

PACE - Pratham InfoTech Foundation's Youth Skill Training & Employment Program

Annual Report 2008 – 09

PACE Knowledge Centres:

WE STARTED THE YEAR WITH THE INAUGURATION OF **PACE Financial Services Knowledge Centre** IN BHANDUP, MUMBAI IN PARTNERSHIP WITH **Deutsche Bank** FOR THOSE WHO WANT TO MAKE CAREER IN BANKING, FINANCIAL SERVICES AND INSURANCE.

THE SAME MONTH, WE ALSO STARTED **PACE Agriculture Knowledge Centre** IN SATARA IN PARTNERSHIP WITH **Godrej Agrovet**, WHICH EXPANDED TO SANGLI, SOLAPUR AND RALEGAON DURING THE YEAR. THE PACE AGRICULTURE KNOWLEDGE CENTRE AT SANGLI HAS BEEN SET UP WITH THE SUPPORT OF **EdelGIVE Foundation**. THE CURRICULUM FOR AGRICULTURE, AS IN FINANCIAL SERVICES, HAS BEEN PREPARED WITH THE HELP OF THE PARTNER. WE HAVE ALSO SET UP A **Farmer Service Centre** IN SATARA AND SANGLI WITH GOVT. – APPROVED SOIL TESTING LABORATORIES, THROUGH WHICH WE PROVIDE COMPLETE CROP SOLUTIONS TO FARMERS. THESE FSCS HAVE BENEFITTED 500 FARMERS COVERING ABOUT 1000 ACRES IN MAHARASHTRA. THE AGRI DEPARTMENT OF MAHARASHTRA GOVT. IS VERY IMPRESSED WITH OUR FSC AND WANTS TO TIE UP WITH PACE FOR AGRI CONSULTANCY, FARMER TRAINING AND SOIL TESTING. SOME OF THE LOCAL SUGAR FACTORIES AND AGRO-BASED COMPANIES ARE ALSO KEEN ON GETTING CONSULTANCY FROM US.

WE INITIATED **PACE Construction Knowledge Centre** IN LATUR IN PARTNERSHIP WITH **Larsen & Toubro**. THIS COURSE IS FREE OF COST AND RESIDENTIAL FACILITIES ARE GIVEN TO THE TRAINEES. WE COMMENCED THE BATCHES IN AUGUST ALONGSIDE THE CONSTRUCTION AND HAD TEMPORARY DORMITORY FACILITIES FOR TRAINEES. TWO COURSES – MASONRY AND BARBENDING – HAVE BEEN INITIATED AND THE THIRD COURSE OF FORMWORK WILL BE STARTED SOON. WITH THE HELP OF L&T, WE GAVE A STIPEND OF RS. 3750 TO EACH TRAINEE.

WE INITIATED **PACE Hospitality Knowledge Centre** IN AURANGABAD IN PARTNERSHIP WITH **Taj Hotels, Resorts and Palaces**. THE CENTRE CONSTRUCTION IS IN PROGRESS. BATCHES FOR FOOD & BEVERAGES AND HOUSEKEEPING WILL START IN 2009 – 10.

PACE Foundation Course:

THE **PACE Foundation course** IS A MIX OF SKILLS LIKE COMMUNICATION, COMPUTER, MARKETING AND SALES ALONG WITH KNOWLEDGE ABOUT BANKING, TAXATION AND BUSINESS ARITHMETIC. IT HELPS THE YOUTH IN GETTING JOBS WHICH DO NOT REQUIRE

ANY TECHNICAL EXPERTISE. FOR INSTANCE, MARKETING/SALES JOBS, OFFICE ADMINISTRATION JOBS ETC. WHICH COMPRISE A LARGE PART OF THE ORGANIZED LABOUR INDUSTRY. OUR CENTRES HAVE BEEN RUNNING SUCCESSFULLY IN SATARA, CHEMBUR, KAMSHET AND LATUR. WE HAVE ALSO SET UP TWO MORE CENTRES – ONE IN KOLHAPUR AND OTHER IN NASHIK.

WE INITIATED **Retail Skills Training** AT OUR PACE CENTRES IN BHANDUP, SATARA AND CHEMBUR. AT SATARA AND CHEMBUR, WE SECURED THE TENDER FROM GOVT. OF EMPLOYMENT AND SELF EMPLOYMENT, MAHARASHTRA TO RUN THE PROGRAM. THE GOVERNMENT REFERRED ABOUT 500 YOUTH FROM THE EMPLOYMENT EXCHANGE FOR THE PROGRAM.

PACE FOUNDATION COURSE CENTRES APPLIED FOR **MSCIT affiliation** FROM MKCL AND SECURED IT FOR SATARA AND PIMPRI-CHINCHWAD. PACE, KOLHAPUR HAS OBTAINED RECOGNITION FROM **Shivaji University** FOR **DTP, Tally and Application with VB courses**. IT ALSO OBTAINED **affiliation from Maharashtra State Board of Vocational Examination** FOR **Retail, Auto CAD (2D and 3D) and MS Office Training**.

THE **Ladies Wing of Indian Merchants' Chamber** APPROACHED US FOR INITIATING A SPECIAL SKILLS TRAINING PROGRAM FOR COMMUNITY WOMEN. THIS PROGRAM TOOK OFF AT PACE, CHEMBUR AND CURRENTLY WE ARE RUNNING THE SECOND BATCH.

Saksham Centres:

SAKSHAM CENTRES – SMALL, LOW-INVESTMENT GRASSROOT CENTRES IMPARTING SKILLS LIKE BEAUTYCARE, TAILORING, DTP, TALLY, SPOKEN ENGLISH, MOBILE REPAIR ETC. – WERE STARTED AT LOCATIONS WHERE PRATHAM'S CLCS EXISTED AS AN INITIATIVE TO ENABLE RURAL YOUTH TO SET UP THEIR OWN VILLAGE – BASED ENTERPRISES. CURRENTLY, THESE CENTRES ARE LOCATED IN KOLHAPUR, NASHIK, UMERGA, MANGAON, SATARA, SOLPAUR, RALEGAON, ANJANGAON SURJI, PANVEL, KATOL, GHANSOLI, PIMPRI-CHINCHWAD AND NIGDI. WE HAVE OBSERVED THAT ABOUT 80 PER CENT OF OUR TRAINEES AT THESE CENTRES ARE WOMEN FROM DISADVANTAGED BACKGROUNDS. WE ARE NOW TYING UP WITH LOCAL MAHILA MANDALS TO RUN OUR CENTRES AS AN INITIATIVE TO ECONOMICALLY EMPOWER WOMEN.

A NEW COURSE TO DEVELOP **Panchakarma Ayurvedic Massage Assistant** HAS BEEN STARTED AT PACE, KOLHAPUR.

DURING THE BEGINNING OF THE YEAR, WE HAD PARTNERED WITH **Sujaya Foundation** FOR STARTING CLASSES ON **Spoken English**. WE UNDERTOOK PILOT PROJECTS AT PUNE AND

PANVEL AND NOW PLAN TO EXPAND THESE SPOKEN ENGLISH TRAINING CENTRES IN OTHER DISTRICTS.

Prison Program:

WE HAD INITIATED A TRAINING PROGRAM FOR INMATES AT RATNAGIRI SPECIAL PRISON DURING THE END OF LAST YEAR. THIS INITIATIVE WAS TAKEN TO IMPART COMPUTER AND COMMUNICATIONS SKILLS TRAINING ALONG WITH LITERACY TO THE THOUSANDS OF UNDERTRIALS WHO LANGUISH IN JAILS FOR YEARS SPENDING MORE TIME IN PRISON THAN THEIR CONVICTIONS WOULD MERIT. THIS PROGRAM WAS EXPANDED TO THREE MORE PRISONS – TALOJA, ALIBAUG AND SAWANTWADI. WE ALSO STARTED LIBRARIES IN PRISONS WHICH ARE WELL ATTENDED BY ALL INMATES. THE HON'BLE I.G., GOVERNMENT OF MAHARASHTRA HAS APPRECIATED THIS PROGRAM AND GRANTED PERMISSION TO CONDUCT SIMILAR TRAINING IN 11 MORE PRISONS.

Impact of PACE Training:

Overall, we have covered over 2500 youth in 2008 – 09 through all our training centres.

THROUGH KNOWLEDGE CENTRES, WE WERE ABLE TO PLACE 50% OF OUR TRAINEES. AT PACE FINANCIAL SERVICES CENTRE, OUR TRAINEES HAVE RECEIVED SALARY OFFERS AS HIGH AS RS. 18,000. IN PACE AGRICULTURE TRAINING CENTRE, OUR TRAINEES HAVE HAD AN APPROXIMATE INCOME INCREASE OF RS. 1500 - 2000. MOST OF THE TRAINEES IN AGRICULTURE WENT BACK TO USE THE TRAINING IN THEIR OWN FIELDS.

THROUGH PACE FOUNDATION COURSE CENTRES, WE WERE ABLE TO PLACE 34% OF THE TRAINEES, WHILE MOST OF THE REMAINING TRAINEES PURSUED HIGHER EDUCATION AFTER THE COURSE. OF THOSE WHO WERE UNEMPLOYED AT THE TIME OF JOINING THE COURSE, 45% WERE PLACED, 8% STARTED THEIR OWN BUSINESS WHILE MOST OF THE OTHERS JOINED COLLEGE.

AT SAKSHAM CETRES, WE OBSERVED THAT 60 – 70 % OF THE STUDENTS WERE UNEMPLOYED BEFORE GETTING ENROLLED. 40 – 50% OF OUR TRAINEES HAVE SOME EARNING AFTER COMPLETING THE COURSE. INCOME RANGE OF THESE TRAINEES IS RS. 500 TO 2500. 20 – 25% OF OUR TRAINEES ARE SELF EMPLOYED WITH AN INCOME RANGE OF RS. 500 TO 5000. THE TYPES OF WORK THEY ARE INVOLVED IN ARE BEAUTY PARLORS, TAILORING, EMBROIDERY, CONSTRUCTION, RETAIL, OFFICE IT AND TEACHING.

THROUGH OUR PRISON PROGRAM, WE PROVIDED A COMPUTER TO MR. SHAILESH MISTRY, A CONVICT WHO HAD SPENT 12 YEARS AT RATNAGIRI PRISON. TODAY, HE TAKES DTP

ORDERS AND EARNRS Rs. 5000 PER MONTH.
([HTTP://WWW.JANSAMACHAR.NET/DISPLAY.PHP3?NUM=24147&ID=](http://www.jansamachar.net/display.php3?num=24147&id=))

Entrepreneurship Development Program:

MR. NITIN AND MS. PALLAVI NATH HAD PROVIDED SUPPORT OF RS. 8 LACS TO EXPLORE POSSIBILITIES IN ENTREPRENEURSHIP SUPPORT BASED ON WHICH SOME LOANS WERE DISBURSED.

- TOTAL SUPPORT DISPERSED AS OF MAR 31, 09: Rs. 6, 22, 000
- TOTAL 12 BENEFICIARIES – 10 FOR BUSINESS AND 2 FOR EDUCATION
- BUSINESSES STARTED: PHOTO STUDIO, FAST FOOD RESTAURANT, HAIR SALON, KIRANA STORE, LADIES GARMENT STORE, POULTRY FARM, DAIRY AND MANUFACTURE OF 2-WHEELER HANDLE COVERS
- TOTAL EMI COLLECTION TILL MAR 31, 09 - 72%.

WE ARE NOW EXPLORING A SCALABLE “ENTREPRENEURSHIP DEVELOPMENT” MODEL BY:

- ✓ FINDING THE RIGHT INDIVIDUAL THROUGH A SELECTION PROCESS
- ✓ SUPPORTING THEM BY PROVIDING ACCESS TO FINANCE, SKILLS, AND MARKETS

THE MOST CRUCIAL PART OF THE MODEL FOCUSES ON SELECTION OF THE ENTREPRENEUR THROUGH A RIGOROUS SCREENING PROCESS. WITH THE SUPPORT OF **Barclays Bank**, WE PLAN TO RUN A PILOT ENTREPRENEURSHIP DEVELOPMENT PROJECT IN PUNE, SATARA, SANGALI AND KOLHAPUR IN THE COMING YEAR THROUGH WHICH WE INTEND TO DEVELOP 50 – 60 ENTREPRENEURS.

SIX OF OUR STUDENTS FROM SATARA HAVE TAKEN UP MARKETING OF A NEW RURAL-BASED REFRIGERATOR ‘CHOTUKOOL’ BY **Godrej & Boyce Mfg. Co. Ltd. (Appliances Division)** ON AN ENTREPRENEURIAL BASIS WITH OUR SUPPORT. SIMILARLY, ONE MORE GROUP OF PRATHAM EMPLOYEES IN NASHIK HAS TAKEN THE DEALERSHIP OF ‘CHOTUKOOL’ ON BEHALF OF SANCHAR PC SOLUTIONS.

Events:

- NIKHIL KALYANPUR RAN A MARATHON OF 12 KMS IN MUMBAI TO SUPPORT PACE SKILL PROGRAM ON AUG 9 08.
- IN THE MONTH OF JAN, WE HELD A 3 DAY RESIDENTIAL TRAINING FOR ALL PACE STAFF. IN THIS TRAINING, ALL CENTRE COORDINATORS SHARED THEIR EXPERIENCES AND

PREPARED PLANS FOR THE COMING FINANCIAL YEAR. ALONG WITH THIS SHARING, WE HAD RESOURCE PERSONS WHO GAVE LECTURES AND CONDUCTED WORKSHOPS ON VARIOUS TOPICS. DURING THE TRAINING, TEACHERS OF THE DIFFERENT PACE COURSES WERE GROUPED AND ASKED TO PREPARE PRE TEST AND POST TEST PAPERS. THIS TRAINING WAS FOLLOWED UP LATER IN SATARA WHERE TEACHERS OF A PARTICULAR SUBJECT FROM THE DIFFERENT CENTRES GOT TOGETHER TO SHARE THEIR EXPERIENCES AND STANDARDIZE THE COURSE CONTENTS AND CURRICULUM.

- ON FEB 19, MS. CHANDRIKA BAHADUR FROM UNDP, GAVE A TALK ON UN MDGs TO ALL THE STAFF MEMBERS OF PRATHAM INFO TECH FOUNDATION.
- MS. KETKI AMRAPURKAR CONDUCTED A 3 DAY WORKSHOP ON AV PRODUCTION FOR OUR TRAINEES DURING WHICH STUDENTS HAD AN OPPORTUNITY TO MAKE A FILM ON THEIR OWN.
- WE CONDUCTED SAKSHAM FESTIVALS IN 4 PACE FOUNDATION COURSE CENTRES. THERE WERE SPORTS EVENTS, CULTURAL ACTIVITIES, DEBATES AND LOTS OF OTHER ACTIVITIES WITH ONGOING AND PAST STUDENTS.
- BESIDES THESE, ALL MAJOR CELEBRATIONS LIKE INDEPENDENCE DAY, REPUBLIC DAY AND DIWALI ARE ORGANIZED AT EACH CENTRE. THERE IS A CONSTANT EFFORT AT THE CENTERS TO ORGANIZE GUEST LECTURES FOR UPDATING OUR TRAINEES WITH THE LATEST OPPORTUNITIES IN THE MARKET AS WELL AS LIFE SKILL EDUCATION WORKSHOPS.

Challenges Faced:

- DIFFICULTY TO PLACE FEMALE TRAINEES IN URBAN AND RURAL AREAS DUE TO THEIR RESTRICTED MOBILITY.
- IT HAS ALSO BEEN DIFFICULT TO PLACE FEMALE TRAINEES BECAUSE ALTHOUGH THEY ARE SKILLED, THEIR EDUCATIONAL QUALIFICATION IS BELOW STD. X.
- MOBILIZATION AND RETENTION OF STUDENTS HAS BEEN DIFFICULT BECAUSE TRANSPORTATION COST IS VERY HIGH FOR THE STUDENTS – IN SOME CASES HIGHER THAN THE FEES CHARGED.
- MANY STUDENTS IN RURAL AREAS ARE NOT WILLING TO PAY FEES. THE SITUATION GETS WORSE BECAUSE THERE ARE MANY NGOS AND LOCAL GOVERNMENT BODIES RUNNING SIMILAR COURSES FREE OF COST.

- PRATHAM AND PACE CERTIFICATION IS NOT RECOGNIZED BY GOVT. OR ANY UNIVERSITY, WHICH AFFECTS MOBILIZATION.
- IT HAS BEEN DIFFICULT FOR US TO DEVELOP A PROFESSIONAL ENGLISH TRAINING MODULE.
- LASTLY, RECESSION HAS AFFECTED US ADVERSELY IN TWO WAYS – FUNDS AND PLACEMENT FOR OUR TRAINEES.

Future Plans:

- SUSTAINABILITY IS A KEY FACTOR FOR THE PACE CENTRES. STEPS ARE BEING TAKEN TO MAKE THE CENTRES SELF – SUSTAINABLE. FOR THIS, RESEARCH WILL BE CARRIED OUT ABOUT THE DIFFERENT GOVT. SCHEMES THROUGH WHICH OUR CENTRES CAN REQUEST FOR GRANTS; COMPANIES WHO RECRUIT OUR TRAINEES WILL BE CHARGED WITH RECRUITMENT FEES; AND FEES COLLECTION FROM STUDENTS WILL BE STRENGTHENED.
- EDUCATIONAL LOAN ASSISTANCE WILL BE GIVEN TO STUDENTS WHO CANNOT AFFORD TO PAY FEES. WE ARE ALSO EXPLORING POSSIBILITIES OF A MODEL WHEREBY LOCAL SHGs, COOPERATIVE BANKS, MICRO FINANCE INSTITUTES CAN PROVIDE EDUCATIONAL LOAN ASSISTANCE TO OUR STUDENTS.
- WE SHALL SEEK GOVT. AND UNIVERSITY AFFILIATION FOR ADVANCED COURSES, WHICH SHALL BE DESIGNED KEEPING IN MIND THE LATEST TECHNOLOGY AND PUBLIC DEMAND.
- EMPHASIS WILL BE LAID ON SEEKING SELF EMPLOYMENT OPPORTUNITIES FOR TRAINEES.
- WE PLAN TO START PACE EMPLOYMENT EXCHANGE FOR YOUTH WHO ARE SKILLED AND ONLY REQUIRE SHORT TERM SPECIALIZED TRAINING. THIS WILL ALSO ACT LIKE A DATABASE FOR COMPANIES SEEKING TO RECRUIT SKILLED PEOPLE.
- TIE – UP WITH NURSING INDUSTRY IS PLANNED LOOKING AT THE INCREASING DEMAND FOR NURSES AND CARETAKERS.
- PACE AGRICULTURE KNOWLEDGE CENTRES WILL EXPAND TO 10 MORE DISTRICTS IN MAHARASHTRA.
- PACE CONSTRUCTION KNOWLEDGE CENTRE WILL EXPAND TO LOCATIONS WHERE CONSTRUCTION ACTIVITIES ARE ALREADY IN THE PROCESS WITH MINIMUM INVESTMENT SETUPS.

- 'EARN AND LEARN' MODEL BEING DEVELOPED FOR KNOWLEDGE CENTRES TO GIVE ASSIGNMENTS TO OUR TRAINEES IN THE FORM OF PAID INTERNSHIPS TO HELP THEM PAY THE COURSE FEES.
- BATCHES AT PACE HOSPITALITY KNOWLEDGE CENTRE WILL COMMENCE BY JULY, 09
- EXPANSION OF PRISON PROGRAM IN 11 MORE PRISONS
- PACE CLUBS WILL BE FORMED WHICH WILL TAKE RESPONSIBILITY OF INCOME INCREASE AMONG THE YOUTH IN THEIR RESPECTIVE VILLAGE/ SLUM COMMUNITY.
- A NEW GARMENT VERTICAL TRAINING PROGRAM IS BEING EXPLORED. LIKE OTHER KNOWLEDGE CENTRES, THIS TRAINING PROGRAM WILL ALSO BE RUN IN PARTNERSHIP WITH THE GARMENT INDUSTRY. WE ARE TRYING TO TIE UP WITH APPAREL TRAINING AND DESIGN CENTRE (ATDC), WHICH IS SUPPORTED BY APPAREL EXPORT PROMOTION COUNCIL (AEPC) AND TEXTILE MINISTRY OF INDIA.
- WE ARE PLANNING TO TRAIN YOUNG GIRLS IN ARTIFICIAL JEWELRY MAKING THROUGH A PROFESSIONAL JEWELRY MAKING COMPANY, WHO WILL NOT ONLY TRAIN BUT ALSO SUPPORT THE FORMATION OF A COOPERATIVE OF THE TRAINED GIRLS AND GIVE JOB ORDERS TO THIS COOPERATIVE. BLUE BANYAN, A PARTNERSHIP FIRM, HAS TIED UP WITH US FOR HELPING US OBTAIN ORDERS FOR THE PRODUCTS WE MAKE.
- WE ARE PLANNING TO START A NEW COURSE IN FASHION DESIGNING (TAILORING, ZARDOSI, HOME SCIENCE ETC.) AT OUR EXISTING SAKSHAM CENTRES.
- LIKE THE GROUP SELLING 'CHOTUKOOL', WE ARE EXPLORING POSSIBILITIES OF FORMING GROUPS OF TRAINEES FOR SALES AND SETTING UP SMALL PRODUCTION UNITS.