

Status Report

CERTIFICATE COURSE FOR PLUMBERS
AND ELECTRICIANS



CONDUCTED BY



PREPARED BY



EXECUTIVE SUMMARY

Sambhav, in collaboration with a not for profit initiative by a major bank inducted the Electrical Training Program (ETP) and the Plumbing Training Program (PTP) in 2018 by consulting with the Industrial Training Institutes (ITIs) at Pune and Behrahmpur, the locations chosen for the program. A qualified team was chosen by Sambhav in both locations to implement the program. This included various steps, such as the selection of candidates, selection of training centres, the setting up of practical labs, and organising the actual training and assessment. The team was entrusted with the responsibility of setting up a practical lab which specifically catered to the needs of the course. This included live plumbing structures and electrical lining. They were successful in enrolling candidates in Pune, Maharashtra and in Bhehrampur, Odisha between the months of March and April. The enrolled candidates were trained in a plethora of skills for two trades: the Construction Electrician (Level 4) for a total of 200 Hrs and the Plumber- Maintenance and Servicing (Level 3) for 200 Hrs. Regular attendance was taken for both candidates and trainers at every stage to ensure the maximum effectiveness of the program. Further, a mid-term feedback was collected from the students to optimize quality. The activities undertaken contributed to several targets of the Sustainable Development Goals. The efforts are tied with the following goals - SDG 4 (Quality Education), SDG 8 (Good Jobs and Economic Growth), SDG 10 (Reducing Inequality) and SDG 17 (Partnerships for the Goals).



SAMBHAV

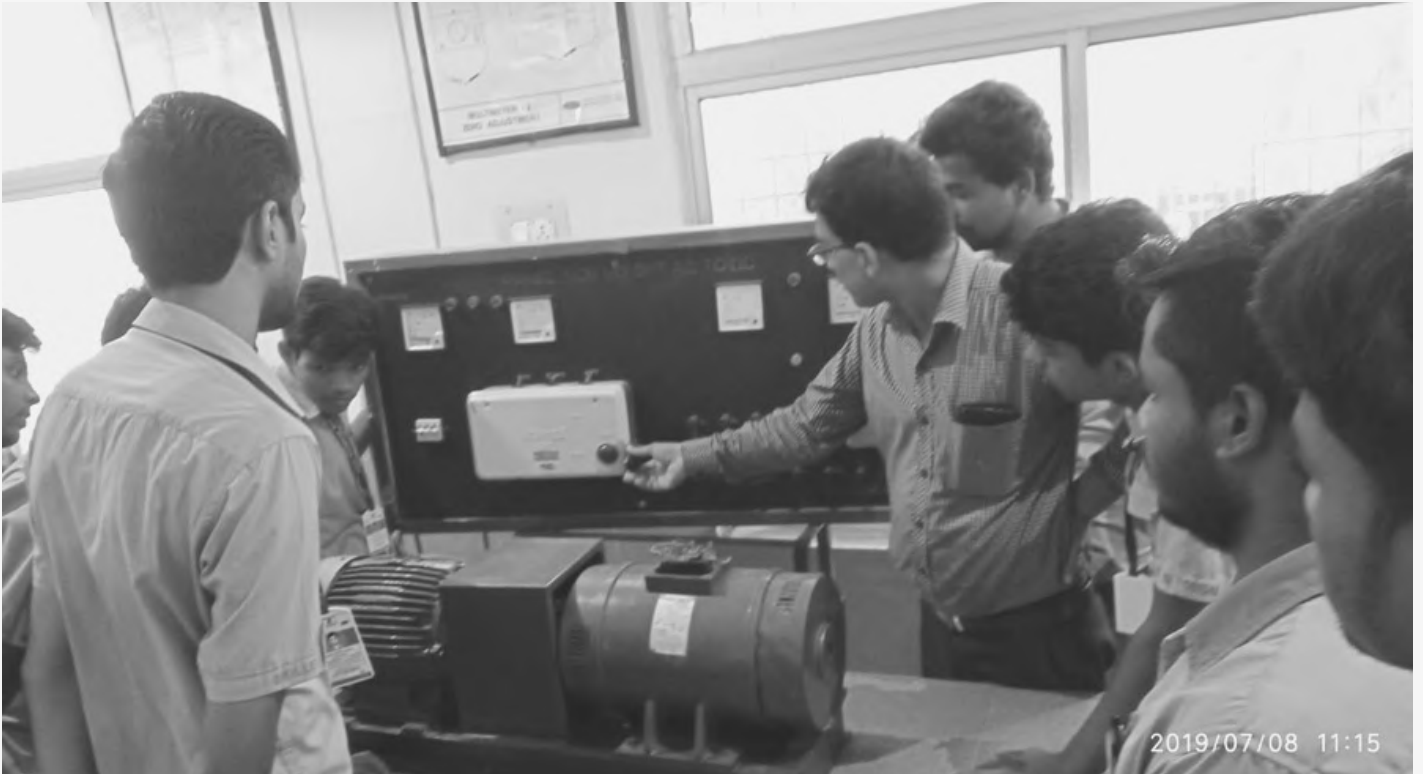


Sambhav Foundation in collaboration with the Industrial Training Institutes (ITIs) has been offering a program for plumbers in Pune, Maharashtra and for plumbers and electricians in Behrahmapur, Odisha since August of 2018. Sambhav Foundation is an initiative by LabourNet Services India Private Limited. It is a not-for-profit organization committed to create a positive impact on lives of people through intervention program for disadvantaged youths, children with disabilities, skilling and upskilling of men, women and youth of disadvantaged and vulnerable background. It also works with the implementation of education and awareness programs.

The collaborating foundation was set up to offer, seek and be involved in the improvement and enhancement of the well-being of the entire society and not just certain social sections. The foundation operates in a variety of social and developmental projects over the country. The foundation is involved in various initiatives in health & sanitation, community development, education, child welfare, the development of differently-abled persons, etc.



WHY PLUMBERS AND ELECTRICIANS?



A majority of plumbers do not have formal training. Though it doesn't imply that the plumbers in India lack skills, formal training and certification are a necessary step towards improving the quality of skills, unification of conditions in the plumbing markets and for better prospects for plumbers. The need for training electricians arises as a result of the ability of the trade to easily absorb the younger population of the workforce without stringent necessities about the background. This is reflected in the majority of electrician candidates in Odisha being in the 16-18 age bracket.

The process of certification and the formal recognition of their skills goes a long way in providing better opportunities over the course of their lives. It is easier to find job opportunities with the help of a formal certificate which vouches for the level of skills and efficiency achieved by the certificate holder.

ACCORDING TO THE INDIAN PLUMBING SKILL COUNCIL, 90% OF THE PLUMBERS HAVEN'T UNDERGONE ANY FORM OF FORMAL TRAINING AND CERTIFICATION.



KEY LOCATIONS



**PUNE,
MAHARASHTRA**

**BERHAMPUR,
ORISSA**

DETAILS OF ACTIVITIES CARRIED OUT

**CENTRE
IDENTIFICATION**

**DEVELOPMENT OF
THE TRAINING
MODULE**

**TRAINERS
SOURCED**

**LABS AND
CLASSROOM
SET UP**

**CANDIDATES
IDENTIFIED**

**PRE SCREENING
AND
COUNSELLING**

**REGULAR
ASSESSMENT**

**INDUSTRY
INTERACTION**

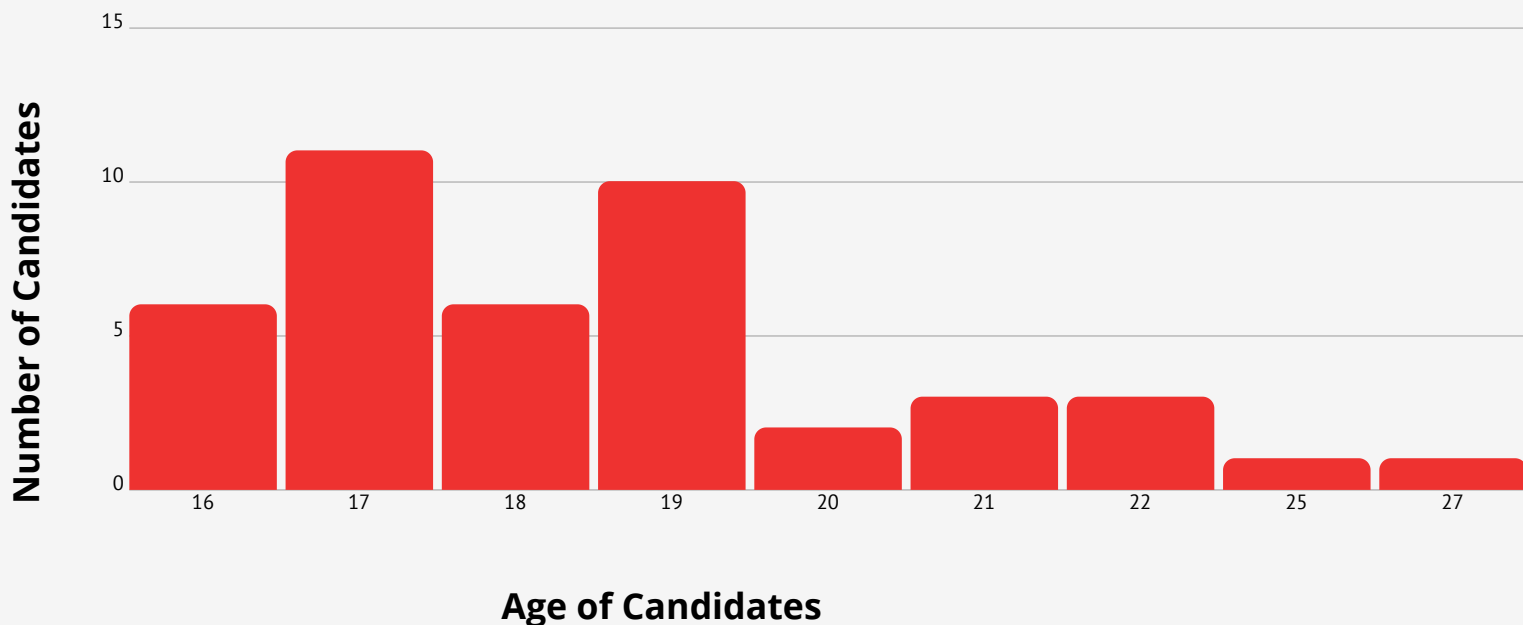
**ON THE JOB
TRAINING**

CANDIDATE PROFILE: PUNE PLUMBERS

A total of 43 plumbing candidates were trained, assessed and certified in Pune

AGE-WISE DETAILS

The age of the candidates ranged from 16 to 27. More than two-thirds of the candidates were in the 16-19 bracket.



CANDIDATE PROFILE: PUNE PLUMBERS

A total of 43 plumbing candidates were trained, assessed and certified in Pune.

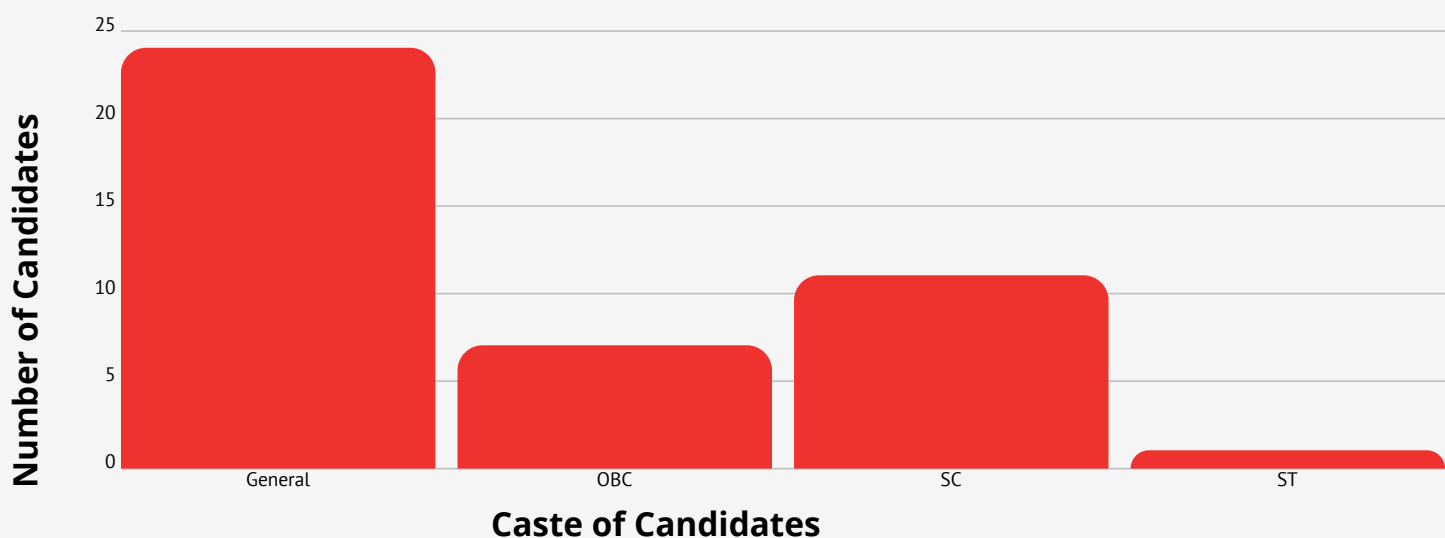
EDUCATION LEVELS

The highest level of education of half the batch was 10th grade and the other half had completed 12th.



CASTE-WISE DETAILS

The majority of candidates, 24 out of 43 were from the General category, followed by Schedules Castes.

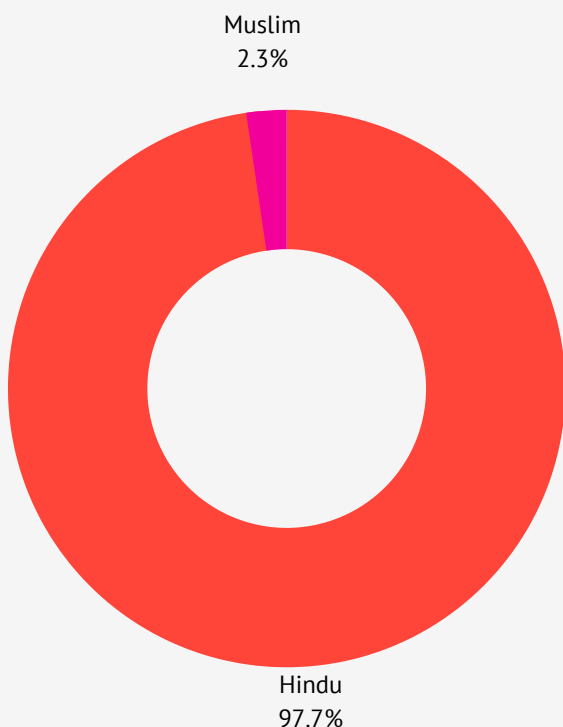
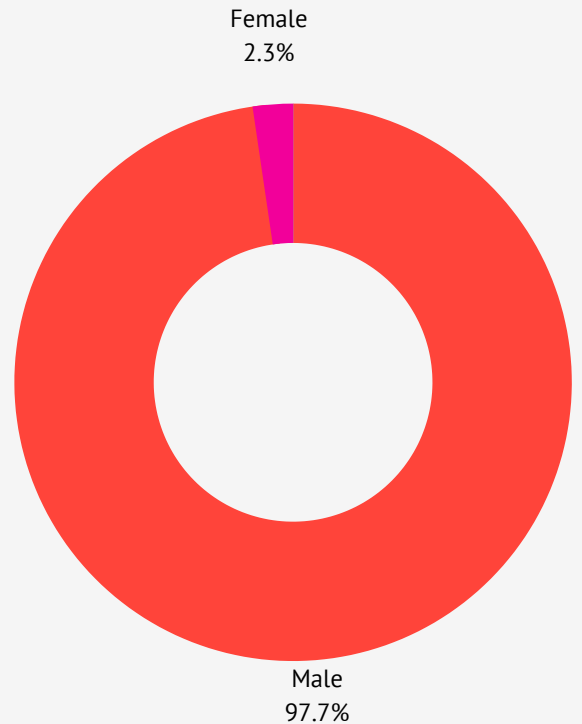


CANDIDATE PROFILE: PUNE PLUMBERS

A total of 43 plumbing candidates were trained, assessed and certified in Pune.

GENDER

Majority of the candidates trained in Pune were Male, in fact, there was only one female candidate as compared to the 42 male candidates.



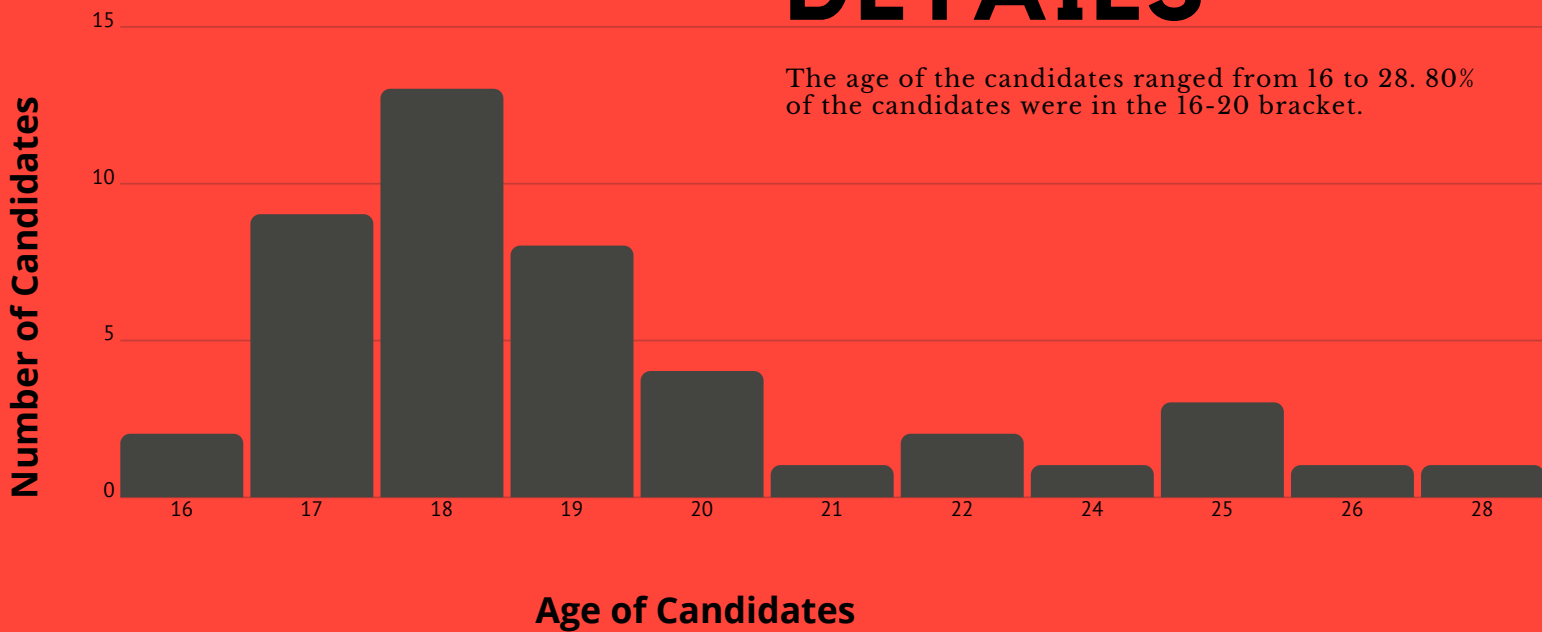
RELIGION

Majority of the candidates trained in Pune were Hindu, in fact, there was only one Muslim candidate as compared to the 42 Hindu candidates.

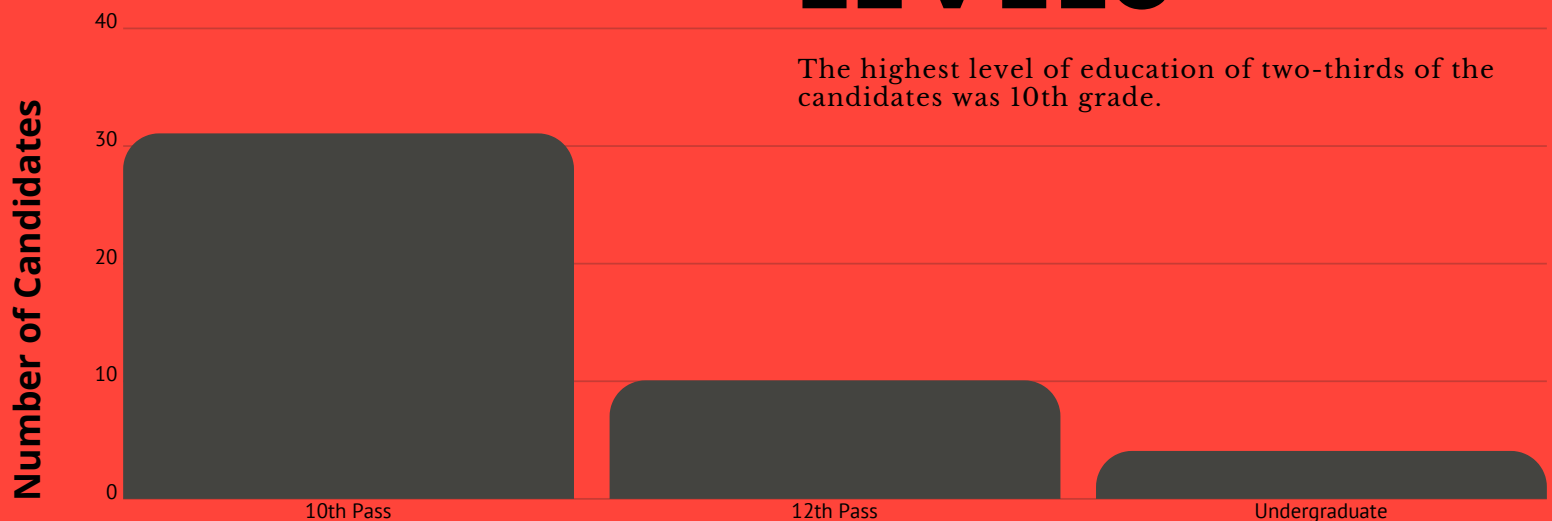
CANDIDATE PROFILE: BEHRAHMAPUR PLUMBERS

A total of 45 plumbing candidates were trained, assessed and certified in Behrahmapur. All the plumbing candidates in Odisha were male, Hindu and belong to the OBC category.

AGE-WISE DETAILS



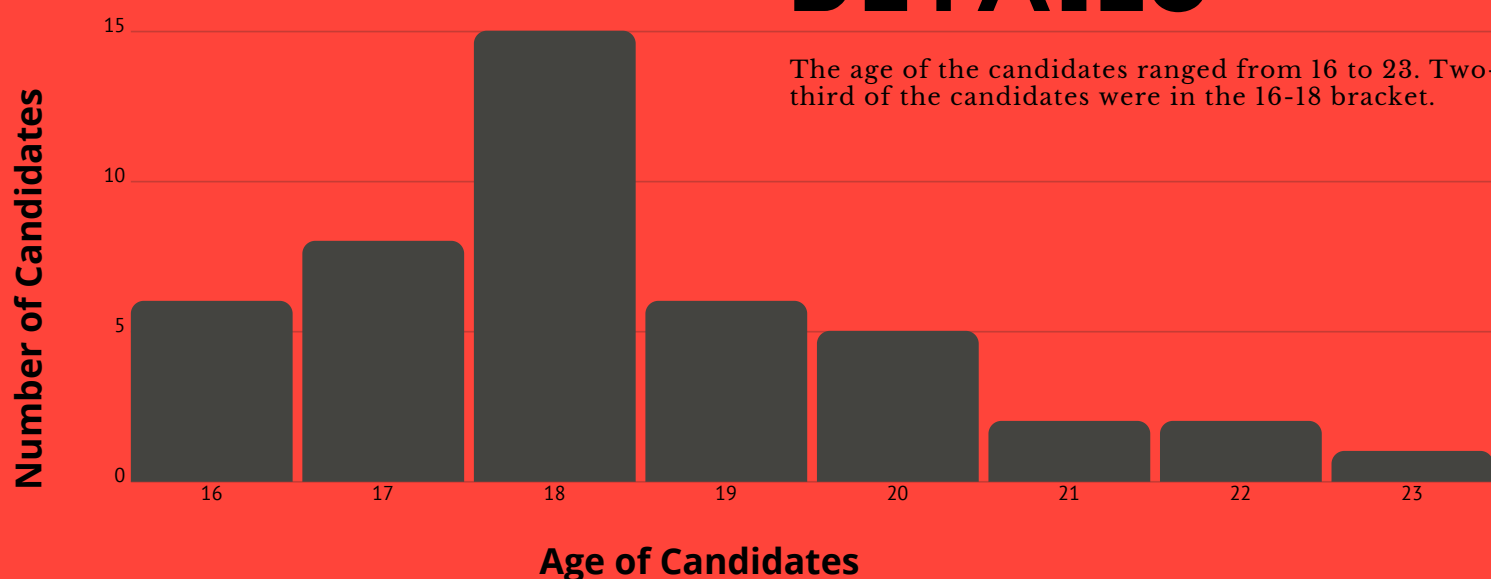
EDUCATION LEVELS



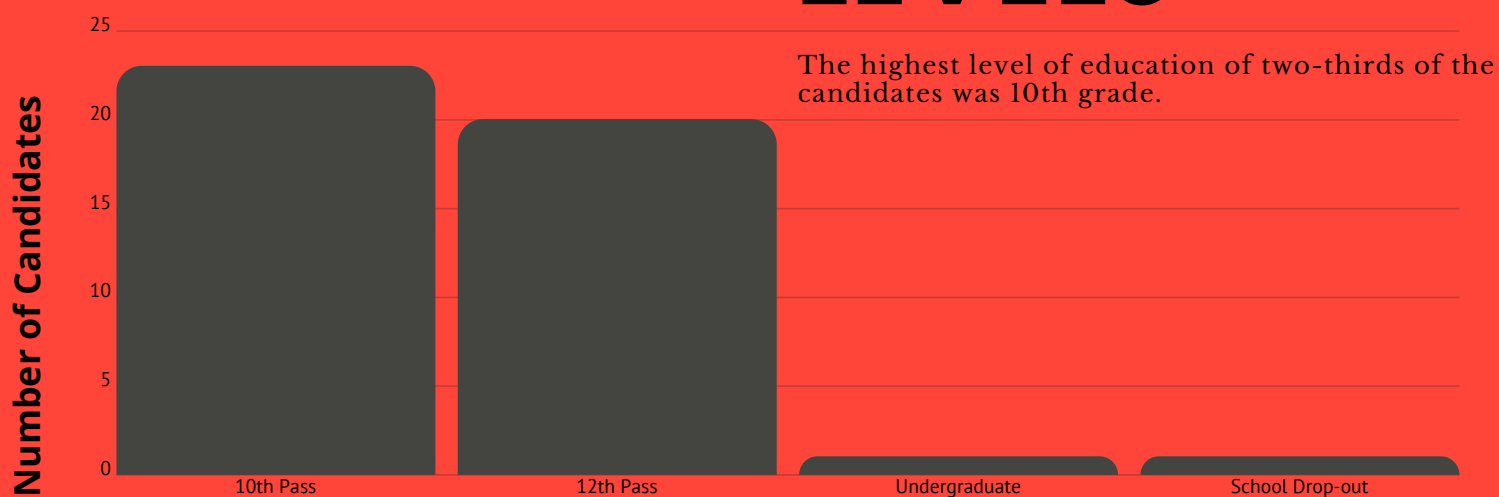
CANDIDATE PROFILE: BEHRAHMAPUR ELECTRICIANS

A total of 45 electrician candidates were trained, assessed and certified in Odisha. All the candidates were Hindu and belong to the OBC category.

AGE-WISE DETAILS



EDUCATION LEVELS

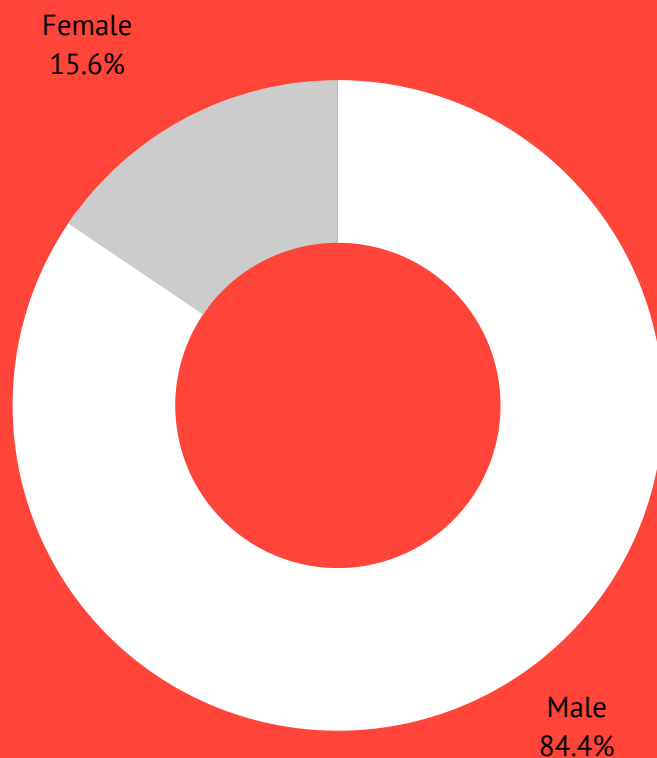


CANDIDATE PROFILE: BEHRAHMAPUR ELECTRICIANS

A total of 45 electrician candidates were trained, assessed and certified in Odisha. All the candidates were Hindu and belong to the OBC category.

GENDER

Majority of the candidates trained in Behrahmpur were Male, but there were 7 female candidate as compared to the 38 male candidates.





THE COURSE

The materials for training, or the "Courseware", encompasses the following components

01

CURRICULUM/ SYLLABUS

The curriculum/syllabus is either based on the Qualification Pack(QP) published by NSDC or based on the interaction with the client/target audience or process mapping.

02

PARTICIPANT GUIDE

Participant Guide is created keeping in view the comprehension abilities of the target audience and the latest principles of Instructional design

03

CURRICULUM/ SYLLABUS

The curriculum/syllabus is either based on the Qualification Pack(QP) published by NSDC or based on the interaction with the client/target audience/expected to learn outcomes/process mapping.

04

TRAINING DELIVERY PLAN

Training delivery plan and hourly session plan will help all the stakeholders to ensure training delivery as envisaged to ensure effective learning and to monitor training delivery.

05

SESSION PLAN

06

ASSESSMENT GUIDE

Assessment Guide has elaborate Instructions on how to assess the participant and aligned with the assessment criteria in the QP for QP aligned courses.

07

TRAINING AIDS

Selection of a particular type of training aid and design and development of the training aid is also based on sound principles of Instructional Design and best practices in Graphic Design.





THE TRAINING

PLUMBERS AND ELECTRICIANS



CONSTRUCTION ELECTRICIAN-LV

The Electricians in this program were briefed about the construction sector in India and the modernization of the construction sector in terms of occupational availability. They were taken on site and asked to list the basic machinery used at construction site. Further, they were explained basic arithmetic and how to use a calculator. They were also taught how to list the different types of systems of measurement, convert units of measurement, read measuring tape in the imperial system. Also instructions on safety precautions and health hazards to keep in mind while at work were given.



PLUMBER (MAINTENANCE AND SERVICING)



The plumbers under this program were instructed on maintaining discipline in the classroom and also underwent on the job training for all practical purposes. They were taught about units and measurement, volume and perimeter, converting units and calculating area and understanding basic building construction. Further, they were educated about the role of a plumber, the basic plumbing system, listing and explaining glossary terms, listing and using plumbing tools and materials, read and understanding plumbing drawings. They were all tutored on how to cut, thread, bend, and join plumbing pipes for required dimension, how to install plumbing fixtures, how to carry out various tests on plumbing installed fixtures.



**PRACTICAL
TRAINING**



THE COURSE

The course for each of the trades was conducted for a duration of 200 hours each. The course for plumbers is covered in the duration of a year and whereas the course for electricians is covered in a span of two years. The classes are conducted in evening batches keeping in my the availability of resources and convenience of all the stakeholders involved. The first batches for Plumbing Training Program that started on the 1st of August, 2018, in both Pune and Behrahmapur, was completed on the 31st of July, 2019. A total of 43 candidates were enrolled and certified in Pune and the count in Behrahmapur was 45. The first batch of Electrical Training Program started in Behrahmapur on the 1st of August, 2018 with a total of 45 candidates. The program is in progress and close to 60% of the course has been covered so far. The batch is scheduled to complete on the 31st of July, 2020.



Location	Course Name	Batch Start Date	Batch End Date
Behrahmapur, Odisha	Plumber (Maintenance & Servicing)	8/1/2018	7/31/2019
	Construction Electrician - Level 4	8/1/2018	7/31/2020
Pune, Maharashtra	Plumber (Maintenance & Servicing)	8/1/2018	7/31/2019

Location	Course Name	Enrolment Target	Achieved Till Date	Certified So far
Behrahmapur, Odisha	Plumber (Maintenance & Servicing)	48	45	40
	Construction Electrician - Level 4	48	45	40
Pune, Maharashtra	Plumber (Maintenance & Servicing)	48	43	40



STATUS OF COURSE

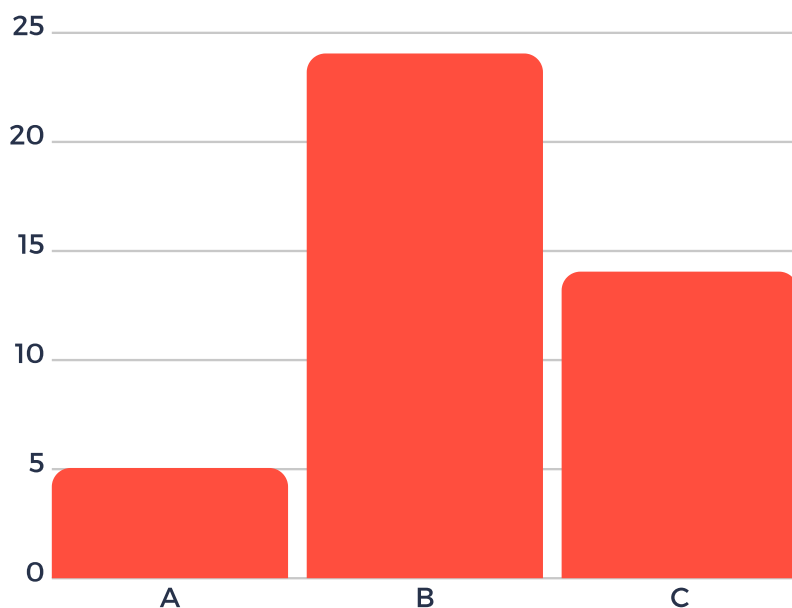
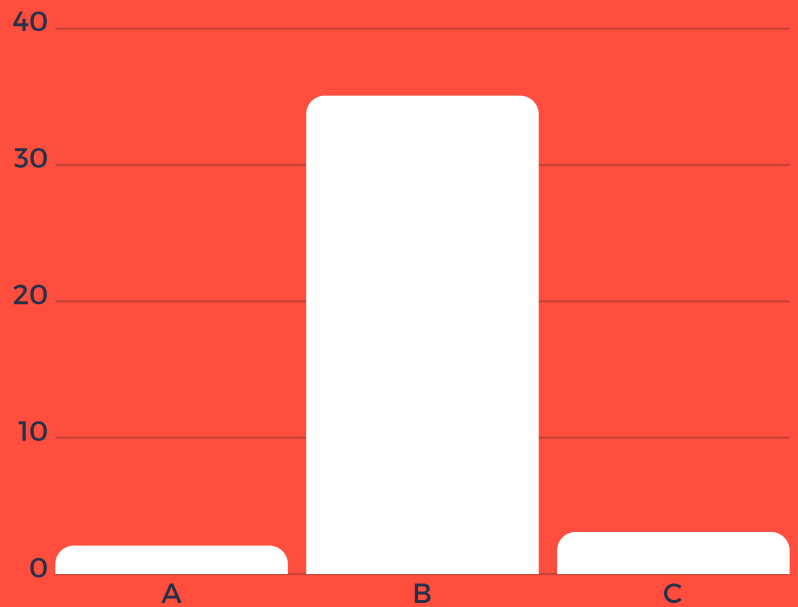
Two batches of Plumbing Training Program (Level 3) have been successfully completed in the ITI's in Pune, Maharashtra and in Behrahmapur, Odisha. One batch of Electrical Training Program (Level 4) is in progress in Behrahmapur, Odisha.



Assessment Results

PLUMBERS: ODISHA

A majority of the trainees, specifically, 87.5% of the candidates passed the assessment with a B grade. 2 of the candidates even scored an A grade.



PLUMBERS: PUNE

A majority of the candidate, specifically, 55.81% of the candidates were graded B in the assessment they undertook. 5 of the candidates even got an A grade.

Quality Assurance



33757

Mid Term Feedback Form

Name of the student	Vishwajeet Singh
Batch Code	73452
Job role	Plumbing
Location	ITI Auradh
Name of the trainer	Aniket Admane
Date	21/11/19

- Did your batch start on time? Yes No
- Did you receive courseware on time? Yes No
- Did the Placement in-charge speak to your batch? Yes No
- Are you happy with the training conducted? Yes No
- Is the trainer clarifying your doubts and are you satisfied with the responses? Yes No
- Are you receiving feedback from the trainer on your performance? Yes No
- Are the practical classes being conducted regularly? (only if applicable to job role) Yes No
- Is the center clean & well maintained? Yes No
- Were any classes cancelled? Yes No



MID-TERM FEEDBACK FORMS

S. No.	Enrollment number	Name of Candidates	Contact No	Theory Tab No	Practical Tab No	Candidate Signature for Theory	Candidate Signature for Practical
1	816386	Aadesh Bansode					
2	814376	Adinath kale					
3	816342	Akash shelar					
4	816568	Amol matere					
5	814362	Anand Bhalerao					
6	814458	Alharva Jagdale	9677817828				
7	816391	Bharat Jaybhaye					
8	816361	Haridas suravale					
9	814803	Jayesh borse					
10	816546	Kamlesh Pawar					
11	816575	Krushna tour					
12	814979	Kunal kewat					
13	816353	Manas Gaikwad					
14	816378	Mangesh gaikwad					
15	819322	Nikhil Pramod Waghchoure					
16	814850	Nitesh Gaikwad					
17	814380	Omkar Jadhav					
18	814362	Omkar jagtap					
19	815093	Prajawat walgude					
20	814361	Pratik jagtap					
21	815027	Pratik waghmare					
22	814810	Pravin bhoir					
23	816383	Rahul more					
24	816349	Ricky magar					
25	816539	Roshan Jain					
26	816359	Rushikesh Bhadrige					
27	814372	Rushikesh chormale					
28	816540	sangram jadhav					
29	814365	Shankar shalkh	9876103408				
30	816347	Shubham Nevase					
31	814386	siddharam jamadar					
32	814378	sohan dandi					
33	816382	Sourabh gaikwad					
34	816549	Sourabh Somnath Ozarkar					
35	819391	Suraj Kamble					
36	816548	Sushant Vasant Bhalerao					
37	816541	Terimay Topkar					
38	814382	Yashraj Avate					
39	816373	Varun khirid					
40	816343	Vinay Jore					
41	816542	vishwajeet					
42	816572	Yasin pathan					
43	814366	Yuvraj chavan					

Name and Signature of the Assessor:
Shubham Khubche

Name and Signature of the Facilitator:
Ashok Phose



ATTENDANCE SHEET



ALIGNING TO THE SUSTAINABLE DEVELOPMENT GOALS

SDG 4: Quality Education

TARGET 4.4 : BY 2030, SUBSTANTIALLY INCREASE THE NUMBER OF YOUTH AND ADULTS WHO HAVE RELEVANT SKILLS, INCLUDING TECHNICAL AND VOCATIONAL SKILLS, FOR EMPLOYMENT, DECENT JOBS AND ENTREPRENEURSHIP.

Activity: Training Programs conducted for students enrolled in ITI's in Pune and Berhampur

SDG 10: Reduce inequality within and between countries

TARGET 10.1 : BY 2030, SUBSTANTIALLY INCREASE THE NUMBER OF YOUTH AND ADULTS WHO HAVE RELEVANT SKILLS, INCLUDING TECHNICAL AND VOCATIONAL SKILLS, FOR EMPLOYMENT, DECENT JOBS AND ENTREPRENEURSHIP.

Activity: The candidates were instructed about benchmarked skills as per international standards.



ALIGNING TO THE SUSTAINABLE DEVELOPMENT GOALS

SDG 8: Good jobs and Economic Growth

TARGET 8.2: ACHIEVE HIGHER LEVELS OF ECONOMIC PRODUCTIVITY THROUGH DIVERSIFICATION, TECHNOLOGICAL UPGRADING AND INNOVATION, INCLUDING THROUGH A FOCUS ON HIGH-VALUE ADDED AND LABOUR-INTENSIVE SECTORS

Activity: Filling the gaps in existing knowledge through skilling sessions

SDG 8: Good jobs and Economic Growth

TARGET 8.3: PROMOTE DEVELOPMENT-ORIENTED POLICIES THAT SUPPORT PRODUCTIVE ACTIVITIES, DECENT JOB CREATION, ENTREPRENEURSHIP, CREATIVITY AND INNOVATION, AND ENCOURAGE THE FORMALIZATION AND GROWTH OF MICRO-, SMALL- AND MEDIUM-SIZED ENTERPRISES, INCLUDING THROUGH ACCESS TO FINANCIAL SERVICES.

Activity: Industry interactions and on the job training for candidates.



ALIGNING TO THE SUSTAINABLE DEVELOPMENT GOALS

SDG 8: Good jobs and Economic Growth

TARGET 8.5: BY 2030, ACHIEVE FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL WOMEN AND MEN, INCLUDING FOR YOUNG PEOPLE AND PERSONS WITH DISABILITIES, AND EQUAL PAY FOR WORK OF EQUAL VALUE

Activity: Electricians and Plumbers skilled, irrespective of which gender, caste, creed or religion they belong to.

SDG 8: Good jobs and Economic Growth

TARGET 8.6: BY 2020, SUBSTANTIALLY REDUCE THE PROPORTION OF YOUTH NOT IN EMPLOYMENT, EDUCATION OR TRAINING

Activity: The program was employment oriented and taught the candidates on the job training, efficiency at workplace, amongst others.



ALIGNING TO THE SUSTAINABLE DEVELOPMENT GOALS

SDG 17: Partnerships for the goals

TARGET 17.16: ENHANCE THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT, COMPLEMENTED BY MULTI-STAKEHOLDER PARTNERSHIPS THAT MOBILIZE AND SHARE KNOWLEDGE, EXPERTISE, TECHNOLOGY AND FINANCIAL RESOURCES, TO SUPPORT THE ACHIEVEMENT OF THE SUSTAINABLE DEVELOPMENT GOALS IN ALL COUNTRIES, IN PARTICULAR DEVELOPING COUNTRIES

Partnering with the funding institution to provide skill development programs for plumbers to achieve the goals.

SDG 17: Partnerships for the goals

TARGET 17.17: ENCOURAGE AND PROMOTE EFFECTIVE PUBLIC, PUBLIC-PRIVATE AND CIVIL SOCIETY PARTNERSHIPS, BUILDING ON THE EXPERIENCE AND RESOURCING STRATEGIES OF PARTNERSHIPS

Partnering with the funding institution to provide skill development programs for plumbers to achieve the goals.



Sangram Das

REGIONAL MANAGER



Alok Kumar Nayak

MANAGER



Niranjana Pattnaik

PLACEMENT OFFICER



Bismaya Ranjan Nayak

TERRITORY MANAGER

ODISHA MANAGEMENT TEAM



Pankaj Datta

COO



Kailash Rathod

REGIONAL MANAGER



Gajendra Dhatrak

TERRITORY MANAGER



Vijay Gaikwad

CENTRE MANAGER



Chaitanya Keskar

PLACEMENT OFFICER

MAHARASHTRA MANAGEMENT TEAM