Skill Saathi
Goals & Objectives

- Awareness
- Psychometric Profiling
- Employability
- Vocational Training Enrolment
- FLFP Increase
Tech Innovation – Offline & Online App used for imparting Career Counselling

![App Screenshots]

- Home Page
- Event Location Registration
- Enter Batch Details
- Candidate Registration
- Branding & Toolkit Batch Photos
- Sync and Download

**Online Pool of Counsellors**

- MSDE
- NSDC
  - Govt CIO
  - Non Govt CIO
  - PMKK CIO
Goal 4: Quality Education

Generating Employability Skills of:

- **20,000 Drop-outs**
- **46,671 Not Literates & NEET**
- All-India Presence

Goal 5: Gender Equality

- Ensuring **Women** counselling—UNDP
- **1,743 Transgenders** counselled
- **Equal proportion** of Males & Females Counselling

Goal 8: Decent Work & Economic Growth

- 63% reports **Counselling Useful & Helpful**
- 65% **Women** reported becoming more aware
- 61% able to identify their Career
Goal 9: Industry, Innovation & Infrastructure
- ‘Enabler’ in imparting Relevant training Information
- Paving way for Employability Skills
- Fostering ‘innovation & Entrepreneurship’

Goal 10: Reduced Inequalities
- Equal number of Men & Women
- 1,743 Transgender
- 112 PwD
- 20,000 Drop-outs
- Rural-Urban Reach
- 46,671 Not Literates & NEET

Goal 17: Partnerships for the Goals
- UNDP
- State Skill Missions
- DoE
- 15% Govt. CIOs
- 70% Non-Govt. CIOs
Impact Evaluation Highlights

- 99% Reachability across all Districts
- 67% reported counselling was helpful in the age of 15 - 30 years
- Govt CIO contributed to 15%, Non-Government to 70%, PMKKS to 15% of the total sessions conducted
- 63% Reported Receiving awareness on Vocational Training through Skill Saathi
- 61% were able to identify & choose career as per their Aptitude and Interest
- 63% Women found Counselling Useful
Impact evaluation of Skill Saathi Counselling at LoC 2nd Cohort
Introduction

About the program
- 2 days counselling program organized in Kupwara for 168 candidates.
- Counselling sessions over this period constituted Career Guidance, Psychometric Test, Industry Insights along with Motivation and Aspirational lectures and activities all delivered by professionals.

Sample description
- 35% are female, 65% are male (n=168)
- 22% received formal vocational training (n=168)
- 22% are 7th pass, 23% are 8th pass, 46% are 9th pass, 8% are 10th pass, 1% are Diploma holders (n=168).

Limitation of the evaluation
- There may be selection bias (as the intervention was not randomly assigned)
Evaluation approach

- Pre-post approach has been followed to assess the Skill Saathi counselling
- What is pre-post?
  - Change in the outcome of interest before and after program implementation
- Each participant was provided a short questionnaire to answer on the first day (pre/baseline) before counselling commenced, then once again at the end of all sessions on the last day (post/end-line).
- Limitations of pre-post approach
  - No comparison group
  - Change in the outcome of interest may not be attributable to the intervention
Key outcomes

- Awareness of one’s aptitude/strength areas for employment
- Willingness to explore work opportunities
- Empowerment at the individual level
- Individual's aspirations/expectations from career
- Planning a path to advance career
- Social Integration
## Results

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Question</th>
<th>Answer</th>
<th>Pre</th>
<th>Post</th>
<th>Change</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Awareness of one’s aptitude/strength areas for employment</td>
<td>Do you feel that you have clarity about your career?</td>
<td>Yes</td>
<td>76%</td>
<td>82%</td>
<td>+6%</td>
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</tr>
<tr>
<td></td>
<td>For the purpose of employment/self-employment, are you aware of your strengths and weaknesses?</td>
<td>Yes</td>
<td>51%</td>
<td>63%</td>
<td>+12%</td>
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<tr>
<td></td>
<td>Do you think education plays an important role in career enhancement?</td>
<td>Yes</td>
<td>83%</td>
<td>89%</td>
<td>+6%</td>
<td></td>
</tr>
<tr>
<td>Individual’s aspirations/expectations from career</td>
<td>What kind of course are you interested in?</td>
<td>Vocation</td>
<td>18%</td>
<td>21%</td>
<td>+3%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Where do you see yourself in 5 years from now?</td>
<td>Do not know</td>
<td>40%</td>
<td>28%</td>
<td>-12%</td>
<td></td>
</tr>
<tr>
<td>Willingness to explore work opportunities</td>
<td>Are you willing to migrate to other parts of India in search of better employment opportunities?</td>
<td>Yes</td>
<td>70%</td>
<td>75%</td>
<td>+5%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Are you willing to learn new skills?</td>
<td>Yes</td>
<td>90%</td>
<td>96%</td>
<td>+6%</td>
<td></td>
</tr>
<tr>
<td>Outcome</td>
<td>Question</td>
<td>Answer</td>
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<td>Post</td>
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<td></td>
<td></td>
<td><strong>Planning a path to advance career</strong></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td></td>
<td>What do you want to do during next 1 year?</td>
<td>Pursue further studies</td>
<td>74%</td>
<td>83%</td>
<td>+9%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Are you willing to migrate to other parts of India in search of better education?</td>
<td>Yes</td>
<td>86%</td>
<td>88%</td>
<td>+2%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Do you want to pursue any vocational course or educational degree?</td>
<td>Yes</td>
<td>74%</td>
<td>76%</td>
<td>+2%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Are you aware of vocational training opportunities in Kashmir?</td>
<td>Yes</td>
<td>68%</td>
<td>72%</td>
<td>+4%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>If one wants to advance his/her career, do you think planning in advance is one of the key features?</td>
<td>Yes</td>
<td>85%</td>
<td>89%</td>
<td>+4%</td>
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<td></td>
<td></td>
<td><strong>Empowerment at the individual level</strong></td>
<td></td>
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<td></td>
<td>Who takes the major part of the decision regarding your career?</td>
<td>Self</td>
<td>39%</td>
<td>41%</td>
<td>+2%</td>
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</tr>
<tr>
<td></td>
<td>Compared to other parts of India, do you think that you get equal opportunities in Kashmir to pursue university-level education?</td>
<td>Yes</td>
<td>72%</td>
<td>78%</td>
<td>+6%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Where do you think there are enough work opportunities for you?</td>
<td>Only in Kashmir</td>
<td>25%</td>
<td>20%</td>
<td>-5%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Where do you think you will get equal opportunities in terms of employment?</td>
<td>Only in Kashmir</td>
<td>27%</td>
<td>27%</td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Are you aware about vocational training?</td>
<td>Yes</td>
<td>45%</td>
<td>52%</td>
<td>+7%</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td><strong>Social Integration</strong></td>
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<tr>
<td></td>
<td>Do you feel that you will be able to easily mix with the culture in other parts of the country?</td>
<td>Yes</td>
<td>57%</td>
<td>68%</td>
<td>+11%</td>
<td></td>
</tr>
</tbody>
</table>

Columns - **pre** and **post** show the number of respondents as a % of **sample size(n=168)** who stated the response as mentioned in the column- **Answer2**.
Highlights of Impact at LoC

- 2% of the participants who earlier were unsure about their career have reported to now have clarity about their careers after Skill Saathi.
- Increase of 5% in the number the participants who feel that there are opportunities outside Kashmir.
- +11% of the candidates felt that they will be able to easily mix with the culture in other parts of the country.
Thank You
May 2019

About National Skill Development Corporation (NSDC): National Skill Development Corporation, working under the aegis of Ministry of Skill Development & Entrepreneurship, is a unique public-private-partnership which aims to catalyze creation of quality vocational training ecosystem in India. The organisation provides funding to build scalable and profitable vocational training initiatives. Its mandate is also to enable support system which focuses on quality assurance, information systems and train-the-trainer academies either directly or through partnerships. Since establishment in 2009, NSDC has trained more than 2 crore people through its partnership with 600+ training partners, wide a robust network of 11,000+ training centers spread over 600 districts across the country. NSDC has institutionalized 37 Sector Skill Councils and is also implementing Government’s flagship skill development schemes such as Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Pradhan Mantri Kaushal Kendra (PMKK), National Apprenticeship Promotion Scheme (NAPS), among others.

CONTACT US

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