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# REPORT OF COMMUNITY NEED ASSESSMENT ON VOCATIONAL SKILL TRAINING

[Document subtitle]

*The Project on 'The under privileged children educated through Vocational Training Centre will obtain employment and support their family to enhance quality of life and economic status' is in progress with the support of Rotary International. The community need assessment on the need for vocational skill training shall substantiate and justify the proposed project intervention by Maa Anandmayi Samiti.*

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**REPORT ON**  
**Community Needs Assessment on Vocational Training**

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**For the Project**

**The under privileged children educated through Vocational Training Centre will obtain employment and support their families to enhance quality of life and economic status.**

**Implemented by**

**SHRI SHRI MA ANANDMAYEE UPVAN SHIKSHA SAMITI**

**Supported by**

**Rotary International**

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## PREFACE

The assessment report has been developed by SIPA under the project *Socio-Economic Empowerment of Youth through Vocational Training* in the slums nearby Bairagarh, Bhopal. The project is being implemented by Shre Shre Maa Anandmayi Upvan Shiksha Samiti supported by Rotary International. Duration of the project is for 02 years.

The primary purpose of this assignment is to assess the current situation of the youth households live in the slum areas of Bairagarh, under Bhopal Municipal Cooperation. The findings will be relevant to track the process of change, compare and evaluate progress of the project over the period of 2 years of implementation. Additionally, the findings will help the implementing organization (Shre Shre Maa Anandmayi Upvan Shiksha Samiti) to focus on areas where the targeted beneficiaries are likely to need additional support and technical assistance in order to realize the goals set out in the beginning of the project.

This initiative was taken to assess the community's strengths, weaknesses, needs, and assets as an essential first step in planning for establishing vocational Training centre for Youth. By taking time to learn about the community, we could discover the most relevant opportunities for projects and maximize the ability to make a meaningful impact through the intended activity. This assessment helped to get a better understanding of the dynamics of the community and help both the Agency and the beneficiaries make important decisions about service priorities. Though the Samiti is actively involved in the community, this assessment could reveal additional strengths and opportunities for growth. Perhaps a new way could be found to address the known issue of unemployment and livelihood. Before the assessment was started, considered what specifically wanted to learn about the community. The assessment revealed some of the related requirements which were not known before. Doing this assessment also helped enhancing valuable relationships and encouraged community members to actively participate in the interventions. Creating trust, Community ownership, and focus on sustainability were in the mind while the assessment is done as they are critical.

The findings in this report are drawn from the assessment over a period of 15 days in the month of Aug-Sep 2019. SIPA conducted this Community Need Assessment (CNA) on a sample population of youth across intervened 05 slums at Bairagarh, which is part of Bhopal Municipal Cooperation, namely, Borban, Budakheda, Rahul Nagar, Behtegaon and Old Diary Farm, where 84 respondents belonging to the age group of 15 to 29 have been interviewed.

The assessment captured both quantitative and qualitative data. The data captured through survey questionnaire are the issues concerning social condition, Economic status, and requirement on Skill & Entrepreneurship Development and Social Security among youth and their households. During this assessment, some financial inclusion issues were integrated in the overall processes which would reinforce the understanding on financial access and help in strategizing youth friendly economic interventions. Practical suggestions and recommendations are given based on the finding for the management of the vocational training centre operations.

SIPA is grateful to Rotary International for involving it with the assignment of community need.

## 1. INTRODUCTION

### 1.1 Background

The SHRI SHRI MA ANANDMAYEE UPVAN SHIKSHA SAMITI is a registered charitable school located in Bairagarh Bhopal established in July 1998. The school provides education along with uniforms, books, photocopies, school supplies, lunch, warm clothing, and regular health check-ups. The school is currently operating out of a 3-story, 9,000 SF building with 15 classrooms. There are 20 teachers and 10 non-teaching staff. The total number of students in the current year is 550. Since the establishment of the school, 5,000 slum children have been educated with a 0% drop-out rate. The students at the school are mainly from a nearby slum area with a population of roughly 20,000 and an average of six children per family. The parents are typically daily labourers who are lucky to find 15 days of employment per month. The majority of the parents suffer from alcoholism, illiteracy, and criminal backgrounds.

In addition to the curriculum, the children receive daily counseling for their personal problems and special attention is given to cleanliness, as they are living in slums. All classwork and homework is performed during school hours as they do not have assistance at home. Periodically, five selected teachers, including the Headmaster personally visit slum areas with the intention of persuading parents to send their children to school. They often find that some children already have morning jobs (i.e., rag-pickers), these students attend school only in the afternoons.

### 1.2 Brief Description on the Project Supported By Rotary Club

The poor urban youth/ adolescents who are currently enrolled in the school are looking for skill development after completion of their 10th grade education. Even though these students have education, it does not ensure employability. The project area is located close to a big market area of the city of Bhopal known as Bairagarh where there is a strong possibility of absorption of the trained youth. The youth will be trained in three trades a) computer-based accounting b) plumbing c) electrician. The students in the school have expressed their desire to learn these skill sets.

### 1.3 Project Objective

The under privileged children educated through Vocational Training Centre will obtain employment and support their family to enhance quality of life and economic status.

### 1.3 Objectives of the Assessment

The primary focus of the needs assessment was to determine the gaps in technical and vocational skills of youth who are potential trainees that need to be addressed for the new micro-enterprise, self and wage employment opportunities. This 'needs assessment' also identified the specific trades of training and capacity building related to socio economic development and livelihood promotion for youth in urban areas with focus to Bairagarh. This in turn, will help the Agency to address the gaps by including the training needs in the Project. The other objectives of the assessment were:

- To assess the level of awareness and willingness in the community (youth) regarding skill development and employment opportunities.

- To identify the gaps in entrepreneurial competencies and core work skills, including leadership qualities among youth ;
- To determine the subject wise need to bridge the gap, to help in the preparation of training modules and facilitate in the development of skill development, enterprise creation and financial literacy training program for youth.
- To determine the desired training outcomes which will also help in providing basis of monitoring and evaluation of training programmes.
- To identify the conditions under which the training and skill building program will occur in future.

This assessment also helped in providing some empirical evidence of the issues and problems related to socio economic development and financial inclusion of youth in these slums that may require interventions beyond training and capacity building efforts.

## 2. METHODOLOGY OF THE ASSESSMENT

### 2.1 Tool finalization

Under the proposed project, the intended study is the assessment of the knowledge, skills and attitude of the youth in relation to their skills towards socio economic development. The root of this assessment was gap analysis. A combination of the methods was used for conducting community Assessment, i.e. Interviews; Focused Group Discussions; & Observation & Random Interactions. Methodology of the assessment was decided and the tools for interviews and FGDs were separately developed. All the objectives and the project goal was revisited while the tools were framed.

### 2.2 Sample Design and Sample selection

It is expected that the program will reach out to the youth members of 05-06 slums around near to Ashram managed by SHRI MA ANANDMAYEE UPVAN SHIKSHA SAMITI for the coming 02 years.

- From each slum 05 young households were interviewed covering almost 27 in numbers.
- For Focus Group Discussion with youth members, total 5 FGDs (02 girls' groups, 02 Boys' groups and 01 mixed group) were conducted covering more than 50 youth members who are working, having small business or studying.
- Personal interviews will be conducted with Maa Anandmayi Upvan Shiksha Samiti functionaries handling responsibilities at different levels.

**Table 1: Sample Size for Personal Interview with Individual Youth**

Sample Size:	Number of Youth	Number of slums
Personal Interview	29	05

**Table 2: Sample size for Focus Group Discussion**

Sample Size	Number of FGDs	Category of FGDs conducted
Total 55 members	5	Girls – 02 FGDs, Boys- 02 FGDs, Mixed- 01 FGD



## 2.3 Data collection

- **Interviews** with the 29 young households and youth provided insights in building capacities of the youth on issues of socio economic development and enterprise creation/job opportunities.
- **Focus Group Discussion with target group:** 05 Focus group discussions were conducted with 55 youth (15-23 years) who belong to the slum area. These discussions were done with the help of a detailed questionnaire having both closed and open ended questions. The questionnaire helped in identifying the gaps in the knowledge, skills and attitude of youths and the opportunities of employability and market linkages.
- **Personal interviews with Key informants:** The key officials of Maa Anandmayi Upvan Shiksha Samiti were approached as one of the key informant who could provide advice on the issues related the youth of these slums towards to vocational training.
- **Informal Personal Observations:** This was done during the time of meetings with youth members during transit walk in the slums. These observations mostly captured the attitude and behavioural aspects of the youth and the external elements related to socio cultural environment of the habitations.

## 3. ANALYSIS OF DATA

Data analysis was a procedure for organizing narrative, qualitative data into emerging themes and concepts. Usually associated with a quantitative form of analysis in which the themes are counted or measured. In practice, data is combined with qualitative and thematic analysis to produce a broadly interpretive approach in which quotations as well as numerical count are used to summarize important facets of the analysis. Data analysis in assessing the ongoing training delivery and identification of the missing links, gaps and constraints in effective training delivery. This also indicated the areas of competency, interests and subject trends of training delivery.

### 3.1 Key Findings Of Community Need Assessment:-

After analysing the data received from primary and secondary sources, findings of the assessment are shared. This report will verify and describe the current situation, and explain how the program will address the need. Finally, the report will describe the expected impacts of the program, rather build a practical implementation model. The report will further focus on certain other important areas of capacity building of youth as well.

### 3.2 Demographic Profile

Madhya Pradesh is the second largest State of India, constituting 9.4% of the total geographical area. About 30% of the state is covered by forests. The state is also rich in minerals, affording good reserves of copper and diamonds. The State has a high concentration of tribal population accounting for 14.51% of the total tribal population of the country. The percentage of Scheduled Caste population to the total population of the state is 15.17, which is slightly lower than the all India average of 16.20. The combined population of scheduled castes and scheduled tribes is more than one third (35.44 %) of the total population of State. Ranked fourth highest in percentage of

low-income households, next only to Odisha, Bihar and Chhattisgarh, Madhya Pradesh's urban poverty (19.7%) is lesser than rural poverty (37.8%).

Bhopal district occupies 4th place in the state according to population. The district occupies 50th rank in the state in terms of area having 2,772 sq. kms. which is 0.9 percent of the total area of state. Literacy Rate of Bhopal district is 80.4 percent and it occupies 3rd position in the state. The female literacy rate of the district is 74.9 percent. Density wise the rank of the district is 1st in the state. Ranking of the district according to the sex-ratio is 33rd in the state. Female work participation of the district is 19.6 percent of total female population. Rank of the district according to female work participation is 47th. Population wise largest town is Bhopal (Municipal Corporation) having population 1798218 and smallest is Berasia (M) with 30951 population. Economy of the district is mainly dependent on agriculture and service sector.



<https://www.google.com/maps/place/Bairagarh,+Bhopal,+Madhya+Pradesh,+India/@23.2633662,77.3406354,831m/data>

05 slums at Bairagarh, which is part of Bhopal Municipal Corporation (Ward No 4 &5), namely, Borban, Budakheda, Rahul Nagar, Behtegaon and Old Diary Farm were covered under the assessment. These slums are very close to Maa Anandmayi Ashram and more than 400 children study in the school run by Samiti. Hundrends of children have already studied from this school. Approximate number of households and population are indicated on the following table\*.

Sl no	Name of the slum	Households (HH)	Population
1	Boorvan	53	250
2	Budakheda	60	300
3	Rahul nagar	142	700
4	Behtagaon	100	500
5	Sanjay Nagar	600	3000



\*Approximate

### 3.2 Profile of the Respondents

**AGE:** The distribution of age of the respondents ascertains that majority of the respondents are in the age group of 15-29 years old out of which 28.32% of the female respondents.

**CASTE:** The distribution of caste among the respondents indicates that 68 % of the respondents belong to Scheduled Castes, 23% belongs to Other Backward Caste (OBC) and 09% of the respondents are from Scheduled Tribes.

**RELIGION:** Distribution of respondents in terms of religion signifies that 85% of the youth are Hindu while 15% are Muslims.

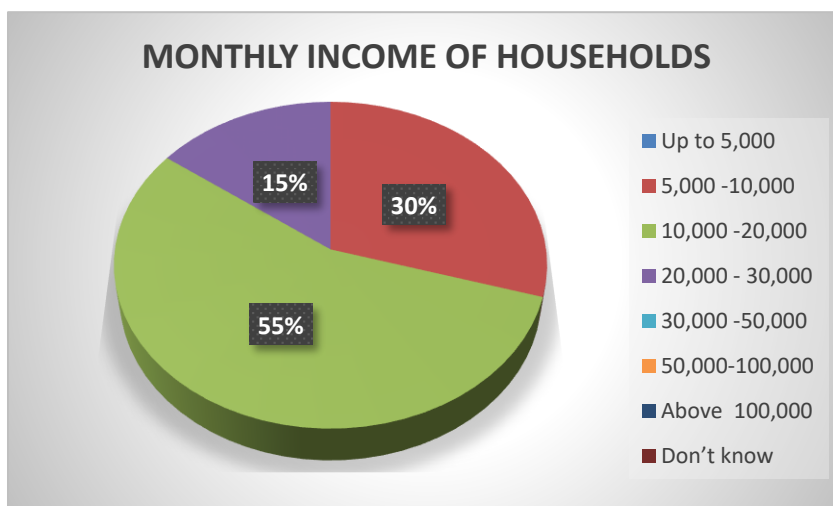
**MARITAL STATUS:** Findings highlights that a majority i.e 53.86% of the respondents is married while 46.14 % of them are unmarried.

**EDUCATION:** 96 % are literate and 06 % of women have not attended school.

**OCCUPATION:** Majority of the youth members of the respondents i.e 70.49% are students, out of which 33% do part time work at home, especially doing tailoring. Remaining 29.51% of the respondents are engaged in one or other occupation like private service, selling general daily life items, petty shops etc.

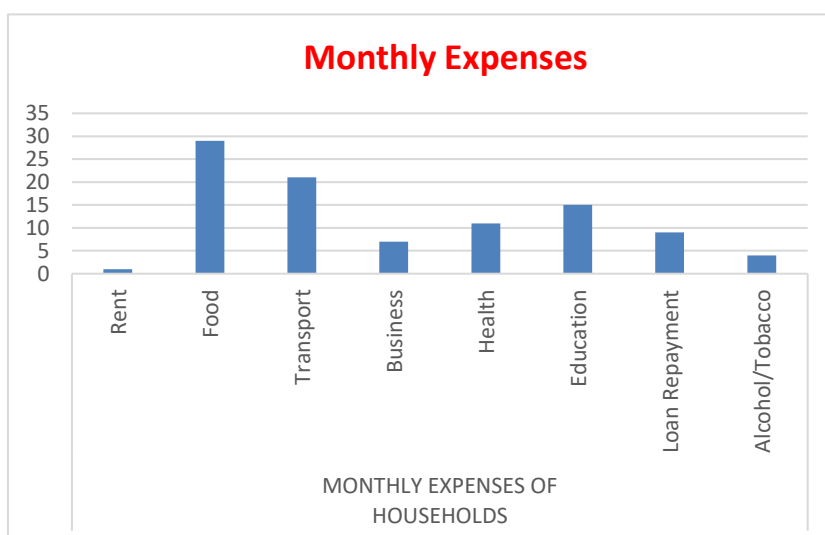
### 3.3 Monthly Income

55% of the youth responded that their household income is ranging between Rs 10000 to 20000 per month. 15% is having income up to Rs 30000 per month. Multiple persons are earning in the family. Lowest is earned by youth members.



### 3.4 Monthly Expenses

Major expenses of all the respondents indicates on food. Similarly, they spent their income on daily transportation, education, health, on the small businesses they do etc. People have taken loan from Micro Finance companies and make repayment on monthly/weekly basis. 04 persons honestly said that they spent some money on alcohol. However, it is noted that the income is not sufficient to meet their need.



### 3.5 Savings and Assets

It has been observed, half proportion of the respondents are into savings, especially the girls who study and engaged in tailoring. They do not save in banks, rather is given to the parents. 90% of the respondents have regular saving accounts in the banks which was opened through schools. 100% of the respondents live in their own residences and no one reside in rented accommodation. However, 60% have concrete roof and 35% have roof made up of tin sheet, while 05% have roofs with waste materials. 90% of the households own a vehicle i.e motorcycle whereas a comparatively significant number owns only a four wheeler i.e 10%. The four wheelers are used for their business as well as travel. Household appliances include television, mobiles, gas connection, sewing machines etc. Almost all houses have toilets and access to water connection. When discussed about the land, most of them responded negatively as they reside in slums. 10.34% have land at their native village.

### 3.6 Access to Credit

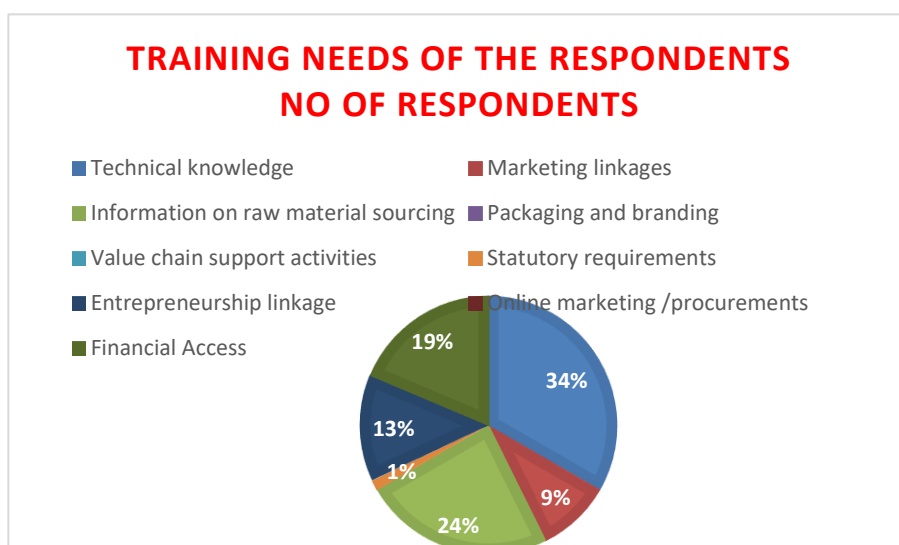
A majority of respondents (65.5%) have taken loans from micro finance companies ranging 18- 24% interest, whereas the remaining 33.1% have not taken loan. Surprisingly, none of the respondents have taken loan for business or enterprises creation purposes.

## 4. ENTREPRENEURSHIP/EMPLOYMENT STATUS OF RESPONDENTS

Significantly, this area was emphasised during the discussions and the interviews. It was learned that all the respondents except few students all were engaged in some income generation programs. But that was not mere enterprise or a proper employment with skilled training. The tool captured few major understanding areas of the respondents regarding the skill based employment or enterprises.

### 4.1 Youth knowledge and awareness on Skilling

Of the 29 individuals surveyed, only 5 youth (17.24%) own or run enterprises. Rest of all respondents are employed on monthly or daily waged. Among these entrepreneurs, 73% of the members have individual enterprises which are mostly in sewing trade, 18% in Furniture and remaining 09% engaged in petty



shops. All of them manage their own enterprises and run enterprises which have been traditionally done in their family. No skill training received except practice. Most of them do not have the idea about vocational or skill training programs. Rather they are not aware that some skilling is required

to get an enterprises started or get a better job opportunities. They are ready to go Bhopal and nearby places for job. When asked about the areas of opportunities they would like to get job, hardly anyone had a proper response. The range of target customers are very much limited to the surroundings only.

When asked about the opening a new enterprises, 95% respondents want to start new enterprises. Most of the respondents are interested in starting Stitching/Tailoring, computer, beauty parlour, electrical shop, petty shops etc. 98% respondents require training and many expressed the credit support to establish /start their enterprises.

#### 4.2 Knowledge on access to Government Schemes

94% of the respondents were not aware about the Urban Government schemes and services in the area of enterprises development. Many are aware only of the scheme of ‘Pradhan Mantri’s Jan DhanYojana<sup>1</sup>. Some of the other schemes that they mentioned were Pension scheme, Janani Suraksha Yojna(Women’s Health Scheme) ICDS/Aanganwadi (Early Childhood Care Scheme) Health insurance scheme (Rashtriya Swasthya Bima Yojna) etc. No details of these schemes known to any of the respondents. These responses also were collected with lot of prompting. This understanding shows that along with vocational skill training, information about the Government Schemes have to be provided.

#### 4.3 View of Youth on quality of life

In general, over 96 % of the youth respondents seemed to be ambitious about their lives. 40% were also satisfied with the kinds of expenses incurred in various areas in their households as well as personal expenses. Only 20% of the respondents did not seem very happy with their lives. They mainly wanted more incomes to fulfil their basic needs. And improve their quality of life. The knowledge on various opportunities of employment and enterprises is limited for them.

#### 4.4 Market responses

Bairagarh is generally a business zone of Bhopal Municipal Cooperation, where in clothing, vessals, crockeries holesale and retail shops are widely existing since many years. Readymade dress market is popular in this area. There are establishments which trades readymade dresses locally and doing marketing even. Some of these establishments were randomly visited and had interacted about the

Shops & Enterprises visited	Requirements
Ready Made shops	Technical training Good appearance & Communication skills
Saree centres	Good appearance & Communication skills
General cloth shops	Basic accounts
crockerly shops	Computer Communication skills
Tailoring shop	Technical training
Electrical shop	Technical training

possibilities of employment and the desired skills for the same. The enclosed table shows the responses on the requirement of employees hired at the respective shops and establishments.

<sup>1</sup>Pradhan Mantri Jan-DhanYojana (PMJDY)" is a government scheme ensuring access to various financial services like availability of basic savings bank account, access to need based credit, remittances facility, insurance and pension to the excluded sections.

#### 4.5 Inferences from FGDs

As a method of assessment, Focused Group Discussion (FGDs) were conducted with mixed youth from the slums. 55 youth members attend discussion in 05 groups. The age of the youth attended the FGD is between 15-22 years. 90% of the participants were either school going or college going and the remaining 10% were employed. Among the category of youth studying, 30% are engaged in part time work at home (girls doing tailoring at home) or employed somewhere. Based on the discussions the following responses are documented:

- ✚ Average family size is 06 having 02 earning members minimum. Still the household need are not met.
- ✚ No organizations or Government departments initiated any kind of skill training programs, neither the youth got an opportunity to attend such training which would enhance their economic growth.
- ✚ All Respondents welcome and happy to attend the vocational training programs.
- ✚ They express the confidence of starting their own enterprises or getting a better payed employment with in Bhopal itself.
- ✚ Following are the trades preferred by the respondents:
  1. **Computer- both hard & software** (For both Male & Female)
  2. **Tailoring** (Sewing Operator Training) (only for girls)
  3. **Beautician training** (only for girls)
  4. **Plumbing** (Only for male)
  5. **Electrician training** (only for male)
  6. **Aluminium Fabrication with glass work** (only for male)
  7. **Driving (both heavy & light vehicles)** (only for male)
  8. **Painting** (only for male)
  9. **Beautician training for Gents etc.** (only for male)
- ✚ Lack of technical skills and knowledge is the main gap they feel as the practical obstacle to get a job. Additionally, lack of financial resources, lack of access to government schemes etc limits them from initiating any kind of enterprises of their own.
- ✚ If training offered, youth are ready to spare 03-04 hours in a day.
- ✚ They feel confident in getting jobs with in Bhopal, even lot of opportunities in Bairagarh itself.
- ✚ They are interested in deepening their understanding in digital financial literacy and improve basic Business Development Skills. As of now, they do not have any saving, though most of them have Bank accounts.
- ✚ More than 50% of the youth feel that they will be some financial support by family to start any enterprise initiative.
- ✚ Information about Government schemes and increased access to them is desired by all respondents. They have not received any such access so far. They look forward opportunities of increased understanding of Urban economic development programs and possibilities to access them.

## 5. ROLE AND RESPONSIBILITIES OF THE SAMITI

### 5.1 Current Status

Shre Shre Maa Anandmayi Upvan Shiksha Samiti has been providing socio-economic support to the children and families of the slums near by for many years. While interacting with the people during the assessment, it was very clearly noted that the support extended by the Samiti is well appreciated. The reason for high percentage of literacy in this slums is the school run by the Samiti. It provides school facility up to 10<sup>th</sup> standard maintaining the quality equivalent to a private school. At present there are 400 plus children studying in the school. Additionally, special coaching classes are arranged for children from class 10 to 12. These sessions start from 6.00 am every day and near about 20-25 children benefit this service. Attendance of girls are high in these classes.

The Samiti has premise and potential to manage any additional services to the people of the slums around, especially children. Construction of a new building is in progress and the Samiti is planning to start the Vocational skill Training Centre on the 2<sup>nd</sup> floor having around 3900 sq ft space, which is going to be supported by Rotary International. Majority of the youth interacted during the assessment from those slums have already studied from the school run by the Samiti. Assessing the current status of the youth and community, the initiative to start the vocational skill training centre will help hundreds of youth to initiate enterprises or finding better employment opportunities.

### 5.2 Major findings

Based on the above analysis and conclusions from the Assessment following certain findings are drawn and indicated below:

- ✚ Limited access to trainings, employment and formal financial services and markets not only impinge youth's economic and social development, but also limit the extent to which they can improve their knowledge, confidence and skills about economic development issues.
- ✚ Social security schemes for youth enable them to overcome the difficulties and give hope. Youth are typically supporters and hope to their households and are generally responsible for managing the risks of their family members.
- ✚ Respondents demonstrated their keenness to start their own enterprises as well as hope for getting better jobs provided they receive vocational skill trainings. However financial constraint is one of the biggest concerns impacting potential entrepreneurship. Around 80% percent respondents demanded credit support before venturing into entrepreneurial field.
- ✚ Lack of skilling act as hindrance to pursue better jobs as well as to manage their enterprises.

### 5.3 RECOMMENDATIONS

Considering the need and findings in the assessment, the following recommendation could be considerable and adaptable for strengthening the project implementation:

- ✚ Improving the capacities of youth through Vocational skill trainings and engage them promoting enterprises or employment.



- ✚ Total 05 Trades are recommended in the initial stage based on the assessment. They are :
  - **Computer trainings** for both male and female
  - Training on **Plumbing & Electricals** for male
  - Training on **beautician & Sewing machine operator (Tailoring)** for female
- ✚ Increase in capacities of youth in managing their households effectively by Promoting the habit of savings and increasing the knowledge to access Government schemes.
- ✚ Increase in enterprise development skills among youth through training and financial linkages
- ✚ Empowering the youth to identify the problems, networking and seeking solutions.
- ✚ Interventions for improving the socio economic levels of youth particularly those belonging to marginalized communities leading to reduction in discrimination in their daily lives due to the social factors.
- ✚ Empowering youth through financial digital literacy.
- ✚ Improved health and education status of the community by making communities aware about their rights as well the factors hindering socio-economic growth.
- ✚ Samiti has to set separate team consisting of social and technical experts to manage the project.
- ✚ The Computer Training was mostly demanded by both male and female respondents. Additionally, this infrastructure could be used by the children in the school managed by Samiti.
- ✚ The project has to set the standard of skill training centre more or less matching with PMKY or NSDC Centres. This will help the centre to be linked with those national programs in future with one or two best trades.

## CONCLUSION

The assessment process was very effectively coordinated and as planned in the methodology, all the interactions were completed. The individual interviews were planned with 25, but finally 29 were approached. Similarly, Focused Group Discussion was planned with 05 groups comprising 50 participants. However, 55 participants attended the discussions. The Team faced few limitations like non-availability of respondents as expected as they leave for work in the morning and come back by evening only. The information had to be collected with the available sources and family members.

As the above analysis of data and information explain that there is urgent need for vocational skill training program in this area. People responded that there are unemployed youth, though not available in the slums, they are rather engaged in anti-social activities and addictions. The Samiti had the potential and take the lead in implementing the project supported by Rotary International. Separate Team has to work for this project. The suggestions and recommendations given above shall provide better results of this intervention.

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# Photo Gallery



View of a slum from the proposed Training Centre building



Scenes from the slums



Unemployed Youth in the slum



Scenes from the slums



Youth being interviewed during the assessment







Maa Anandmayi Ashram



Youth interacted through FGD



Proposed Training Centre under construction



Youth Entrepreneur... an example