



Skill Development Program

FINAL REPORT

August 2024

ESTER

1.0 Brief about the project

Employability skill development program is a 3-month skill development initiative by Nauka Foundation in collaboration with Ester Industries for 100 final year college students, dropouts and graduates from 15+ villages around Chandanvelly industrial area, Rangareddy district, Telangana to learn communication, professional and digital literacy skills and provide employment/self-employment opportunities.

The implementation of this ambitious programme was planned, designed and implemented by Nauka Foundation and funded by Ester Industries.

The objectives of the programme are:

- ❖ To enable 100 youth from the selected villages around the Ester Industries plant to enhance their skills, knowledge, and mindset through a curated professional development curriculum acknowledging 21st-century learning needs.
- ❖ To support the youth with professional mentoring and career development opportunities through facilitated and practice sessions in **English, soft skills, and computer skills**.
- ❖ To build a youth community to create a supportive platform for each member.
- ❖ To set up a digital lab for students that can be utilized even after the program is finished.



2.0 Planning, Design and Implementation

2.1 Planning

After having a discussion with Ester Industries, Nauka Foundation planned a skill development program in the villages around Chandanvelly Industrial area to mentor and train those students who needed jobs.

2.2 Preliminary field visits and Stakeholder Engagement

Nauka Foundation identified and observed that youth were unemployed in their final year of college or dropped out and needed this program to learn skills like communication, digital literacy, and interview preparation to secure employment.

During the preliminary field visit, 15+ villages were visited and meetings were conducted with various stakeholders. We had meetings with school principals in different villages to check if we can conduct these classes on the premises. We met Sarpanches to seek their permission to organize focused group meetings in the same villages with students in panchayat offices.



2.3 Focused Group Meetings

Nauka Foundation invited students and conducted meetings in 15+ villages to inform them about this program and the modules. We also listened to them carefully to understand where else they needed our support, what their challenges were, and how we could resolve them together through this skill development program..



2.4 Curriculum Designing

Nauka Foundation engaged experts and designed the curriculum, drafted all the sessions with the class presentations, and discussed them with the mentors and experts. We also asked mentors to have interactive classes and focus more on activity-based learning during the classes.

2.5 Selection of students

After the focused group meetings, we conducted two more rounds of interviews with these students - personal interview and online form submission to select 100 relevant candidates for the program.



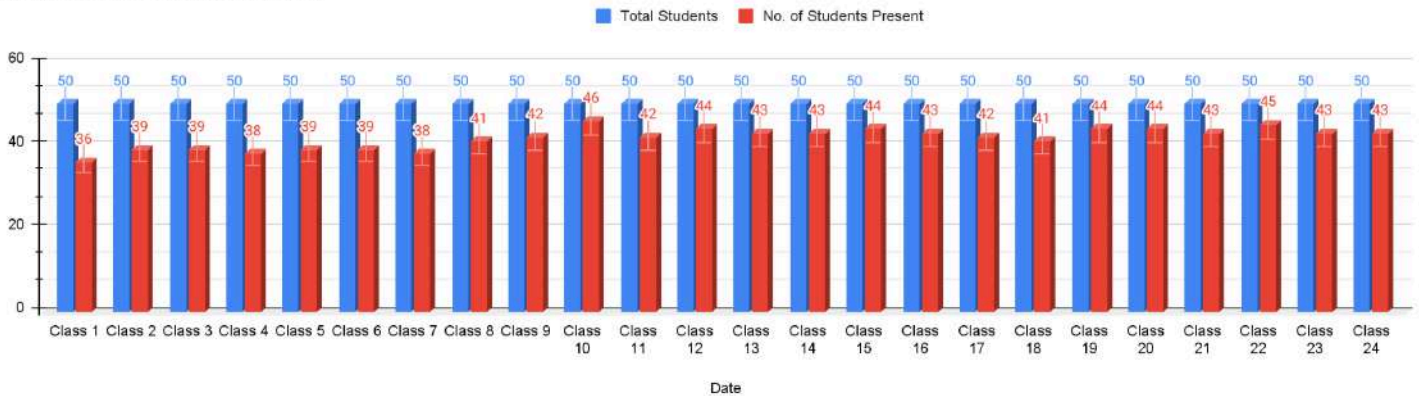
2.6 Program Launch and Modules Details

Nauka Foundation organized 24 communications skills, 24 digital literacy skills, 6 career guidance, 1 entrepreneurship basics, and 10 interview and resume skills, 2 industry visits weekend classroom and outdoor activities sessions.

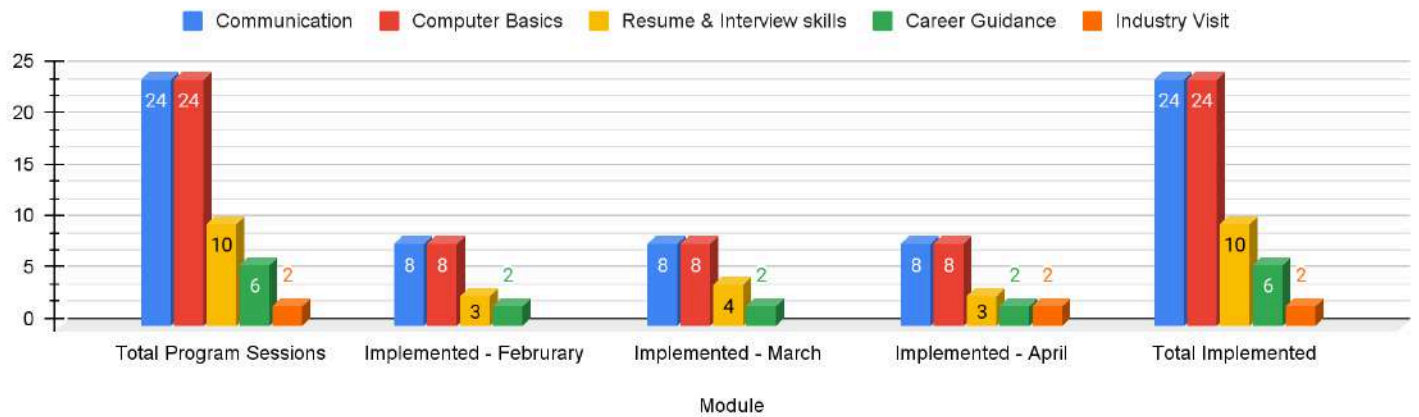


Graduates and 12th

Total Classes and Attendance

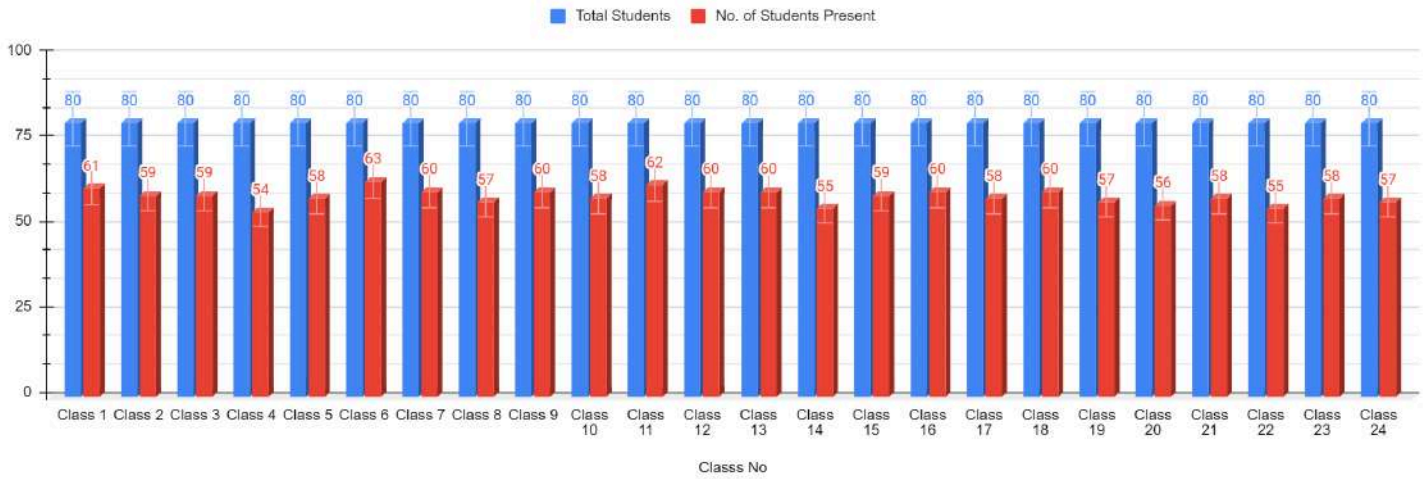


Total Planned and Implemented Modules for Graduates & 12th

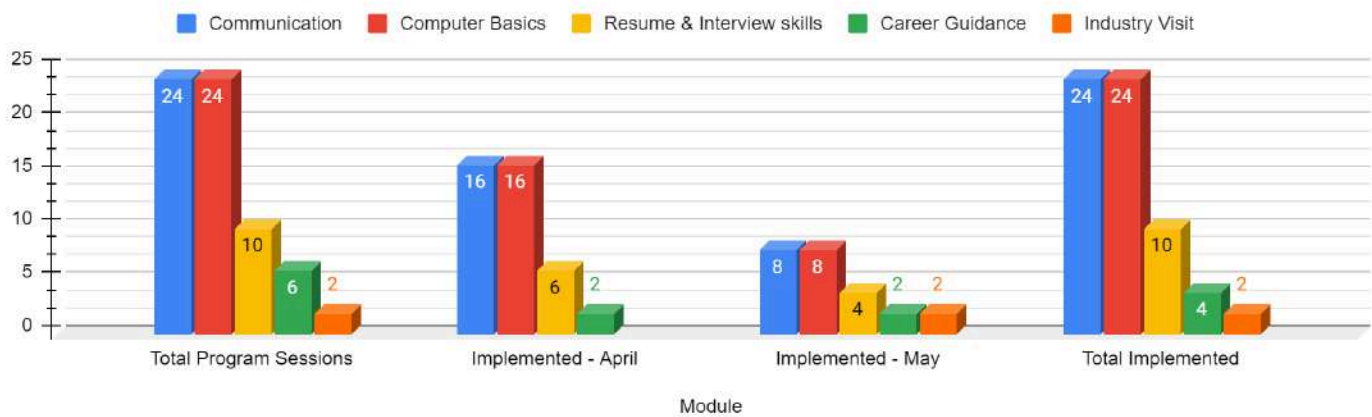


ITI Students

Total Students and Present



Total Planned and Implemented Modules for ITI



Module	Objectives	Outcome	Facilitator
Communication Skills	<p>24 sessions were conducted in Rythu Vedika lab and 24 sessions in the ITI Fathimapur.</p> <p>on English speaking, listening, writing emails, documentation, Customer Service activities and language structure learning and analysis.</p>	<p>The students are able to create basic structured sentences in English and understand the grammar rules.</p> <p>They are able to watch, listen to English videos and comprehend through subtitles.</p> <p>They are aware of how to talk to customers and talk professionally in the corporate environment.</p>	Srisailam Bukka
Professional Skills-Interview and Resume skills	<p>10 sessions were conducted on resume and interview skills in Rythu Vedika lab and ITI Fathimapur seperately.</p> <p>6 sessions on career guidance were conducted in the Rythu Vedika and 4 sessions were conducted in the ITI.</p>	<p>The students drafted their final version of resumes and we reviewed it and suggested changes.</p> <p>They learnt techniques to face interviews and could handle mock interviews.</p> <p>They understood the various career opportunities in the IT/ITes sector.</p>	Srishailam Bakka, External Guest speaker, Aishwarya and Dheeraj
Digital Literacy	<p>24 sessions conducted on basic computer handling, desktop and basics of Microsoft Word & Excel in both Rythu Vedika and ITI Fathimapur.</p>	<p>They are able to handle the computers and understand the basics.</p> <p>They learnt to create resumes in Microsoft Word. They learned the Home tab and explored Excel software.</p> <p>The students learnt how to utilize basic spreadsheet functions and formulas.</p>	Dheeraj Kumar & Vishal Barode

<p>Entrepreneurship fundamentals</p>	<p>4 sessions was conducted on understanding the concept of entrepreneurship, identifying opportunities in the market, model entrepreneur research, and field interactions.</p>	<p>They learnt the fundamentals of setting up a business and the concept of entrepreneurship.</p>	<p>Aishwarya, Dheeraj, Veda</p>
<p>Industrial Visit</p>	<p>2 visits were conducted for both Rythu Vedika and ITI students.</p>	<p>The first visit was to the Ester Industries premises. The students learnt about the company, processes, machines etc.</p> <p>The second visit was to Amazon for orientation on job opportunities.</p>	<p>Sathish</p>

2.7 Certification Distribution Event

The Nauka Foundation designed and distributed a certificate of completion with leaders of the Industrial Training Institute, Fatimapur to all participants of the employability skills programme.



3.0 Plan of action

Particulars	Plan of Action
Students who are preparing for interviews/internships	Monthly interaction with them for 6 months for the students who are interested in working.
Communication plan	We have created a WhatsApp group for future interaction with the students and to post job opportunities. While implementing the next batches, we will keep sharing the placement opportunities with alumni as well.
Alumni Meetup	We will conduct an annual alumni meetup for this programme so that students from different batches connect and network with each other.

4.0 Skill Programme team details

Team member	Role
Dheeraj Kumar	Operations Lead
Aishwarya Ragupathy	Program Lead
Sathish Jempula	Sr. Operations Coordinator
Srishailam Bakka	Communication Skills Trainer
Vishal Barode, & Yashasvi	Professional Skills Trainer
Vishal Barode	Computer Literacy



Certificate of completion





Nauka
Foundation

Nauka Foundation

Contact person	:	Aishwarya Ragupathy
Contact number	:	+91-7358531664
E-Mail ID	:	aishwarya@naukafoundation.org
Project	:	Skill Development Training Program
Thematic area	:	Education
Location	:	Telangana