17	Bedside Assistant	33	SunitaSodi	Kandapali	Jun 2019	Pragati home care, Raipur	8500	500	Yes	-do-	Very good	Yes
		34	Rinki Madkani	Telari	Jun 2019	-do-	8500	500	Yes	-do-	Very good	Yes
		35	Anita Madkani	Kandapali	Jun 2019	-do-	8500	600	Yes	-do-	Very good	Yes

Code	Trade	Sl. No	Name of the Candidate	Village	Pass out month & Year	Organisation where employed	Monthly Income (Rs.)	Distance of organisation from native place	If employment facilitated by Training Centre	Other facilities (accommodation, food, conveyance etc) provided	Job satisfaction	If Job linked to the training undergone
1	2	3	4	5	6	7	8	9	10	11	12	13
		36	Dipina Orao	MV6	Jun 2019	Sai Homecare, BBSR	7500	600	Yes	-do-	Very good	Yes
		37	Adme Mushaki	Sabapatiguda	Jun 2019	-do-	7500	600	Yes	-do-	Good	Yes
		38	Bini Madi	Tandabali	Jun 2019	-do-	7500	600	Yes	-do-	Good	Yes
SPA21	Security Guard	39	Prakash Ch Majhi	Kabang	Dec 2018	Tifan Jewellery, TN	11000	1700	Yes	-do-	Very good	Yes
		40	Nilesh Bage	Bhudam	Dec 2018	J K tyres, Chennai	11000	1500	Yes	-do-	Very good	Yes
		41	BihariKisan	Kingirma	Dec 2018	TifanJewellery, TN	11000	1700	Yes	-do-	Very good	Yes
		42	Alok Majhi	BadaGaon	Dec 2018	Tifan Jewellery, TN	12000	1700	Yes	-do-	Very good	Yes
		43	Satish Tate	Raidihi	Dec 2018	Tifan Jewellery, TN	12500	1700	Yes	-do-	Very good	Yes
SPI22	Hospitality Assistant	44	Manima Tirkey	Chandapara	Dec 2018	Health Care, Rourkela	6000	40	Yes	-do-	Very good	Yes
		45	Punam	Jharberdna	Dec 2018	Health Care, Rourkela	6000	50	Yes	-do-	Very good	Yes
		46	Sukri Khadia	Birsu	Dec 2018	Vesaj Patel Hospital, Rourkela	8500	63	Yes	-do-	Excellent	Yes
SPA23	Hospitality Assistant	47	Jul Ekka	Balani	Sep 2019	VR Enterprise, Selurpeta, AP	10385	1350	Yes	-do-	Very good	Yes
		48	Kiran Tirkey	Balani	Sep 2019	-do-	10385	1350	Yes	-do-	Very good	Yes
SSS25	Front Office Cum Receptionist	49	Reema Kisan	Kinikibandha	Mar 2018	Priyanka Institute, Sundargarh	3000	45	Yes	-do-	Good	Yes

The above Table retrieves that interaction was conducted with 49 pass-out trainees completed their trainings from 15 Training Centres with regard to their employment, job satisfaction, facilities provided by the employers etc. The pass out candidates were directly interacted in the Training Centres and in some cases over phone, video calling or even in their native villages where they stay without any placement or in a few cases the employed candidates available in their native places availing leave during the period of evaluation. The trainees have passed mostly during 2016 to 2019 and got placement with the assistance of the PIAs. It is revealed from the above Table that out of 49 pass-out trainees, 38 have got placement. In Upasana Education Trust, Baliguda, 6 pass-out trainees, during interaction expressed that they earn Rs.3000 to Rs.6000 per month from stitching of dresses and other home needs in their own villages and not interested to go to distant places for job. Narla ITC, as claimed, has provided job to 5 candidates in the local Tailoring Shops, who have completed Industrial Sewing Machine Operator. During interaction with these girls in their native village Jurkabhata in Narla block, it was learnt that the tailoring shop is paying only Rs.2000 to Rs.2500 per month. All these 5 girls left the job because of different reasons like hard labour, poor salary, self illness etc. In other 38 cases the PIAs have facilitated placement in different organizations, in and out of the state. In case of placement outside the State, they are getting salary ranging from Rs.8500 to Rs.15000 per month depending on their experience and efficiency. In addition, free accommodation and food are also provided by the employers. Within the State the salary ranges from Rs.5000 to Rs.8500 per month, in some cases with free accommodation and food. Around 50% of the candidates expressed their job satisfaction to the extent of very well and around 60% of the candidates expressed that the jobs are linked to the training undergone. Besides the local jobs or jobs within the district, the candidates are working in the organizations outside the State even at a distance ranging from 500 to 1700 kms in Raipur, Andhra Pradesh, Telengana and Tamilnadu.

Table - 6.7: Selection of PIAs by The Executing Agencies

Sl. No	District	Implementing Agency	No. of PIAs selected within the district					No. of PIAs selected outside the district				
			2014-15	2015-16	2016-17	2017-18	2018-19	2014-15	2015-16	2016-17	2017-18	2018-19
1	Kandhamal	DWO, Phulbani	3	3	2	2	2	--	--	--	--	--
		ITDA, Baliguda	4	1	4	--	--	1	10	11	3	--
	TOTAL		**7**	**4**	**6**	**2**	**2**	**1**	**10**	**11**	**3**	**--**
2	Keonjhar	DWO, Keonjhar	9	7	2	2	3	2	--	--	3	3
		ITDA, Keonjhar	--	1	1	1	5	1	3	8	1	2
		ITDA, Champua	4	5	1		1	1	4	--	--	3
	TOTAL		**13**	**13**	**4**	**3**	**9**	**4**	**7**	**8**	**4**	**8**
3	Kalahandi	DWO, Kalahandi	3	4	1	2	3	--	--	--	--	--
		ITDA, Th. Rampur	1	1	--	--	1	1	1	--	--	--
	TOTAL		**5**	**5**	**1**	**2**	**4**	**1**	**1**	**--**	**--**	**--**
4	Koraput	DWO, Koraput	4	5	--	3	3	--	--	--	--	--
		ITDA, Koraput	0	6	6	--	2	1	1	1	--	1
		ITDA, Jeypore	2	2	6	4	5	--	1	--	--	1
	TOTAL		**6**	**13**	**12**	**7**	**10**	**1**	**2**	**1**	**--**	**2**
5	Malkangiri	ITDA, Malkangiri	--	3	1	6	19	1	1	--	1	--
		DWO, Malkangiri	3	3	3	6	5	--	--	--	--	--
	TOTAL		**3**	**6**	**4**	**12**	**24**	**1**	**1**	**--**	**1**	**--**
6	Sundargarh	DWO, Sundargarh	10	5	--	--	8	--	--	--	--	--
		ITDA, Sundargarh		12	9	10	8	--	--	--	--	--
		ITDA, Panposh	1	6	4	5	5	--	--	--	--	--
		ITDA, Bonai	1	1	2	2	2	--	--	--	--	--
	TOTAL		**12**	**24**	**15**	**17**	**23**	**--**	**--**	**--**	**--**	**--**
	Total of all Sample Districts		**46**	**65**	**42**	**43**	**72**	**8**	**21**	**20**	**8**	**10**

It is revealed from the above Table that the candidates are sponsored mostly to the Training Centres located within the district. As understood from the candidates during interaction that the parents do not like to send their children to the training centres far off their native villages. So the Executing Agencies have selected more PIAs within the districts for better enrollment of the trainees. During 2018-19, number PIAs selected in the districts is 72 whereas outside the district the number of PIAs is only 10 in the sample districts. During last 5 years, no PIA has been selected out of Sundargarh district as a lot of good PIAs exist in Rourkela. However, the popular trades keeping in view the placement facility are also considered while selecting the PIAs either inside or outside the district.

Table - 6.8: Year wise Status of Training and Placement Under different Trades

(Provided by the Executing Agencies)

Sl No	District	Sponsoring Agency	Year	No. of candidates						% of placement		
				Sponsored		Successfully completed		Got placement				
				SC	ST	SC	ST	SC	ST	SC	ST	Total
1	Kandhamal	DWO, Phulbani	2014-15	174	104	174	104					
			2015-16	144	15	128	11					
			2016-17	55	0	55	0					
			2017-18	43	0	43	0					
			2018-19	24	30	24	30					
		ITDA, Th Rampur	2014-15	--	--	--	--	--	--	--	--	--
			2015-16	--	--	--	--	--	--	--	--	--
			2016-17	--	--	--	--	--	--	--	--	--
			2017-18	--	--	--	--	--	--	--	--	--
			2018-19	--	--	--	--	--	--	--	--	--
		ITDA, Baliguda	2014-15		86		86		41		48	
			2015-16		156		156		57		37	
			2016-17		450		450		244		54	
			2017-18		67							
			2018-19									
	TOTAL			**440**	**908**	**424**	**837**	**0**	**342**	**0**	**41**	**27**
2	Keonjhar	DWO, Keonjhar	2014-15	170	187	170	187	95	115	56	61	
			2015-16	216	42	210	42	52	17	25	40	
			2016-17	52		52						
			2017-18		49		49					
			2018-19									
		ITDA, Keonjhar	2014-15		17		17					
			2015-16		95		95		57		60	
			2016-17		322		322		121		38	
			2017-18		60		60		41		68	
			2018-19		286		226		115		51	
		ITDA, Champua	2014-15		88		81					
			2015-16		267		263					
			2016-17		47		22					
			2017-18									
			2018-19		108		103					
	TOTAL			**438**	**1568**	**432**	**1467**	**147**	**466**	**34**	**32**	**32**
3	Kalahandi	DWO, Kalahandi	2014-15	218	231	183	175	83	37	45	21	34
			2015-16	315	119	266	81	91	4	34	5	27
			2016-17	28		28		14		50		50
			2017-18		124		124		67		54	54
			2018-19	168	127	168	127	109	48	65	38	53
		ITDA, Th.Rampur	2014-15		45		45		9		20	20
			2015-16		29		29					
			2016-17									
			2017-18									
			2018-19		30		30		24		80	
	TOTAL			**729**	**705**	**645**	**611**	**297**	**189**	**46**	**31**	**39**
4	Koraput	DWO, Koraput	2014-15	113	58	113	58	5	17	4	29	
			2015-16	139	35	139	35	11	10	8	29	
			2016-17									
			2017-18		136		136		44		32	
			2018-19		83		83		5		6	

Sl No	District	Sponsoring Agency	Year	No. of candidates						% of placement		
				Sponsored		Successfully completed		Got placement				Total
				SC	ST	SC	ST	SC	ST	SC	ST	
		ITDA, Koraput	2014-15		12		12		11		92	
			2015-16		240		142		41		29	
			2016-17		297		218		76		35	
			2017-18									
			2018-19		334		215		93		43	
		ITDA, Jeypore	2014-15		162		162		41		25	
			2015-16		139		139		22		16	
			2016-17		499		499		235		47	
			2017-18		127		127		27		21	
			2018-19		138		138		32		23	
	TOTAL			252	2260	252	1964	16	654	6	33	30
5	Malkangiri	ITDA, Malkangiri	2014-15		6		6					
			2015-16		27		27					
			2016-17		33		33		24		73	
			2017-18		259		259		128		49	
			2018-19		655		655		312		48	
		DWO, Malkangiri	2014-15	163	118	162	116	40	5	25	4	
			2015-16	166	17	159	17	82	7	52	41	
			2016-17	80	0	80	0	16	0	20		
			2017-18	50	0	50	0	0	0	0		
			2018-19	40	69	40	69	16	22	40	32	
	TOTAL			499	1184	491	1182	154	498	31	42	39
6	Sundrgarh	DWO, Sundargarh	2014-15	215	675	215	675	NA	NA			
			2015-16	353	78	353	78	NA	NA			
			2016-17					NA	NA			
			2017-18					NA	NA			
			2018-19	127	230	127	230	NA	NA			
		ITDA, Sundargarh	2014-15									
			2015-16		1058		1058		27		3	
			2016-17		766		766		352		46	
			2017-18		991		991		561		57	
			2018-19		549		549					
		ITDA, Panposh	2014-15		31		21		21		100	
			2015-16		505		488		329		67	
			2016-17		215		212		119		56	
			2017-18		260		260		190		73	
			2018-19		240		240		172		72	
		ITDA, Bonai	2014-15		105		105		73		70	
			2015-16		110		110		85		77	
			2016-17		237		237		185		78	
			2017-18		152		152		107		70	
			2018-19		152		152		107		70	
	TOTAL			695	6354	695	6324		2328		37	37
	Total of all Sample Districts			3053	12979	2939	10081	614	3669	21	36	33

The above Table reveals that, in the sample districts, as per the data available from the Executing Agencies like DWOs and ITDAs, 3053 SC and 12979 ST candidates have been sponsored for training out of which 2939 and 10081 trainees respectively have successfully completed the training during last 5 years i.e. 2014-15 to 2018-19. Others have left the training mainly because of the factors like distance from their native villages, homesickness, lack of interest and feel no financial need to support the family. In some cases also the candidates are engaged in household work and do not like to afford time for the training and remain outside the home. Some of the agencies do not maintain databases properly and their reports are lacking in actual achievement. In the sample districts, out of the information obtained from the DWOs and ITDAs, it is revealed that only 33% of the successful trainees have got placement in different organizations, either within the state or outside the State. So the achievement of placement of minimum norm of 70% of successful trainees is far below the target in respect of the sample districts.

During the visit to the PIAs and interaction with the centre Coordinators & Executing Agencies, it was observed that the pass-out trainees, who are not getting placement or leave the job on any ground, are interested for self employment especially in the field of Garment Construction technique and Sewing Machine Operator. For example some pass-out trainees from Upasana Education Trust, Baliguda have not got any employment and they are self employed in their native places having sewing machine of their own and are well acquainted with designing of dress for girls and meet the requirement of females and other household items. The average earning ranges from Rs.4000 to Rs.10,000 per month taking in to account the festive seasons and beginning of academic session. The candidates are not interested to go outside of their native place for employment as their income from the self engagement is sufficient for them to manage their own expenses as well as share the household expenses. Some of the pass-out trainees in Sewing Machine Operator from Narla ITC did not continue in the local tailoring shops because of poor salary and distance from their native villages left the job and some of them are now self employed having sewing machine of their own in their native villages and earn to the level of their satisfaction. Seven girls after completing their course in Upasana Education Trust in Damanjodi, Koraput have started their own garment construction unit in their native village Dekapar in Semiliguda block and they are now self-

sufficient and earn good income. Also the pass-out male candidates under Driving-cum-Mechanic Training in Upsana Education Trust in Damanjodi as well as Malkangiri are employed with the private vehicle owners in their locality or nearby urban areas and are self sufficient. Hence, it is suggested that the training under PLET may also take steps and facilitate the trainees to be self sufficient for those left-out candidates not coming provided with placement or those who left the job for any reason. So it is suggested that the PIAs need to take steps to groom up the trainees to be self sufficient and ready for self employment. In addition, the PIAs need to take steps to present the pass-out candidates in the *Nijukti Melas* held at the block as well as district level to avail the scope of employment.

The Table below reveals that the information provided by the Programme Implementing Agencies (PIAs) and the information provided by the Executing Agencies like ITDAs and DWOs with regard to enrolment of candidates, number of candidates successfully completed and number of placement of the candidates differ in almost all the cases. The information with respect to placement of candidates is mostly lacking in the reports provided by the ITDAs and DWOs. Maintenance of database by the Executing Agencies needs to be ensured and quality & accuracy need to be improved. The information provided by the Programme Implementing Agencies (PIAs) to the Executing Agencies need to be cross checked to ensure the accuracy. The year-wise and trade-wise placement data of the candidates need to be collected in detail from the PIAs after completion of the training programme and placement. The sustainability of the placement needs to be ensured with proper documentation of remuneration and other facilities provided by the employers.

Table - 6.9: Status of Enrollment and Placement as reported by the PIAs vs. ITDAs/DWOs

Training Centre (PIA)	Year of Training	Trade	PIAs No. of Trainees			ITDAs No. of Trainees			DWOs No. of Trainees			Deviation with respect to PIAs vs. ITDAs & DWOs		
			Enrolled	Successfully completed	Placed	Enrolled	Successfully completed	Placed	Enrolled	Successfully completed	Placed	Enrolled	Successfully completed	Placed
Upasana, Baliguda	2017-18	Industrial Sewing Machine Operator	50	50	50	55	55	25				5	5	-25
Sykhya Bharati, Baliguda	2018-19	Industrial Sewing Machine Operator	50	50	50	50	50	20	3	3		3	3	-30
Basanta Devi Trust, Keonjhar	2016-17	Data entry operator	40	40	28	40	40	28				0	0	0
Khurda School of Nursing, Keonjhar	2016-17	Health Care & Multipurpose Worker							30	30		30	30	
	2018-19	Health Care & Multipurpose Worker	30	30	21	30	30					0	0	-21
	2018-19	Industrial Sewing Machine Operator	60	60	45							-60	-60	-45
ET&T, Keonjhar	2018-19	Industrial Sewing Machine Operator	60	60	45				19	19	14	-41	-41	-31
Narla ITC, Narla, Kalahandi	2014-15	Data Entry Operator	30	30	19	30	30					0	0	
	2015-16	Data Entry Operator	87	87	47				30	30	Details NA	-57	-57	Details NA
	2015-16	Data Entry Operator	13	13	8				130	100		117	87	
	2015-16	Tally	80	80	60				92	80		12	0	
	2016-17	Laptop Repair	28	28	19				28	28	14	0	0	-5
	2017-18	Industrial Sewing Machine Operator	32	32	28				32	32	Details NA	0	0	Details NA
	2018-19	Industrial Seing Machine Operator	25	25	21				25	25		0	0	
	2018-	Driver-cum-	17	16	13				16	16		-1	0	

Training Centre (PIA)	Year of Training	Trade	PIAs No. of Trainees			ITDAs No. of Trainees			DWOs No. of Trainees			Deviation with respect to PIAs vs. ITDAs & DWOs		
			Enrolled	Successfully completed	Placed	Enrolled	Successfully completed	Placed	Enrolled	Successfully completed	Placed	Enrolled	Successfully completed	Placed
	19	Mechanic												
CCD, Bhawanipatna, Kalahandi	2018-19	Health Care & Multipurpose Worker	60	60	48	30	30	24	30	30	24	0	0	0
Priyanka institute, Koraput	2018-19	Health Care & Multipurpose Worker	90	90	43	90	60	24				0	-30	-19
	2014-15 to 2018-19	Garment Construction Technique	135	135	57	92	60	27	39	39	16	-4	-36	-14
	2014-15 to 2016-17	Computer (DTP)	41	41	11	83	29	7	24	24	15	66	12	11
	2014-15 to 2016-17	Tally	13	13	2	25	12	20	17	22	4	29	21	22
Santuka, Koraput	2017-18 to 2018-19	Front Office-cum-Receptionist	120	105	42	120	75	22				0	-30	-20
Global College of Hotel Management, Jeypore, Koraput	2018-19	Front Office-cum-Receptionist	30	30	22				30	30		0	0	-22
	2017-18	Hospitality Assistant	30	30	22				30	30	22	0	0	0
Upsana Trust, Malkangiri	2015-16 to 2018-19	Driving-cum-Mechanic	390	390	263	307	307	153				-83	-83	-110
Soikhya Bharati, Malkangiri	2017-18 to 2018-19	Computer	160	160	100	160	140	53				0	-20	-47
	2017-18 to 2018-19	Industrial Sewing Machine Operator	98	98	79	90	90	73				-8	-8	-6
Centre for Career Development, Malkangiri	2018-19	Bedside Assistant	210	210	164	210	210	154				0	0	--10
	2018-19	Front Office-cum-Receptionist	30	30	23	30	30	Continuing				0	0	-23
SITD, Malkangiri	2018-19	Hospitality Assistant	25	25	19							-25	-25	-19
	2019-	Front Office-	20	20	Cont	20	20	Cont				0	0	0

Training Centre (PIA)	Year of Training	Trade	PIAs No. of Trainees			ITDAs No. of Trainees			DWOs No. of Trainees			Deviation with respect to PIAs vs. ITDAs & DWOs		
			Enrolled	Successfully completed	Placed	Enrolled	Successfully completed	Placed	Enrolled	Successfully completed	Placed	Enrolled	Successfully completed	Placed
	20	cum-Receptionist			inuing			inuing						
ASTM, Panposh	2015-16 to 2018-19	Security Guard	250	250	183	300	297	208	83	83	NA	133	133	25
IIS, Rourkela	2018-19 to 2019-20	Hospitality Assistant	60	60	49	60	60	45				0	0	-4
	2019-20	Front Office-cum-Receptionist	20	20	14							-20	-20	-14
AISECT, Panposh	2017-18 to 2018-19	Health Care & Multipurpose Worker	110	110	75	60	60	41	23	23	NA	-27	-27	-34
	2018-19	Bedside Assistant							30	30	NA	-30	-30	NA
	2018-19	Hospitality Assistant							25	25	NA	-25	-25	NA
Upsana Education Trust, Panposh	2014-15 to 2018-19	Front Office-cum-Receptionist	60	60	40	60	60	40				0	0	0
	2014-15 to 2018-19	Hospitality Assistant	50	50	33	30	30	21				-20	-20	-12
ET&T, Sundargarh	2018-19	Front Office-cum-Receptionist	18	18	9				18	18	NA	0	0	NA
Simiotic Academy, Rajgangpur, Sundargarh	2017-18	Garment Construction Technique	25	25	19				40	40	28	15	15	9
	2017-18	Health Care & Multipurpose Worker	25	25	18				20	20	14	-5	-5	-4
	2018-19	Garment Construction Technique	150	150	111				40	40	28	-110	-110	-83
		Health Care & Multipurpose Worker	90	90	64	120	120		20	20	14	30	30	NA
		Bed Side Assistant	40	40	28							-40	-40	-28
Upasana education Trust, Sundargarh	2017-18	Industrial Sewing Machine Operator	36	36	22	10	10	7	30	30	NA	4	4	-15

Training Centre (PIA)	Year of Training	Trade	PIAs No. of Trainees			ITDAs No. of Trainees			DWOs No. of Trainees			Deviation with respect to PIAs vs. ITDAs & DWOs		
			Enrolled	Successfully completed	Placed	Enrolled	Successfully completed	Placed	Enrolled	Successfully completed	Placed	Enrolled	Successfully completed	Placed
	2018-19	Front Office-cum-Receptionist	30	30	22	20	20	14	30	30	NA	20	20	-8

* NA: Not Available

* * *

ANALYSIS OF DATA

(SECONDARY SOURCES)

The information collected from the Odisha State SC & ST Finance Development Corporation (OSFDC) are placed below with respect to the sample Districts for the period 2016-17 to 2018-19.

Table - 7.1: Detailed Status of Placement in the Sample Districts during last 3 years
(2016-17 to 2018-19)

District from which candidates selected	Area from which candidates sponsored	Selected PIAs	Agency	Trade	No. of pass out trainees		Total Achieve ment	Place ment
					Boys	Girls		
Kalahandi		SATYAM	DWO	Bedside Assistant	11	14	25	24
Kalahandi		SATYAM	DWO	Garment Construction Techniques	10	19	29	26
Kalahandi		SANTOSHI	DWO	Hospitality Assistant	3	0	3	
Kalahandi		NARLA ITC	DWO	Industrial Sewing Machine Operator	6	19	25	20
Kalahandi	Bhawanipatna	SATYAM	MADA	Bedside Assistant	0	2	2	2
Kalahandi	Bhawanipatna	SATYAM	Cluster	Bedside Assistant	0	1	1	1
Kalahandi	Bhawanipatna	NARLA ITC	Cluster	Front Office Cum Receptionist	0	0	0	
Kalahandi	Bhawanipatna	NARLA ITC	MADA	Front Office Cum Receptionist	0	0	0	
Kalahandi	Bhawanipatna	BCT	Cluster	Security Guard	0	0	0	
Kalahandi	Bhawanipatna	SATYAM	Cluster	Front Office Cum Receptionist	1	6	7	6
Kalahandi	Bhawanipatna	SATYAM	MADA	Front Office Cum Receptionist	0	2	2	1
Kalahandi	Jaipatna	SATYAM	Cluster	Bedside Assistant	0	1	1	
Kalahandi	Jaipatna	SATYAM	MADA	Bedside Assistant	0	1	1	
Kalahandi	Jaipatna	NARLA ITC	Cluster	Front Office Cum Receptionist	0	0	0	
Kalahandi	Jaipatna	BCT	Cluster	Security Guard	0	0	0	
Kalahandi	Jaipatna	GCHM	MADA	Hospitality Assistant	0	1	1	
Kalahandi	Jaipatna	ASMACS	MADA	Security Guard	0	0	0	
Kalahandi	Jaipatna-II	SATYAM	Cluster	Front Office Cum Receptionist	2	5	7	6
Kalahandi	Jaipatna-II	ASMACS	Cluster	Security Guard	0	0	0	
Kalahandi	Junagarh	SATYAM	MADA	Bedside Assistant	0	2	2	2
Kalahandi	Junagarh	SATYAM	MADA	Front Office Cum Receptionist	1	0	1	1

District from which candidates selected	Area from which candidates sponsored	Selected PIAs	Agency	Trade	No. of pass out trainees		Total Achievement	Placement
					Boys	Girls		
Kalahandi	Junagarh	ASMACS	MADA	Security Guard	0	0	0	
Kalahandi	Kalahandi	SATYAM	DTDP	Bedside Assistant	1	6	7	5
Kalahandi	Kalahandi	NARLA ITC	DTDP	Front Office Cum Receptionist	0	0	0	
Kalahandi	Kalahandi	SATYAM	DTDP	Garment Construction Techniques	0	0	0	
Kalahandi	Kalahandi	SB TRUST	DWO	Bedside Assistant	0	20	20	
Kalahandi	Kalahandi	CIPET-I	DWO	Film Extrusion Machine Operations (FEMO)	0	0	0	
Kalahandi	Kalahandi	SATYAM	DWO	Garment Construction Techniques	11	19	30	28
Kalahandi	Kalahandi	PLANET SOLUTION	DWO	Healthcare & Multipurpose Worker	7	1	8	8
Kalahandi	Kalahandi	GCHM	DWO	Hospitality Assistant	0	7	7	
Kalahandi	Kalahandi	GCHM	DTDP	Hospitality Assistant	0	11	11	
Kalahandi	Kesinga	SATYAM	MADA	Bedside Assistant	1	0	1	1
Kalahandi	Kesinga	GCHM	MADA	Hospitality Assistant	0	1	1	
Kalahandi	Koksara I	SATYAM	CLUSTER	Bedside Assistant	2	0	2	2
Kalahandi	Koksara I	SATYAM	Cluster	Garment Construction Techniques	0	0	0	
Kalahandi	Koksara I	BCT	Cluster	Security Guard	0	0	0	
Kalahandi	Koksara I	SATYAM	CLUSTER	Front Office Cum Receptionist	2	0	2	1
Kalahandi	Koksara II	SATYAM	CLUSTER	Bedside Assistant	2	0	2	2
Kalahandi	Koksara II	SATYAM	Cluster	Garment Construction Techniques	0	0	0	
Kalahandi	Koksara II	SATYAM	CLUSTER	Front Office Cum Receptionist	0	6	6	5
Kalahandi	Koksara II	ASMACS	CLUSTER	Security Guard	0	0	0	
Kalahandi	Lanjigarh	SATYAM	MICRO P	Garment Construction Techniques	0	3	3	
Kalahandi	M Rampur	SATYAM	MADA	Bedside Assistant	0	1	1	1
Kalahandi	M Rampur	SATYAM	MADA	Bedside Assistant	0	1	1	
Kalahandi	M Rampur	GCHM	MADA	Hospitality Assistant	0	2	2	
Kalahandi	M Rampur	ASMACS	MADA	Security Guard	0	0	0	
Kalahandi	Narla	SATYAM	MADA	Bedside Assistant	1	0	1	1

District from which candidates selected	Area from which candidates sponsored	Selected PIAs	Agency	Trade	No. of pass out trainees		Total Achieve ment	Place ment
					Boys	Girls		
Kalahandi	Narla	ASMACS	MADA	Security Guard	0	0	0	
Kalahandi	Th Rampur	NARLA ITC	ITDA	Industrial Sewing Machine Operator	15	17	32	26
Kalahandi	Th Rampur	FOCUS	ITDA	Industrial Sewing Machine Operator	4	9	13	13
Kalahandi	Th. Rampur	EMP. PRAGATI	ITDA	Front Office Cum Receptionist	20	13	33	
Total					100	190	290	182 (63%)
Kandhamal		ET&T	DWO	Garment Construction Techniques	0	24	24	
Kandhamal		ET&T	DWO	Garment Construction Techniques	0	0	0	
Kandhamal	Balliguda	SB TRUST	ITDA	Bedside Assistant	0	20	20	15
Kandhamal	Balliguda	PURI SN	ITDA	Garment Construction Techniques	0	20	20	4
Kandhamal	Balliguda	PURI SN	ITDA	Healthcare & Multipurpose Worker	1	24	25	22
Kandhamal	Balliguda	NARLA ITC	ITDA	Industrial Sewing Machine Operator	0	22	22	17
Kandhamal	Balliguda	CIPET I	ITDA	Pipe & Profile Extrusion Machine Operations (PPEMO)	5	1	6	4
Kandhamal	Balliguda	KIIT	ITDA	Bedside Assistant	5	18	23	
Kandhamal	Balliguda	CIPET-I	ITDA	Film Extrusion Machine Operations (FEMO)	0	0	0	
Kandhamal	Balliguda	SB TRUST	ITDA	Front Office Cum Receptionist	0	30	30	
Kandhamal	Balliguda	CTED	ITDA	Healthcare & Multipurpose Worker	0	0	0	
Kandhamal	Belghar	SB TRUST	Micro Project	Industrial Sewing Machine Operator	0	3	3	
Kandhamal	Belghar	CIPET-I	Micro Project	Film Extrusion Machine Operations (FEMO)	0	0	0	
Kandhamal	Belghar	APPTC	Micro Project	Pipe & Profile Extrusion Machine Operations (PPEMO)	0	0	0	
Kandhamal	Kandhamal	PLANET SOLUTION	DWO	Healthcare & Multipurpose Worker	3	13	16	9
Kandhamal	Phulbani	PURI SN	ITDA	Healthcare & Multipurpose Worker	2	37	39	33
Kandhamal	Phulbani	EMP. PRAGATI	ITDA	Bedside Assistant	0	20	20	
Kandhamal	Phulbani	PRIYANKA	ITDA	Healthcare & Multipurpose Worker	0	22	22	
Total					16	254	270	104 (39%)

District from which candidates selected	Area from which candidates sponsored	Selected PIAs	Agency	Trade	No. of pass out trainees		Total Achieve ment	Place ment
					Boys	Girls		
Keonjhar	0	GRAS	DWO	Front Office Cum Receptionist	24	1	25	
Keonjhar	0	ET&T	DWO	Garment Construction Techniques	0	26	26	18
Keonjhar	0	ET&T	DWO	Garment Construction Techniques	0	0	0	
Keonjhar	Anandpur I II	CIPET-II	MADA	Film Extrusion Machine Operations (FEMO)	0	0	0	
Keonjhar	Anandpur I II	PLANET SOLUTION	MADA	Hospitality Assistant	0	0	0	
Keonjhar	Anandpur I II	ABBEY WEST	MADA	Hospitality Assistant	0	0	0	
Keonjhar	Anandpur I II	ASMACS	MADA	Security Guard	0	0	0	
Keonjhar	Champua	GCHM	ITDA	Front Office Cum Receptionist	25	0	25	18
Keonjhar	Champua	PCIT	ITDA	Hospitality Assistant	0	25	25	18
Keonjhar	Champua	CIPET-II	ITDA	Film Extrusion Machine Operations (FEMO)	0	0	0	
Keonjhar	Champua	GCHM	ITDA	Front Office Cum Receptionist	19	0	19	14
Keonjhar	Champua	SITD	ITDA	Front Office Cum Receptionist	0	0	0	
Keonjhar	Champua	SANTUKA	ITDA	Hospitality Assistant	0	0	0	
Keonjhar	Ghasipura	PLANET SOLUTION	MADA	Hospitality Assistant	0	0	0	
Keonjhar	Ghasipura	ABBEY WEST	MADA	Hospitality Assistant	0	0	0	
Keonjhar	Ghasipura	ASMACS	MADA	Security Guard	0	0	0	
Keonjhar	Gonasika	IIS	MICRO P	Security Guard	3	0	3	
Keonjhar	Gonasika	CIPET-II	Micro Project	Film Extrusion Machine Operations (FEMO)	0	0	0	
Keonjhar	Hatadihi	PLANET SOLUTION	MADA	Hospitality Assistant	0	0	0	
Keonjhar	Hatadihi	ABBEY WEST	MADA	Hospitality Assistant	0	0	0	
Keonjhar	Hatadihi	ASMACS	MADA	Security Guard	0	0	0	
Keonjhar	Keonjhar	ABBEY WEST	ITDA	Bedside Assistant	3	22	25	18
Keonjhar	Keonjhar	APPTC	ITDA	Film Extrusion Machine Operations (FEMO)	7		7	7
Keonjhar	Keonjhar	SANTUKA	ITDA	Front Office cum Receptionist	8	16	24	17

| District from which candidates selected	Area from which candidates sponsored	Selected PIAs	Agency	Trade	No. of pass out trainees		Total Achieve ment	Place ment
					Boys	Girls		
Keonjhar	Keonjhar	KHURDA SN	ITDA	Healthcare & Multipurpose Worker	0	18	18	16
Keonjhar	Keonjhar	PLANET S	ITDA	Healthcare & Multipurpose Worker	0	26	26	22
Keonjhar	Keonjhar	ABBEY WEST	ITDA	Hospitality Assistant	12	13	25	19
Keonjhar	Keonjhar	ABBEY WEST	ITDA	Bedside Assistant	4	25	29	
Keonjhar	Keonjhar	SITD	ITDA	Front Office Cum Receptionist	36	6	42	
Keonjhar	Keonjhar	SITD	ITDA	Front Office cum Receptionist	0	0	0	
Keonjhar	Keonjhar	PCIT	ITDA	Garment Construction Techniques	13	12	25	
Keonjhar	Keonjhar	PLANET SOLUTION	ITDA	Hospitality Assistant	15	15	30	25
Keonjhar	Keonjhar	ABBEY WEST	DTDP	Hospitality Assistant	0	0	0	
Keonjhar	Keonjhar	SHREE TECH	ITDA	Industrial Sewing Machine Operator	20	0	20	
Keonjhar	Keonjhar	APPTC	DTDP	Pipe & Profile Extrusion Machine Operations (PPEMO)	0	0	0	
Keonjhar	Keonjhar	APPTC	ITDA	Pipe & Profile Extrusion Machine Operations (PPEMO)	0	0	0	
Keonjhar	Keonjhar	ASMACS	DTDP	Security Guard	0	0	0	
Keonjhar	Keonjhar	ASMACS	ITDA	Security Guard	0	0	0	
Keonjhar	Keonjhar	ET&T	DWO	Front Office Cum Receptionist	0	20	20	
Keonjhar	Keonjhar	APPTC	DWO	Pipe & Profile Extrusion Machine Operations (PPEMO)	0	0	0	
Keonjhar	Keonjhar	ASMACS	DTDP	Security Guard	0	0	0	
Total					**189**	**225**	**414**	**192 (46%)**
Koraput	Jeypore	GCHM	DWO	Front Office Cum Receptionist	27	0	27	20
Koraput	Jeypore	ET&T	DWO	Garment Construction Techniques	0	0	0	
Koraput	Jeypore	FOCUS	DWO	Industrial Sewing Machine Operator	3	5	8	5
Koraput	Jeypore	DATAPRO	ITDA	Front Office cum Receptionist	25	0	25	18
Koraput	Jeypore	KHURDA SN	ITDA	Healthcare & Multipurpose Worker	0	30	30	26
Koraput	Jeypore	GCHM	ITDA	Hospitality Assistant	0	30	30	22
Koraput	Jeypore	FOCUS	ITDA	Bedside Assistant	3	12	15	

District from which candidates selected	Area from which candidates sponsored	Selected PIAs	Agency	Trade	No. of pass out trainees		Total Achieve ment	Place ment
					Boys	Girls		
Koraput	Jeypore	GCHM	ITDA	Front Office Cum Receptionist	20	10	30	22
Koraput	Jeypore	SATYAM	ITDA	Garment Construction Techniques	0	30	30	27
Koraput	Jeypore	KSN	ITDA	Healthcare & Multipurpose Worker	0	0	0	
Koraput	Koraput	KHURDA SN	ITDA	Garment Construction Techniques	0	25	25	15
Koraput	Koraput	KHURDA SN	ITDA	Healthcare & Multipurpose Worker	0	26	26	26
Koraput	Koraput	BCT	ITDA	Security Guard	30	0	30	13
Koraput	Koraput	DATAPRO	ITDA	Bedside Assistant	0	0	0	
Koraput	Koraput	PRIYANKA	ITDA	Garment Construction Techniques	0	28	28	19
Koraput	Koraput	ASTM	ITDA	Hospitality Assistant	12	13	25	5
Koraput	Koraput	UPASANA	ITDA	Industrial Sewing Machine Operator	12	13	25	18
Koraput	Koraput	ET&T	DWO	Front Office Cum Receptionist	0	0	0	
Koraput	Koraput	GCHM	DWO	Hospitality Assistant	0	19	19	
Total					**132**	**241**	**373**	**236 (63%)**
Malkangiri		GCHM	DWO	Hospitality Assistant	0	0	0	
Malkangiri		SITD	DWO	Hospitality Assistant	23	2	25	15
Malkangiri	K Gumma	SB TRUST	MICRO P	Industrial Sewing Machine Operator	0	6	6	6
Malkangiri	Malkangiri	FOCUS SP	ITDA	Bedside Assistant	0	23	23	17
Malkangiri	Malkangiri	PCIT	ITDA	Front Office cum Receptionist	30	0	30	22
Malkangiri	Malkangiri	CCD	ITDA	Garment Construction Techniques	0	22	22	16
Malkangiri	Malkangiri	CIPET I	ITDA	Pipe & Profile Extrusion Machine Operations (PPEMO)	16	0	16	14
Malkangiri	Malkangiri	SEMIOTICS	ITDA	Bedside Assistant	0	0	0	
Malkangiri	Malkangiri	FOCUS	ITDA	Bedside Assistant	0	8	8	8
Malkangiri	Malkangiri	CIPET-II	ITDA	Film Extrusion Machine Operations (FEMO)	0	0	0	
Malkangiri	Malkangiri	GCHM	ITDA	Hospitality Assistant	0	0	0	
Malkangiri	Malkangiri	FOCUS	ITDA	Industrial Sewing Machine Operator	7	23	30	8

District from which candidates selected	Area from which candidates sponsored	Selected PIAs	Agency	Trade	No. of pass out trainees		Total Achieve ment	Place ment
					Boys	Girls		
Malkangiri	Malkangiri	ET&T	ITDA	Industrial Sewing Machine Operator	39	0	39	
Malkangiri	Malkangiri	SEMIOTICS	DWO	Garment Construction Techniques	0	0	0	
Malkangiri	Mudulipada	SB TRUST	MICRO P	Industrial Sewing Machine Operator	0	2	2	
Malkangiri	Mudulipada	EMP. PRAGATI	Micro Project	Bedside Assistant	0	7	7	
Total					**115**	**93**	**208**	**106 (51%)**
Sundargarh		KSN	DWO	Bedside Assistant	0	20	20	17
Sundargarh		ET&T	DWO	Garment Construction Techniques	0	0	0	
Sundargarh		CTED	DWO	Healthcare & Multipurpose Worker	16	6	22	17
Sundargarh	Bonai	UPASANA	ITDA	Industrial Sewing Machine Operator	0	25	25	17
Sundargarh	Bonai	ASMACS	ITDA	Hospitality Assistant	0	6	6	3
Sundargarh	Bonai	UPASANA	ITDA	Industrial Sewing Machine Operator	0	30	30	23
Sundargarh	Bonai	CIPET-II	ITDA	Testing & Quality For Plastics Materials & Products (TQC)	0	0	0	
Sundargarh	Khuntagaon	UPASANA	Micro Project	Front Office Cum Receptionist	1	1	2	2
Sundargarh	Khuntagaon	APPTC	Micro Project	Film Extrusion Machine Operations (FEMO)	0	0	0	
Sundargarh	Panposh	KIIT	ITDA	Healthcare & Multipurpose Worker	0	21	21	15
Sundargarh	Panposh	SANTUKA	ITDA	Hospitality Assistant	13	5	18	13
Sundargarh	Panposh	PURI SN	ITDA	Industrial Sewing Machine Operator	10	15	25	19
Sundargarh	Panposh	ASTM	ITDA	Security Guard	30	0	30	22
Sundargarh	Panposh	CIPET-I	ITDA	Film Extrusion Machine Operations (FEMO)	0	0	0	
Sundargarh	Panposh	SANTUKA	ITDA	Front Office Cum Receptionist	0	26	26	
Sundargarh	Panposh	AISECT	ITDA	Healthcare & Multipurpose Worker	0	7	7	
Sundargarh	Panposh	SB TRUST	ITDA	Hospitality Assistant	0	3	3	3
Sundargarh	Sundargarh	KSN	ITDA	Bedside Assistant	0	30	30	26
Sundargarh	Sundargarh	APPTC	ITDA	Film Extrusion Machine Operations (FEMO)	0	0	0	
Sundargarh	Sundargarh	PSN	ITDA	Healthcare & Multipurpose Worker	17	18	35	31

District from which candidates selected	Area from which candidates sponsored	Selected PIAs	Agency	Trade	No. of pass out trainees		Total Achievement	Placement
					Boys	Girls		
Sundargarh	Sundargarh	CTED	ITDA	Industrial Sewing Machine Operator	12	29	41	15
Sundargarh	Sundargarh	KHURDA SN	ITDA	Bedside Assistant	0	26	26	22
Sundargarh	Sundargarh	SB TRUST	ITDA	Front Office cum Receptionist	0	25	25	13
Sundargarh	Sundargarh	AISECT	ITDA	Healthcare & Multipurpose Worker	0	25	25	19
Sundargarh	Sundargarh	ACE	ITDA	Hospitality Assistant	0	25	25	18
Sundargarh	Sundargarh	CIPET I	ITDA	Testing & Quality For Plastics Materials & Products (TQC)	2	0	2	2
Sundargarh	Sundargarh	ET&T	DWO	Front Office Cum Receptionist	3	15	18	
Sundargarh	Sundargarh	UPASANA	DWO	Front Office Cum Receptionist	16	0	16	
Sundargarh	Sundargarh	AISECT	DWO	Hospitality Assistant	0	10	10	
Total					**120**	**368**	**488**	**297 (61%)**
Total of all Sample Districts					**672 (33%)**	**1371 (67%)**	**2043**	**1117 (55%)**

The picture below represents the status of placement in the sample districts during last 3 years i.e. 2016-17 to 2018-19.

Status of Placement (%) in Sample Districts during last 3 Years (2016-17 to 2018-19)
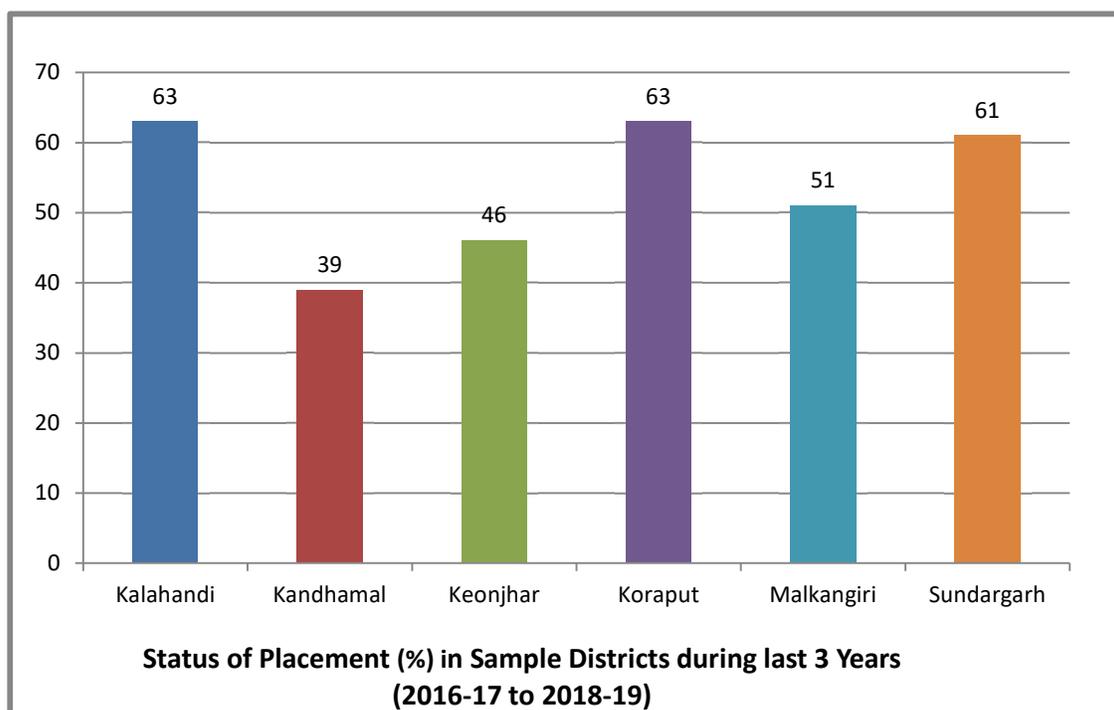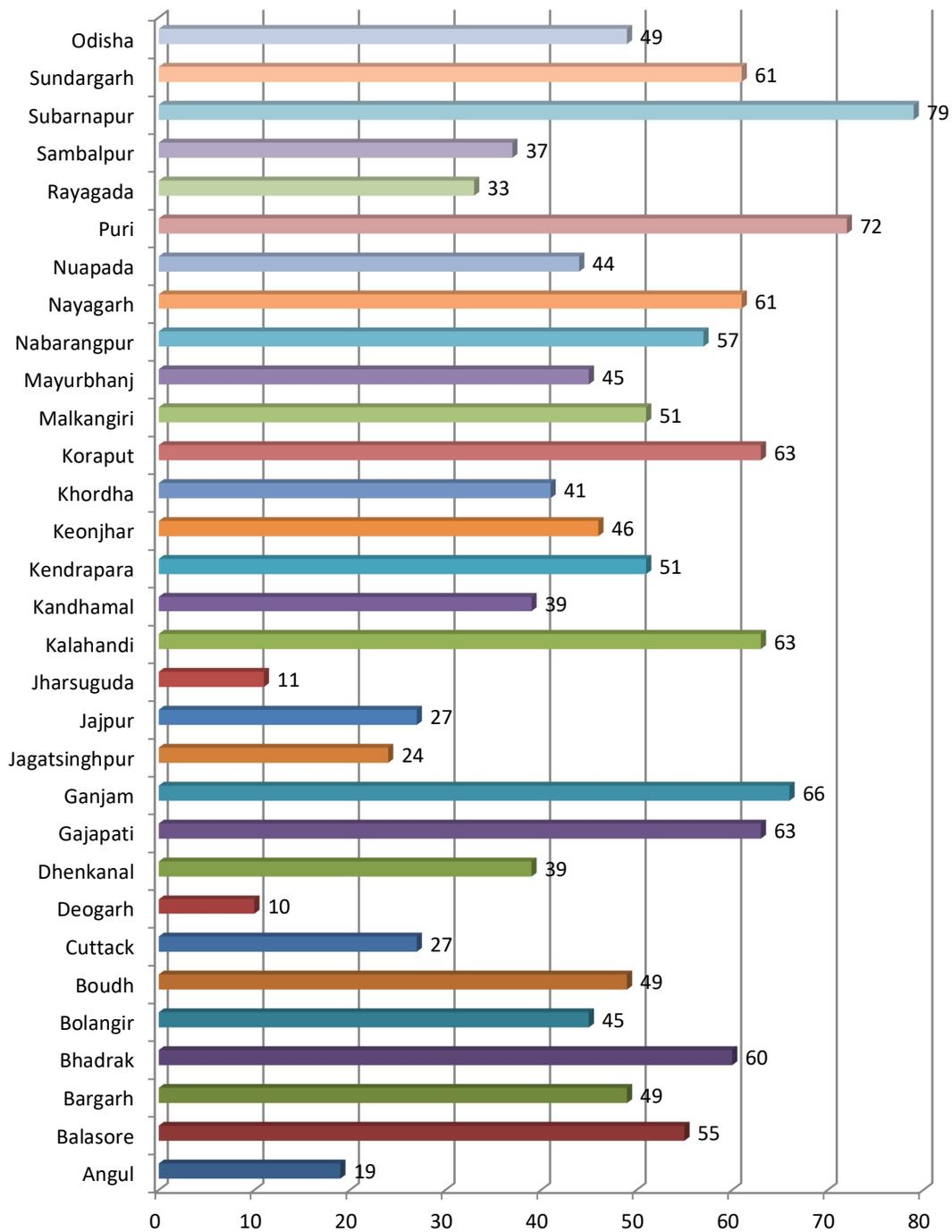
The above Table reveals that in the 6 sample districts i.e. Kalahandi, Kandhamal, Keonjhar, Koraput, Malkangiri and Sundargarh , 2043 candidates have completed the training course out of which number boys is 672 and that of girls is 1371. The percentage of boys and girls are 33% and 67% respectively. The percentage of placement is 55% for all the sample districts. With respect to placement Koraput and Kalahnadi districts have achieved the highest percentage i.e. 63% each followed by Sundargarh (61%), Malkangiri (51%), Keonjhar (46%) and Kandhamal 39%. During interaction with the pass out trainees in Baliguda as well as the ITDA officials and PIA coordinators that the trainees in Kandhamal are not interested to go out of their locality for job rather most of them are interested in self employment staying in their native place.

The Table below represents the status of placement of the candidates' undergone training during last 3 years i.e. 2016-17 to 2018-19 in all 30 districts of the state as per the information available with the OSFDC. It is revealed from the Table below that 6150 candidates have undergone training out of which share of boys is 2277 (37%) and girls is 3873 (63%). It is observed that the percentage of participation of the girls in the training is more in comparison to boys in most of the districts excepting Balasore, Bolangir, Gajapati, Jharsuguda, Malkangiri and Rayagada mainly due to enrollment of boys in Driving and Mechanic and Security Guard in these districts. The placement of the trainees has achieved up to 49% as a whole in the state. It is observed that the share of placement is highest in Sambalpur district (79%) and lowest in Deogarh district (10%). The percentage of placement is limited to 10 to 20% in 3 districts, 21 to 40% in 7 districts, 41 to 60% in 11 districts and 61 to 79% in 8 districts.

Table - 7.2: District-wise Status of Placement during last 3 Years
(2016-17 to 2018-19)

Sl. No.	District from which candidates selected	Boys	Girls	Total Achievement	Placement	% of Placement
1	Angul	41	112	153	29	19
2	Balasore	82	66	148	81	55
3	Bargarh	43	52	95	47	49
4	Bhadrak	47	90	137	82	60
5	Bolangir	81	40	121	54	45
6	Boudh	11	40	51	25	49
7	Cuttack	39	116	155	42	27
8	Deogarh	20	20	40	4	10
9	Dhenkanal	30	67	97	38	39
10	Gajapati	140	51	191	121	63
11	Ganjam	113	139	252	167	66
12	Jagatsinghpur	31	64	95	23	24
13	Jajpur	39	153	192	52	27
14	Jharsuguda	53	10	63	7	11
15	Kalahandi	100	190	290	182	63
16	Kandhamal	16	254	270	104	39
17	Kendrapara	13	72	85	43	51
18	Keonjhar	189	225	414	192	46
19	Khordha	38	76	114	47	41
20	Koraput	132	241	373	236	63
21	Malkangiri	115	93	208	106	51
22	Mayurbhanj	299	466	765	347	45
23	Nabarangpur	67	330	397	228	57
24	Nayagarh	19	22	41	25	61
25	Nuapada	26	26	52	23	44
26	Puri	14	169	183	131	72
27	Rayagada	303	137	440	146	33
28	Sambalpur	44	153	197	72	37
29	Subarnapur	12	31	43	34	79
30	Sundargarh	120	368	488	297	61
Total		2277 (37%)	3873 (63%)	6150 (100%)	2985	49

The pictorial representation of the district-wise status of placement during last 3 years i.e. 2016-17 to 2018-19 is given below.

District-wise Status of Placement (%) during last 3 Years (2016-17 to 2018-19)

District	Value
Odisha	49
Sundargarh	61
Subarnapur	79
Sambalpur	37
Rayagada	33
Puri	72
Nuapada	44
Nayagarh	61
Nabarangpur	57
Mayurbhanj	45
Malkangiri	51
Koraput	63
Khordha	41
Keonjhar	46
Kendrapara	51
Kandhamal	39
Kalahandi	63
Jharsuguda	11
Jajpur	27
Jagatsinghpur	24
Ganjam	66
Gajapati	63
Dhenkanal	39
Deogarh	10
Cuttack	27
Boudh	49
Bolangir	45
Bhadrak	60
Bargarh	49
Balasore	55
Angul	19

Table – 7.3: Project Implementation Agency (PIA)-wise Status of Placement during last 3 Years (2016-17 to 2018-19)

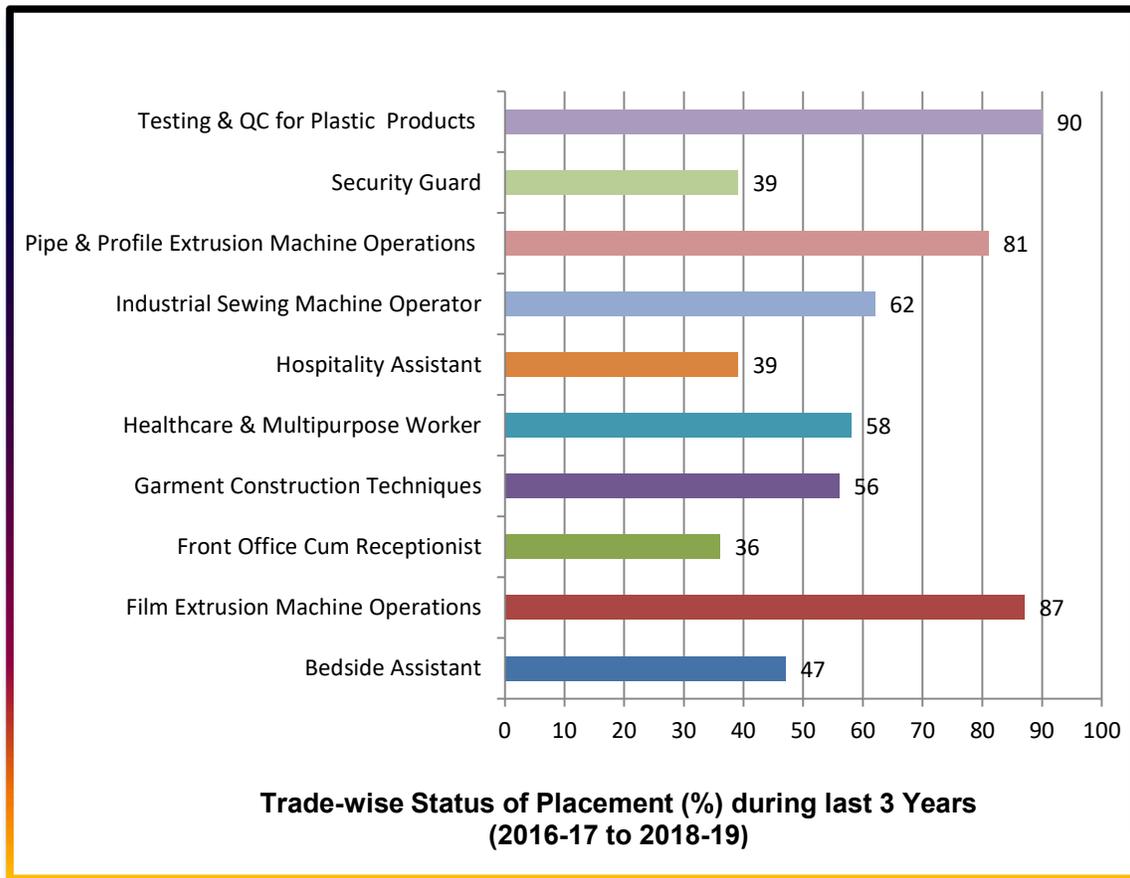| Sl. No.	Candidates Allotted to PIAs	Boys	Girls	Total Achievement	Placement	% of Placement
1	ABBEY WEST	68	177	245	90	37
2	ACE	8	84	92	44	48
3	AISECT	0	90	90	19	21
4	APPTC	52	3	55	48	87
5	ASMACS	88	62	150	72	48
6	ASTM	171	28	199	87	44
7	BCT	115	40	155	20	13
8	CCD	90	132	222	51	23
9	CIPET I	42	3	45	37	82
10	CIPET II	37	11	48	43	90
11	CTED	47	139	186	99	53
12	DATAPRO	41	40	81	58	72
13	EMP. PRAGATI	24	171	195	55	28
14	ET&T	77	230	307	99	32
15	FOCUS	28	126	154	85	55
16	GCHM	211	120	331	195	59
17	GRAS	100	54	154	25	16
18	HDF	10	0	10	0	0
19	IIIM	20	0	20	0	0
20	IIS	126	0	126	45	36
21	KHURDA School of Nursing	3	167	170	143	84
22	KIIT	43	211	254	15	6
23	KSN	19	145	164	113	69
24	NARLA ITC	53	149	202	158	78
25	PCIT	97	139	236	133	56
26	PLANET SOLUTION	69	164	233	151	65
27	PRIYANKA	6	124	130	52	40
28	PURI School of Nursing	41	296	337	268	80
29	SANTOSHI	21	127	148	79	53
30	SANTUKA	69	62	131	48	37
31	SATYAM	111	221	332	279	84
32	SB TRUST	12	246	258	86	33
33	SEMIOTICS	18	70	88	33	38
34	SHREE TECH	84	10	94	26	28
35	SITD	181	93	274	107	39
36	UPASANA	95	139	234	122	52
	Total	**2277**	**3873**	**6150**	**2985**	**49**

The above Table reveals that 36 Project Implementing Agencies (PIAs) have been selected to impart trainings under PLET in the entire State. When the enrollment status is analysed, it is observed that 10 PIAs have enrolled less than 100 trainees each, 14 PIAs have enrolled 100 to 200 trainees each and 10 PIAs have imparted training to 200 to 300 candidates each in last 3 years i.e. 2016-17 to 2018-19. Only 3 PIAs like ET&T, Satyam and GCHM have enrolled 307, 331 and 332 trainees respectively. Out of the 36 PIAs it is observed from the above Table that 6 PIAs like PURI School of Nursing, CIPET I, KHURDA School of Nursing, SATYAM, APPTC, CIPET II, DATAPRO and NARLA ITC have achieved 71 to 90% placement of the trainees. Besides, 12 PIAs have achieved placement of 40 to 70% and 11 PIAs have achieved 20 to 39% and rest 5 PIAs have shown miserable achievement like 0 to 16%. Two PIAs namely HDF and IIIM have enrolled only 10 and 20 boys respectively but have not arranged any placement for the trainees. It is recommended that the PIAs with miserable placement result may not be considered for selection as PIA. Besides, the information provided by the PIAs with regard to placement, salary and sustainability need to be checked thoroughly instead of taking their report for documentation. During field visit and visit to the PIAs and interaction with some pass out trainees, it was understood that suitable jobs have not been provided to the pass out trainees, salary is not satisfactory, even minimum wage is not given and not placed in reputed firms as mentioned in the ToR. In some cases the PIAs submit the report indicating 70% achievement to the First Party (ITDA/ District Manager, OSFDC) which are accepted and forwarded to the concerned head offices without any cross check of the reports.

Table - 7.4: Trade-wise Status of Placement during last 3 Years (2016-17 to 2018-19)

Sl. No.	Trade	Boys	Girls	Total Achievement	Place ment	% of Place ment
1	Bedside Assistant	203	850	1053	498	47
2	Film Extrusion Machine Operations (FEMO)	64	3	67	58	87
3	Front Office cum Receptionist	587	591	1178	424	36
4	Garment Construction Techniques	121	499	620	350	56
5	Healthcare & Multipurpose Worker	163	922	1085	629	58
6	Hospitality Assistant	511	549	1060	417	39
7	Industrial Sewing Machine Operator	188	445	633	392	62
8	Pipe & Profile Extrusion Machine Operations (PPEMO)	28	3	31	25	81
9	Security Guard	373	0	373	147	39
10	Testing & Quality Control for Plastics Materials & Products (TQC)	39	11	50	45	90
	Total	**2277**	**3873**	**6150**	**2985**	**49**

The above Table reveals that 80 – 90% placement is available for the trainees gone through the courses like Film Extrusion Machine Operations (FEMO), Pipe & Profile Extrusion Machine Operations (PPEMO), and Testing& Quality Control for Plastics Materials & Products (TQC) conducted by CIPET I or CIPET II. Keeping aside this PIA under Government sector, Garment Construction Techniques provides 56% placement, Healthcare & Multipurpose Worker provides 58% placement, Industrial Sewing Machine Operator provides 62% placement and Bedside Assistant provides 47% placement. These are the major sector of the trades offered by the PIAs gained popularity considering the placement record. Share of other trades like Front Office Cum Receptionist, Hospitality Assistant, and Security Guard accounts for 36 to 39% with respect to placement. The primary sectors of trade for boys are FEMO, TQC, Security Guard and Front Office-cum-Receptionist keeping in view the placement status. The major sectors of trade for girls are Bedside Assistant, Healthcare & Multipurpose Worker, Hospitality Assistant, Bedside Assistant, Garment Construction Technique, and Industrial Sewing Machine Operator.

The Trade-wise Status of Placement during last 3 Years (2016-17 to 2018-19) as given in the above Table is represented in Bar Diagram below.

Trade-wise Status of Placement (%) during last 3 Years (2016-17 to 2018-19)

Chart data:
- Testing & QC for Plastic Products: 90
- Security Guard: 39
- Pipe & Profile Extrusion Machine Operations: 81
- Industrial Sewing Machine Operator: 62
- Hospitality Assistant: 39
- Healthcare & Multipurpose Worker: 58
- Garment Construction Techniques: 56
- Front Office Cum Receptionist: 36
- Film Extrusion Machine Operations: 87
- Bedside Assistant: 47

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CASE STUDIES

Upasana Education Trust, Baliguda

Upasana Education Trust has been approved by the OSFDC for imparting Placement Linked Employability Training in Baliguda with the guidance and supervision of ITDA, Baliguda. Upasana Education Trust has several branches all over the State. The Training Centre has imparted Domestic Sewing Machine Operator to 55 girl candidates during 2016-17. Sri Khirod Chandra Behera is the Training Centre in-charge in Baliguda Centre. It was understood from the Centre Incharge that during 2017-18 and 2018-19, no training under PLET was assigned to this Centre. During 2019-20, no funds has been received by the ITDA, Baliguda for conducting any training under PLET.

Around 10 candidates who have already completed the course during 2016-17 were interacted in the Training Centre premises. The candidates came to know about the training programme from their neighboures, staff of the training centre as well as through awareness programme of the Training c entre. It was understood that no assurance was given to the candidates with regard to placement after successful completion of the 3-month training course. During interaction with the candidates it was revealed that all were day scholars and no provision of hostel or food was made for the candidates. The candidates were supplied with one pair of dress during the training. During discussion it was understood that most of the candidates availed

such training are self employed in their native places having sewing machine of their own and are well acquainted with designing of dress for girls and meet the requirement of females and other household items. The average earning ranges from Rs.4000 to Rs.10,000 per month taking in to account the festive seasons and beginning of academic session. The candidates are not interested to go outside of their native place for employment as their income from the self engagement is sufficient for them to manage their own expenses as well as share the household expenses. The pass out candidates expressed their interest to go in for higher training on dress designing so as to make them updated with the increasing demand of the customers. The Sikshya Bharati Trust has also imparted Industrial Sewing Machine Operator under Placement Linked Employability Training (PLET) for 60 days during 27.1.2018 to 27.3.2018 to girl candidates with the objective to increase their skill in tailoring and dress designing but no tie-up has been arranged with any of the dress designing firms or any other employment provider. In both the Training Centres class room facilities have been provided with long bench and long desk and trained teachers for imparting both theory and practical trainings. Adequate number of sewing machines, both domestics and industrial, are available for practical training. Since the girl candidates are not interested to go out of their native places, and they get satisfactory income operating from home, there is no demand for placement after completion of the course and the Training Centres do not take interest for providing employment after completion of the training.

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Basanta Devi Charitable Trust in Keonjhar

Basanta Devi Charitable Trust is the approved Training Centre (PIA) for imparting training on Data Entry Operator of 3-month duration and Driving-cum-Mechanic for 4 months. Ms Shibashrita Swain is the Centre Manager. The PIA is continuing since 2015-16 and have enrolled 40 boys and girls sponsored by the ITDA, Keonjhar during 2015-16 under PLET. The PIA is a double storied building located on the sub-road with good premises. The class rooms are equipped with chairs with writing space and the separate dining hall also available with table and chair facility. The hygienic condition of the kitchen as well as dining hall is very good. The hostel is available in the same premises on the first floor along with adequate number of toilets with good hygienic condition. During the continuance of the DEO training course, 2 Instructors for

practical and theory classes with graduation in Commerce with PGDCA certificate. In addition, one Skill Development Trainer was available who has been trained from Rural Self Employment Training Centre operated by the Bank of India. After completion of training, 8 boys and 20 girls got job as data Entry Operator in Shambhunath Consultancy in Keonjhar. Interacted with former trainee Ms Kabita Das of Ghatagaon who was engaged through placement of the PIA during September, 2016 with a salary of Rs.4000/- per month and it was enhanced to Rs.5000/- per month when she left the job during December, 2018. As understood during interaction, Ms. Kabita expressed that she left the job after more than 2 years and took admission in 3-month course of Computer Teacher in Keonjhar branch of All India IT Association for which she paid Rs.40,000/- to the All India IT

Association training centre in Keonjhar branch. Another Trainee Ms Puspalata Nayak employed in Shambhunath Consultancy during 2016 also left the job during 2017 for availing OAS coaching in Rourkela. Similarly, Pramila Nayak was placed as DEO in Big Bazaar, Keonjhar with salary of Rs.5500/- per month and subsequently

left the job due to her marriage. Sri Chinmay Kumar Nayak, a native of Padampur around 12 km from Keonjhar, also placed as Computer Teacher after completion of the DEO training course in Bhubanananda Public School in Keonjhar

during 2018 with a salary of Rs.4000/- per month and subsequently left this job and joined as Subject Teacher (Science) in Government UP School, Jhumpura with salary of Rs.7200/- per month. Because of this qualification of +2 Science and CT Training he got this job in Government UP School and continuing since last one and

half year. However, the ITDA could have restricted the admission of such candidates who have undergone other training courses. Another trainee, Bapuna Fadukar was also interacted who has undergone Driving cum-Mechanic Training under PLET for 4 months and placed in job in the same PIA i.e.

Basanta Devi Charitable Trust as Driver-cum-Mechanic with a salary of Rs.5000/- per month. During interaction, it was understood that the candidates are interested in Driver-cum-Mechanic Training only due to scope of arranging Driving License with the support of the PIA. They are mostly not interested for a job rather they are interested in getting DL and driving their own or hired vehicles out of which they get good earnings. This institute remits salary of the staff in the bank account of all the employees. It was observed from Visitor's register that the Project Manager, ITDA has regularly visited every month during March to June, 2019. PA, ITDA also visited on 11th July, 2019 and distributed certificates to the pass out candidates. The PIA is equipped with Biometric Devices as well as Register for recording attendance and also CC camera. As revealed from the pass out students, the accommodation, food, toilet facility, dining and kitchen facilities are satisfactory and the cooperation and guidance of the Centre Manager, Instructors and other staff is good.

* * *

ET&T in Keonjhar

ET&T is the Training Institute (PIA) selected by the OSFDC for Front Office-cum-Receptionist Training where 20 girl candidates have been sponsored by the DWO-cum-District Manager, OSFDC, Keonjhar to its Keonjhar branch. The PIA, in Keonjhar, a two storied building, is located on a sub-road. Sri Sudipta Kumar Sahu, a graduate in ARTs is acting as the Centre Manager. The training is 3-

month duration commenced on 27.7.2019 and completed on 30.10.2019 utilising the funds allocated during the last year. During the day of visit it was observed that 5 candidates were absent with permission of the administration. Conducted a group discussion with the trainees. The trainees are satisfied with the cooperation of the instructors and staff. The facilities in the class room and hostel are satisfied. The class room is provided with chairs with writing support in adequate number. The candidates have been supplied with 2 sets of dress, study materials. The girls' hostel is located in the same building. Cots are provided in the hostel for each candidate. There is provision of kitchen with good hygienic condition but no specific dining hall is provided. The space under the portico is used as dining hall with benches and desks with temporary cover from all sides. The condition of dining space and benches and desks are not hygienic and environment is not healthy. Mostly the trainees use their hostel rooms for dinning purpose. As observed and as interacted with the candidates, the toilets are available in adequate number and condition is good and maintained regularly. The laboratory is provided with charts and posters. The laboratory for Industrial Sewing machine Operator is well equipped with industrial sewing machines and computer lab with good number of computers to provide soft skill training in 1:1 ratio to the trainees. There is provision of biometric attendance device and also CC camera in the class room and premises. Hostel Warden has been engaged to look after the trainees. Although the training is about to close shortly, no tie-up arrangement with different organizations for placement after the completion of the training has been made till the date of visit i.e. last week of October. It was learnt that the negotiation for tie up arrangement is under progress by their head office at Bhubaneswar. This batch of 20 candidates is the first batch on Hospitality and Front Office Reception, the tie-up process is yet continuing.

The Centre has also completed the course on Industrial Sewing machine Operator for the girl candidates sponsored by the ITDA, Keonjhar and 9 girls have been placed in ACE Apparel in Thirukundalam of Tamilnadu after successful completion of the course. Talked to Nibedita Mallick through video calling ascertained that 9 girls joined in this organization 4 months back with salary of Rs.5000 to Rs.6000/- depending on the category of job. Out of 9 girls, one left the job due to illness. As ascertained during video calling, free accommodation and food in subsidized rate i.e. Rs.15/- per day is provided by the organization in addition to health care. The employed girls are satisfied with the job and remuneration and other facilities like accommodation.

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Picture speaks the success story –
Gram Tarang – A model Training Institute in Keonjhar

Industrial Sewing Machine Operator training is under implementation in Gram Tarang, a training institute in Naranpur, Keonjhar where 40 girl candidates are continuing the training. It imparts training on employability scheme operating under Din Dayal Upadhay and Gramin

Koushalya Yojana under Ministry of Rural Development, Government of India. This course has been funded by the ORMAS. The Institute is facilitated by the Centurion University. All the 40 girls under the training have been suitably placed in different

organizations like Aditya Birla garments in Bengaluru, Shahi Export in Bengaluru, Quantum Knits in Tirupur, Tamil Nadu, Loocust Incorp Apparel Export Pvt Ltd in Tirupur, Tamil Nadu. The salary of the pass out trainees after placement ranges from

Rs.8,500 to Rs.10,500/- depending on the skill and type of work assigned. In addition to salary, the candidates get accommodation and food at subsidized rate, medical facility, EIC and EPF as per rule. The Training Centre keeps close liaison with the placed candidates and provide solution for the problem they face, generally during the initial stages.

The class room of the Training Centre is well maintained. The laboratory of Industrial Sewing Machine Operator is also well maintained with Industrial sewing machines with 1:1 machine and trainee ratio. In addition to sewing machine Operator training, Soft skill, Behavioral

Change and English trainings are also imparted for which Ms Alakananda Sahu is placed in the Institute.

The Computer laboratory is also facilitating the candidates to undergo soft skill training. The candidates are very much satisfied with the training imparted on soft skill, spoken English and behavioral change.

The hostel for the girls is also well maintained and condition is quite hygienic. Each candidate is provided with cot and bed, dress, study materials, bags by the training centre. There is separate dining hall on the ground floor with facilities of dining tables and chairs. The drinking water is equipped with aqua-guard facility.


The candidates are free to write their comment with regard to food quality in a register available in the dining hall. The management takes necessary steps to rectify the problem and quality of food. Day-wise food menu has been displayed distinctly in the dining hall. During interaction with the candidates it was understood that the food is provided as per the menu chart and quality of food is very good. The candidates are satisfied with the facilities provided in the hostel including toilets,
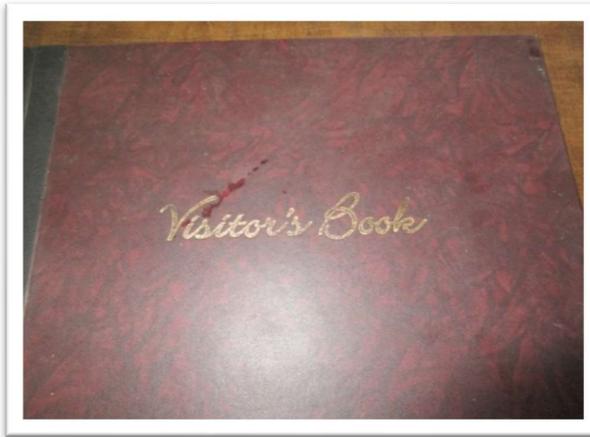
dining, kitchen with respect to space, number of toilets and hygienic condition.

The Toll Free Number of ORMAS has been displayed in a common place and the candidates are independent to call over the Toll Free Number for any problem they
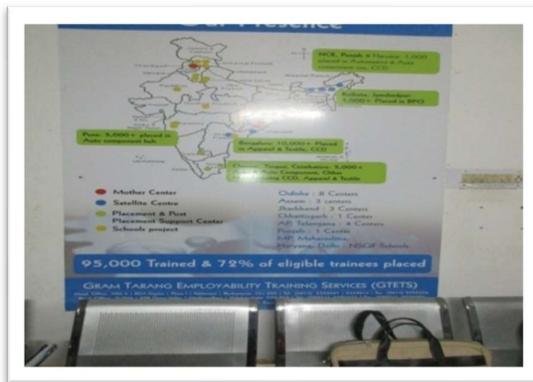
face during their stay, either on class room and training aspects or hostel facilities and food etc. The Visitors Book is available in the Training Centre which is regularly used.

The details of the placement of the pass out candidates have been displayed to encourage the trainee candidates.
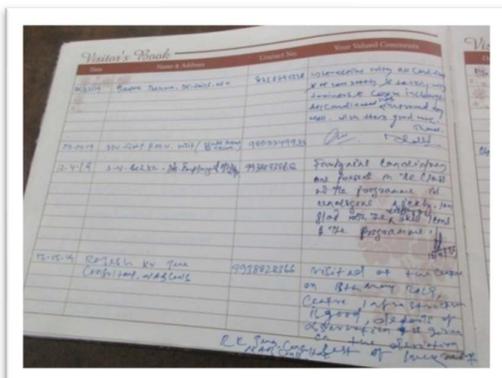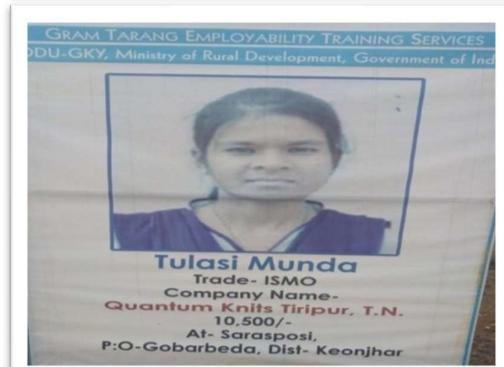
Gram Tarang in Keonjhar is a model training centre with respect to infra-structure, training facilities, trainers, hostel facility, dining and kitchen as well as the aesthetic value of the campus.

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Satyam Skill Development Pvt Ltd, Bhawanipatna

The Training centre is located at a prominent place on the main road in Bhawanipatna town. The training centre is operating on the 2nd and 3rd floor of a hired building. The Coordinator of the Training Centre is Dipak Kumar Polo who is only HSC passed as he informed. Two courses under PLET sponsored by the DWO,
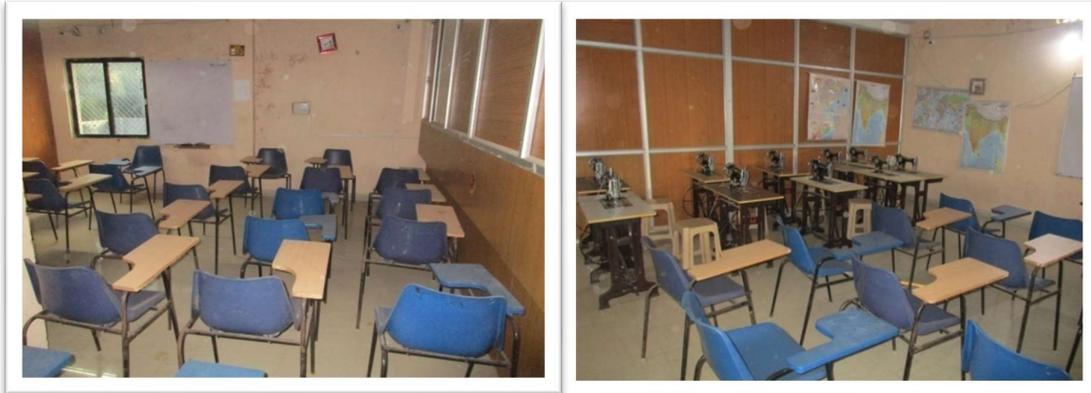
Kalahandi were under execution i.e. Garment Construction and Technique and Front Office Receptionist. Both the courses of 3 month duration were implemented during 6thb March to 5th June during 2019. Under garment Construction and Technique, 25 boys and girls were enrolled where as under Front Office Receptionist, 30 boys and girls were enrolled as revealed during interaction with the Centre Coordinator.

Besides, Bedside Assistant course was executed during 6th November, 2018 to 20th February, 2019 with enrollment of 14 girls and 11 boys under PLET. The Centre Coordinator was failed to produce any document during the visit of the Evaluation Team like candidate registration and enrollment register, attendance register, visitor's register, placement records to the Evaluation team. The explanation of the Centre Coordinator for non production of the documents was that all the records have been sent to their head office and no copies are available in the branch centre which is not acceptable. It is presumed that the database management is not at all satisfactory. The condition of the classroom is manageable but the condition of the hostel on the 3rd floor is not up to the mark. Minimum facilities like cot, toilet @ 1 for 10 candidates are not available. The candidates are supposed to sleep on the floor on beds only. The hygienic condition of the hostel rooms, toilets is very much dissatisfactory. The bags provided to the candidates are of very poor quality as seen from the samples available. There is no hygienic kitchen room and also no dining room for the trainees. It is understood that care has not been taken by the DWO to examine the facilities arranged to be provided to the trainees. It is also supposed that no midterm verification or inspection has been made by the DWO. The explanation of conducting

midterm tests of the trainees as explained by the Centre Coordinator is not satisfactory. The sewing Machines used for practical purpose for Garment Construction and Techniques are domestic sewing machines and not industrial. Hence, before allotment of the training courses to such training centres, the DWO should take adequate care to examine all aspects like infrastructure, training facilities, qualification and status of training of the Trainers, hostel facilities, food quality and distribution of study materials and dress. The DWO may examine and approve the quality of such materials meant for distribution to the trainees. The placement situation is also very much dissatisfactory as no document could be made available to the Evaluation Team and simultaneously the Centre Coordinator is not in touch with the candidates already place, if at all. The Centre

Coordinator provided 4 names (3 boys and 1 girl such as Sritam Harpal, Gopabandhu Jal, Rukmani Bihari and Dolamani Bag) under Bedside Assistant and 4 names (3 boys and 1 girl such as Dipan Hanspal, Kumudini Tandi, Ripu Jal, Biswajit Sunani) under Garment Construction but could not be able to indicate the organization/ firm where they have been placed. Although the Centre Coordinator provided the phone numbers of such candidates, but he could not be able to contact any one of them. Under the circumstances, he explained that the candidates might have changed their phone numbers. Hence, it is understood that the Centre has no link with the pass out candidates and the information regarding placement is also doubtful. It is suggested that the activities of such Training Centres need to be closely monitored.

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Centre for Career Development, Bhawanipatna

Centre for Career Development with its head office at Cuttack started functioning at Bhawanipatna since November, 2018 and imparts training on Domestic Electrical (4-month course) and Multipurpose Health Worker (3 month course). Sri Bhandeswar Mahapatra is the Centre Coordinator. The Centre is located on the sub-road in a two-storied building. For Domestic Electrical training, Sri Showhill Pradhan, a B.Tech pass out during 2018 and Lab Instructor Sri Abinash Mishra who has passed HSC and completed ITI were appointed. For Multipurpose Health Worker, Ms Rasmita Muduli is the Trainer who has passed +2 Arts and completed ANM from Vivekananda Charitable Trust, Junagarh. In addition, there are separate Trainers for Soft Skill and Spoken English with adequate academic qualification. Domestic Electrical Trainings have been conducted under Skill Development Training and two batches comprising of 55 candidates have been passed out. Out of first batch, 15 have been placed in job in the local area, especially for house wiring and out of which 5-6 have opened their own electrical shops and as such self employed. Out of the second batch, 13 candidates have been placed out which 8 placed in Mittal Industry.

Under Multipurpose Health Worker, 30

girl students were admitted sponsored by the PA, ITDA, Thuamul Rampur from Lanjigarh and Th. Rampur area. The course was continued for 3 months from 10th August to 9th November, 2019. During interaction with some pass out candidates it was revealed that they have been provided with Apron, one set of Dress, bag, Study Materials. The class rooms, practical labs are well maintained. During the training period, the trainees are given assignments and exams are conducted in both theory and practical almost every fortnight. The girls' hostel is located within the

same building where as the boys' hostel was taken on rant 300 metre away during the continuance of the course. The Hostel superintendent was placed for the Girls' hostel. The hostel rooms, toilets are also satisfactory. Condition of kitchen is also hygienic. Although no cots were provided, but beds have been provided to each candidate. The Training Centre comprises of two class rooms, two labs and one IT lab for both the courses. The class rooms have been provided with bench and desks to

accommodate 30 trainees. The Institute has taken steps for creation of awareness and motivating the candidates through their Community Mobiliser. Out of 30 pass out girl candidates of the previous batch (pass out during June, 2019) , 24 have been placed by the Institute during July, 2019 in Tech-Trick Job

Academy, Bhubaneswar but subsequently 9 left due to their family problem. Also distance of Bhubaneswar is another factor to leave the job. Two candidates, namely Ranjita Majhi and Archana Majhi, already placed in Tech-Trick Job Academy, Bhubaneswar were interacted personally in the Training Centre. They have been placed with remuneration of Rs.6500/- per month out of which ESI and EPF are deducted as per rule. The Training Centre has opened bank account in their name where the salary is credited by the placement organizations. Being engaged by the organization they extend their assistance in nursing and health care in the individual household to the patient. They have been provided with free accommodation and free food during their job in the house where they are engaged. During the lean period, when they don't have engagement, the organizations take care and accommodate them free of cost in their hostel.

During interaction with the pass out candidates in group as well as individual, it was ascertained that they are satisfied with job and remuneration. Also the facilities provided in the Training Centre and hostel during their stay was very good. During the training period the Training Centre also takes care for the co-curricular activities of the candidates and encourages them for the activities like song and dance and also arranges picnic for the trainees. The Training Centre maintains the system of taking attendance both in attendance register as well as through bio-metric system. The activities of the Centre are monitored by the CC camera.
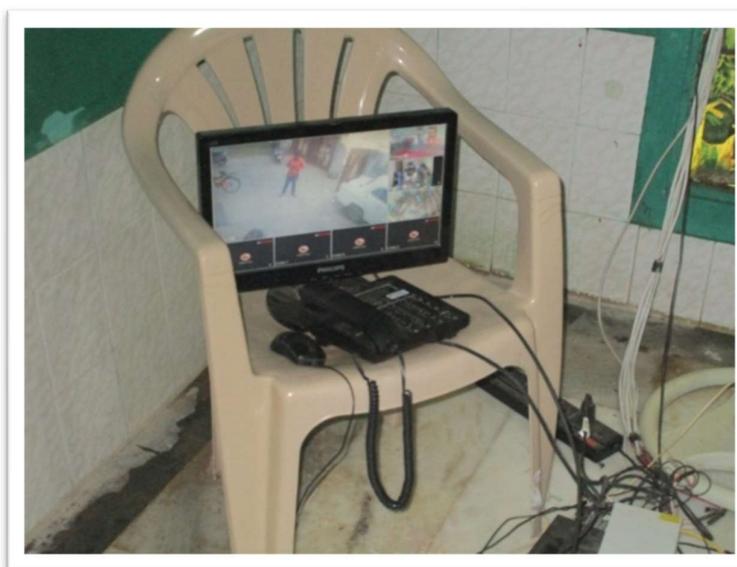
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Global College of Hotel Management, Jeypore

Global College of Hotel Management (GCHM), Jeypore was established during 2017-18 and conducted two courses on Hospitality Assistant during 2017-18 and 2018-19 under PLET. During 2017-18, 30 girl candidates were enrolled out of which 22 got placements in MRT Home Care Service, Hyderabad after successful completion of the training. In addition, 12 boys and 18 girls have also completed Front Office-cum-Receptionist out of which 22 got placements in MRT Home Care Service, Hyderabad. This organization has tie up arrangement with GCHM for placement. The Training Centre has one class room of 30 capacity facilitated with study chairs, one computer lab for soft skill training and training linked with Front Office Receptionist and one practical lab. In addition to practical classes in the premises, the trainees are imparted with practical training in Radha Krushna Hotel in Jeypore. Although the training centre still exists, the hostel has been closed after completion of the training. Interacted with Ms Samala Pamia, one pass out girl who has already been placed and joined in MRT Home Care, Hyderabad during July, 2019 after completion of the training during April, 2019 during her visit to her native village Baliguda in Jeypore block. Her academic qualification is 10th fail. She has joined the job along with other 14 girls from the same Training Centre at a time. She joined the Training Institute through motivation by the Mobiliser engaged by the Training Centre. Ms Amita Khora, the Warden of the hostel accompanied all the 15 girls to MRT Home Care in L B Nagar of Hyderabad. They stayed in the hostel of MRT Home Care and after 5 days of staying, Ms Samala Pamia got job in a house for hospitality in same L B Nagar serving a woman patient suffering from
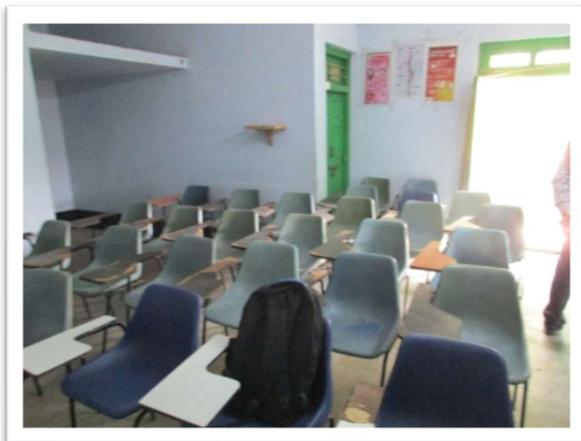
paralysis. During interaction, Ms Samala expressed that she is getting salary of Rs.10,000/- pm from the organization, MRT Home Care although started with Rs.8000/- per month. In addition she is provided with free accommodation and free food from the host. During the training period, the quality of training was quite satisfactory and facilities in the hostel were very good including cot, bed, food in hygienic condition with separate dining hall and condition of toilets are hygienic. The service provider will extend the facilities of EPF and ESI after completion of 6 months of job as it was understood during interaction. She can speak Hindi and a little of Telugu to manage her work. Out of her income, she has sent Rs.20,000/- to her parents for construction of RCC house for which her parents feel very happy. Visited the house of another girl Ms Tuni Pamia in the same village and

interacted with her parents as she was in Hyderabad at the time of visit if the Team. She is also working in the same organization and placed in a house for hospitality in LB Nagar with current salary of Rs.10,000/- per month although started with Rs.8000/- per month. Her parents are also very happy with the engagement of their daughter. Also interacted with Ms Padmini Pujari of Jeypore Town, over video calling, passed out from the same Training Centre during 2018. She is also placed in the same organization by the Training centre during 2018 and completed one and half year of engagement. She started her job with Rs.8000/- per month and currently getting Rs.15000/- per month. In all the cases it was observed that the primary source of income is from farming and secondary source of income is wage earning

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Centre for Career Development (CCD), Malkangiri

Centre for Career Development (CCD) is a good institute in Malakangiri started

functioning since 12th December, 2018 and running training courses on bed Side Assistant for both boys and girls and Front Office-cum-Receptionist for girls. During one year 180 girls and 30 boys have completed training on Bed Side Assistant in 4 batches and 30 girls have completed Front Office-cum-Receptionist training. The infrastructure of the Training Centre

is excellent with class room to freely accommodate 30 trainees at a time.

There are two class rooms with bench and desk and laboratory facility for the trainees.

Three Lady Trainers were engaged for Bed Side Assistant with qualification of General Nursing Midwifery (GNM) and Auxiliary Nursing Midwifery (ANM). A few candidates both boys and girls were available for interaction in the Training Centre on the day of visit of the Team. Out of 180 trainees under Bed Side Assistant, 163 have got placement

during one year and out of 30 trainees under Front Office-cum-Receptionist, 23 have

got placement with the effort of the Training Institute. Placements are provided with Pragati Home Care, Raipur and Sai Home Care, Damana, Bhubaneswar with Rs.8500 and 7500/- per month respectively.

Out of 30 trainees under Front Office-cum-Receptionist, 23 have got placement in ZION Consultancy, Raipur. All the girls and boys with placement are provided with free accommodation, free food and free health care. During interaction with the pass out candidates, it was ascertained that the training facilities and the cooperation of the training centre coordinator and trainers was excellent.

The facilities provided in the hostel were also excellent and appreciated by the pass out trainees. Each trainee was provided with cot, bed, dress, apron (for Bed Side Assistant), bag and training materials. The Boys' hostel was located at a distance of around 500 metres from the training centre. Hostel Warden was engaged during the training period in girls' hostel along with one lady Attendant-cum-Cook. The quality of food was very good as expressed by the trainees. The kitchen, dining and toilets were well maintained up to the satisfaction of the trainees. The food was provided as per the pre-fixed menu.TV and Aqua guard facilities were provided in the hostel. It was observed that the both boys and girls were satisfied with the Training Centre Infrastructure, training facilities and hostel facilities. CC camera, bio-metric attendance as well as physical attendance were maintained in the training centre.

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Priyanka Institute of Vocational Education, Koraput

Priyanka Institute of Vocational Education, with its head office in Angul district, started functioning during 2014-15 in Koraput. The Training Centre has imparted training on Tailoring, Tally, DTP, Mobile Repairing, Garment Construction Technique and Health Care-cum-Multipurpose Worker. During 2018-19, the Centre has conducted training on Garment Construction Technique and Health care-cum-Multipurpose
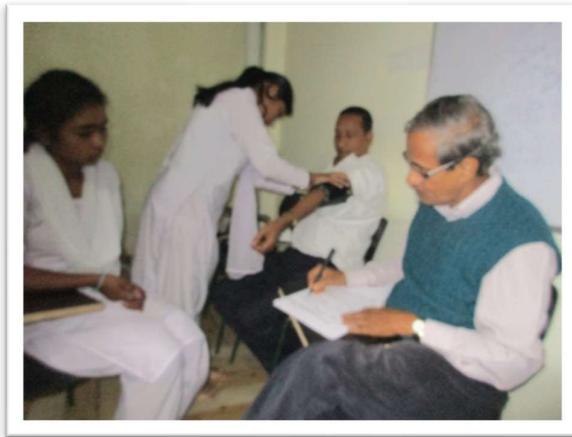
Worker for 90 candidates in each course. Ms Golapi Arati, the Trainer for Health Care-cum-Multipurpose Worker is a graduate with ANM training and for Garment Construction Technique, the trainer is Jyotsarani Sethy who is a graduate in Arts and undergone Diploma in Tailoring. As revealed during discussion with the pass out candidates of both the courses, the teaching methods, cooperation of the staff, practical trainings are very good. Pratima Sahoo is the Coordinator of the Training Institute who is very cordial and affectionate to the trainees as understood during interaction with the trainees. The trainees, as they expressed, feel home like environment in the institute during their stay and also keep link even after completion of the training course and got placement. The trainees have got dress, study materials, bag and apron in case of Health Care Training. Under Health Care, in addition to the practical class in the Training Centre, the trainees also attend Government Hospital for their experience and practice which is arranged by the institute.

The hostel facilities are excellent, as the trainees opined, including provision of cot to each trainee, space in the hostel rooms, food quality and quantity, hygienic condition of the kitchen, dining and toilets. The Training Institute as well as hostel are facilitated with biometric attendance and physical attendance. Hostel Warden is engaged to look after the boarders.

The Trainees under Garment Construction Technique are well equipped with the sewing Machines in the laboratory and are provided with fabrics and other needs for practical training. The trainees displayed their products to the Evaluation Team

which are attractive and it seems that they can be self employed and earn in their village or nearby towns. Out of 90 ST girl trainees under Garment Construction Technique of 2018-19 sessions, 42 have been placed in job in Reliance Smart Mall in Rayagada and Semilaiguda during 2019 with a salary of Rs.8534/- per month and all are still continuing. Similarly, under Health Care and Multipurpose Worker, out of 90 trainees, 8 have been placed in Sukino Health Care Solution, Bengaluru with salary of Rs.10000/- per month with free accommodation and fooding and 35 in Reliance Smart mall in Rayagada and Semiliguda during 2019 with the salary of Rs.8534/- per

month and all are continuing. Out of 8 girls placed in Sukino Health Care Solution, Bengaluru, 4 have already left because of the distance factor from their native place. Since most of the girls are not interested to leave their family and go to a long distance, the Institute has arranged their placement in Reliance Smart Mall in Rayagada and Semiliguda. During 2015-16, 12 girl candidates were enrolled in Garment Construction Technique and all of them got placement in M/s Shahi Export, Bengaluru just after completion of the training with a salary of Rs.7500/- per month. Out of 27 girls enrolled in Garment Construction Technique during 2016-17, 13 were placed in job but all of them quit the job. Out of 11 girls, enrolled during 2015-16

under Garment Construction Technique, no one could be placed in job. As whole, during 2015-16 to 2018-19, the percentage of placement is only 45%. In addition to the training classes, the centre also conducts Picnic, Song and Dance programme, Ganesh and Saraswati Puja and other national Festivals like Independence Day and Republic Day for the entertainment of the trainees.

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Upasana Education Trust in Malkangiri

Upasana Education Trust in Malkangiri is providing training only on Driving-cum-Mechanic. Currently 60 boys are under training as spill over training of 2018-19. Since 2015-16 to 2018-19, 390 ST boys have undergone the training and all have successfully completed. Out of 390 trainees enrolled during 2015-16 to 2018-19, 263 have got job with the effort of the Training Centre and as such the percentage of placement is 67%. During 2019-20, training for 60 boys is continuing.

The training Centre is located on the sub-road in a two stories building and the first floor is used for the training centre. Sri Ashok Biswas is the Centre Coordinator with 3 Trainers out of which one is B. Tech passed. The cooperation

and guidance of the staff is good as ascertained from the trainees. The Centre has maintained the physical and biometric attendance, enrollment register of the trainees and provided two sets of dress, study materials and bags to all the trainees. The trainees are from different blocks of Malkangiri district sponsored by the ITDA. During interaction with the trainees and trainers, it was revealed that the quality of training in class room and practical is satisfactory with provision of one class room

and one practical lab with instruments for repairing, parts of vehicle for training on practical aspects of repairing and two vehicles for driving training. The Training Centre facilitates for Driving License for the pass out trainees. The class room is equipped with ordinary plastic chairs without any provision for writing facility. The capacity of the class room is inadequate for the 60 trainees to sit comfortably. The hostel also exists on the same floor close to the class room. The facilities in the hostel are inadequate, unhygienic including toilets and uncomfortable. As the trainees interacted, the food is served as per the menu chart and quality of food is very good. Due to shortage of space

in the training centre, the food is brought from outside as no provision of kitchen is there in the training Centre. There is provision of TV and Aqua guard water facility in the training centre. There is no specific dining hall for the trainees. It was revealed during interaction with the Training Coordinator that the trainees after completion of training are placed with the owners of the local private vehicles with salary of Rs.6000/- per month with provision of food and accommodation by the owner of the vehicle as told by the Centre Coordinator. During last 4 years, out of 263 placements, 29 have left the job as they started their own business. It is observed that the Training Centre is not taking care for placement with branded organizations and as per their explanation the trainees are not interested to go out of the district.

* * *

Institute of Information Studies (IIS), Rourkela
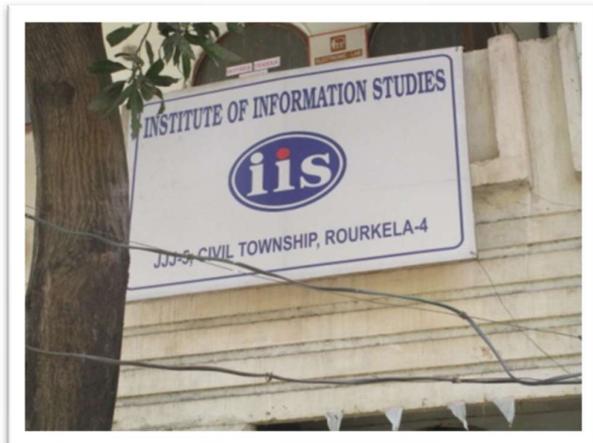
IIS, Rourkela has conducted trainings on Hospitality Assistant, Front Office-cum-receptionistand Health Care and Multipurpose Worker under PLET during 2018-19 and 2019-20. The staff of the Training Centre mobilizes the candidates at their village level for their enrollment. The Centre comprises of three floors and located on the main road. The maintenance of the training centre and facilities provided to the trainees in the class rooms and laboratories is excellent as observed during the visit. The Training Centre maintains physical and biometric attendance for the trainees including hostel. Counseling Register, Visitors' Register for

both hostel and Institute are maintained and produced for verification. The leave applications and application requesting permission to leave hostel are also maintained. Sri Pratap Kumar Nayak is engaged as Training Centre Coordinator. The Centre contains 2 class rooms of 30 sitting capacity and 4 labs including 2 for trainings

under SDT. The Soft Skill lab is equipped with 15 sets of computer. Study Chairs have been provided in the class rooms. The class rooms and practical labs are well maintained.

For the trainings under Hospitality Assistant and Front Office-cum-Receptionist, Ms Sunita Nag who has passed from Xavier's College of Hotel Management, Cuttack and Ms Tejaswini Panigrahi passed Hotel Management from DRIEMS, Cuttack. Ms Tanuja Sahu has completed ANM course and engaged for Health Care and Multipurpose Worker Training. The tie-up arrangement has been made with Reliance Smart and City Super Bazar in Rourkela, MI Mobile, Selurpeta, Visakhapatnam, Vesuj Patel Hospital and Health Care Hospital in Rourkela. One hostel with 30 capacity is available in the same building of the Training Centre. Besides, one more hostel exists

at 200 metre distance from the Training Centre. CC Camera, TV, Aqua guard water purifier have been installed in both the hostels. Proper hygienic environment is maintained in the kitchen, dining and toilets.

Adequate numbers of toilets are available to the trainees. During interaction with Punam Xaxana and Monima Tirkey, who have completed Hospitality Assistant Trade, it was understood that they have been placed in Health Care Hospital, Rourkela with salary of Rs.6000 per month with provision of free food and free accommodation. Sukri Khadia got placement in City Super Bazar with salary of Rs.4000 per month and worked from March to June and shifted to Vesuj Patel Hospital since July, 2019 with gross salary of Rs.8500 per month and still continuing. All these three trainees completed the course during December, 2018. It was revealed that, 60 girl candidates in 2 batches have completed Hospitality assistant Corse during 2018-19 out of which 49 have been placed and 31 are still continuing.

They are mostly placed in Hotel Suryans, Jajpur Road, Big Basket, Bengaluru, Vesuj Patel Hospital, Health Care hospital, J P Hotel, City Super Bazar, GharSansar Mart, Dr. Kakad Clinic, Laxmi Institute, Central Bazar and Flower Beauty Parlour in Rourkela as well as B-Zone in Bhubaneswar with salary ranging from Rs.4500 to Rs.8500 in the State and Rs.13000 in Bengaluru.

Under Front Office-cum-Receptionist, 20 girls have completed the training out of which placement has been finalized for 11 girls V R Enterprise, Visakhapatnam with salary of Rs.13000 per month and for 9 girls in Home Care in Rourkela, Sambalpur and Jharsuguda with Rs.8000 per month. They will join during January, 2020. In addition to trainings under PLET, the Institute has also maintained a well furnished Beauty Parlour as practical laboratory for training purpose under SDT. The Training Centre is conducting Gossip Circle Empowerment (GCE) every Saturday on different topics like women empowerment, effect of climate change etc to improve the skill of speaking and group discussion and make them smart in presenting their thought and knowledge. The Training Centre conducts Yoga classes and Yoga Day, Picnic, festive occasions like Diwali, Ganesh and Saraswati Puja, Independence Day and Republic Day, Swachha Bharat Abhiyan as well as Rangoli, Song & Dance Competition for the entertainment of the trainees.

* * *

ET &T, Sundargarh

ET&T at B T Road, Sundargarh is located on a sub-road on the first floor of a business complex. The practical training room with 5 sewing machines is located on the ground floor of the building in a shop like room facing to the road. The environment for training is not there in the practical laboratory rather it looks like a tailoring shop.

The Training Centre imparts training on Garment Construction Technology where only 7 girls have been enrolled sponsored by the OSFDC, Sundargarh. The Centre maintains only 5 domestic sewing machines in the practical room. Sri Prabhata Kumar Das is working as Centre Coordinator whose academic qualification is B. Sc and BCA. The Centre is comprising of 2 class rooms with Projector and study chair to accommodate 30 trainees and 2 Practical rooms, one for sewing machine and the other for computers. The Centre is conducting computer classes for the candidates other than PLET or SDT on its own effort. The 3-month Garment Construction Technique was started on 5th November, 2019 out of spillover funds of 2018-19. The flex banner on the front side of the Training Centre only indicates the Centre name but does not contain other information as per the prescribed format.

The facilities in the class rooms and maintenance of the office, class rooms and computer laboratory are very good. But no soft skill training is imparted as ascertained during visit.
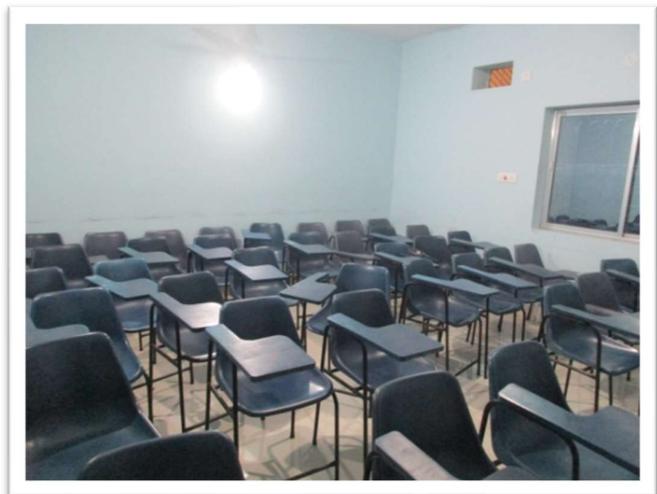
For training under garment Construction Technique, two trainers available are Sri Kusha Sahu and Sri Rajani Tirkey with academic qualification of +2 and training in

Sewing Machine Operator. But the Institutes from where they have been trained could not be ascertained.

Attendance is recorded in both biometric and physical form in the Training Centre but attendance is recorded in the hostel as only 7 candidates remain in the hostel. No tie-up arrangement has yet been made with any of the reputed industries.

The hostel facility for all the 7 girl trainees has been provided in a room of a building around 200 metres away from the Training Centre. During interaction with 2 girl candidates in the hostel, it was ascertained that they have come from Sundargarh and Hemgiri block

and the primary occupation of their family is farming. As it was observed the condition of hostel room and toilet is good. The food is cooked in the Training Centre and it is served in the training centre during breakfast and lunch and dinner is provided in the hostel. As the trainees expressed, the food quality is very good. The Centre needs to focus on the placement arrangement with reputed industries.

* * *

RECOMMENDATIONS,

WAY FORWARD

AND

CONCLUSION

Factors attributed towards Success or Failure of the Programme

The steps taken by the Government for skill development of the SC and ST category of rural youths, has definitely positive impact on them in upgrading their livelihood. The effort of the Government both with respect to policy making and financial outlay in the above sector is found to achieve good success and also poor success in different areas. A few factors attributed towards success of the programme and the factors those contribute towards the poor achievement are outlined below.

1. The first and foremost factor responsible to bring in success of the programme is the keen interest of the Executing Agencies like ITDAs and DWO-cum-District Manager, OSFDC.
2. Close monitoring of the activities of the PIAs has positive impact for success of the programme.
3. Regular visit of the PA, ITDA, DWO and other officials of the ITDA and DWO also contribute towards the success of the programme.
4. Maintenance of the Visitor's Register has also good impact in assessing the activities by the outsider and guiding the PIA in right direction.
5. The role of the Coordinators and Senior Officials from their head offices is crucial in making the PIA a successful unit starting from selection of trainees, their comfortable stay in the Training Centre and hostel and placement in reputed organizations.

The weaknesses of the PIAs in achieving the success as indicated below may be considered as factors for poor success or even failure of the programme.

1. Sometimes the trainees are selected to achieve the target of enrollment without proper assessment of their financial or social need.
2. Care is not taken by the PIAs in Selection of Trainers considering their academic and technical qualification as well as their experience in similar field. The role of the Executing Agencies in this aspect needs refinement.
3. Importance is not given in some PIAs towards soft skill development like Computer Literacy, Language, Interpersonal Skills, Behavioral Change relevant to the Trade for which the trainees, after placement, face difficulties to manage at their place of engagement.
4. Lacking in maintenance of database at the level of the PIAs and timely submission of the same to the Executing Agencies for effective monitoring and concurrent evaluation of the programme.
5. Lacking periodical assessment of the trainees and communicating the result to the Executing Agencies.

Recommendations for Better Implementation
of the Programme

The findings from the Chapters *Analysis of Data (Primary Sources), Analysis of Data (Secondary Sources)* and *Case Studies,* after detailed analysis and discussions, are outlined below as Recommendations for better and effective implementation of the PLET Programme.

12. Monitoring of the programme lacks due to staff constraint especially in the ITDAs which needs to be addressed.

13. Regular monitoring and evaluation by the executing agencies is lacking that need to be ensured.

14. Review meetings need be conducted by the Executing Agencies every month with the PIAs to assess their progress.

15. Hygienic environment to be maintained in Training centre as well as Hostel.

16. The PIAs without proper infrastructure may not be enrolled.

17. The PIAs with miserable past records of placement may not be allowed to continue.

18. Minimum academic and technical qualification for the trainers (ToT certified) need be ensured.

19. Assessment of trainees every fortnight be ensured and consolidated results to be provided to the concerned Executing Agencies (DWOs/ ITDAs)

20. The Biometric Attendance may be linked to the State/ District offices for assessment of attendance.

21. Attendance in the hostel and class room to the extent of 100% need be ensured through surprise checking and funds may be placed according to the actual attendance.

22. All documents to be preserved in hard copy as well as soft copy in the PIAs and produced to the visiting officials at any time during visit.

23. The PIAs need to maintain database on training and provide the progress and status to the Executing Agencies by 10th of every month.

24. The PIAs to maintain all records and documents starting from enrollment of candidates to placement and post-placement activities.

25. The trainees may be facilitated with a Toll-Free Phone number to inform their complaints/ suggestions which in turn helps in assessment of the activities of the PIAs.

26. Selection of PIAs may be limited to a few numbers considering their infrastructure, qualification and experience of the Trainers so that monitoring and supervision can be ensured to the maximum extent.

27. The trades with better placement facilities may be given importance for selection. The popular trades with scope of better placement as well as self employment need be considered and selected for training.

28. The PIAs need to groom up the trainees to be self sufficient and make them ready for self employment so that they can maintain their livelihood.

29. The PIAs need to take steps to present the pass-out candidates in the *Nijukti Melas* held at the block as well as district level to avail the scope of employment.

30. Extracurricular activities like debate, song, dance, drama may be encouraged to make the trainees smart as taken up by a few PIAs.

Way forward

1. Concurrent evaluation through monthly review meetings and regular visit to the PIAs need be conducted by the Executing Agencies to assess the progress and status of training.
2. Selection of PIAs may be limited to a few numbers considering their infrastructure, qualification and experience of the Trainers so that monitoring and supervision can be ensured to the maximum extent with better placement result.
3. Minimum academic and technical qualification for the trainers (ToT certified) need be ensured.
4. Funds may be placed with the PIAs according to the actual attendance in the hostel and class room through surprise checking both physical and biometric attendance.
5. Regular reporting to be ensured on status of training and hostel facilities to the Executing Agencies by 10th of succeeding month.
6. The PIAs need to take adequate steps to make the trainees ready to go for self employment so that the trainees not getting placement can maintain their livelihood.
7. Maintenance of database by the PIAs and submission of the database to the Executing Agencies need be ensured for documentation and analysis.

Conclusion

The objective of the Orissa skill development training and placement programme is to equip the rural youth with marketable skills that would ensure their guaranteed employment through a pre-designed placement avenue. No doubt, the steps taken by the government for skill development of the SC and ST category of rural youths, has definitely positive impact on them in upgrading their livelihood. The rural youths having a little of interest in the field of skill development and aims at increasing their livelihood and earnings are benefitted with the programme. The objective of the Orissa skill development training and placement programme is to equip the rural youth with marketable skills that would ensure their guaranteed employment through a pre-designed placement avenue.

It is observed from the database of last 3 years i.e. 2016-17 to 1018-19 maintained by the OSFDC that the percentage of boys and girls enrolled in training are 33% and 67% respectively in the sample districts. The percentage of placement is 55% for all the 6 sample districts. With respect to placement Koraput and Kalahnadi districts have achieved the highest percentage i.e. 63% each followed by Sundargarh (61%), Malkangiri (51%), Keonjhar (46%) and Kandhamal 39%.

The status of enrollment of the candidates in training during last 3 years i.e. 2016-17 to 2018-19 in all 30 districts of the state as per the information available with the OSFDC that the share of participation of the girls (63%) in the training is more in comparison to boys (37%). The placement of the trainees has been achieved up to 49% as a whole in the state. It is observed that the share of placement is highest in Sambalpur district (79%) and lowest in Deogarh district (10%). In some cases the PIAs submit the report indicating 70% achievement to the First Party (ITDA/ District Manager, OSFDC) which are accepted and forwarded to the concerned head offices without any cross check of the reports.

Keeping aside the cases of the PIAs under Government sector, Garment Construction Techniques provides 56% placement, Healthcare & Multipurpose Worker provides 58% placement, Industrial Sewing Machine Operator provides 62% placement and Bedside Assistant provides 47% placement. These are the major sector of the trades offered by the PIAs gained popularity considering the placement record. Share of other trades like Front Office Cum Receptionist, Hospitality Assistant, and Security Guard accounts for 36 to 39% with respect to placement.

It was observed from the study that almost 50% of the PIAs facilitated placement either inside or outside the state and the officials from the PIAs escort the pass-out trainees for

their joining in the place of engagement. It is observed that 63% of the trainees are continuing in the job and have sustainability in the job. The status of sustainability is more when the trainees are placed in reputed organizations either within the state or outside with good salary structure and other facilities like accommodation, food etc. The average sustainability is 63% where as the percentage of sustainability is 80-100% in maximum cases and it is as low as 16% also. As understood during interaction with the Coordinators of the PIAs, the low rate of sustainability or information not available about sustainability is mainly due to inaction and lack of interest of the PIAs. In such cases it is observed that the PIAs do not claim the last installment of funding as they are inactive in providing placement and also do not keep track of the placed candidates and follow the status, if at all placement is given.

In the sample districts, out of the information obtained from the DWOs and ITDAs, it is revealed that only 33% of the successful trainees have got placement in different organizations, either within the state or outside the State. So the achievement of placement of minimum norm of 70% of successful trainees is far below the target in respect of the sample districts.

* * *

MATRIX

Matrix showing Status of the PIAs

Sl. No	Name of the PIAs	% of Successful Trainees	% of placement	% of sustainability of placement	Views of the Trainees					If CC TV footage made available to the concerned Officials each month	If Video recording of Class Room, Lab and dining hall showing activities	If Tie-up established with any reputed industries	Facilities in Training Centre (as observed by Evaluation Team)
					Facilities in Training Centre	Quality of Training imparted	Food Quality in hostel	Dining Hall facility	Hygienic Condition				
	1	2	3	4	5	6	7	8	9	10	11	12	13
1	Upasana, Baliguda	100	100	70	Good	Very good	Very good	Good	Good	Does not arise	No	Yes	Good
2	Sikhya Bharati, Baliguda	100	100	70	Good	Very good	Good	Poor	Average	No	Yes	Yes	Good
3	Basantadevi Trust, Keonjhar	100	70	NA	No trainees available					Yes	Yes	No	Very good
4	Khurda School of Nursing, Keonjhar	100	59	95	Very good	Very good	Very good	Very good	Good	Yes	Yes	Yes	Good
5	ET&T, Keonjhar	100	75	100	Very good	Very good	Very good	Good	Very good	Yes	Yes	Yes	Very good
6	Narla ITC, Narla	99	69	51						No	Yes	No	Very good
7	CCD, Bhawanipatna @	100	80	85	Very good	Very good	Very good	Average	Good			Yes	Very good
8	Satyam, Bhawanipatna	Not available								No	No	No	Good
9	ACE, Bhawanipatna @	Not available										No	Very Good
10	Priyanka Institute, Koraput	100	41	75	Very good	Very good	Very good	Very good	Very good	No	Yes	No (under process)	Very good
11	Upasana, Koraput	Not available			Very good	Very good	Very good	Good	Good	No	Yes	No	Very good
12	Santuka, Koraput	88	47	64	Very good	Very good	Very good	Very good	Very good	Yes	Yes	Yes	Very good
13	Global College of Hotel Management, Jeypore @	100	73	100	No trainees available					No	No	Yes	Very good
14	ASTM, Jeypore #	Centre Closed										Yes	

Sl. No	Name of the PIAs	% of Successful Trainees	% of placement	% of sustainability of placement	Views of the Trainees					If CC TV footage made available to the concerned Officials each month	If Video recording of Class Room, Lab and dining hall showing activities	If Tie-up established with any reputed industries	Facilities in Training Centre (as observed by Evaluation Team)
					Facilities in Training Centre	Quality of Training imparted	Food Quality in hostel	Dining Hall facility	Hygienic Condition				
	1	2	3	4	5	6	7	8	9	10	11	12	13
15	Upasana, Malkangiri	100	67	89	Good	Good	Good	Average	Average	Does not arise	No	No	Good
16	Sikhya Bharati, Malkangiri	100	69	72	No trainees available					Yes	Yes	Yes	Very good
17	CCD, Malkangiri	100	78	100	No trainees available					No	No	Yes	Excellent
18	Satyam, Malkangiri	100	Not available		Very good	Very good	Very good	Very good	Good	Does not arise	No	Yes	Very good
19	SITD, Malkangiri @	100	42	84	Hostel closed							No	Very good
20	ET&T, Malkangiri #	Centre Closed										No	
21	ASTM, Rourkela #	100	73	NA	Centre Closed					No	No	Yes	
22	IIS, Rourkela	100	79	49	No trainees available					Does not arise	No	Yes	Excellent
23	AISECT, Rourkela	100	66	27	Very good	Very good	Very good	Very good	Very good	Yes	No	Yes	Very good
24	Upasana, Rourkela @	100	66	NA								No	Very good
25	Sikhya Bharati, Sundargarh #											Yes	
26	ET&T, Sundargarh	100	50	100	Very good	Very good	Very good	Very good	Good	No	Yes	No	Very good
27	Simiotic Computer Academy, Rajgangpur	100	73	78	Very good	Very good	Very good	Very good	Very good	No	Yes	Yes	Very good
28	ACE, Sundargarh @									Yes		No	Very good
29	Upasana, Sundargarh	100	100	NA	No trainees available					No	Yes	Yes	Very good
30	Priyanka Institute, Sundargarh	Started this year									Yes	Yes	Very good

Centre already closed   @ *Hostel already closed*

SCHEDULES

SCs & STs Research and Training Institute (SCSTRTI)
Effectiveness Study of Placement Linked Employment Training (PLET)

STATUS OF TRAINING CENTRE

DISTRICT -   **ITDA -**

1. Name of the Institute –

2. Location/ Address –

3. Period of Rent or Lease (Years) -   4. Is it Exclusive Training Centre? **(Yes/ No)**

5. Owned by the 2nd Party? **(Yes/ No)** - *(Type of Document produced)*

6. Affidavit Produced declaring free from Litigation?   **(Yes/ No)**   *(Submit Copy)*

7. Infrastructure Verification Report Furnished?   **(Yes/ No)**   *(Submit Copy)*

8. Trades Offered and
    duration (**month/hour**) 1.

                              2.

                              3.

9. No. of Class Rooms -   10. No. of Practical Lab –   11. Size of Class Room (sft)
-

12. Sitting Capacity -   13. Sitting Arrangement – *(Bench-Desk/ Chair–Table/ Study Chair)*

14. Practical Lab provided with minimum Tools and Equipments?   **(Yes/ No)**

15. Trade-wise List of Tools and Equipments available in Lab:

16. If Training Centre Coordinator Engaged **(Yes/ No)** Name –

17. List of Documents maintained and produced to the Evaluation Team:

18. Name-Board as per prescribed format exists? **(Yes/ No)**   (*Attach Photo*)

19. Facilities in Training Centre
    5. Excellent   4.Very Good 3.Good   2.Average   1.Poor

20. Maintenance of Training Centre –
    5. Excellent   4.Very Good 3.Good   2.Average   1.Poor

21. Technically upgraded? **(Yes/ No)** -*If Yes*, *give details.*
(Application of New Technology like Web-linking of Bio Metric Device)

22. Brief description of Training Centre *(Ex: Plinth Area, which floor, near main road or sub-road, RCC roof or Asbestos etc)*

23. Duration of Training in a Day - Start Time _____ End Time _____

                        Lunch Time: From _____ To _____

24. No. of Trainers engaged (Trade-wise) –

Trade	Name of the Trainer	Academic qualification	Past Experience (Years/ Months)	Year and month of Engagement

25. If Trainers undergone any Training of the Trainers – **(Yes/ No)**
    If **Yes**, attach a List.

26. If Tie-up established with reputed industries - **(Yes/ No)**
    If **Yes**, what are the Industries?

27. Training Program uploaded in a timely manner in the MIS of the First Party?
    (Yes/ No)

28. Periodically Upgrading and modification of the content of the Training Module done?
    (Yes/ No)

29. Status of Industry Certification of the Course:
    1.Done   *2.Under Process*   *3.No attempt taken*

30. If Aadhaar Link of Trainers and Trainees done: **Trainers (Yes/ No)**
                                                       Trainees (Yes/ No)
    If **No**, reason.

31. If Soft Skill Training (Computer Literacy, Language, Interpersonal Skills relevant to the Trade) is imparted.   **(Yes/ No)**

32. If assessment of quality is reviewed once in 15 days (in form of Assignments, Tests, Group Discussions, Demonstration Work, Industry Faculty Assessment etc) –
    (Yes/ No)

33. If Attendance taken through Biometric Device and Register.   **(Yes/ No)**

34. If all requisites provided to the Trainees **(Yes/No)**

Time Table	Uniform	Reading & Writing Materials	Entitlement Sheet	Training Materials

35. If database of each Trainee is maintained and sent to First Party within 7 days of commencement of Training in prescribed format.   **(Yes/ No)**
If **No,** reason

36. No. of Dropout Trainees, if any. _____
    Reason of Dropout

37. Visit of Officials during last year and current year:

      Name & Designation of the Visiting Official –

      Date of Visit –

      Any Register maintained?   **(Yes/ No)**

      Any comment recorded?   **(Yes/ No)**

38. SB Account opened for the candidates got placement? (Attach a list)

39. Guardians' meeting and Interaction conducted during Placement? **(Yes/ No)**

40. Records maintained for such meetings? **(Yes/ No)**

41. <u>Comments:</u>

Schedule - 2

HOSTEL FACILITIES

District –   **ITDA –**   **Name of the Training Centre –**

1. No. of Trainees staying in hostel and avail lodging & boarding facilities –

    Boys [   ]   **Girls** [   ]

2. No. of days availed -

3. Distance of Hostel from Training Institute (Meter) –

4. Biometric Device Installed and working? **YES/ NO**

5. Attendance Register maintained? **YES/ NO**

6. CC TV maintained and working in Ladies Hostel? **YES/ NO**

7. CC TV footage stored in a dedicated computer? **YES/ NO**

8. CC TV footage made available to the concerned Officials each month? **YES/ NO**

9. Video recording of Class Room, Lab and dining hall showing activities? **YES/ NO**

10. Separate Hostel maintained for Boys and Girls? YES**/ NO**

11. Proper Security Arrangement made? YES**/ NO**

12. Superintendent/ Warden engaged in the Hostel? YES**/ NO**

13. Minimum space of 25 sft provided for each Trainee? YES**/ NO**

14. Cot provided to each Trainee? YES**/ NO**

15. Adequate number of Toilets provided @ 1 Toilet for 10 Trainees? YES**/ NO**

16. Proper hygienic environment maintained? YES**/ NO**

17. Hostel Visit Register and IN-OUT Register for boarders maintained? YES**/ NO**

18. Lady Hostel In-charge appointed in Girls' Hostel? YES**/ NO**

19. CCTV Camera installed at the entrance of the Girls' Hostel and working? YES**/ NO**

20. Visitor's register maintained in the girls'hostel? YES**/ NO**

21. Separate Dining Hall exists with Chairs and Tables? YES/ **NO**

22. <u>Comments of the Boarders on the above aspects:</u>

SCs & STs Research and Training Institute (SCSTRTI)
Effectiveness Study of Placement Linked Employment Training (PLET)

<u>STATUS OF TRAINEES</u>

DISTRICT -   **ITDA -**   **Name of the Training Centre with location–**
Status of Trainees during last 5 years i.e. 2014-15 to 2018-19

Year	Trade	Category SC/ST	No. of Trainees enrolled	No. of Trainees successfully completed	No. of Dropout Trainees	No. of Trainees got placement within 3 months of completion	No. of Trainees got placement beyond 3 months of completion	No. of Trainees still continuing in job
		SC						
		ST						
		TOTAL						
		SC						
		ST						
		TOTAL						
		SC						
		ST						
		TOTAL						
		SC						
		ST						
		TOTAL						

Reason for not placement to the desired extent–

Additional Sheets may be used.   Signature and Seal of the Head of the Training Institute

SCs & STs Research and Training Institute (SCSTRTI)
Effectiveness Study of Placement Linked Employment Training (PLET)

STATUS OF PLACEMENT

DISTRICT -   **ITDA -**   **Name of the Training Centre –**

Status of Placement during last 5 years i.e. 2014-15 to 2018-19

Year	Trade	Industry where placed with place of posting	No. of Trainees placed			Remuneration/ Salary per month	Specify other facilities (Accommodation, food, medical facility etc)	Year of placement	Continued till which year	If left, Reason
			SC	ST	Total					

Additional Sheets may be used.

Signature and Seal of the Head of the Training Institute

Effectiveness Study of Placement Linked Employment Training (PLET)

INTERACTION WITH THE TRAINEE CANDIDATES

District -   **ITDA –**

1.Name of the Trainee Candidate –   2. Category: SC -   ST -

3. Village -   4. Block –

5. Training Centre with location –   6. Distance from village –

7. Cultivated land (acre) –   8. No. of family members: Adult ___ Children ____

9. Primary occupation of family –   10. Secondary occupation of family –

11. Any member of family employed? **Yes / No** 12. Type of employment-

13. Tentative Annual Family Income (Rs.) –

Likert Scale Indicators:

Excellent | 5 | ery Good | 4 | *Good* | 3 | *Average* | 2 | oor | 1 |

14. Facilities in Training Centre [ ]   15. Quality of Training imparted [ ]

16. Facilities in the Class Rooms [ ]   17. Facilities in the Laboratories [ ]

18. Cooperation and guidance of the Trainers and Officials of Training Centre [ ]

19. Staying in hostel? Yes **/ No**   If Yes:

20. Facilities provided in the Hostel [ ]   21. Food Quality [ ]

22. Dining Hall facility [ ] *23. Hygienic Condition of Kitchen and Dining -* [ ]

24. Hygienic Condition of Rooms [ ]   *25. Hygienic Condition of Toilets* [ ]

Comments of the Trainees on the above aspects

INTERACTION WITH THE EMPLOYED CANDIDATES

District -   **ITDA –**

1.Name of the Employed Candidate –

2. Village -   3. Block –

4. Mode of Interaction (√) - **Personal**   **Over Phone** 5.Contact No. -

6. Training Centre with location from which passed –

7. Trade –   8. Pass out Month & Year –

9. Month & Year of Engagement –

10. Organization where employed –

11. Location –   12. Distance from native Village/Town (km)
-

13. If Employment facilitated by the Training Centre – **YES / NO**

14. Salary per month (Rs) –   15. Expectation of Salary (Rs) -

16. Other facilities like Accommodation, Food, Conveyance etc (Specify) -

17. Job Satisfaction (√) -
    5.Excellent   4.Very Good 3.Good   2.Average   1. Not Satisfactory

18. Duty hour – **From:**   **To:**

19. Job linked to the training undergone?   **YES / NO**

20. If left the job: Month & Year when left –

21. Reason (√):
    1. Hardlabour   5. Far from home
    2. Salary not satisfactory   6. Unable to take care of parents
    3. Behavior not good   7. Any other Reason (Specify)
    4. Accommodation not good

Schedule - 7

IMPLEMENTATION OF PLET BY DWO & DISTRICT MANAGER, OSFDC

1. District :

2. No. of Institutes selected for PLET during last 5 years and funds position:

Year	Within District	Outside District	Allocation of funds received (TRs)	Expenditure (TRs)
2014-15				
2015-16				
2016-17				
2017-18				
2018-19				

3. Year-wise list of Institutes Selected and candidates sponsored (during last 5 years – 2014-15 to 2018-19)

Year	Name of the Institute	Location	Trade Offered	No. of candidates sponsored		No. of candidates successfully completed		No. of candidates got employment	
				SC	ST	SC	ST	SC	ST

Additional Sheets may be used.

Signature of the DWO

Schedule 8

Implementation of Placement Linked Employability Training (PLET) by ITDA

1. District :   2. ITDA :

3. No. of Institutes selected for PLET during last 5 years and funds position:

Year	Within District	Outside District	Allocation of funds received (TRs)	Expenditure (TRs)
2014-15				
2015-16				
2016-17				
2017-18				
2018-19				

4. Year-wise list of Institutes Selected and candidates sponsored (during last 5 years – 2014-15 to 2018-19)

Year	Name of the Institute	Location	Trade Offered	No. of candidates sponsored	No. of candidates successfully completed	No. of candidates got employment

Additional Sheets may be used.

Signature of Authorized Officer of ITDA

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