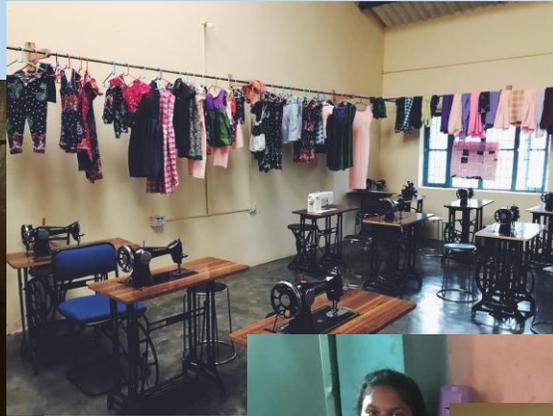


The Impact of Vocational Training



Prerepana

Project-Phase II

Taylor Digmann

TABLE OF CONTENTS

Swami Vivekananda Youth Movement.	3
Prerepana Project-Phase II Overview.	3-4
Vocational Training-Explanation, Objectives, Methodology.	5
Collecting Data.	6-8
Analysis.	9-24
Demographics.	9-10
Involvement.	11
Training.	12-15
Occupation.	16-19
Income Affects.	20-21
Overall Feelings.	22
Into the Future.	23-24
Limitations.	25
Suggestions.	25
Example Survey.	26
Acknowledgments.	27

Swami Vivekananda Youth Movement (SVYM):

Is a development organization, engaged in building a new civil society in India through grassroots action through the sectors of health, education, socio economic empowerment programs, and training and research. SVYM is working towards facilitating and developing processes that improve the quality of life for the people of India. Their four core values include: truthfulness, non-violence, service and sacrifice. SVYM has been performing its selfless service to tribal and marginalized communities in Karnataka for the past 35 years.

TOGETHER, LET'S BUILD A RESURGENT INDIA

Prerepana Project-Phase II:

Began in 2016 and is a 5-year ongoing project. It has partnered with the N.R. foundation to get support and funding, which is the largest incense manufacturing company in India. The Prerepana Project is working towards the main goal of creating human and social capital for sustainable development in the 7 slums of Mysore. In other words, the Prerepana Project is looking towards decreasing dependency among community members and increasing independency by having members utilize tools and take control of their own lives.

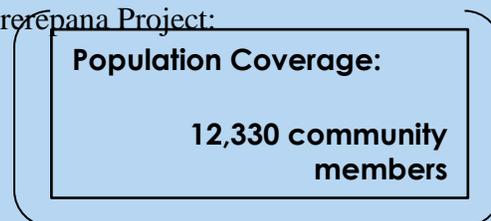
Focus of First Year:



Focus of Second Year:



Four Main Sectors of the Prerepana Project:





Health

Eyecheck ups and awareness camps
De-addiction camps: yoga, AA meetings, counseling



Education

RTE Programs
Book Distribution
Meeting with parents to create parent-teacher relations



Social Entitlements

Meeting with local government departments
Ration cards, Voter ID, pensions, etc.



Vocational Training

Learning a skill that will overall be beneficial
Tailoring, Jewelry making, etc.



Five Key Objectives:

Create two information centers

Engage 100% of youth in vocational training

100% of children going to school through the primary level

Identify addicts and reach at least 75% individuals free of substance

Reach 100% of members possessing social entitlement services

THE IMPACT OF

VOCATIONAL TRAINING IN THE 7 SLUMS OF MYSORE

What is Vocational Training?

Vocational Training falls under the development sector and involves teaching individuals a new skill that will give them a tool to use in their future. The areas of training currently being practiced include: tailoring, jewelry making, creating beauty parlors, aary work, fashion design, CSC training, and conducting driving lessons (both two and four wheelers).

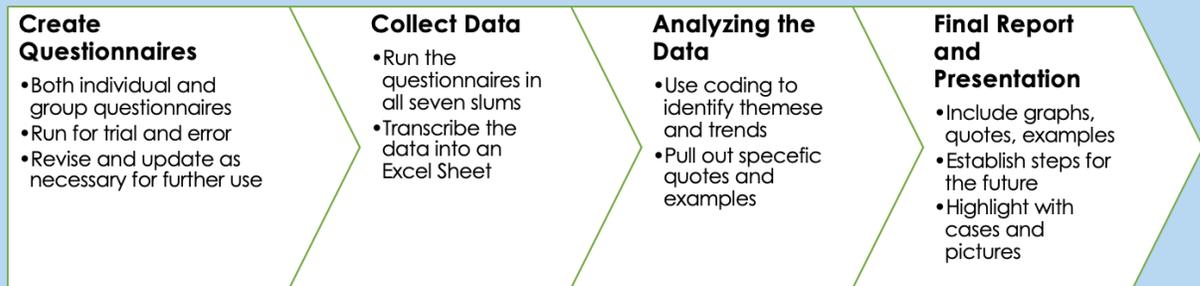
Note: CSC=Common Service Center, this entails a digital service center that is used for obtaining social entitlement needs including copies and laminations in the community at an affordable and accessible cost.

Objectives:

1. Find out what individuals enjoyed about the training and did not enjoy
2. Identify how the vocational training has led to income generation
3. Establish if the training has resulted in a new source of confidence and empowerment

4. Determine if members who participated in the training have a better stance in the community
5. Identify the necessary improvements and areas of training for the future that most interest individuals

Methodology:



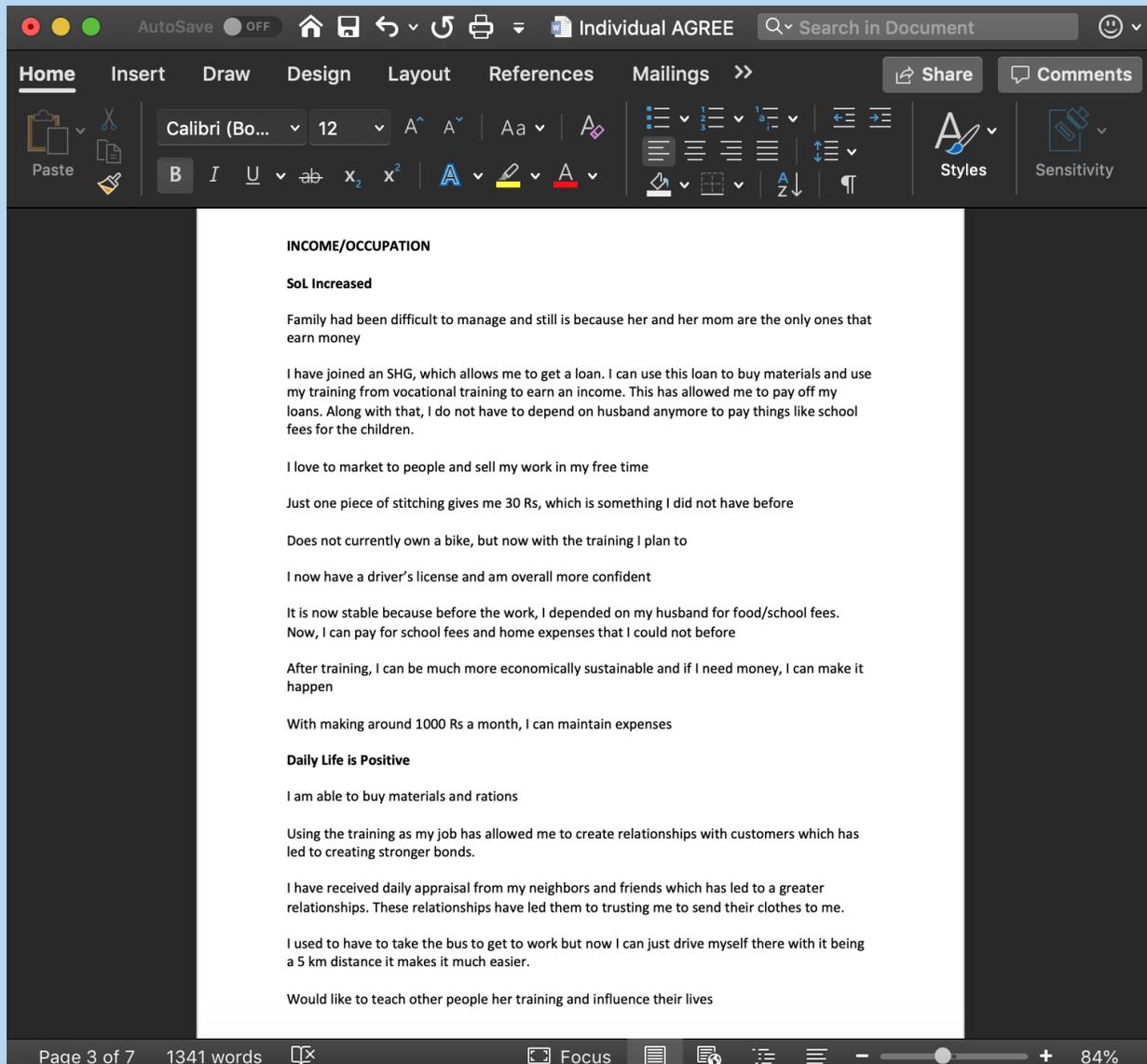
COLLECTING DATA

Sl. No	Name	Age Range	Gender	Education	Marital Status	Children	Slum
1	Radhac	1 21-30	F	Degree	Married	2	MCC Colony
2	Govindgeetha	2 11-20	F	Pre-University	Married	0	MCC Colony
3	Shabho	3 11-20	F	Secondary	Single	0	MCC Colony
4	Bhuvanara	4 21-30	F	Pre-University	Single	0	MCC Colony
5	Chitra	5 11-20	F	Secondary	Single	0	MCC Colony
6	Pryanka	6 11-20	F	Primary	Single	0	MCC Colony
7	Lakshmi	7 31-40	F	Secondary	Married	4	MCC Colony
8	Bhagyaa	8 21-30	F	Secondary	Married	2	MCC Colony
9	Pushpa	9 21-30	F	Primary	Married	2	MCC Colony
10	Arthi	10 21-30	F	Secondary	Married	2	MCC Colony
11	Ashwini	11 11-20	F	Secondary	Single	0	MCC Colony
12	Manjula	12 11-20	F	Secondary	Single	0	MCC Colony
13	Garnesh	13 21-30	M	Secondary	Single	0	MCC Colony
14	Suymithra	14 31-40	F	Primary	Married	2	Ambedkar
15	Suneta	15 21-30	F	Pre-University	Married	2	Ambedkar
16	Rosea	16 21-30	F	Pre-University	Married	1	Ambedkar
17	Guarb Absar	17 21-30	F	Primary	Single	0	Ambedkar
18	Kerzhmu Banu	18 31-40	F	Primary	Married	1	Ambedkar
19	Arthi	19 21-30	F	Primary	Married	2	Ekalavya Nagar
20	Medawatha	20 31-40	F	Primary	Married	2	Ekalavya Nagar
21	Shalaja	21 31-40	F	Pre-University	Married	2	Ekalavya Nagar
22	Resthi	22 21-30	F	Pre-University	Married	3	Ekalavya Nagar
23	Dhainalaxmi	23 21-30	F	Secondary	Married	1	Ekalavya Nagar
24	Aysha	24 21-30	F	Primary	Married	3	KSCB Colony
25	Sameeravanu	25 21-30	F	Primary	Married	3	KSCB Colony
26	Sumykanu	26 21-30	F	Secondary	Married	4	KSCB Colony
27	Talawsumbanu	27 31-40	F	Secondary	Married	4	KSCB Colony
28	Wahendevegaa	28	F	Secondary	Married	3	KSCB Colony
29	Hajirabatu	29 21-30	F	Secondary	Married	3	KSCB Colony
30	Sameena	30 31-40	F	Secondary	Married	3	KSCB Colony
31	Maimumatavassum	31 21-30	F	Secondary	Married	3	KSCB Colony
32							

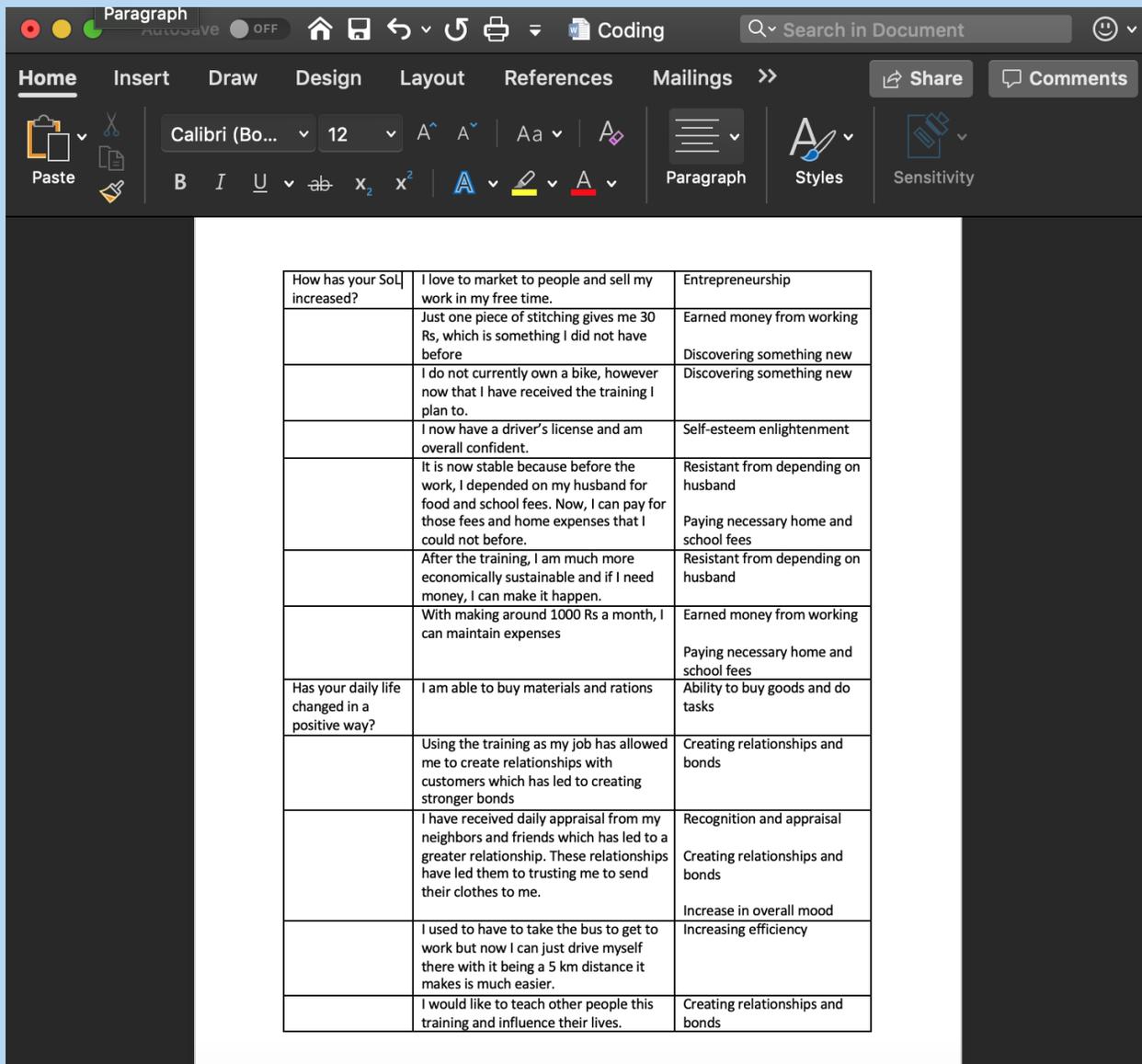
As I was conducting interviews in all 7 slums, I was simultaneously transcribing the data for individuals into an Excel document with ten sheets highlighting each area of the questionnaire. Above is demographics with color coordination for certain slums and a serial number given to each person. Below focuses on the income questions.

SL.No	Job Before Training?	Refer Job	Used training as a job?	If so, why not?	Current Job	Tailoring Machine	Income Before	Income After	Actual
1	No		Yes		Taking orders from home	Yes	Less than 499	1000-2999	
2	No		Yes		Taking orders from home	Yes	Less than 499	1000-2999	
3	No		No	My mother does not agree to me working outside because I must maintain the house when she is gone at work.	No	Yes, but it does not work	Less than 499	1000-2999	
4	Yes	Beautician-Qu	Yes		Taking orders from home	Yes	3000-4999	5000 and Over	
5	No	Lacked skills to do so	Yes		Taking orders from home	Yes	Less than 499	500-999	
6	No	No parental permission	Yes		Taking orders from home	No, I need one	Less than 499	Less than 499	
7	Yes	Small Stall	No	Needs a machine	Small Stall	No, I need one	5000 and Over	5000 and Over	
8	No	No parental permission	Yes		No/Pregnant	Yes	Less than 499	Less than 499	
9	No	Housewife	Yes		Taking orders from home	Yes	Less than 499	1000-2999	
10	No	Not interested	Yes		Taking orders from home	Yes	Less than 499	3000-4999	
11	No	No parental permission	Yes		Taking orders from home	Yes	Less than 499	1000-2999	
12	No		Yes		Taking orders from home	Yes, but it does not work	Less than 499	500-999	
13	Yes	Auto Driver	Yes		Auto Driver-Delivering raw materials	No, don't need one	5000 and Over	5000 and Over	
14	No	Housewife	Yes		Taking orders from home	Yes	Less than 499	5000 and Over	
15	No	Housewife	Yes		Taking orders from home	Yes	Less than 499	3000-4999	
16	No	Housewife	No	Must take care of the children-12 members in their home.	Jewels	No	Less than 499	Less than 499	
17	No		No	I am not allowed of the house and my family disagrees with it	No	Yes	Less than 499	Less than 499	
18	No	Housewife	Yes		Jewels	Yes	Less than 499	500-999	
19	No	Housewife	Yes		Taking orders from home	Yes	Less than 499	500-999	
20	No	Housewife	Yes		Taking orders from home	Yes	Less than 499	500-999	
21	Yes	Day Care	Yes		Day Care; Running SHS (150 members)	No, don't need one	5000 and Over	5000 and Over	
22	Yes	Beautician	Yes		Taking orders from home-dresses and children's clothing; CSC-Common service	Yes	3000-4999	5000 and Over	
23	No	Housewife	Yes		Taking orders from home	Yes	Less than 499	500-999	
24	No		Yes		Taking orders from home; hotel work	Yes	Less than 499	3000-4999	
25	No		Yes		Taking orders from home; Bede packing (1000 roller-200 R)	Yes	Less than 499	3000-4999	
26	Yes	Bede packing			Taking orders from home	Yes	Less than 499	1000-2999	
27	Yes								
28	Yes	Asha Worker			Asha Worker (helps pregnant women, with immunization, guidance, etc)	Yes	3000-4999	5000 and Over	
29	Yes		Yes		Taking orders from home	Yes	Less than 499	500-999	
30	No	Housewife	Yes		Taking orders from home	Yes	Less than 499	500-999	
31	No	Housewife	No	She has only taken driving lessons and she is also not allowed out of the house	Taking orders from home	Yes	Less than 499	Less than 499	
32	No		Yes		Taking orders from home	Yes	Less than 499	5000 and Over	
33	No		No	I have no machine	Taking orders from home	No, I need one	Less than 499	Less than 499	
34	No		Yes		Taking orders from home	Yes	Less than 499	500-999	
35	No	Housewife	Yes		Taking orders from home	Yes	Less than 499	1000-2999	
36	No	Housewife							

Since I had agree and disagree statements under each section (training, income, and overall), I decided to place each agree statement and disagree statement into Word documents to consolidate my data and get a better idea of themes when it came time to analyze.



Above is an example of agree statements relating back to Income/Occupation questions that focus on standard of living and a more positive life. The same thing was done with disagree statements for this section and the others as well.



Furthermore, I placed the statements into a Word document titled with the columns: Question, Response, and Category. The categories connected certain responses to each other and allowed me to notice themes and remarks that stood out when I was doing my analysis. The screenshot above gives an example of this.

These snapshots show how the data was collected and organized. The focus group questions were also placed in an Excel sheet under four tabs for further analysis. All data will be available in both Excel and Word to freely look at.

ANALYSIS

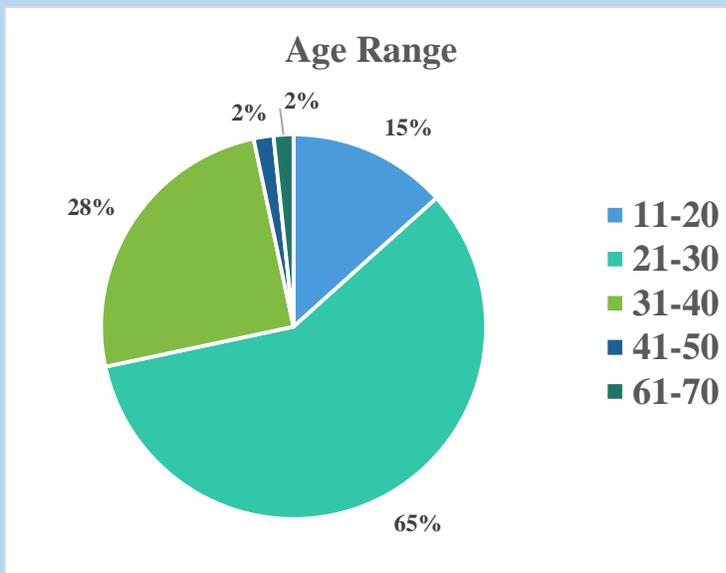
The analysis will be separated into seven sections: Demographics, Involvement, Training, Occupation, Income Affects, Overall Feelings, and Into the Future. Each section will go into detail about my findings. I will make conclusions about individuals perspectives considering what Prerepana has already done and how it should continue in the future.

DEMOGRAPHICS

Individual:

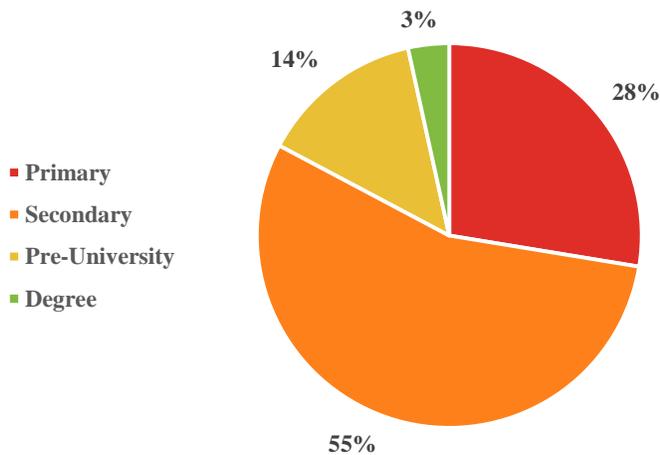
In total, 60 beneficiaries were asked questions based off of the individual questionnaire from all 7 slum areas. The table below shows exactly how many members in each slum were questioned.

Slum	No. Interviewed
MCC Colony	13
Ambedkar Jnana loka	8
Ekalavya Nagar	5
KSCB Colony	8
Vandematharam	10
Kurimandi	8
Bharath Nagar	8
TOTAL	60



90% of the individuals were female with just 10% of them being male. This is apparent due to a lot of the training focusing on tailoring and in-home work for the women. Also, a lot of the men were outside doing work during the day during my visits. Continuing, a total of 96% of the individuals were between the years 11-40 with majority being between 21-30.

Education

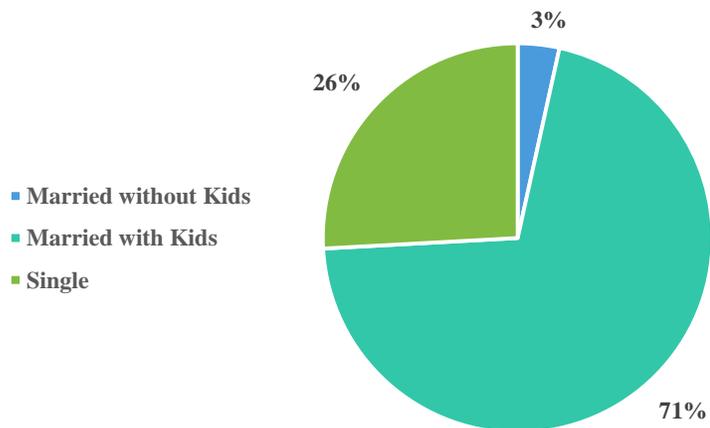


It was found that everyone had received some form of education. The range went from 2nd standard up to receiving a degree.

No matter what education level was received, people seemed clear on the purpose of the training in terms of the rules and regulations given. It was clear the individuals had aspirations and motivation to learn more.

Majority of the beneficiaries were married with kids (71%). The amount of children in a family ranged from zero to five. Since joining the training, the 36 families that make up the 71% have had 76% have an increase in monthly income or have remained stable in income generation. With more members in the family, it is more costly for daily expenses such as food and school fees.

Marital Status and Children



Focus Groups:

Three focus groups were performed: one in Ambedkar Jnana loka made up of three members, one in KSCB Colony made up of four members, and one in Bharath Nagar made up of ten members. The areas of training that took place throughout the groups centered around tailoring and two-wheeler training. The notes from the focus groups will enhance the individual data and add key findings.

INVOLVEMENT

Individual:

Area of Training	No. Taken Course-My Project	Total Taken Course-Prerepana Project
Tailoring	50	135
Fashion Design	05	15
Aary Work	07	10
Beauty Parlour	02	07
Jewelry Making	03	16
Two-Wheeler	10	31
Four-Wheeler	06	26
CSC	01	01
TOTAL	84	241

The table above shows that of all the **60** individuals that I questioned, total they had undergone **84** training areas. The right column explains the total reach of Prerepana Project-Phase II vocational training since its start according to the Annual Report 2018-2019. My questionnaire reached about 35% or over one-third of the total population under vocational training.

Focus groups:



HOW DID YOU LEARN ABOUT THE TRAINING:

It was determined that members found out about the training through a community facilitator or the project coordinator. Just by communicating the training to the women in their houses, they found interest and took it upon themselves to get involved.

[Focus Group: KSCB Colony]

WHY DID YOU GET INVOLVED:

Out of all three focus groups, the women found that they most likely got involved due to self-interest, the way their family structure is set up, the allowance to work from home, and to become financially independent. The Prerepana team also gives information and provides things at an affordable cost to members.

“We are living with our families and our families are structured to not have women working outside. Tailoring and other tools allows us to have a job and become financially independent from the home” -KSCB Colony Focus Group

TRAINING

Individual:

Five statements were given that were answered with either agree or disagree comments. The following section will go through each of these statements along with areas for improvement relating to training and highlight moments during the training.

The training was accessible and timely.

98% of individuals agreed with this statement with an overwhelming answer that they were supplied with the equipment necessary to do the work.

“Man, machine and material were all efficiently provided.”

The other 2% came from an older individual who would have appreciated the training around 20 years ago and felt it was not timely. It is too late to remedy this feeling, however it is appreciated that the training has now become available.

The information and concepts given were clear.

95% of the individuals agree with this statement mentioning they felt the training was understandable and would enable them to use it in the future. Majority were given terms and conditions before entering the training that they agreed to in order to enroll, particularly with tailoring.

“We were told that there are specific terms and conditions of the vocational training before we began. It was clear that if we did the training then we would have to utilize it in the future as a job; we agreed.”

The other 6% came from members explaining they did not understand certain parts of the tailoring techniques and felt areas such as cutting were unclear. *This could be fixed with the teacher going to trainees and checking up on them to make sure the foundation is laid correctly.*

The training covered the content I was expecting.

97% of the beneficiaries agreed to this statement. No matter what area of training, they felt their expectations were fulfilled and the teacher provided guidance.

“The tailoring basic course was clear, it covered all concepts and was what I was expecting.”

The other 4% disagreed because to begin with they had lacked expectations since they were not sure what the classes would be like. Not having expectations is not a bad thing, it just means that there is more areas to learn and new discoveries that will be made.

The training course was the right level of difficulty.

95% of the members agreed to this statement. There were a couple instances when at the beginning of the training, they may have disagreed due to struggling with the tailoring machine

or being afraid of riding a two-wheeler. However, after time they felt this statement true and noticed others gaining confidence which gave them motivation to continue.

“Initially, I thought it was difficult, yet I didn’t want to give up because I saw others succeeding and I wanted to continue.”

The remaining 6% are due to wanting more difficulty. For example, some women wanted more training in tailoring or fashion design to learn more skills and upgrade their work. Continuing, men who learned to drive four-wheelers would have liked to see more hours of training to reach the confidence level they wanted to obtain while driving.

After the training, I felt ready to continue using it on my own.

87% of the participants agreed with this statement, the lowest of all five, however still a large quantity. Particularly when it came to tailoring, machines enabled the women to continue using the tool independently. They often found themselves either working or stitching for their families which led to saving money. The answer would also vary depending on whether their family supported them or not to continue their work.

“My husband is a very good person because he went to the city to get materials for me and it enables me to be independent. My family also supports me and I have my own machine which I can use and independently repair myself if necessary.”

The other 13% cannot continue due to lacking a working machine or not owning a two-wheeler or four-wheeler. *This is where room for guidance on joining a self-help group could benefit many people.*

IMPROVEMENTS:

I asked the participants if they felt there was any necessary improvements that the training could take up. I asked 47 of the 60 individuals due to changing my survey and out of the 47, 17 felt there was areas of improvements. Many were from the women that were involved in tailoring:

- More training in coloring, cutting, and measurements
- Skills in design, particularly fashion design and embroidery to upgrade skills as those areas are more demanding
- Upgrade the teacher; have a teacher that is more experienced and has more advanced skills to teach more techniques

Finally, it is clear there are many more community members and SHG peoples interested in the training that have not yet been reached. *To expand the program and learn more about the individuals will help this.*



Pushapalatha began tailoring training and actually found the pedaling very difficult and almost quit. She soon realized how other people have gained confidence and independence from this training and decided to continue and finish the training. She now

has her own machine and stitches for her own family, saving around 2000 Rs every six months. She is still not comfortable stitching people's clothing from the outside but plans to continue trying and practicing her work.

There are many positive changes that have taken place in her life. For one, she has gotten to work with and meet around 15-20 members through training. Her neighbors have mentioned that she seems much more enthusiastic and happy. Along with that, she can now better identify good prices at vendors.



She is feeling much more confident to the point that she can participate in group discussions to speak out in front of 30-40 community members. She feels that the community benefits from her work and the vocational training both directly and indirectly. In the future, she wants to do more work in fashion design and carry work to become more confident in her work and earn more money independently.

[Pushpalatha-Second in from the Left]

Focus Group:

The answers from the focus group pertain to mainly tailoring due to the small sample size I received and that ample amount of people that received that area of training.

WHAT DID YOU LIKE:

The most mentioned areas that the women liked were both blouse stitching and gown stitching because it benefits themselves along with their work for others. Along with that, gowns and blouses are long and have a very neat stitch.

WHAT DID YOU NOT LIKE:

All three groups of women had the same response, "There is nothing we did not like about the training." The one fault came from the Bharath Nagar group who stated that their teacher was only in it for the drama and gossip. *This could be avoided by having meetings with trainers to make sure they understand their job and intentions.*

SPOTLIGHT: WHAT MADE YOU PROUD?

I asked the women to mention a moment during training that stuck out to them and that they remember as a proud moment. This page will highlight three moments.

“During the training, we began to get very tired after many long days. The community facilitators could not help us out. They would wake us up by playing games to play. This stuck out the most for me because it was fun.”



There was a stage that was very hard for me during the training and I wanted to give up. However, my colleagues saw this and started to encourage and support me. My colleagues gave ideas to help me which led me to improve my work. After this, the teacher had given me an assignment and once I completed it in, the teacher noticed my progress and my abilities.”

[Ambedkar Jnana loka-Community Facilitator Maadhu]

“I learned training in two-wheeler driving. At first, I was very scared of the two-wheeler and now I can say that I am not afraid. I can go by myself with my bike to parent meetings, the market, and school for my children.”



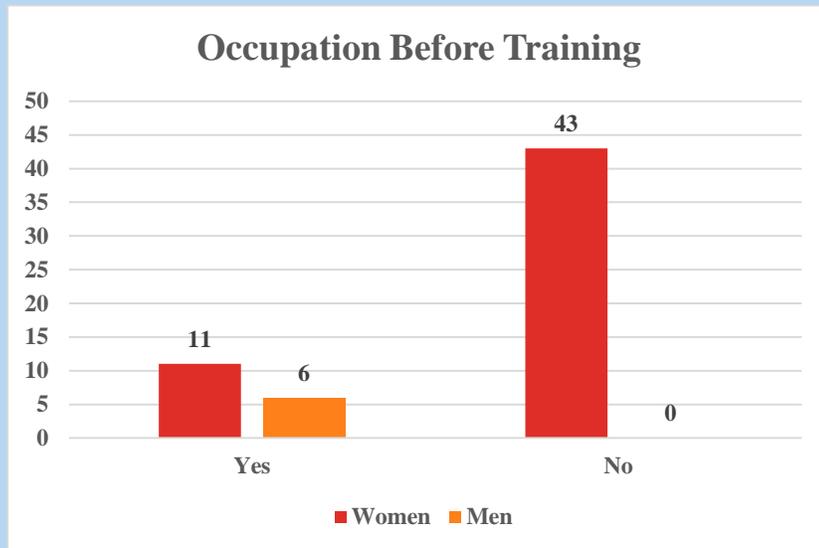
[Focus Group: Bharath Nagar]

OCCUPATION

Individual:

This section will be focusing on occupations of the individuals and possible cash benefits. First, I will look at whether members had jobs before the training took place and see how their participation in training has affected this at all. Second, I will focus on whether individuals use the training in their future at all, whether it be for a job or not and compare it to those who actually do use it as a job. Third and finally, I will highlight income inflow in the population.

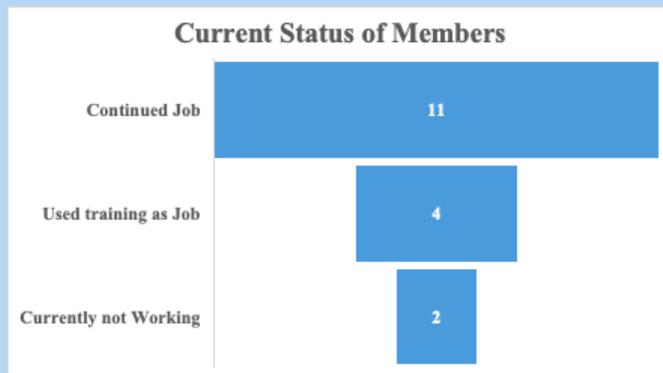
-Occupation Before Training-



Occupations:

- Beautician (2)
- Small Stall
- Auto Driver
- Day Care
- Cigarette Packing
- Asha Worker
- Taking Orders
- Roller Driver
- House Painting
- Data Entry Operator
- Rickshaw Driver
- Public Department
- Scrap Worker
- Housekeeping (2)
- Small Sari Business

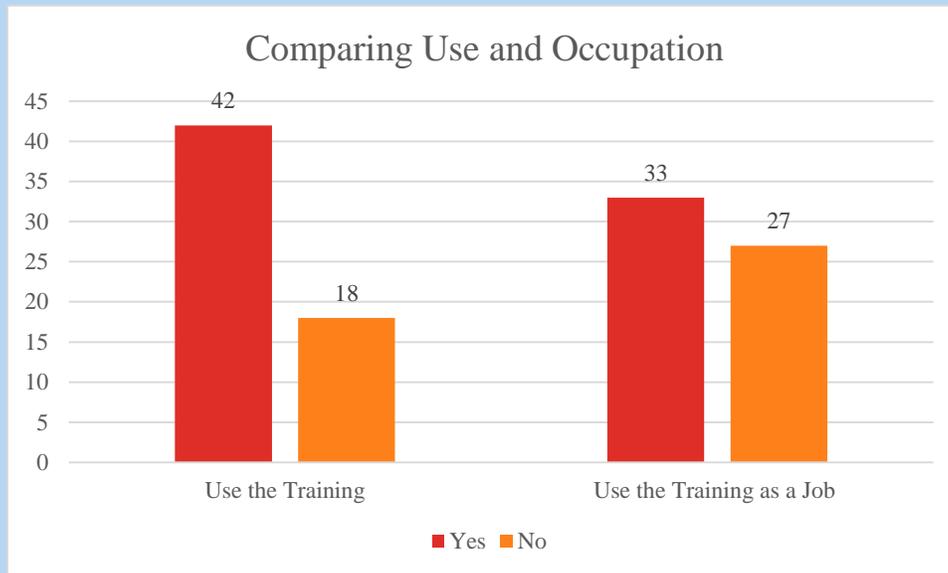
Out of all 60 beneficiaries interviewed, 17 of them had had a job before the training, 11 female and all 6 males who I had interviewed. The list on the right states all jobs of the members.



I was curious to see if the training would affect members jobs at all it they had already previously had one. Over half of the members (11) kept their same job, four now use the training as a job (auto-driver and taking orders), and two have no job due to lacking a machine and their previous job rotating workers.

-Simply Using the

Training vs. Using the Training as a Job-



Initially, I thought looking at those who just used the training as a job would be the most effective data, however after further analysis, it was clear the people could see be utilizing the skills they learned even if they were not making cash from it. The graph above explains that 42 people were utilizing the training in some way. This would include:

- Taking orders from their home
- Auto Driver
- Jewelry selling
- Using their two-wheeler to get to work
- CSC
- Driving a large roller
- Running a small sari business
- Family Stitching

Since 8 members are involved in family stitching (which does not generate income but leads to saving) and one is using the driving as a tool, the “Use the Training as a Job” on the right side of the graph, shows the number at 33 for “Yes”.

Continuing, of the 33 members that are using the training as a job, majority of them (27) are taking orders from home. The rest are doing work in: auto driving, jewelry making, CSC, driving a roller, and running a sari business. Out of the 27 members that are under the category of “Use the Training as a Job” and “No,” 9 of them still have jobs which they had previously had before the training and I had mentioned before.

Finally, out of the 60 people interviewed, 18 or 30% of them do not have jobs at the moment for one of the following reasons:

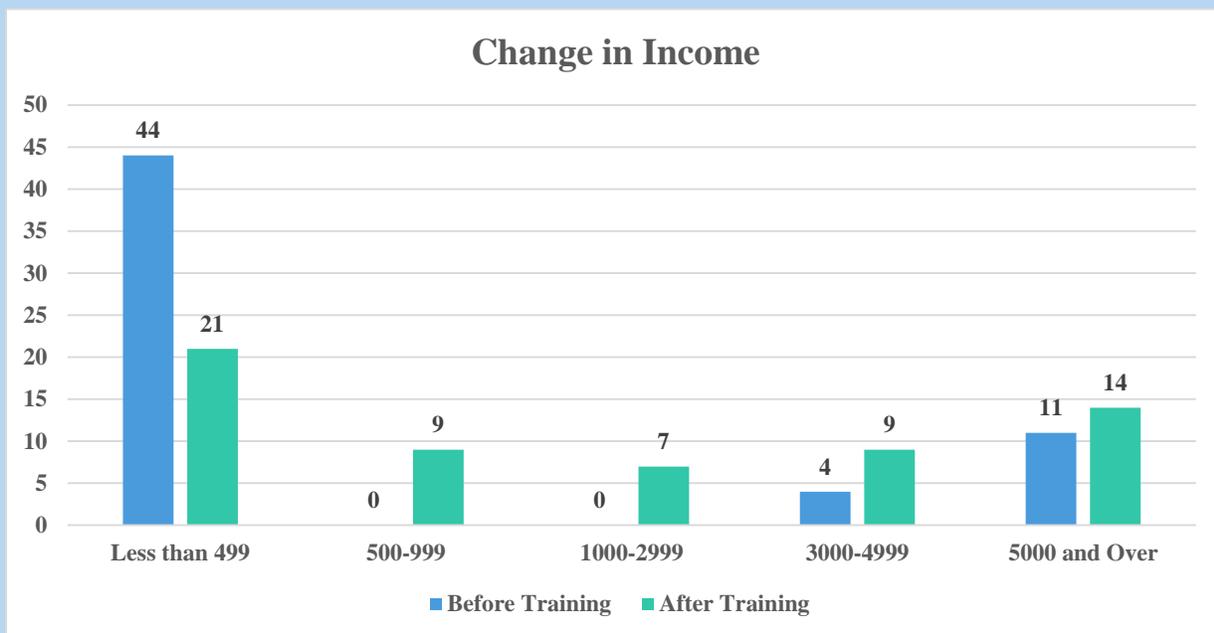
- Pregnant
- Lack permission from their family
- Have no machine
- Only learned driving lessons and prefer not to use this as a job
- Do not know how to market their work and try to sell it
- Stitch for their family

Focus Group:

These are just a few reasons for why individuals are not under the category of income generation. During my focus groups, I asked the women why they believe this happens and continuing from the list above, some responses included: there is a lack of orders, the head of the family is a man and the man does not support this, women do not want to get fat from pedaling and sitting all day, and their families feel they should relax and let their husband do the work. *This is a time where intervention and awareness meetings could come into play to explain what the training does for someone and provide specific examples of past beneficiaries for future candidates. Along with that, guidance on how to get involved in SHG's could be useful for those who want to buy a machine.* There is further information regarding these ideas in “Looking to the Future.”

-Income Inflows-

Of the 60 beneficiaries, 42 of them had been making 0 Rs before the training. Of those 42, 26 or 62% are currently making more than 0 Rs. At the moment, there are still 18 members not making any income, as I had previously mentioned they are not working at the moment.



The graph on the previous page gives a visualization of how cash inflow has changed for individuals since beginning the training. Before the training, 44 people were making less than 499 Rs a month. After the training, the number is split in half with now 21 members making less

than 499 Rs a month (3 of which are still making between 0 Rs and 499 Rs). There were zero members making between 500 and 2999 Rs a month and now a total of 16 people are making that amount. Continuing, now nine individuals are making 3000 to 4999 Rs per month. Finishing it off, 14 or almost one-quarter of the members are making 5000 Rs and over a month on their own. The spectrum goes as high as 22,000 Rs a month for an individual. Not only does this help their families and themselves financially, but it also boosts their overall confidence.

Living in Ambedkar Jnana Loka is Suymthra who is married with two kids. In January 2019, she began training in both jewelry making and tailoring which overall changed her life.



She found the training to be clear and useful to use in her future. She has bought a tailoring machine and has begun utilizing the skill on her own as a job.

Before the training, she was a housewife depending on her husband. After the training, she now takes orders from her home earning 240 Rs per blouse and receiving around 10-15 orders per week. This has resulted in her earning about 10,000 Rs per month on her own. She views herself as being very economically independent.

Recently, her husband had a stroke and it was her job to keep the family afloat. Thanks to the training and her hardworking attitude, she was able to do so. She has made enough money to save up and recently bought her current home she and her family are residing in, from the government. Suymthra is looking for more coloring training in her future and would also like to take up training in becoming a beautician. Suymthra has gained independence and from just talking to her, it is clear she feels confident and happy with her decisions. “I feel I can do the job confidently anywhere.”



[Suymthra]

INCOME AFFECTS

Individual:

Four Statements were given to the participants where they could either agree or disagree and give reasoning. This section will highlight those answers, drawing conclusions.

Using this tool as a job has improved my standard of living

92% of individuals agreed to this statement noting that they have earned money from working which enables them to pay for things like home and school fees, which they were not able to do so before. A lot of the women who joined tailoring depend on their husband less which boosts their standard of living.

“I have joined an SHG, which allowed me to get a loan. I can use this loan to buy materials and use my training from vocational training to earn an income. This allows me to pay off my loans. Along with that, I do not have to depend on my husband anymore to pay things like school fees for the children.”

The other 8% fall into the disagree category because they do not align with the above feelings. Some feel they have no improvements because they have not been able to have a job due to family issues and even if they have taken up training and use it to do family stitching, they may still depend on their husband for all financial needs. Finally, one auto driver felt that his standard of living would not increase until he made more money. *This would be a great time to ask the participants what success means to them and how much income a month they would prefer to make; using this, each solution could be individually fit for each member.*

This training has affected my daily life in a positive way.

92% of the participants agree with this statement. Unlike the previous statement which often got answers related to cash inflow (which also came about here), the responses here normally focused on how relationships are being made and how people are being recognized for their work. Pertaining to the tailors who are taking orders from the outside, often they create relationships with their customers (their neighbors) and trust grows along with receiving positive feedback from their peers.

“I have gotten to work with 15-20 people and I found that my neighbors say that I seem very happy and enthusiastic now. I am able to better identify prices at vendors now. Before this, I was not recognized; now, I am not afraid to participate in community discussion and talk to 30-40 people.”

The remaining 8% remains close to those who have not been able to use the skill at all simply due to not having a tailoring machine or not having time because they must care for the children.

It has become easier to obtain the resources necessary to live a sustainable life.

90% of the interviewed beneficiaries agreed with this statement. A lot of the answers focused on the fact that obtaining the resources necessary to do their work (as a tailor or beautician) became a lot easier because of the society around them. Whether it be their neighbors or their families, receiving support and physical tools has become easier because their fellow colleagues know

their skills and abilities and need their help at a better location along with a lower cost. Continuing, having the ability to drive an auto allows for more access to areas at a quicker time.

“The people recognize my capacity and know me as a very good tailor, so I am given cloths to stitch like jackets and more.”

The other 10% do not have a tailoring machine or in general are currently not working and therefore do not have a sustainable life according to them.

I recommend this program to other people.

100% of those asked agreed with this statement explaining that they have found results and they have shared their work with others and told them to join the program as well.

“The training leads to individuals being more economically independent. I have shared it with friends, cousins, and the people of our society.”

Focus Group:

HOW HAS THE COMMUNITY VIEWED YOUR WORK:



“The neighbors and community have noticed it. The teacher gave an assignment for homework and the neighbors also came to see the assignment. They noticed that we are doing a good job and that we have skill and capability. They give us clothes and this leads to publicity. Our neighbors then tell others about how good we are as tailors.”

[Focus Group: Ambedkar Jnana loka]

OVERALL FEELINGS

Individual:

Three statements were given to the members to see how ones self-esteem was affected by the training. Considering the Prerepana Project falls under the SEEP sector, a source of empowerment is crucial for the individuals.

I feel more confident since acquiring the training.

100% of the interviewed individuals felt more confident since acquiring the training, an overwhelming percentage. The responses often pertained to have a self-realization that they have skills and capabilities and can do work on their own. Even though a couple women who learned tailoring had initial struggles, they worked hard to continue on and results came about.

“I was asked by the teacher: ‘You are already aged, why would you do this?’ I responded, ‘There is no boundary to learn and age is just a number.’ I felt very confident during training and feel I have fulfilled the arrangement.”

I feel the community benefits from different types of training.

98% of members agreed to this, with only one person feeling otherwise. It was felt that the training makes for a more efficient community, whether it be working together or making it easier to get from one place to another.

“It allows the community to save time and energy.”

The other 2% or single person felt the only benefit was learning something new rather than using it as a skill. That is because her family does not allow her permission to continue the training in her everyday life. *This is a time to conduct an awareness meeting or talk to the parents personally and if that does not work then try and figure out another solution that everyone agrees with.*

I feel more independent since acquiring the training.

92% of people agreed with this last statement. To be financially independent, be able to drive somewhere using one’s own two or four-wheeler, and pay for something they otherwise had not been able to before, leads to the goal of this project. Decreasing dependency and increasing independency.

“I no longer depend on anyone. I have saved money and bought my current home from the government.”

The remaining 8% have not yet gotten their own source of independency due to not having a machine, not owning their own vehicle, etc. There is still time for growth though.

INTO THE FUTURE



The graph above explains people's preferences for where they would like to see training go into the future. This includes both the individual surveys and focus groups. There was 18 mentions of fashion design training, 7 of aary work and 2 for more in tailoring. All of these go hand in hand because the woman want to upgrade their skills because they felt that what they learned was just the basic level and there is more out there. Beautyician training was mentioned a lot because of its high demand and large in flow of cash from just one event.

Women want to learn both two-wheeler and four-wheeler training, even though only males have taken up four-wheeler work. Considering the males that already had training in four-wheelers, their next request is to learn to drive vehicles with more wheels, such as trucks, to reach out to new jobs. The other areas mentioned that are not being done yet include: computer skills (Word and Excel), English courses (to teach their children and be able to talk to foreigners), mobile training (due to the large quantity of them and high demand), and cooking courses. *To get more numbers and understand where preferences are located in each slum, the survey at the end of this document would be best to implement.*

REQUESTS

After talking to all 60 beneficiaries, it is clear that there are some requests that are asked from the Prerepana team and they will be listed here:

- Tailoring shop: creating tailoring shops for women interested within each slum. The women feel more confident when they work in groups and to be able to sort out a small business could be very beneficial if there is space and time.
- Aprons: women in KSCB are taking home nursing classes and they would like aprons for their work.
- Power machines: a lot of women are looking forward to getting power machines. I think there is where the guidance into SHG's comes in.
- More teachers: specifically in Bharath Nagar, the women in the focus group mentioned that they would appreciate better teachers who are not interested in the drama. Since a lot of the women are looking into fashion design, they would like more advanced teachers to learn from.



Roopa has had previous training in tailoring, however she was interested in getting involved with Prerepana still. She found the training to be clear and not difficult, allowing her to continue stitching for her family and a few neighbors.

Before the training, she was not making any income, however after the training she makes around 1000 Rs per month which allows her to maintain expenses such as coffee, tea, and food. She may not be earning as much as she would like but she is saving more than she could have imagined. Each year, there are around 10-12 festivals that require a lot of clothing, time, and money for herself and her family. Since her training, she can stitch for the family which has allowed them to save around 30,000 Rs for the year. This has made a large impact on their lives.

Roopa feels very confident in her ability to tailor items and recognizes that it not only benefits her but the complex that she lives in. She mentioned that her complex is looking for more training in beautician skills and mobile training. She recommends this program to other people.



[Roopa-Third in from the Left and Standing]

LIMITATIONS:



Throughout my time preparing and researching, I came across some obstacles and challenges that limited my research and made things more difficult. Below, I will list them:

- Translation errors: Due to speaking different languages, there could have been parts of the translation that were lost or misunderstood which could have led to skewed responses.
- Time constraint: There are 241 areas of training that have been completed among participants; due to this short period of six weeks, not everyone could be questioned which led to obtaining a smaller sample size than possible.
- Recall errors: Since the training took place in the past and there is a time gap, it may be hard to recall everything about the training and specific parts of it.
- Survey faults: After my first field visit, I decided to edit, add, or remove certain questions. This led to some questions not being answered by everyone. Therefore, the data is not as full as it could be.

LOOKING TO THE FUTURE-FOR THE TEAM:

Looking to the future, I have come up with a few suggestions that the Prerepana team could look into to help vocational training in the coming years. These are recommendations that I believe could further the sector of vocational training under the Prerepana Project-Phase II.

- Short survey: create a one page survey in concise Kannada that highlights particular training for the future (fashion design, aary work, English courses, etc.) and allow the communities to fill it out, checking off areas that they find most interesting and least interesting. This will create quantitative numbers to allow the team to know what areas are most needed for training. I have created a survey that I think best fits the population and allows room for the individuals to express their interests. This will allow the team to understand the members and later lead to better local solutions for members.
- Awareness meetings: conduct meetings that include both interested members and their family. Focus the meetings around the purpose of the training and the results of the training. Provide examples of individuals that have had success with the training and have them tell their stories. Create a safe space for questions and discussion. Perform this after the surveys are conducted and there is a better idea of who is more interested and who is not. Also perform a post training meeting to help individuals understand the question, “What now?”
- Guidance: provide guidance for individuals on how to join a self-help group to enable them to get a loan for purchasing a tailoring machine. Individuals may just need to be pointed in the right direction.
- Advertise saving: When targeting individuals to join the training, include that not only will they become financially independent but also begin saving for their family, making them more of a backbone for their family.

EXAMPLE SURVEY:

Name:

Address:

This survey was created to grasp what interests you personally have and aspirations that are motivating you. The Prerepana team would like to get to know you better. Thank you!

1. What does success mean to you?

2. What are your interests?

3. How much income does your family make a month?

a. _____

4. How much income would you personally like to make a month?

a. _____

b. Are you earning that?

Yes

No

5. What training would you like to participate in? (Mark your top 2)

Tailoring

Jewelry Making

Fashion Design

Aary Work

Driving Lessons (2)

Driving Lessons (4)

Computer Skills

English Courses

Beautician

Cooking

Other: _____

I am not interested because _____

-SURVEY COMPLETE-

THANK YOU

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Thank you Dr. Rekha and all of SVYM for being so open and welcoming. To the best summer yet in Incredible India; until next time.

