

Key highlights**Scale & Reach ..**

- 4516 Panchayats
- 506 Training locations
- 200+ Districts
- 16 States

Content & Methodology

- Peer-to-peer Learning
- Activity Based Modules
- Training Delivery in vernacular language
- Participant material in 10 languages
- Industry endorsed Content & Participation during Training

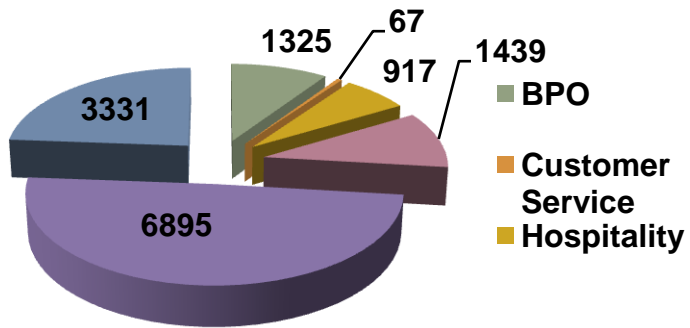
Delivery & Quality

- 113 Trainers
- Average Domain Experience of NIS Sparta Trainers :8-10 years
- Stringent & Rigorous Train the Trainer Program with 75-80% pass percentage
- 1500 hours of TTT Certification delivered
- Continuous Capacity Building

Placements Overview

- Placement in renowned Corporates
- Above Minimum Wages
- Statutory Benefits (ESI,PF)
- Boarding & Lodging Support*Employers.

MoRD Placement (31st Dec'12)



Tracking & Documentation

Post Placement Tracking Methods implemented

- Telecalling
- Employer based Tracking
- Physical visits
- Certification &
- Alternate Placement support

Beneficiary Docket & Data Management

- 3 Tier Check & Approval Process
- Archives in Hard Copies at Regional Offices (New Delhi, Mumbai, Chennai & Kolkata)
- 20000+ Beneficiaries data with photos were made available in MIS website with Attendance sheet & Dockets.

Objective of MoRD:

Ministry of Rural Development, Govt. of India in order to eradicate poverty among rural Indian population brought a scheme Swarnajayanti Gram Swarojgar Yojna _Special project [SGSY_SP] to train and place rural BPL unemployed, unskilled youth of both sex in the age group between 18 & 30. Since government by itself cannot do this project due to lack of manpower and skill, engaged into private partnership with Individuals / NGO's / SME's & corporate. The objective of the ministry was to ensure that at least 1 individual a rural BPL family is ensured of a permanent monthly income through this program. These organizations that train and place were called PIA's [Program implementing agencies].

NIS Sparta seized the excellent opportunity and applied for training and placing rural BPL youth in nearly 20 states in the year 2009. However we were awarded 4 projects in 15 states & 1 UT namely RJ/HYA/PB/UP in north, WB/BH/JH/AS/OS in east, MH/GJ/GA in the west, AP/TN/KA/KL in the south on 23rd Feb 2010. The total size of the project was to train 24000 youth in 3 years. Through each project NIS Sparta had to train and place 6000 rural BPL beneficiaries. The government would fund 10000/- per candidate and the contribution from PIA would be 33%. The eligibility criteria for the BPL beneficiary was that he / she should hail from a rural area [Village or a Panchayat] with a valid BPL proof [BPL card] which would carry the photo of the beneficiary and other family members along with the address.

Monitoring Agency:

IGNOU from New Delhi was appointed as the nodal agency for this project whose main objective was to monitor the project and ensure no physical & financial deviation. They will also audit the progress of the project both physically & telephonically.

Sourcing: NIS Sparta formed a team for this purpose, with a National Head – Operations under whom there were Regional / State heads. The front end was anchored by PO's [Program officer]. Each State had one or two PO's who the main architects for sourcing were. Various techniques were adopted to source the beneficiaries which included organizing through Zillah Panchayat Chairman / BDO's / Gram Panchayat secretaries / PDO (Panchayat development officers). NIS also adapted to a unique way of sourcing through Channel partners. Some smart PO's adapted to sourcing through auto announcements after seeking panchayat & Police permission.

After this activity the beneficiaries were given a CoP [career opportunity presentation] in a pre decided venue and the interested candidates were requested to fill in the CAF along with documents such as photo copy of the BPL card / Educational qualification / age proof / Caste certificate in case of SC/ST/Minorities along with their PP photograph. All information about the beneficiary is then uploaded in the web site.

Training methodology:

The beneficiaries since were BPL & not exposed to any higher formal education or training these candidates were trained through a facilitator who in fact would facilitate the whole program through peer learning. The ILT would go on for 12 days followed by OJT for 5 days. The training would be held in the panchayat itself from where majority of beneficiaries hail from. Government schools / Colleges / Social welfare building in the panchayat or taluks / blocks were the venue for training in 90% of the cases. In some remote area the training would be conducted without chairs and tables. The trainers were so tenacious that never they complained for the poor infrastructure. Each batch size would be of 18 - 20 beneficiaries on an average. No electronic gadgets were used during the training. The entire training would be through work book exercise and practical learning which was appreciated by MoRD as well as state government officials.

Placement:

During the CoP the identified employer would conduct an informal interview not to test the knowledge or the skill but to understand the attitude and willingness to take up a job in urban area. Offer letter is given to all the selected candidates immediately on day ZERO [This is a day before the actual start of the training] to ensure no drop out or fear of not getting a job after the training. On the 11th or 12th day of ILT a formal interview is conducted and an assessment is made. Post this all information regarding joining formalities is given to the candidate.

Post Placement tracking:

MoRD project requirement was to place a minimum of 75% OF THE TRAINED CANDIDATES. The candidate is tracked for 1 year after he / she is placed as per project norms. This is done either physically or over phone.

Report: The first training was started in the month of January in Tamil Nadu [Kancheepuram Dist.], Karnataka [Kundana Panchayat in Devanahalli block] and Ernakulum [Palluruthy] on 10/03/2010. All the training programs were inaugurated formally by a VIP of that area and wide press publicity was given which resulted in us getting more programs from different blocks and districts. The good practices were shared across the country and soon we could do more batches all India.

In the year between 2010 & 2013 following is the figures achieved across all projects.

Total target	Total trained	Total placed	Min. placement reqd.	PPTr
24000	23289 [97%]	19857 [82.73%]	18000	80%

Highlights:

1. Mr. Ramesh a beneficiary was trained in June 2010 in Kolar Dist of Karnataka. The annual family income was less than 30000/-. After he underwent the training he was offered a job in RHRS in the net work team with a monthly salary of 5500/- in Kolar. He put in lot of hard work and is still working in the net work team with a salary of Rs.14000/- per month.
2. Mr. Areef a beneficiary with family income of less than 20000/- per annum was trained in 2010 joined Spencer retail for a salary of 4500/- per month. Today he works as a supervisor for the same Spencer retail with a salary of 10000/- per month.
3. Mr. Pawan Kumar and Mr. Nagaraj trained in 2011 in Chittoor [AP] are working in Tech Mahindra BPO with a take home of 8500/ month
4. Mr. Pramod Kumar trained in 2011 in Srikalahasti [AP] is getting a salary of 14000/ month in TCS working as a IT technician.
5. Two girls trained in 2012 from Kerala are working RBPO in Chennai with a take home of 7500/- month.

All these people were physically audited by IGNOU in April.2013.

Post Placement Tracking & Case Studies

Transforming Lives

Ganpat Luhar



Before NIS Sparta Training

- **Village** – Ashawari in Bhilwara District Rajasthan
- **Age** - 22 years
- **Education** -12th Passed
- **Working status**-Unemployed
- **Family**- Father in Farming & Mother (Homemaker) & Sister in school
- **About me**- In spite of education , I was not confident, and lacked personality and communication skills.

After NIS Sparta Training

- **Working Status**- Employed
- **Training Schedule**- 14 days
- **Company** - Reliance Communications, Jaipur (Reliance ADA Group)
- **Job Profile** - Telecom Sales Executive
- **Duration** - 30 days on the Job
- **Salary** - 4500+incentives
- **Commute** - Bus & Cycle
- **About Me post placement** - Groomed personality, independent, confident, ready to face challenges, more knowledge about career prospect and enhanced communication skills post training

1000 such case studies are documented and available with us.