



# An Impact Assessment Report of the Employment and Entrepreneurship Training for Tribals, Youth and Women



Implemented by Swami Vivekananda Youth Movement



Study Conducted by



Soul Ace  
2024 – 2025

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## ABBREVIATIONS

BA: Bachelor of Arts

B.Ed.: Bachelor of Education

BLS: Basic Life Support

BPL: Below Poverty Line

CPR: Cardiopulmonary Resuscitation

CSOs: Civil Society Organisations

CSR: Corporate Social Responsibility

EDP: Entrepreneurship Development Program

FGD: Focus Group Discussion

KKRDB: Kalyana Karnataka Region Development Board

NEP: National Education Policy

NLM: National Livestock Mission

MA: Master of Arts

M.Com: Master of Commerce



OCA - Optically Clear Adhesive

OLED - Organic Light Emitting Diode

PCB: Printed Circuit Board

PPE: Personal Protective Equipment

RKVY: Rashtriya Krishi Vikas Yojana

SBI: State Bank of India

SDGs: Sustainable Development Goals

SEEP: Socio-Economic Empowerment Programs

SVYM: Swami Vivekananda Youth Movement

VRLC: Viveka Rural Livelihood Centre

PTYB: Panchakarma Therapy and Yoga Basics



## EXECUTIVE SUMMARY

### PROJECT BACKGROUND

Titan, in partnership with the Swami Vivekananda Youth Movement (SVYM), launched an impactful initiative to address socio-economic challenges in the remote regions of Karnataka, including HD Kote, Saragur, Periyapatana, Hunsur, T Narasipura, K R Nagar, Nanjangud, Mysuru taluk, as well as Chamarajanagara and Raichur districts. These areas face significant barriers to progress, as women, youth, and smallholding farmers struggle due to limited access to education, skill development, and economic opportunities. Geographic isolation, insufficient infrastructure, and adverse impacts of climate change have further exacerbated these difficulties, restricting access to gainful employment and economic development.

The CSR intervention focuses on empowering these groups through skill development programs and creating opportunities for better market access. By addressing these challenges, the program aims to foster self-reliant and sustainable communities that are socially and economically secure. This initiative aligns with SVYM's vision of building ecosystems that tackle the multi-dimensional challenges of rural development.

### PROJECT DETAILS

**Implementation year-** FY 2023-2024

**Assessment year-** FY 2024-2025

**Beneficiaries-** Youth, Farmers, Economically Disadvantaged Individuals, Persons with disabilities

**Implementing Partner-** Swami Vivekananda Youth Movement

**Project locations-** HD Kote, Saragur, Periyapatana, Hunsur, T Narasipura, K R Nagar, Nanjangud and Mysuru taluka, Chamarajanagara Districts of Karnataka

**Number of beneficiaries** - 682

**Budget-** ₹1.15 Crore

**Alignment with SDGs**

- SDG 1: No Poverty
- SDG 2: Zero Hunger
- SDG 3: Good Health and Well-being
- SDG 4: Quality Education
- SDG 5: Gender Equality
- SDG 8: Decent Work and Economic Growth
- SDG 9: Industry, Innovation and Infrastructure
- SDG 13: Climate Action

### Alignment with national policies

- National Skill Development Mission
- National Policy on Skill Development and Entrepreneurship
- Rashtriya Krishi Vikas Yojana
- National Livestock Mission
- Blue Revolution: Integrated Development and Management of Fisheries
- National Education Policy
- Digital India Initiative

### PROJECT ACTIVITIES

The **Viveka Rural Livelihood Centre** provides skill-based training to unemployed youth and women in rural areas through three key domains: vocational training, education-related courses, and agriculture-related training.

The centre conducts hands-on workshops, theoretical lessons, and practical demonstrations to enhance employability and entrepreneurship. It facilitates mentorship, placement assistance and market linkages to help trainees establish sustainable livelihoods.

Special focus is given to income-generating activities to ensure financial stability, with a goal of achieving a minimum monthly family income of ₹12,000-15,000. The program empowers participants with skills, knowledge, and resources to improve their standard of living.

**KEY FINDINGS AND IMPACT**

Training Programs	Findings from the Population	Findings from the Sample	Impact of the program
Mobile repair and service training	<p>88.24% (15) of the candidates found employment post-course completion.</p> <p>Monthly earnings ranged between Rs. 5000 to Rs. 45,000/-</p>	<p>15 employed candidates were taken up for the survey.</p> <p>Monthly earnings ranged between Rs. 5000/ and Rs. 25,000/-</p>	<p>Graduates of the program have successfully secured jobs or started their own businesses, leading to financial independence and improved economic stability.</p> <p>The training has not only increased their earning potential but also contributed to their confidence and long-term career growth in the technical service sector.</p>
Electrician assistant and home appliances repair training	<p>41 out of 47 candidates have started earning.</p> <p>Placement percentage: <math>(41/47) * 100 = 87.23\%</math></p> <p>41 candidates have started earning from Rs 5,000 to 35,000 per month.</p>	<p>10 successfully employed candidates were taken up for the survey.</p> <p>The employed candidates had an earning between Rs. 10,000 and Rs. 25,000/-</p>	<p>The training program has proven to be highly effective in equipping participants with practical skills, leading to Successful employment.</p> <p>Participants are now benefiting from stable employment and improved earning potential, contributing to their financial well-being.</p>

<p>Dairy Farming Training</p>	<p>100% of the candidates are self-employed.</p> <p>All 126 candidates are earning from Rs 3,000 to Rs 100,000 per month.</p> <p>Placement Percentage: 100%</p>	<p>15 employed candidates were taken up for the survey.</p> <p>Candidates were found to be earning between Rs. 5000 to Rs. 22,000 per month.</p> <p>76.4% change in the income levels was observed.</p>	<p>The dairy farming training has empowered participants to transform their existing experience in cattle rearing into a more profitable and sustainable livelihood.</p> <p>By improving their knowledge of proper dairy farming practices, such as balanced cattle nutrition, disease management, and efficient milk production techniques, the training has helped participants significantly boost their income and achieve greater financial stability.</p>
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<p>Sheep and Goat Farming Training</p>	<p>88 farmers regularly practice and earn from Rs 5,000 to 50,000 per month.</p>	<p>10 farmers chosen in the sample were earning between Rs. 10,000 and Rs. 26,000/- per month.</p> <p>An increase of 68.3% in their income levels post-training completion was noted.</p>	<p>The training has significantly enhanced farmers' earnings, enabling them to generate a stable and improved livelihood through regular dairy, sheep, and goat rearing.</p> <p>By adopting better livestock management practices such as breed selection, balanced feeding, disease prevention, and efficient breeding techniques, farmers have experienced a substantial increase in their income levels and overall financial well-being.</p>
<p>Poultry farming training</p>	<p>49 farmers regularly practice the trade and start earning from Rs 3,000 to 25,000 per month.</p> <p>88 out of 99 farmers are regularly practising and earning.</p>	<p>15 farmers taken up for the sample were found to be earning between Rs. 10,000 and Rs. 45,000/-</p>	<p>The poultry farming training program has effectively equipped farmers with practical skills, enabling them to establish sustainable livelihoods.</p> <p>By adopting best practices such as proper feed management, disease control, and improved housing systems, participants have</p>



	<p>Placement percentage: (88/99) * 100 = 88.89%</p>		<p>successfully enhanced their poultry production, leading to stable employment and increased earnings.</p>
<p>Sericulture farming training</p>	<p>All 91 farmers regularly practice and earn Rs 30,000 to 80,000 per month.</p> <p>All 91 farmers are regularly practising and earning.</p> <p>Placement percentage: 100%</p>	<p>15 candidates interviewed for the survey were found earning between Rs. 25,000/ and Rs. 80,000/-</p>	<p>The sericulture farming training program has successfully enabled all participants to adopt best practices such as scientific silkworm rearing, disease management, and efficient mulberry cultivation.</p> <p>By applying these techniques, farmers have improved cocoon yield, reduced losses, and maximised profits, earning a means for a sustainable livelihood. sustainable income ranging from ₹25,000 to ₹80,000 per month.</p>
<p>Fishery Farming.</p>	<p>58 farmers regularly practice and earn Rs 10,000 to 15,000 per yield.</p>	<p>10 farmers interviewed for the study were found to earn between Rs. 10,000 and Rs. 35,000/- per yield.</p>	<p>The fishery farming training has equipped farmers with essential skills such as pond management, species selection, and sustainable feeding practices, leading to</p>

	Placement percentage: 79.45%		<p>improved yields and profitability.</p> <p>By adopting these techniques, farmers have enhanced fish growth, minimised losses, and achieved steady earnings per yield, reflecting the program's positive impact on their livelihoods.</p>
Spoken English, Basic computer and Life skills (Fully Residential)	<p>All 47 candidates who completed the course are placed with average earnings of Rs 12,000 to 30,000 per month.</p> <p>Placement percentage: 100%</p>	10 candidates interviewed for the survey were found earning between Rs. 20,000 and Rs. 25,000/ a month.	<p>The fully residential training in Spoken English, Basic Computer, and Life Skills has successfully enabled all participants to secure employment with stable earnings.</p> <p>Through interactive language sessions, hands-on computer training, and practical life skills workshops such as problem-solving and workplace communication, candidates have gained the confidence and proficiency needed for better job opportunities and career growth.</p>

Panchakarma Therapist and Yoga Basics- Residential Course	43 trainees completed the course and placed with average earning of Rs.14,000-20,000 per month  Placement percentage 95%		The fully residential training in Panchakarma Therapist and Yoga Basics has successfully enabled all participants to secure employment with stable earnings.
Organic Farming Training	69 candidates have started earning from Rs 10,000 to 30,000 per crop.  Placement rate percentage: 95.83%	10 candidates interviewed for the survey were found to be earning between Rs. 20,000/ and Rs. 30,000/-.	The organic farming training has empowered participants with skills such as natural pest control, composting, and sustainable crop rotation, leading to improved yield quality and market value.  By adopting these eco- friendly practices, farmers have achieved stable earnings per crop, enhancing both their livelihoods and environmental sustainability.

New Group Entrepreneurship Training	10 women were trained in making Millet bars.	5 women interviewed earned between Rs. 10,000/ and 15,000/ a month.	<p>The entrepreneurship training in millet bar production has equipped women with skills in recipe development, packaging, and marketing, enabling them to establish a steady income source.</p> <p>By adopting these techniques, they have successfully created a market for their products, improving both their financial independence and local food sustainability.</p>
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## CHAPTER 1

### INTRODUCTION

#### BACKGROUND AND NEED OF THE PROGRAM

The rural regions of Karnataka face deep-rooted socio-economic challenges that disproportionately affect women, youth, and smallholding farmers. Limited access to education, vocational training, and modern agricultural practices prevents these groups from exploring alternative livelihoods or adapting to evolving economic demands. Traditional societal norms further marginalise women and youth, restricting their participation in economic and community decision-making. Small farmers struggle with outdated practices, inadequate resources, and limited market access, keeping their incomes low and financial stability out of reach. The effects of climate change, such as unpredictable weather and environmental degradation, exacerbate these challenges, jeopardising livelihoods and food security.

To address these critical issues, the Titan program was initiated with the aim of empowering marginalised groups through tailored interventions. By offering agricultural, vocational, and academic training, the initiative equips beneficiaries with practical skills and knowledge to pursue sustainable livelihoods. The program also works to enhance market access for rural producers, ensuring they can sell their goods at fair prices. With a vision to break the cycle of poverty, the initiative encourages economic independence, social inclusion and sustainable agricultural practices by providing the tools and opportunities needed to create resilient and self-reliant rural communities across the intervention area.

#### OBJECTIVES OF THE PROGRAM

- To encourage employability and employment among women and youth.
- To enhance individual and group entrepreneurship.
- To assure a monthly income between Rs. 15,000 and Rs. 30,000/.

## **ABOUT TITAN COMPANY**

Titan Company Ltd is the organisation that brought about a paradigm shift in the Indian watch market when it introduced its futuristic quartz technology, complemented by international styling. With India's two most recognised and loved brands, Titan, and Tanishq, to its credit, Titan Company Ltd is the fifth largest integrated own-brand watch manufacturer in the world.

The success story began in 1984 with a joint venture between the Tata Group and the Tamil Nadu Industrial Development Corporation. Presenting Titan quartz watches that sported an international look; Titan Company Ltd transformed the Indian watch market. After Sonata, a value brand of functionally styled watches at affordable prices, Titan Company Ltd reached out to the youth segment with Fastrack, its third brand, trendy, and chic. The company has sold 150 million watches all over the world and manufactures over 15 million watches every year. Over the last four decades, Titan has expanded into underpenetrated markets and created lifestyle brands across different product categories, including fragrances (SKINN), accessories and Indian dress wear (Taneira), and thoughtfully designed Women's Bags (IRTH).

Backed by over 8,000 employees, two exclusive design studios for watches and jewellery, 10 manufacturing units, and innumerable admirers the world over, Titan Company Ltd continues to grow and set new standards for innovation and quality. The organisation is all geared to repeat the Titan and Tanishq success story with each new offering.

## **ABOUT COLLABORATION PARTNER - SWAMI VIVEKANANDA YOUTH MOVEMENT**

Swami Vivekananda Youth Movement (SVYM), founded in 1984, has transformed from a small one-room clinic in a tribal hamlet to a prominent development organisation in India. With its headquarters in Mysuru, Karnataka, SVYM serves over 3 million people across the state through 40+ projects, 7 institutes and 200+ partners. The organisation focuses on four key areas: Health, Education, Socio-economic Empowerment, Training and Research.

SVYM operates with the belief that developing the human and social capital of the communities it serves will lead to significant economic outcomes. The organisation acts as a facilitator in fostering self-reliance and empowerment, creating local, innovative and cost-effective solutions to support community-centred progress. SVYM is aligned with 13 of the 17 Sustainable Development Goals (SDGs) set by the United Nations and has documented its positive impact on the lives of tribal, rural and marginalised communities.

With a strong foundation in its core values of Satya (Truthfulness), Ahimsa (Non-Violence), Seva (Service) and Tyaga (Sacrifice), SVYM delivers transparency and openness in its operations, emphasising healthy partnerships with communities, the government, the corporate sector, civil society organisations (CSOs) and academia.

The logo for TITAN COMPANY, featuring a stylized blue and green star-like shape above the word "TITAN" in a bold, sans-serif font, with "COMPANY" in a smaller font below it.

## **CHAPTER 2**

### **RESEARCH METHODOLOGY**

Titan assigned SoulAce to conduct an impact assessment study on the work done by SVYM, and it aims to assess the impact of its CSR initiative in empowering marginalised and vulnerable communities with a special focus on women, farmers and youth through the creation of livelihood opportunities leading to social and economic consequences resulting in vulnerable to sustainable communities in four districts of Karnataka.

#### **OBJECTIVES OF THE STUDY**

- To assess the effectiveness of the program in improving the socio-economic conditions of women, youth, and small farmers in the target regions.
- To evaluate the impact of skill development, vocational training, and agricultural interventions on income generation and livelihood sustainability.
- To measure the extent of market access and economic opportunities created for rural producers as a result of the program.
- To understand the challenges faced by participants and identify areas for improvement to enhance the future outcomes of the program.

## MIXED METHOD

This evaluation utilised a mixed-method approach, combining qualitative and quantitative techniques to assess the program's impact and complement statistical findings with personal experiences and perspectives. Quantitative methods were used to collect and analyse numerical data, offering statistical insights and measurable impacts. The study adopted a descriptive research design, aiming to provide a detailed analysis of the program's various components. Descriptive research is particularly effective for understanding the current situation, identifying patterns, and presenting an in-depth overview. By integrating qualitative and quantitative methodologies within this framework, the evaluation provided a comprehensive understanding of the program, assessing its impact and identifying areas for improvement. This approach ensured a balanced and thorough analysis, capturing both detailed insights and broader trends.

## KEY STAKEHOLDERS

Coordinator, Director of SEEP, Resource and EDP trainers, Deputy director of fisheries, Project coordinators, English tutor, Community mobiliser, Agricultural extension officers, Government representatives and Local influencers

## RESEARCH DESIGN

**Name of the project:** Employment and Entrepreneurship Training for Tribals, Youth and Women

**Implementing agency:** Swami Vivekananda Youth Movement

**Research design used:** Descriptive Research Design

**Sampling technique:** Purposive and Random Stratified Sampling

**Sample size:** 120

Sample Proportion: 17%

**Rationale for the Sample Proportion:**



A sample size of 120 (17% of the population) is more than sufficient for a population of 682, as it ensures a reasonable margin of error and statistical power for reliable inferences. Given the finite population, this proportion provides a strong representation without unnecessary redundancy.

This sample size was also necessary to give adequate representation to all the strata of the Employment programs conducted.

### **Sampling Methodology: Purposive Sampling.**

#### **Rationale for using Purposive Sampling**

Purposive sampling was used to ensure that only employed candidates who had firsthand experience answering various items of the survey instrument were selected so that they could be in a position to provide relevant responses.

This method enhances the validity of findings by focusing on those who can accurately assess the impact of vocational training on employment. It also allows for targeted data collection, leading to more meaningful insights.

**Quantitative method used:** Questionnaire tool

**Qualitative method used:** Semi-structured interviews, testimonials, case studies, and focus group discussions with beneficiaries, along with key stakeholders

### **STUDY TOOLS**

For the primary beneficiaries, semi-structured questionnaires were created. Prior to conducting the surveys, key indicators were established, and project details for each focus area were reviewed. Input from the involved stakeholders was obtained through focus groups and semi-structured questionnaires.

### **COMMITMENT TO RESEARCH ETHICS**

**Informed Consent:** The study adhered to strict informed consent protocols. Participants were thoroughly briefed on the study's objectives, methods, and potential risks and benefits. They were encouraged to ask questions, ensuring they could make an informed decision about their participation.

**Confidentiality:** Measures were taken to ensure the confidentiality and privacy of all participants. Data was securely stored, with access restricted to authorised personnel only. Participant identities were protected, and personal information was anonymised or coded to maintain confidentiality.

**Voluntary Participation:** Participation in the study was entirely voluntary. Individuals had the freedom to choose whether or not to participate, with no pressure or coercion involved.

**Ethical Treatment:** Throughout the study, participants were treated with respect, dignity, and fairness. Their well-being and rights were prioritised, and any necessary support was provided to ensure their comfort and understanding.

## CHAPTER 3

### KEY FINDINGS AND IMPACTS

This chapter presents an analysis of data from various sources from various activities conducted within the program to assess its overall impact and effectiveness. It incorporates qualitative insights gathered from stakeholder interactions and examines diverse perspectives. The findings offer a comprehensive evaluation of the program's success in achieving its goals and its contribution to long-term sustainability.

#### PROGRAM ACTIVITY 1: MOBILE REPAIRING

This section of the report highlights the findings and impacts of the mobile repair training program on participants. It evaluates their proficiency in key skills such as mobile PCB repair, device restoration, and the use of advanced equipment like the OCA machine. The analysis also examines improvements in their income levels, contributions to family expenses, and overall living conditions following the completion of the training.

#### DEMOGRAPHIC REACH AND SOCIO-ECONOMIC INCLUSIVITY

- The mobile repairing program effectively reached its intended youth audience, primarily engaging participants in the 17 to 24-year-old age group, which is considered ideal for skill-building and career preparation.
- The program was inclusive, with a large portion of participants belonging to Scheduled Castes and Scheduled Tribes, most of whom held BPL cards.

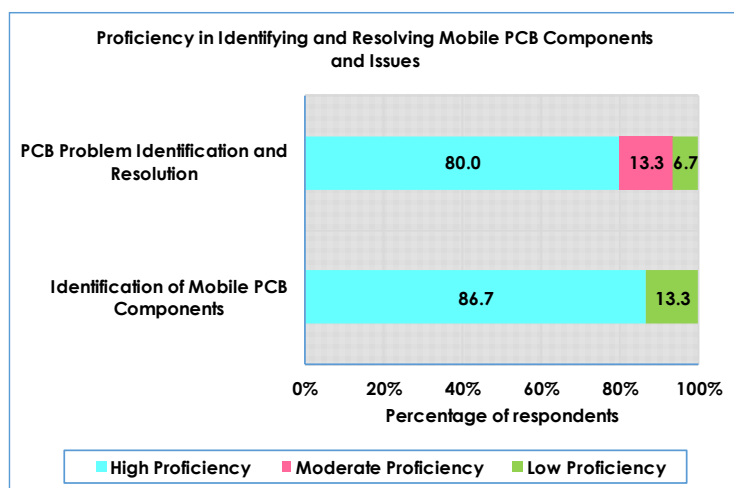
Participants mainly came from lower-middle-income households, with family incomes generally ranging from ₹10,000 to ₹20,000 per month. This shows the program successfully reached individuals who genuinely needed support.

- A significant number of participants had discontinued formal education at the middle, high school, or higher secondary levels. This highlights the program's importance in equipping such individuals with practical skills to overcome barriers to traditional employment.
- To promote ownership while maintaining accessibility, a nominal fee of ₹1,000 was introduced. Many financially constrained participants were enrolled without payment, while others contributed what they could. This ensured that financial limitations did not prevent participation while still fostering a sense of responsibility.

## KEY FINDINGS

### PCB COMPONENT EXPERTISE

**Chart 1: Proficiency in Identifying and Restoring Mobile PCB Components and Issues**



### Identification of Mobile PCB Components

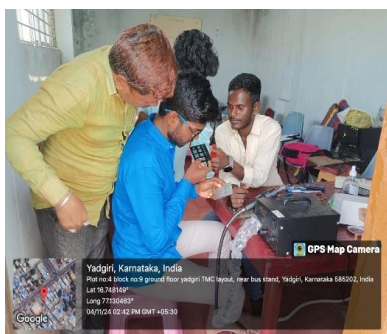
During training, participants were taught to identify components on a mobile PCB. The analysis reveals that 86.7% of respondents demonstrated high proficiency in this area, showcasing their ability to accurately recognise both major and minor components.

This indicates effective training and skill development for the majority of participants. However, 13.3% of the participants exhibited low proficiency in identifying mobile PCB components. These individuals were only able to identify a few basic components and struggled with recognising more intricate elements. This suggests the need for additional practice or tailored instruction to enhance their competence in this area.

### PCB Problem Identification and Resolution

Training also covered identifying and resolving PCB problems. A significant portion of respondents (80%) displayed high proficiency, enabling them to handle a variety of PCB issues independently. Their performance highlights the success of the training program in developing practical problem-solving skills.

Participants with moderate proficiency could address common PCB issues but required occasional guidance to resolve more complex problems. In contrast, 13.3% of respondents with low proficiency struggled with identifying or resolving PCB problems without frequent support. This shows a need for ongoing mentoring or extended training for these individuals to improve their self-sufficiency and confidence in troubleshooting PCB issues.



### Success Story: Pampapathi, Maski, Raichur

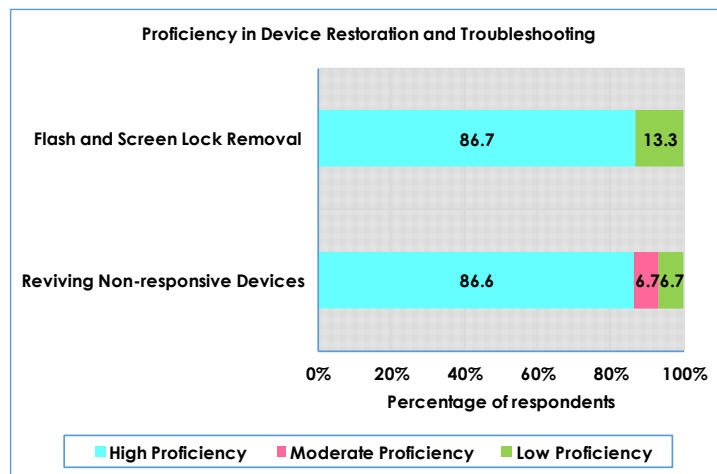
Pampapathi, a resident of Maski in Raichur district, had always aspired to start his own business. After completing his M.Com, he developed a strong interest in mobile repair. To gain practical experience, he initially worked at a local repair shop but soon realised the need to upgrade his skills to achieve his dream. Determined to enhance his expertise, he enrolled in a one-month residential Mobile Repairing training program at VRLC Kenchanahalli in 2023.

The training provided him with in-depth technical knowledge and hands-on experience, which helped him improve his repair skills significantly. After completing the course, he secured a position as a mobile repairing instructor at the KKRDB, where he earned between ₹20,000 to ₹25,000 per month.

Encouraged by his family's support and motivated by his growing confidence, Pampapathi took the next step towards his long-held dream of starting his own business. He began setting up his own mobile repair venture, aiming to provide quality services while also creating new opportunities for himself. He expressed deep gratitude to the VRLC team for equipping him with the skills and knowledge that helped him turn his aspirations into reality.

## DEVICE RESTORATION

**Chart 2: Proficiency in Device Restoration and Troubleshooting**



### Reviving Non-responsive Devices

A large majority of respondents (86.6%) demonstrated high proficiency in reviving non-responsive devices, while 13.4% had moderated or low proficiency, showcasing their expertise in restoring functionality to malfunctioning devices. This reflects the remarkable technical skills present in the group, underlining their ability to effectively address device issues and contribute to efficient problem-solving in this area.

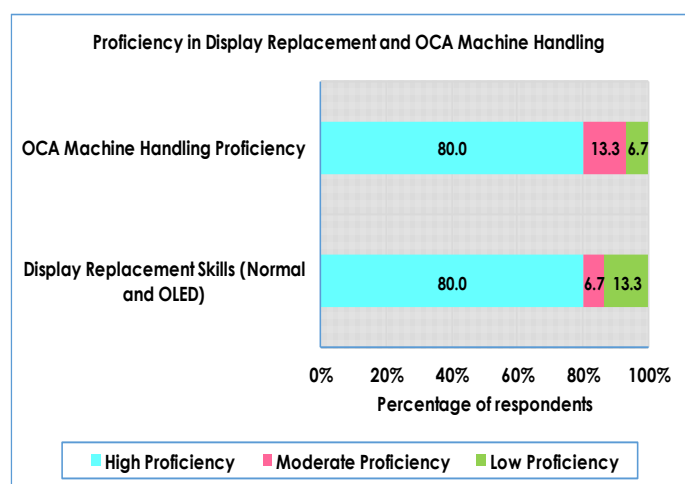
### Flash and Screen Lock Removal

The majority of the respondents (86.7%) also exhibited high proficiency in flash and screen lock removal and crucial skills in device troubleshooting, while 13.3% had low proficiency. Their ability to manage these technical challenges highlights their readiness to address common yet complex issues, positioning them as highly capable of restoring devices to full operational status.

#### *Testimonial*

After completing the training, I learned how to fix mobile devices and identify problems with their parts. This helped me start my own mobile repair shop, where I now work on my own. Before this, I was not very confident, but the training gave me the skills I needed to solve problems like fixing phones and replacing screens. Running my shop has helped me earn more and support my family better.

*Basavarasju, Avaregere*

**Chart 3: Proficiency in Display Replacement & OCA Machine Handling**

A significant majority of the respondents (80.0%) had high proficiency in both

### Success story: Ranjan H.D., Belgaum District

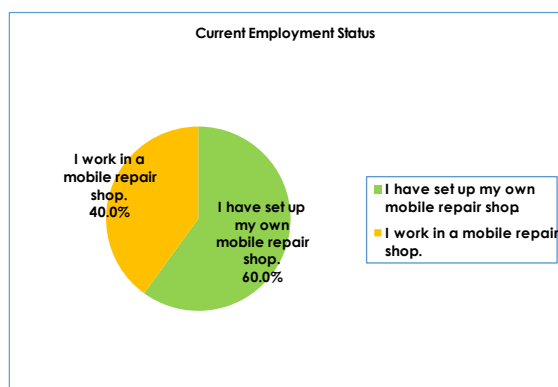


Ranjan H.D., who runs a mobile repair shop in the Handpost locality, credits the mobile repairing course at SVYM for transforming his career. Before joining the course, he had limited knowledge of mobile phone repairs, but the training equipped him with practical skills and technical expertise. Today, he confidently handles various repair and service tasks, enabling him to start his own business. After completing the course, Ranjan established his repair shop and currently earns around ₹15,000 per month. This income has allowed him to support his family and achieve financial independence. He takes pride in providing affordable repair services to his community, helping those who cannot afford the high costs of professional services. The course offered hands-on experience, covering topics from basic troubleshooting to complex hardware repairs, which significantly boosted Ranjan's confidence and reputation in the area. He has built a loyal customer base, with many trusting the quality of his services. While satisfied with his current progress, Ranjan aspires to expand his business by hiring staff, increasing services and upgrading equipment. He acknowledges the need for financial assistance to achieve these goals and hopes to grow his shop further. The training he received at SVYM has not only enhanced his skills but also empowered him to run a successful business. Ranjan is optimistic about scaling up his enterprise and continuing to provide valuable services to his community.

display replacement skills (normal and OLED) and OCA machine handling. 13.3% stated having low proficiency in display replacement skills, and 6.7% expressed low proficiency in OCA machine handling.

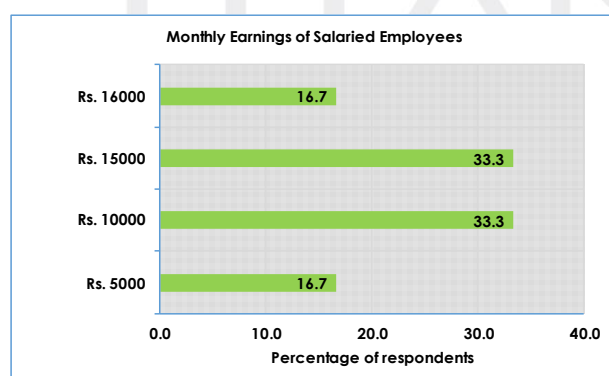
## EMPLOYMENT AND INCOME

**Chart 4: Current Employment Status**

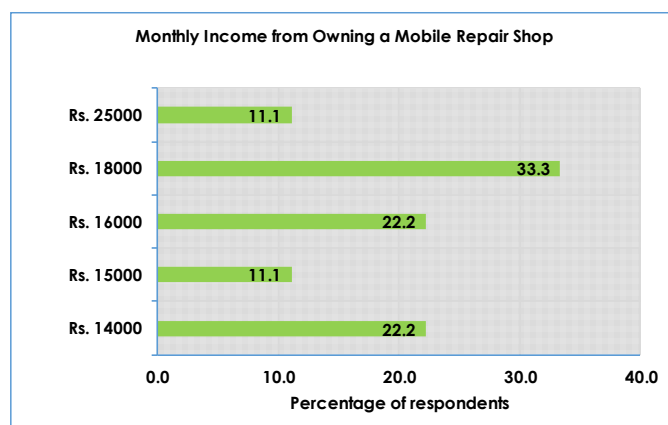


The program has successfully enhanced employability, with 60.0% of participants establishing their own mobile repair shops, while the remaining 40.0% have secured jobs in existing shops, highlighting its impact on entrepreneurship and job placement.

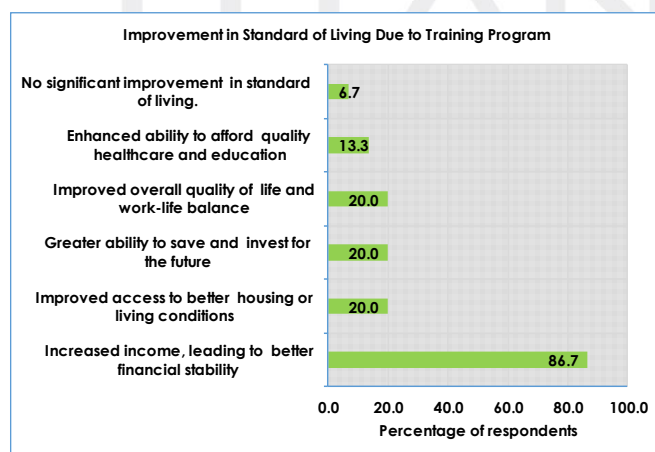
**Chart 5: Monthly Earnings of Salaried Employees**



The program has enabled participants to achieve financial stability, with a significant majority (66.6%) earning between ₹10,000 and ₹15,000 per month as salaried employees. 16.7% earn between ₹5,000 and ₹16,000, which states that there is yet more potential for income growth in improving their economic security and livelihood opportunities.

**Chart 6: Monthly Income from Owning a Mobile Repair Shop****Income generation**

The program has enabled income generation through mobile repair businesses, with 33.3% of respondents earning ₹18,000 per month. A significant portion (22.2%) each reported earning ₹14,000 and ₹16,000 per month, while smaller groups earned ₹15,000 and ₹25,000, reflecting diverse income levels among participants.

**IMPACT****STANDARD OF LIVING AND CONTRIBUTION TO FAMILY****Chart 7: Improvement in Standard of Living Due to Training Program****Increased income, leading to better financial stability**

A significant majority of the respondents (86.7%) reported that their increased income, resulting from the training program, has contributed to improved financial stability. This



highlights the program's direct impact on enhancing participants' financial security and providing a foundation for long-term economic growth.

### **Improved access to better housing or living conditions**

A portion of the respondents (20.0%) noted that the training program has led to improved access to better housing or living conditions. This suggests that the financial benefits derived from the program have positively influenced their ability to secure better living environments, contributing to an overall improvement in their standard of living.

### **Greater ability to save and invest for the future**

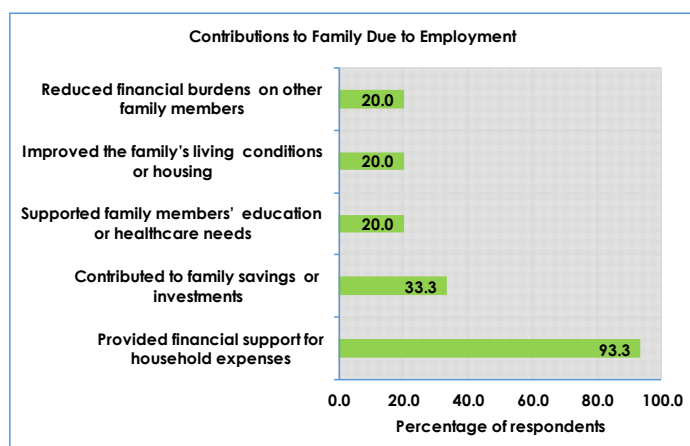
Similarly, 20.0% of the respondents expressed that the training program has enhanced their ability to save and invest in the future. This signifies the program's role in providing participants with the financial resources and confidence to plan for long-term financial security and wealth-building opportunities.

### **Improved overall quality of life and work-life balance**

The training program has also contributed to improved overall quality of life and work-life balance for 20.0% of respondents. By equipping them with skills and income opportunities, the program has allowed individuals to experience a more fulfilling and balanced lifestyle.

### **Enhanced ability to afford quality healthcare and education**

13.3% of the respondents reported that they now have an enhanced ability to afford quality healthcare and education. This indicates that the training program has not only improved financial stability but also provided opportunities for personal and family development through access to essential services.

**Chart 8: Contributions to Family Due to Employment****Providing financial support for household expenses**

A significant majority of respondents (93.3%) contributed financially to household expenses, showcasing the positive impact of their employment in supporting day-to-day family needs. This highlights the key role they play in maintaining financial stability within their households.

**Contributing to family savings or investments**

A notable portion of respondents (33.3%) used their earnings to contribute to family savings or investments. This reflects the forward-thinking approach of these individuals as they strive to secure their family's financial future through strategic financial planning.

**Supporting family members' education or healthcare needs**

20.0% helped support their family members' education or healthcare needs. Their contributions are crucial in ensuring that their loved ones have access to quality education and healthcare, thus fostering overall family well-being.

**Improving the family's living conditions or housing**

Another 20.0% of respondents used their earnings to improve their family's living conditions or housing. This demonstrates the direct impact of employment in enhancing the quality of life for family members, creating a better living environment for all.

## **Reducing financial burdens on other family members**

The same percentage (20.0%) of respondents helped reduce financial burdens on other family members. By contributing to the family's finances, they eased the financial load on others, promoting a more balanced and supportive family dynamic.

The mobile repair training program provided practical skills in device repair and customer service, which enabled the youth to build careers in the growing tech industry. Participants either established their own service centres or secured jobs in authorised centres. This initiative has supported self-reliance and has enhanced employability in a rapidly evolving field.

## **PROGRAM ACTIVITY 2: ELECTRICAL REPAIRING**

This section of the report discusses the findings and impact of the respondents, covering activities like electrical repair, confidence in using safety equipment, employment outcomes, and income levels. The analysis examines their socio-economic and demographic profiles, schooling background and the skills they gained through training. It also explores improvements in their living standards, contributions to family expenses and proficiency in tasks like wiring and troubleshooting.

## **DEMOGRAPHIC REACH AND SOCIO-ECONOMIC INCLUSIVITY**

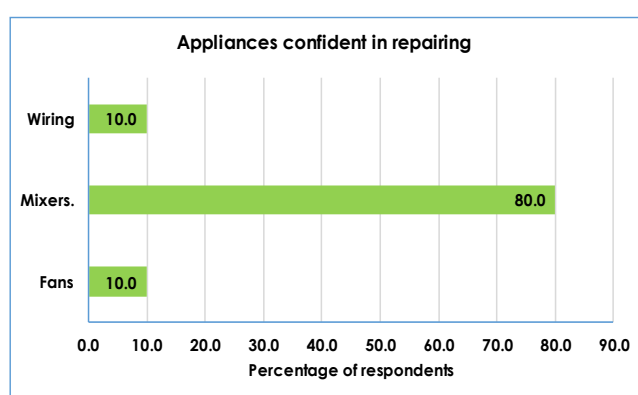
- The electrical repairing program primarily engaged young adults, with most participants between the ages of 20 and 30. A smaller group of younger participants also enrolled, reflecting the program's relevance for early skill-building among youth with limited educational backgrounds.
- The program demonstrated inclusive outreach by enrolling a large number of individuals from marginalised communities, particularly those belonging to historically disadvantaged social groups. It also catered to participants from low-income households, with the majority reporting monthly family incomes within a modest range. Most participants held BPL cards, underscoring the program's focus on supporting economically vulnerable individuals in gaining marketable skills and improving livelihood prospects.
- Educationally, a significant portion of participants had dropped out after reaching either high school or higher secondary levels. This highlights the potential of the program to support individuals who had progressed in their

education but faced challenges in completing formal studies, providing them with an alternative route to employment and self-reliance.

- To ensure broader access, the program offered a flexible fee structure. While some participants paid the full fee, others were able to enrol at a reduced cost. This flexibility ensured that financial constraints did not become a barrier to participation while promoting accountability and engagement among the trainees.

## KEY FINDINGS

**Chart 9: Appliances confident in repairing**

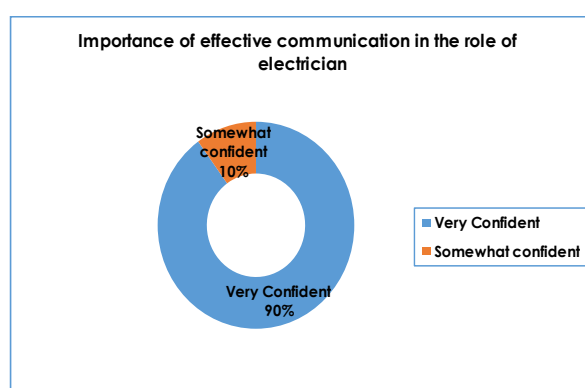


### Confidence in appliance repairs

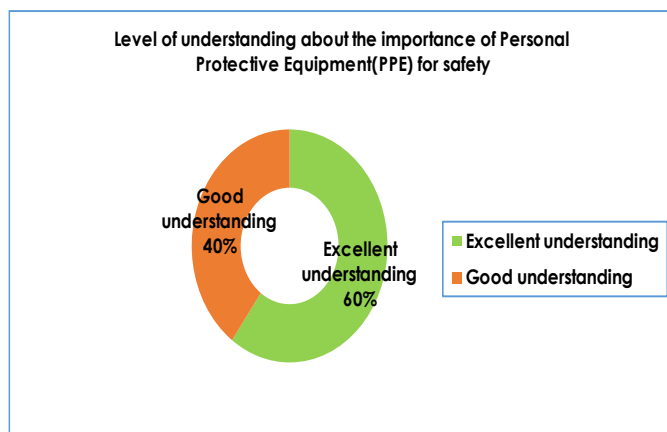
A substantial majority of respondents expressed confidence in repairing mixers, demonstrating their proficiency in handling essential household appliances. While smaller proportions were confident in repairing fans and wiring, this variety in skills shows the ability to manage and repair different household needs independently.

## CONFIDENCE AND UNDERSTANDING OF PPE FOR SAFETY

**Chart 10: Level of confidence in communicating with clients about electrical issues and repair needs**



**Chart 11: Level of understanding about the importance of Personal Protective Equipment (PPE) for safety**



- 90.0% of the respondents expressed that they were very confident in communicating with clients about electrical issues and repair needs, while a small number reported being somewhat confident.
- More than half of the majority of the respondents (60.0%) expressed an excellent understanding of the importance of Personal Protective Equipment (PPE) for safety, while 40.0% mentioned having a good understanding.

The findings show that most individuals felt very confident communicating with clients about electrical issues and repairs, indicating they gained practical skills to handle these conversations effectively. It also shows that many had an excellent understanding of the importance of Personal Protective Equipment (PPE), while others had a good understanding. This reflects that the training helped improve both their knowledge and confidence, preparing them to work safely and communicate clearly in their roles.

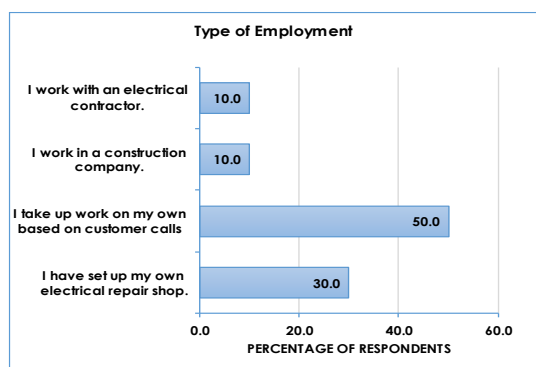
**Success story: Vittal Honakuppi, Belgaum District**

Mr. Vittal Honakuppi, a 19-year-old from Belgaum District, successfully completed the electrician course at the SVYM centre, where he gained practical knowledge and hands-on experience in electrical works, including motor winding, repairing mixers and iron boxes and house wiring. This training not only provided him with essential skills but also gave him the confidence to start his own work. After completing the course, he had the opportunity to teach and share his knowledge with new students at the centre. This experience allowed him to further strengthen his skills while helping others learn. As part of the program, students, including Vittal, were given practical exposure by wiring new houses in nearby villages free of cost, which provided them with valuable real-world experience.

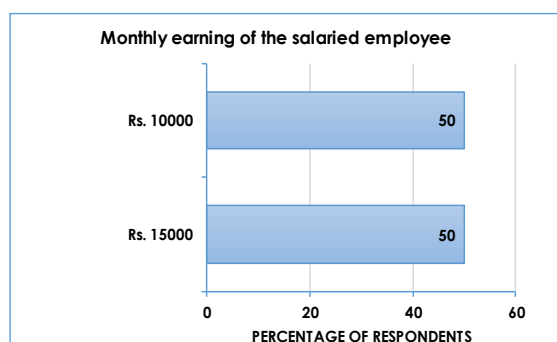
In addition to teaching, he undertakes electrical work in his village and earns between ₹10,000 to ₹15,000 per month by offering services such as motor repairs, household appliance repairs and general electrical services. The frequent demand for motor repairs, particularly in homes with borewells, ensures consistent work opportunities. The electrician course from SVYM has provided Vittal with a strong foundation in the trade, enabling him to earn a sustainable income while contributing to his community. It has also boosted his confidence and self-reliance, motivating him to continue building his skills and expanding his work in the future.

## EMPLOYMENT AND INCOME

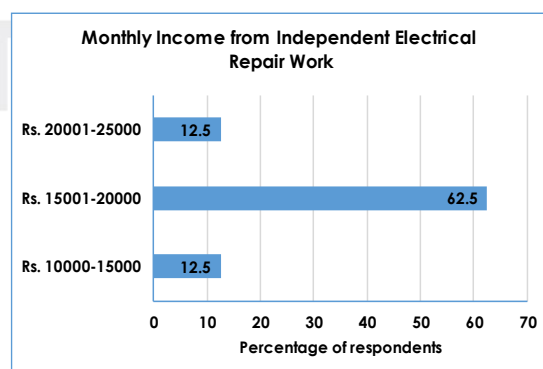
**Chart 12: Type of Employment**



**Chart 13: Monthly earnings of the salaried employee**



**Chart 14: Monthly Income from Independent Electrical Repair Work**



- Half of the majority of the respondents stated that they take up work on their own based on customer calls, followed by those who reported having set up their own electrical repair shop. A smaller portion of the respondents mentioned working in a construction company or with an electrical contractor.
- 50.0% reported earning ₹15,000 per month, while the other half mentioned earning ₹10,000 per month.

- A majority of the respondents (62.5%) reported earning between ₹15,001 and ₹20,000 per month from their independent electrical repair work. A smaller portion of the respondents mentioned earning between ₹10,000 and ₹15,000, while another reported earning between ₹20,001 and ₹25,000.

The finding shows that the program has empowered individuals to pursue independent work opportunities, enabling them to handle customer calls and set up their own electrical repair shops. For those employed with construction companies or contractors, it has provided a stable livelihood. The skills and confidence gained through the program have helped individuals with sufficient support for themselves and their families. By equipping participants with the knowledge and tools required for independent electrical repair work, the program has opened opportunities for higher income brackets and long-term career growth.

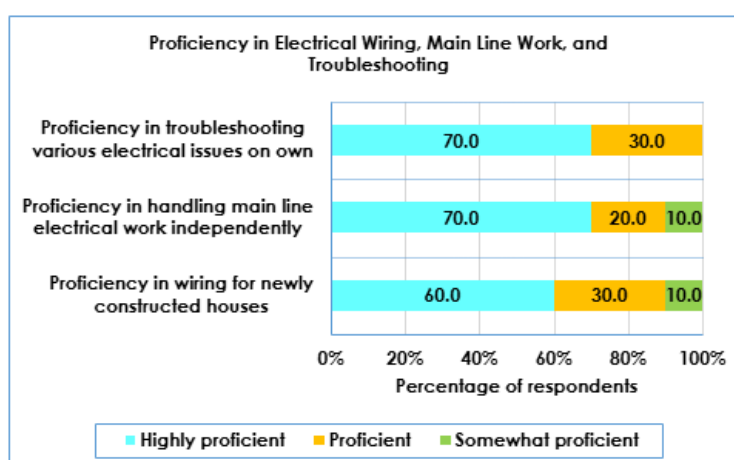
### Testimonial

Before the training, I had trouble finding regular work as an electrician. The training program taught me how to repair appliances like fans and mixers, fix wiring and talk to clients about their repair needs. With these skills, I started doing independent repair jobs. This helped me earn a secured income. The training gave me more confidence and support.

*Siddaraju C, Kottegala*

## IMPACT

**Chart 15: Proficiency in Electrical Wiring, Main Line Work, and Troubleshooting**





## Electrical wiring for newly constructed houses

A majority of the respondents (60.0%) exhibited high proficiency in wiring for newly constructed houses, demonstrating their ability to manage and execute electrical installations for new homes. A smaller number of the respondents (30.0%) showed proficiency at a moderate level, with a few showing some proficiency in this area. This indicates a solid foundation in construction-related electrical work, highlighting their capability to handle the essential wiring tasks for new housing projects.

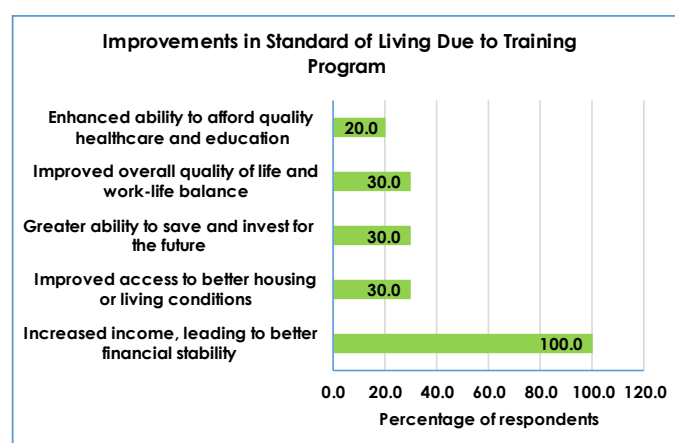
## Handling main line electrical work independently

A significant majority of the respondents (70.0%) were highly proficient in handling main line electrical work independently, showcasing their competence in managing crucial and complex electrical tasks. While some respondents (20.0%) demonstrated moderate proficiency, the overall skill level in this area reflects strong expertise and independence. This ensures that respondents are well-prepared to take on high-level electrical tasks that require professional skills and knowledge.

## Troubleshooting electrical issues independently

70.0% of the respondents showed high proficiency in troubleshooting various electrical issues on their own, indicating strong problem-solving abilities and technical expertise. A few others displayed moderate proficiency (30.0%), underlining the practical skills required to address and resolve electrical faults without external assistance. This demonstrates their ability to effectively diagnose and fix electrical problems independently, which is a valuable skill in real-world applications.

**Chart 16: Improvements in Standard of Living Due to Training Program**



### **Increased income leads to better financial stability**

The training program has had a significant impact on the financial stability of respondents. All participants (100%) experienced an increase in income, which directly contributed to greater financial security. This improvement has allowed them to manage daily expenses more effectively and plan for future financial needs. This demonstrates the program's effectiveness in providing participants with valuable skills that have translated into better-paying opportunities and greater overall financial stability.

### **Improved access to better housing or living conditions**

A considerable portion of respondents (30.0%) reported improvements in their housing and living conditions as a result of the training program. This change was made possible by the increased financial resources that allowed them to afford better accommodation and make necessary improvements to their living environment. The program's positive influence on income has enabled participants to secure better housing, reflecting an overall improvement in their standard of living.

### **Greater ability to save and invest for the future**

30.0% have gained a stronger capacity to save and invest for the future. With increased income, many are now able to set aside savings for long-term goals such as purchasing assets or preparing for unexpected expenses. This shows that the training program has not only increased immediate income but also empowered participants to build financial resilience and plan for future stability.

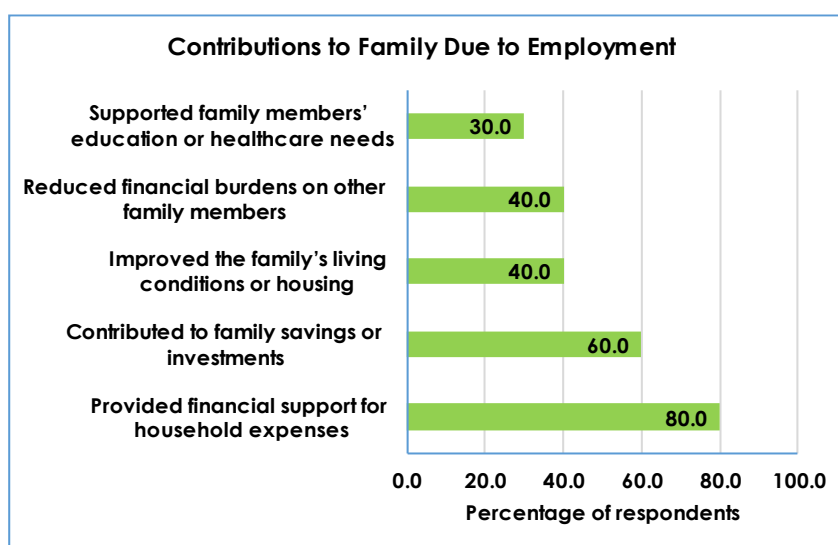
### **Improved overall quality of life and work-life balance**

The same number reported that the training program has improved their overall quality of life. Participants have reported a better work-life balance, with more time for family and personal activities, and a general improvement in their mental and emotional well-being. This demonstrates that the program has had a holistic impact, positively affecting not only financial stability but also personal life satisfaction and work-life balance.

## Enhanced ability to afford quality healthcare and education

A portion of respondents (20%) mentioned that their improved financial situation enabled them to afford better healthcare and education. This has allowed them to prioritise their own health and education and that of their families. The program's ability to improve financial stability has extended to ensuring better access to essential services like healthcare and education, enriching participants' lives on multiple fronts.

**Chart 17: Contributions to Family Due to Employment**



### Provided financial support for household expenses

The majority of respondents (80.0%) reported that they contributed financially to their household expenses. This indicates that the employment provided through the training program has enabled individuals to meet the essential needs of their families, contributing to improved daily living standards and reduced financial stress within the household.

### Contributed to family savings or investments

A significant portion of respondents (60.0%) were able to contribute to their family savings or investments. This demonstrates that the income gained from the program has empowered participants to plan for future security, showing a positive impact on long-term financial stability for their families.

### Improved the family's living conditions or housing

A portion of respondents (40.0%) were able to use their increased income to improve their family's living conditions or housing. This positive change highlights how the financial benefits from employment have not only covered daily expenses but also contributed to a better and more comfortable living environment for their families.

### **Reduced financial burdens on other family members**

40.0% of respondents reported that their employment helped reduce the financial burdens on other family members. By contributing to household income, they alleviated the financial pressure on other family members, enabling them to focus on other aspects of life, such as education or personal development.

### **Supported family members' education or healthcare needs**

A smaller number of respondents (30.0%) mentioned that their employment enabled them to support family members' education or healthcare needs. This reflects how increased income from the training program helped participants ensure that their families had access to essential services, further improving their overall quality of life.

**100% of the respondents said that they have better financial status because of an increase in income after the program.**

TITAN  
COMPANY

**Interview: Mr. Nagaraj, Electrical Trainer cum Resource and EDP Trainer**

The impact assessment team had an interview with Mr. Nagaraj, an Electrical Trainer cum Resource and EDP Trainer at the SVYM training centre, who has been conducting electrician training programs for three years. He shared that his role involved providing hands-on training, delivering educational content and confirming that the participants understood the technical and entrepreneurial aspects of the livelihood activity. To prepare for sessions, he began with icebreakers to build rapport and create a comfortable learning environment. He provides interactive sessions by observing participants' expressions and incorporating activities, real-life examples and Q&A sessions. Mr. Nagaraj explained that tools like projectors and whiteboards were used but highlighted the need for additional specialised equipment to enhance training quality. He customised sessions with relatable examples, such as using water tank analogies and assessed participants' understanding through pictorial representations and interactive assessments. Addressing challenges like participant retention and varying skill levels, he adapted his methods by providing additional support and leveraging peer learning. Introducing basic tools was noted as a challenge due to unfamiliarity among participants. Despite these challenges, he observed significant progress in the skills and confidence of participants through practical experience. He mentioned the success of a participant, Shadiq, who excelled in motors and solar connections despite his limited educational background. Feedback on his sessions was positive, with participants suggesting extending the duration to 50 days for better coverage. Mr. Nagaraj recommended providing comprehensive electrical manuals, organising module exhibitions and conducting Training of Trainers sessions to improve the overall experience. He emphasised that the program had a positive impact by creating skilled labour and empowering participants to improve their livelihoods.

**PROGRAM ACTIVITY 3: DAIRY FARMING**

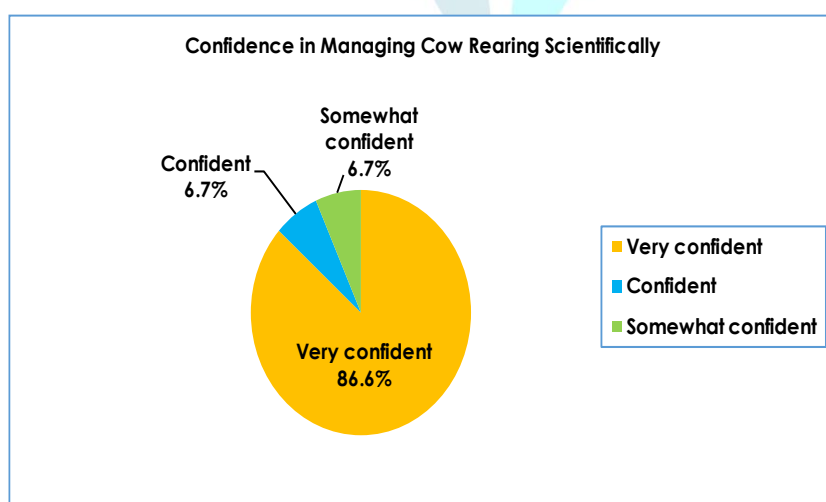
This part of the report includes findings and the impact of the respondents who participated in the dairy farming program. It covers their confidence in managing dairy farming scientifically. The activities also include proficiency in fodder preparation, cow shed management, calf care, and understanding feeding methods for better productivity. The impact section reflects improvements in income, confidence and living standards through the application of training and employment contributions.

## DEMOGRAPHIC REACH AND SOCIO-ECONOMIC INCLUSIVITY

- The dairy farming program engaged a diverse age group, especially middle-aged and elderly individuals, offering them a pathway to stable livelihoods.
- The program maintained social inclusivity, reaching participants from various communities, including ST, SC, and OBC. Most belonged to low-income households and held BPL cards, indicating effective targeting of economically vulnerable groups.
- A large number of participants were school dropouts, particularly at the primary and middle school levels. The program addressed this educational gap by providing practical, income-generating skills.
- A flexible fee structure ensured accessibility. Most participants paid no fee, while others contributed small amounts, removing financial barriers and encouraging broader participation.

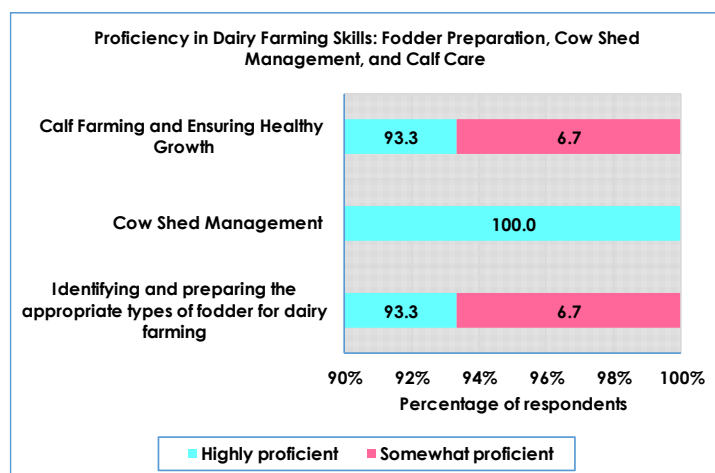
## KEY FINDINGS

**Chart 18: Confidence in Managing Cow Rearing Scientifically**



### Enhancing Confidence in Scientific Cow Rearing Practices

A large majority of respondents (86.6%) reported feeling confident in managing cow rearing scientifically. The program activity successfully equipped participants with practical knowledge. A smaller portion (6.7%) expressed some level of confidence, and the results state that while many have gained expertise, a few are still in the process of fully mastering the skills. This underlines the program's effectiveness in improving confidence and competency in agricultural practices.

**Chart 19: Proficiency in Dairy Farming Skills**

### Fodder preparation proficiency

A significant majority of the respondents, 93.3%, reported being highly proficient in identifying and preparing the appropriate types of fodder for dairy farming. Only a small percentage, 6.7%, indicated being somewhat proficient. Here, most respondents have a strong grasp of fodder preparation, which is essential for maintaining healthy livestock.

### Cow shed management expertise.

All respondents (100%) expressed being highly proficient in cow shed management. This indicates that all participants have an excellent understanding of the importance of proper cow shed conditions, which play a crucial role in the health and productivity of dairy cows.

## Calf care and growth monitoring

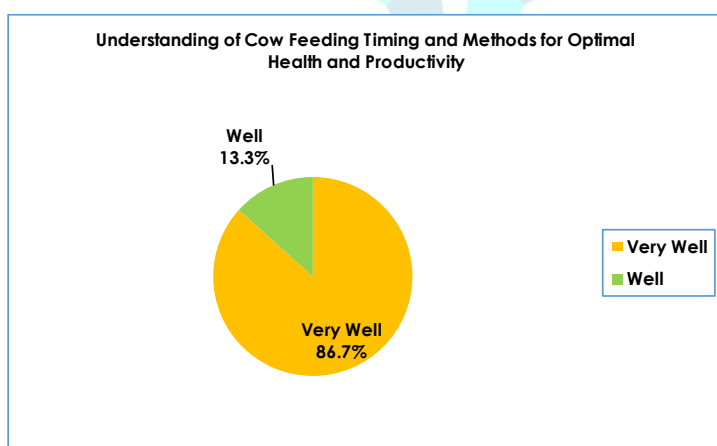
A significant majority, 93.3%, of respondents reported being highly proficient in calf farming and ensuring healthy growth. Only a small portion (6.7%) was somewhat proficient. This highlights the respondents' strong expertise in managing calf care, a key aspect of maintaining a sustainable dairy farming operation.

### Testimonial

Managing dairy farming was a challenge for me, and I struggled to earn enough to support my family. However, after joining the program, I learned important skills like proper cow rearing, feeding methods and calf care, which improved my farm management. I also learned about improving cow sheds and preparing good fodder, which helped increase productivity. With this knowledge, I now have a better income source.

*Chaluvamma, Kaggaladahundi*

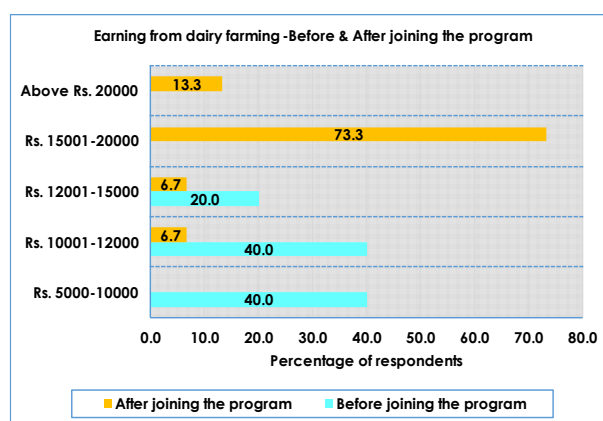
**Chart 20: Cow Feeding Timing and Methods**



### Understanding cow feeding practices

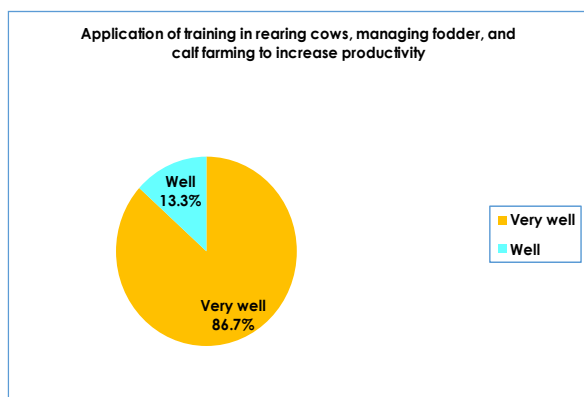
A significant majority (86.7%) of the respondents expressed that they understood cow feeding timing and methods very well, which indicates a high level of knowledge and awareness regarding best practices for ensuring the health and productivity of cows. This demonstrates the effectiveness of the training in equipping participants with the necessary skills and knowledge for optimal livestock management. A smaller proportion of respondents stated that they understood the feeding methods well, reflecting an opportunity to further enhance their expertise in this area.



**Chart 21: Earnings from dairy farming****Transformation in dairy farming income**

Before joining the program activity, most respondents struggled with low earnings. A significant number of the respondents (40.0%) earned between ₹5,000-10,000, while another 40.0% made ₹10,001-12,000. Only 20.0% managed to earn between ₹12,001-15,000, and none had an income beyond this range.

After completing the program, their financial situation improved significantly. No respondents remained in the lowest income category. Only 6.7% earned ₹10,001-12,000, and another 6.7% fell in the ₹12,001-15,000 range. A remarkable portion (73.3%) started earning between ₹15,001-20,000, while 13.3% exceeded ₹20,000. The average monthly income rose from ₹11,000 to ₹19,400, marking a 76.4% increase, reflecting the program's impact on their livelihoods.

**Chart 22: Application of training in rearing cows, managing fodder and calf farming to increase productivity****Effective application of training in livestock management**

A large majority of respondents (86.7%) applied the training effectively in rearing cows, managing fodder, and calf farming, leading to increased productivity, while 13.3% stated they applied it well. The findings highlight significant improvements in confidence and proficiency in scientific cow

rearing, cow shed management and fodder preparation. This comprehensive skill development has resulted in healthier livestock management and boosted livelihoods, laying a strong foundation for sustained economic growth and expanded opportunities in the dairy sector.

### **Success Story: Jambanna, Bijangera Village, Raichur**



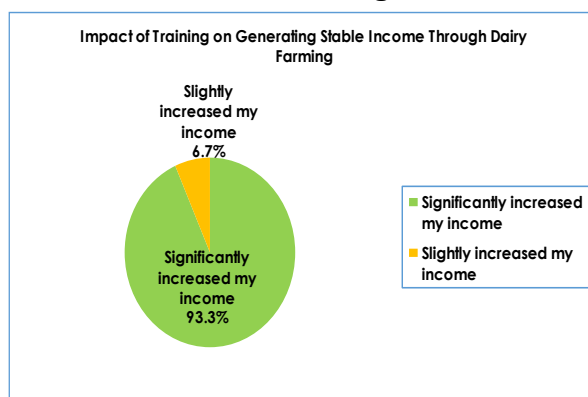
Jambanna, a farmer from Bijangera village, struggled for years to provide for his family. His three acres of land yielded little, forcing him to take up labour work in Raichur to make ends meet. However, working as a labourer came with hardship and humiliation. He endured harsh treatment from employers who often belittled and insulted him, stripping away his dignity. Each word of ridicule hurt deeply, but he held on, driven by the hope of a better future.

Determined to change his circumstances, Jambanna attended dairy farming training at VRLC Raichur. The training gave him the knowledge and confidence to take a bold step—he secured an agricultural loan from a bank and invested in four buffaloes and two cows. With this new venture, his life took a turn. One of his buffaloes produced eight litres of milk daily, which he sold for ₹60 per litre, earning him ₹14,000 per month. One of his cows provided 2 litres of milk daily, ensuring better nutrition for his family.

His dedication and perseverance soon began to pay off. Three of his buffaloes became pregnant, and he knew that his income would soon rise to over ₹25,000 per month. From enduring insults as a labourer to becoming a self-reliant farmer, Jambanna proved that determination could overcome even the toughest challenges. His journey was not just about financial stability but about reclaiming his dignity and proving that even in the darkest times, hope and perseverance could lead to a brighter future. Jambanna no longer lived under the shadow of humiliation—he stood tall as a farmer who had fought against all odds and won.

## IMPACT

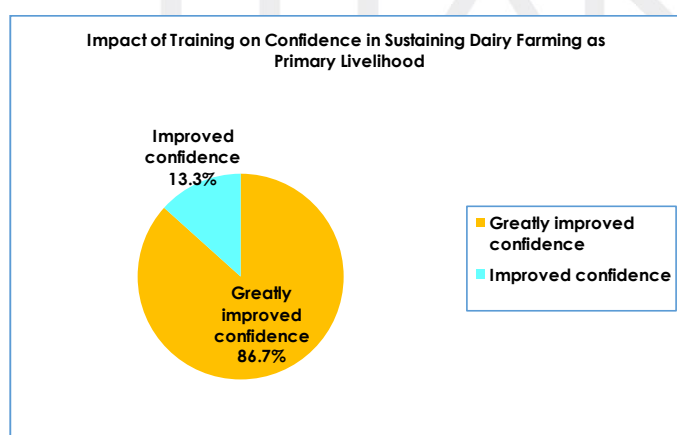
**Chart 23: Impact of Training on Generating Stable Income Through Dairy Farming**



### Positive impact on income through dairy farming

The vast majority of respondents (93.3%) reported a significant increase in their income due to the training in dairy farming. This demonstrates the effectiveness of the program in enhancing participants' earning potential and livelihood. A few (6.7%) mentioned that the training had only a slight impact on their income, indicating that while the program has brought substantial benefits to most, there may still be room for further impact for some participants.

**Chart 24: Impact of Training in Sustaining Dairy Farming as Primary Livelihood**

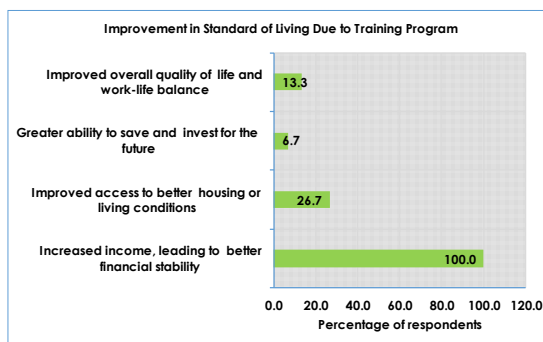


### Boost in confidence for sustaining dairy farming

A significant majority of the respondents (86.7%) expressed that the training greatly improved their confidence in sustaining dairy farming as their primary livelihood. This highlights the transformative impact the training had on participants, equipping them

with the skills and knowledge needed for long-term success in dairy farming. 13.3% of the respondents noted that the training slightly improved their confidence, indicating that while the program was impactful for most, there may be some who are still building their confidence in their abilities.

**Chart 25: Improvement in Standard of Living Due to Training Program**



### **Increased income and financial stability**

- All respondents (100%) reported an increase in income due to the training program, leading to better financial stability. This indicates the program's strong impact on enhancing the participants' earning capacity, providing them with more financial security.

### **Improved housing and living conditions**

- 26.7% of respondents mentioned that the training program helped them gain better access to improved housing or living conditions. This shows that while the program had a positive influence on living standards, its impact on housing was more limited compared to financial aspects.

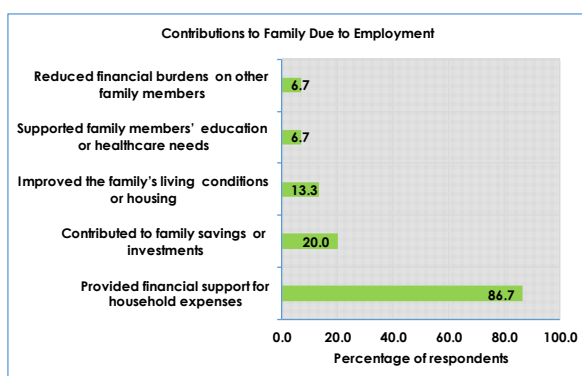
### **Enhanced ability to save and invest**

- Only 6.7% of respondents noted that the training improved their ability to save and invest for the future. Although the program contributed to financial improvements, a smaller proportion of participants were able to make substantial savings or investments.

## Improved quality of life and work-life balance

- 13.3% of respondents experienced an improvement in their overall quality of life and work-life balance. This demonstrates that the training program had a positive but less widespread effect on participants' personal well-being and work-life harmony.

**Chart 26: Contributions to Family Due to Employment**



## Financial support for household expenses

- The majority of respondents, 86.7%, indicated that their employment enabled them to provide financial support for household expenses. This highlights that most participants played a key role in meeting the day-to-day financial needs of their families.

## Contribution to family savings or investments

- 20% of respondents mentioned contributing to family savings or investments. This shows that the participants were able to generate enough income to contribute towards long-term financial security.

### **Improvement in family living conditions**

- 13.3% of respondents reported improving their family's living conditions or housing, making noticeable upgrades to their family's living environment as a result of their employment.

### **Support for family education and healthcare needs**

- Only 6.7% of respondents contributed towards supporting family members' education or healthcare needs. While the program had a positive impact on some aspects of family life, it was less widespread in contributing to educational or healthcare expenses.

### **Reduction in financial burdens on other family members**

- 6.7% of respondents noted that their employment helped reduce the financial burdens on other family members. This indicates that the training program allowed a few participants to ease the financial pressures faced by their families.

**Success Story: Ninganna, Kavital, Raichur**

Ninganna, from Kavital village in Raichur district, lived a simple life until everything changed two years ago. The sudden loss of his father left him as the head of the family, responsible for his mother and sisters. Their livelihood depended on three buffaloes, but the income from selling milk was barely enough to meet daily expenses. With his father gone, he felt lost. He had completed his ITI studies, but he lacked direction, and the skills needed to support his family. On top of that, he carried the burden of fulfilling his father's dream of seeing his sisters married. The weight of responsibility made him realise that waiting for help was not an option—he had to take action.

Determined to improve his family's situation, he enrolled in a dairy farming training program at the VRLC in Raichur. The training provided him with technical knowledge and, more importantly, renewed his confidence and belief in himself. With a clear plan in mind, he made a bold decision to invest ₹12 lakh in expanding their dairy farm. He purchased 27 buffaloes and built a proper shed to house them. Understanding the importance of teamwork, he also trained his family in dairy farming, ensuring that everyone contributed to their shared goal.

Their collective efforts soon brought results. Every day, four to five buffaloes produce 40–50 litres of milk, generating a monthly income of ₹25,000 to ₹30,000. The future looked even brighter, as 15 more buffaloes were expected to give birth within six months, doubling his income to over ₹50,000.

His journey was not just about financial stability—it was a story of resilience, responsibility, and determination. He proved that hardships could be turned into opportunities with the right knowledge and perseverance. Every time he looked at his buffaloes, he saw more than just animals; he saw his father's unfulfilled dreams, his mother's silent prayers, and his sisters' hopeful future. For Ninganna, this was not just about success—it was about love, responsibility and a renewed sense of hope for a better tomorrow.

## PROGRAM ACTIVITY 4: SHEEP AND GOAT REARING

This section of the report highlights the findings and impact of the Sheep and Goat Rearing activity. The program helped participants gain knowledge and skills in goat farming, such as identifying breeds, managing reproduction, farm management, and increasing income. The training improved their confidence in managing livestock as a primary livelihood and helped them apply the skills to increase productivity. It also contributed to better financial stability, improved their standard of living, and supported household expenses through the income generated.

### DEMOGRAPHIC REACH AND INCLUSIVE PARTICIPATION

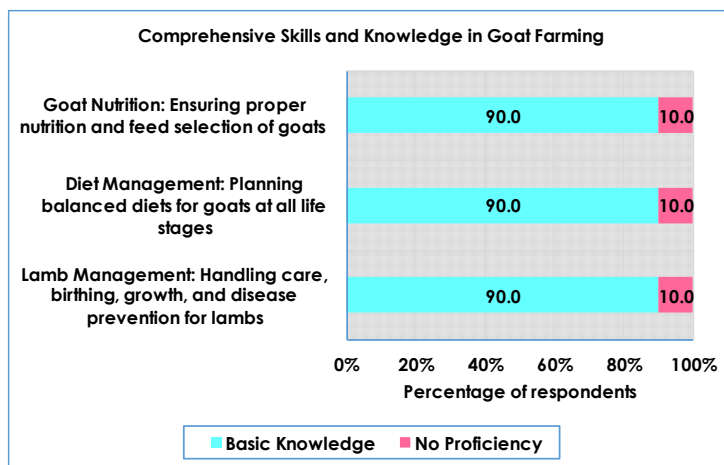
- Most respondents were in the 36–40 years age group, with smaller groups under 30 or between 41–45 years. This shows the program effectively reached adults seeking livelihood support.
- The majority belonged to Scheduled Tribes and Scheduled Castes, reflecting strong outreach to marginalised communities.
- Participants were mainly from families with monthly incomes of ₹15,000 to ₹20,000 or slightly higher, showing relevance to lower-middle-income households.
- All respondents held BPL cards, highlighting the program's alignment with the needs of economically weaker groups.
- All participants had discontinued formal education, indicating the program's focus on reaching individuals without school completion.
- Most had dropped out at the primary, middle, or high school levels, showing the importance of skill training for those with limited education.



## KEY FINDINGS

### SKILLS AND KNOWLEDGE

**Chart 27: Comprehensive Skills and Knowledge in Goat Farming**



#### Lamb management proficiency

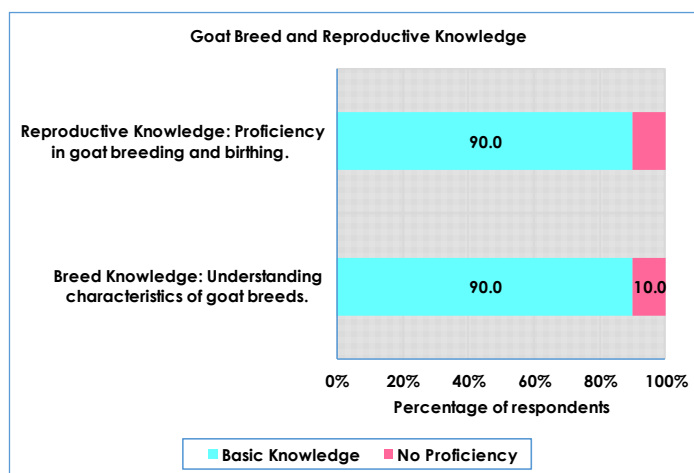
A significant majority of respondents (90.0%) demonstrated basic knowledge of lamb management, including handling care, birthing, growth, and disease prevention. Only 10.0% showed no proficiency in this area. Most participants possess foundational skills in managing lambs, which are critical to successful goat farming.

#### Diet management expertise

90.0% of respondents reported having basic knowledge in planning balanced diets for goats at all life stages. This indicates that a strong majority of participants understand the importance of diet management in maintaining the health and productivity of goats, with only a small percentage (10.0%) lacking proficiency in this area.

#### Goat nutrition understanding

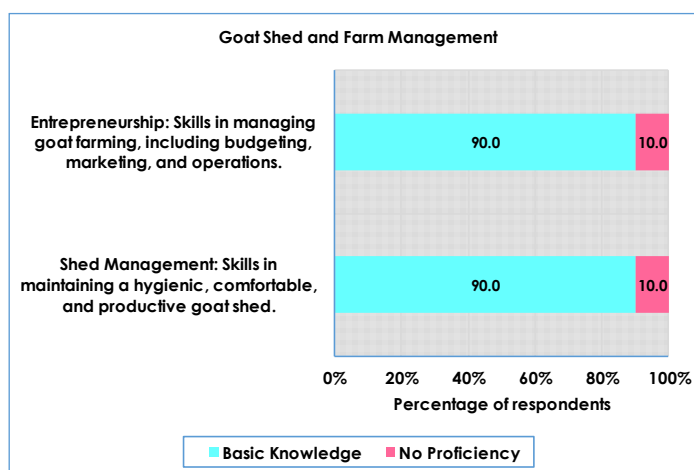
Similar to diet management, 90.0% of respondents showed basic knowledge of goat nutrition, particularly in ensuring proper nutrition and feed selection for goats. This reflects that most participants are aware of the dietary requirements of goats, essential for their overall health and growth, with only a small portion not proficient in this aspect.

**Chart 28: Goat Breed and Reproductive Knowledge****Breed knowledge proficiency**

90.0% of the respondents demonstrated basic knowledge and understanding of the characteristics of different goat breeds. This indicates that most participants are familiar with the various breeds and their traits, which is important for selecting the right breed for farming.

**Reproductive knowledge competence**

The vast majority (90.0%) of the respondents showed basic proficiency in goat breeding and birthing. This shows that having an understanding of goat reproduction is essential for successful breeding programs, while only 10,0 % lacked proficiency in this area.

**Chart 29: Goat Shed and Farm Management**

- **Goat shed management skills**

90.0% of respondents demonstrated basic knowledge about keeping a clean, comfortable, and productive goat shed. This shows that the majority of participants understand the importance of a well-managed shed for goat health and productivity, with only a small percentage (10.0%) lacking proficiency in this area.

- **Entrepreneurship and farm management.**

90.0% of respondents said they knew the basics of goat farming, such as budgeting, marketing, and operations. These findings indicate that the majority of participants have the necessary skills to run a sustainable goat farming business, with only 10.0% lacking entrepreneurial knowledge.

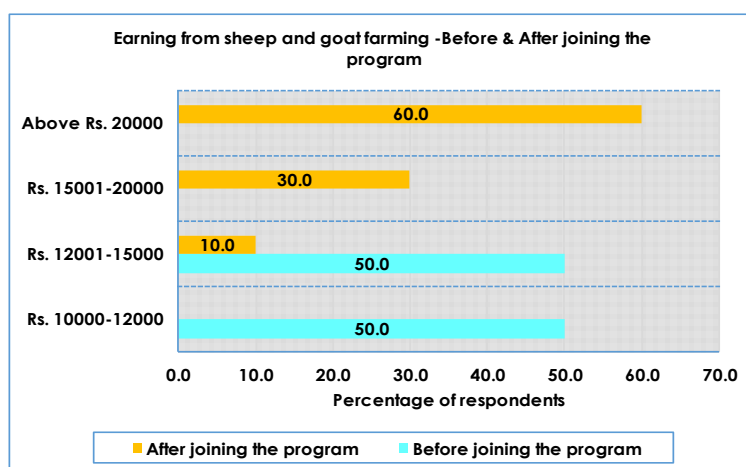
### *Testimonial*

In this training program, I learned the right methods to rear animals, prepare fodder and manage and improve care for calves. I saw a difference in productivity after applying these techniques. The regular income from farming has helped me support my household expenses and has brought financial stability to my family. The skills and knowledge I learned during the training program gave me the confidence to rely on farming as a primary livelihood.

*Sumitra B. K., Nanjanagudu*

## IMPACT

**Chart 30: Earnings from sheep and goat farming**



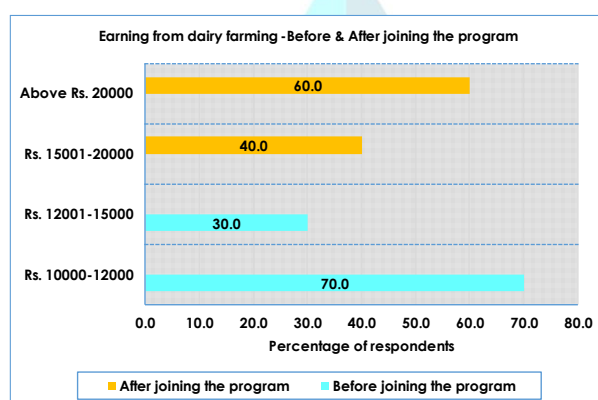
## Growth in sheep and goat farming income

Before joining the program, all respondents earned ₹15,000 or less. Half of them, 50.0%, had a monthly income between ₹10,000-12,000, while the other 50.0% earned between ₹12,001-15,000. None had earnings above ₹15,000.

After completing the program, their earnings saw a notable rise. No respondents remained in the lowest income category, and only 10.0% continued earning between ₹12,001-15,000. A substantial number (30.0%) reached the ₹15,001-20,000 range, while 60.0% surpassed ₹20,000. The average income increased from ₹12,600 to ₹21,200, reflecting a 68.3% rise, demonstrating the program's positive impact.

## INCREASED INCOME FROM DAIRY FARMING

**Chart 31: Earnings from dairy farming**



## Growth in dairy farming income

Before joining the program, all of the respondents struggled with low earnings. A majority (70.0%) earned between ₹10,000-12,000 per month, while the remaining 30.0% made between ₹12,001-15,000. None of them earned beyond ₹15,000, making it difficult to sustain their livelihood.

After completing the program, their financial situation improved. No one remained in the lower income groups. Instead, a significant majority (40.0%) of the respondents started earning between ₹15,001-20,000, and 60.0% saw their income rise above ₹20,000. This shift gave them not only better earnings but also a sense of security for the future.

The program made a real difference in their lives. The skills and guidance the respondents received through goat and sheep farming helped them increase their income and build a stable livelihood. Moving from financial struggle to a position where they could earn comfortably brought them confidence and relief. The fact that none of them remained in the lower income groups shows how the program supported transforming lives.

### **PROGRAM ACTIVITY 5: POULTRY FARMING**

This section of the report focuses on the Poultry Farming activity and its role in generating a stable income. It explores the key entrepreneurship skills required to effectively manage poultry farm operations, including biosecurity measures and record-keeping. The training provided has had a positive impact, enabling farmers to create a steady income stream through poultry farming. Additionally, the training has helped boost farmers' confidence in sustaining poultry farming as their primary livelihood. This section examines the overall impact of the training on farmers' ability to manage and grow their poultry farming operations successfully.

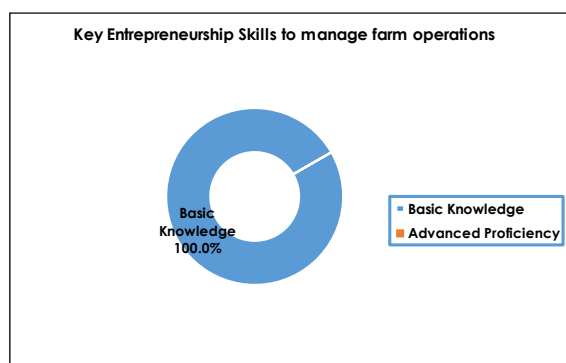
### **DEMOGRAPHIC REACH AND SOCIO-ECONOMIC INCLUSIVITY**

- The program primarily engaged individuals aged between 30 and 45 years, reflecting effective outreach to the working-age population. Participation from those under 30 and over 45 was relatively lower but still notable.
- Respondents represented varied social backgrounds, with inclusion from the General, SC, and OBC categories. This points to the program's effort to ensure social diversity and inclusion.
- Most participants came from families with monthly incomes between ₹15,001 and ₹20,000, while a smaller number reported slightly higher or lower incomes. This indicates a focus on lower-middle-income households.
- All respondents possessed BPL cards, confirming that the program successfully targeted economically disadvantaged families.
- The program catered entirely to school dropouts, addressing gaps in formal education and enabling access to skill-based learning for those who had limited educational opportunities.

- Many had dropped out at the higher secondary or high school levels, while a smaller number left during primary or middle school. These dropout patterns highlight the importance of practical training as an alternative path to livelihood enhancement.

## KEY FINDINGS

**Chart 32: Key Entrepreneurship Skills to Manage Farm Operations**

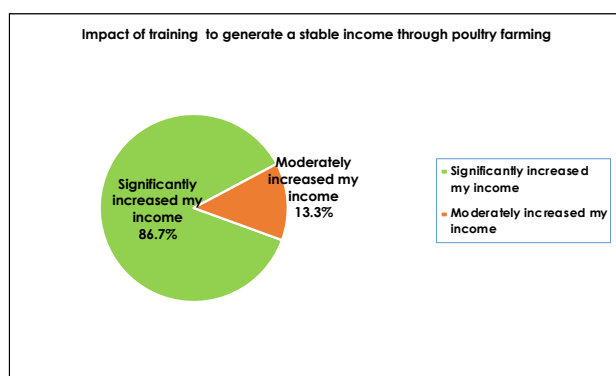


### Advanced entrepreneurial skill development

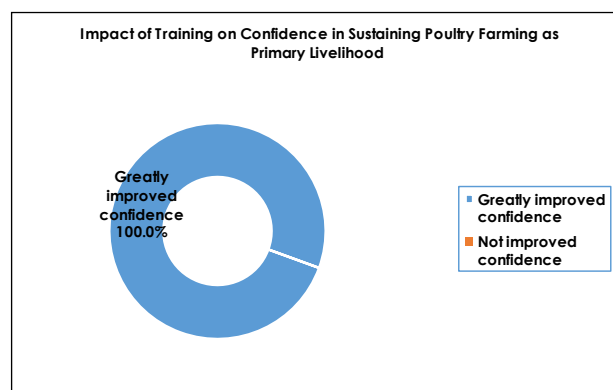
All respondents (100%) reported having a basic knowledge of entrepreneurship skills for managing farm operations. However, none of them mentioned having advanced proficiency, indicating an opportunity for growth. This highlights the potential to build on their existing knowledge by providing advanced training and capacity-building programs. Such initiatives can empower respondents to enhance their farm management efficiency, adopt modern practices, and achieve greater success in their entrepreneurial endeavours.

## IMPACT OF THE PROGRAM

**Chart 33: Impact of training to generate a stable income through poultry farming**



**Chart 34: Impact of Training on Confidence in Sustaining Poultry Farming as Primary Livelihood**



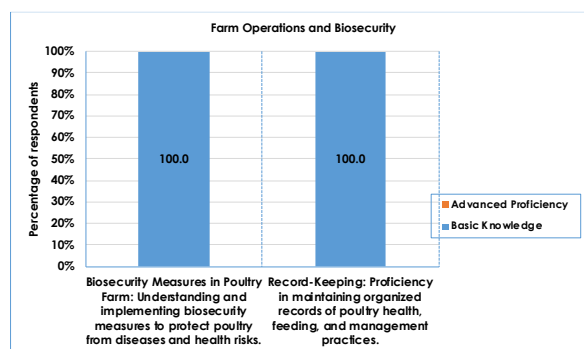
## CAPACITY BUILDING TRAINING

**Income generation:** The training led to a significant increase in income for 86.7% of respondents, while 13.3% saw a moderate rise in earnings, highlighting the program's success in boosting financial stability.

**Confidence levels:** All respondents reported a great improvement in their confidence in sustaining poultry farming as a primary livelihood, which indicates the effectiveness of the program in building participants' self-reliance.

## BIOSECURITY MEASURES AND RECORD-KEEPING SKILLS

**Chart 35: Farm Operations and Biosecurity**



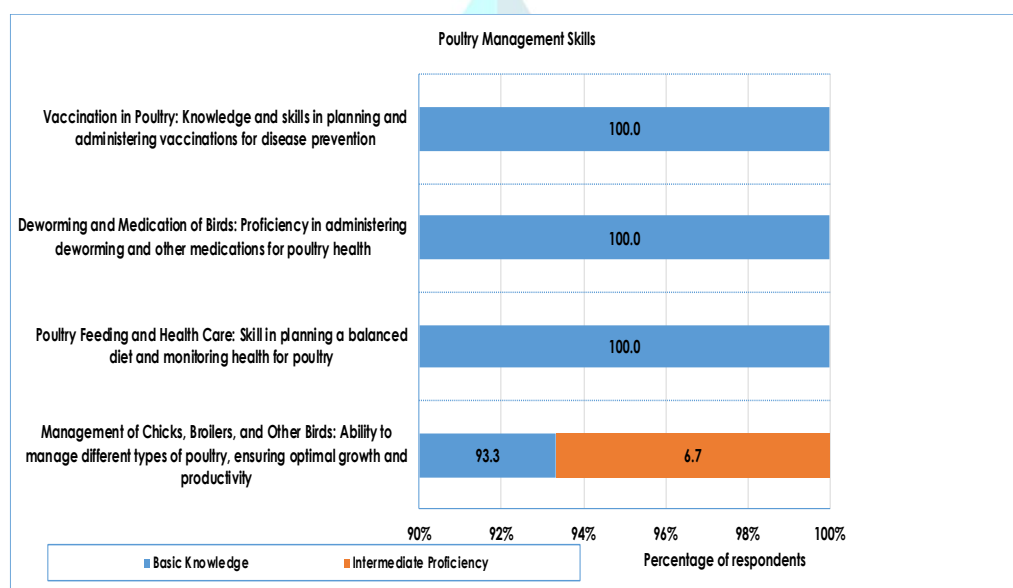
**Biosecurity measures:** 100% of the respondents reported having basic knowledge of biosecurity measures, including understanding, and implementing practices to protect poultry from diseases and health risks. This knowledge helps farmers

safeguard poultry from diseases, reduce mortality rates, and improve the overall health of the flock.

**Record-keeping skills:** All of the respondents (100%) demonstrated basic knowledge in maintaining organised records of poultry health, feeding, and management practices. Understanding record-keeping allows farmers to monitor poultry health, feeding schedules, and management practices effectively. Organised records support informed decision-making and help identify issues early, leading to improved productivity and profitability.

## POULTRY MANAGEMENT SKILLS

**Chart 36: Poultry Management Skills**



- **Management of chicks, broilers, and other birds:** 93.3% of respondents demonstrated basic knowledge in managing different types of poultry, including chicks, broilers, and other birds, for optimal growth and productivity. This makes sure that farmers have efficient poultry management by optimising growth and productivity.
- **Poultry feeding and health care:** 100% of respondents showed skills in planning a balanced diet and monitoring the health of poultry. These skills help farmers now maintain healthy poultry flocks, reduce the risk of nutritional deficiencies, and ensure consistent productivity and quality in poultry farming.



- **Deworming and medication of birds:** 100% of respondents reported proficiency in administering deworming and other medications to maintain poultry health. This proficiency supports the prevention and treatment of diseases, enhances the well-being of poultry, and minimises health-related losses.
- **Vaccination in poultry:** 100% of respondents exhibited knowledge and skills in planning and administering vaccinations for disease prevention. This critical knowledge gained is helping beneficiaries for preventing the spread of diseases, reducing mortality rates, and improving the resilience of poultry flocks.

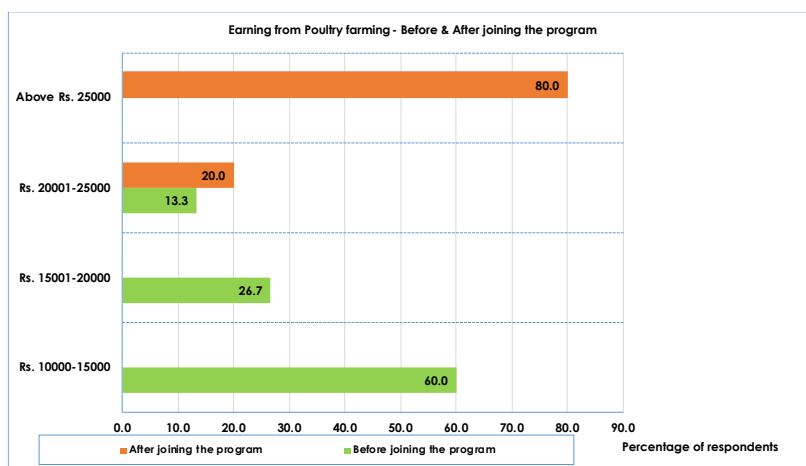
### Testimonial

During the training program, I learned how to take care of chicks, broilers and other birds to make sure they are well and healthy. I learned how to give them the right food and check their health, and also how to give deworming medicines and other treatments to keep them healthy. This training helped me understand poultry farming better and gave me the skills I need to manage the birds properly.

- *Suresha, Uyyamballi*

## INCREASED INCOME

Chart 37: Earnings from poultry farming



## Rise in poultry farming income

Before joining the program, the majority of the respondents struggled with limited earnings. A significant majority of the respondents (60.0%) earned between ₹10,000-15,000, while 26.7% made between ₹15,001-20,000. Only 13.3% earned slightly more, in the range of ₹20,001-25,000, and no one had earnings beyond ₹25,000.

After completing the program, their income levels changed remarkably. None of them remained in the lower income groups. Instead, 20.0% started earning between ₹20,001-25,000, and 80.0% saw their income rise above ₹25,000. This increase in earnings gave them financial security and a better quality of life.

The program had a powerful impact on their livelihoods. With improved skills and knowledge, they achieved financial growth that seemed out of reach before. The shift from lower income brackets to higher earnings shows that the program's right opportunities can help individuals build more stable lives.

## PROGRAM ACTIVITY 6: SERICULTURE FARMING

This section assesses the impact of the sericulture training program on participants. It covers their knowledge of organic fertilisers, business strategies for income generation, and prior experience in sericulture. It examines how the training has improved income stability, confidence in sustaining sericulture as a livelihood, and productivity. It also looks at the success in expanding businesses, improvements in living standards, and increased contributions to family welfare following the training.

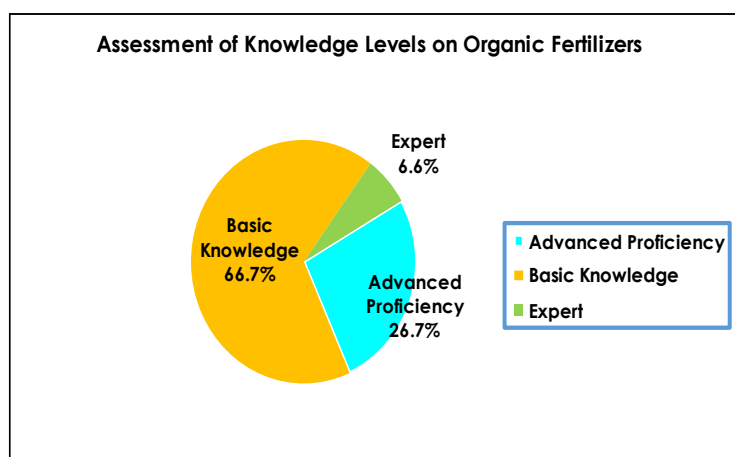
## DEMOGRAPHIC REACH AND SOCIO-ECONOMIC INCLUSIVITY

- The program successfully engaged participants across various age groups, with a significant number in the 30-45 age range. It reached a diverse range of caste categories, with the majority from the General category and smaller proportions from OBC, SC, and ST backgrounds.
- Most participants hailed from middle to higher-income households, with all respondents owning a BPL card, emphasising the program's focus on economically disadvantaged individuals. The program also addressed high school dropouts, particularly those who left at higher secondary and high school levels, offering an alternative path to skill development.

- The fee structure was flexible, ensuring accessibility for participants from various financial backgrounds while maintaining a commitment to the program.

## KEY FINDINGS

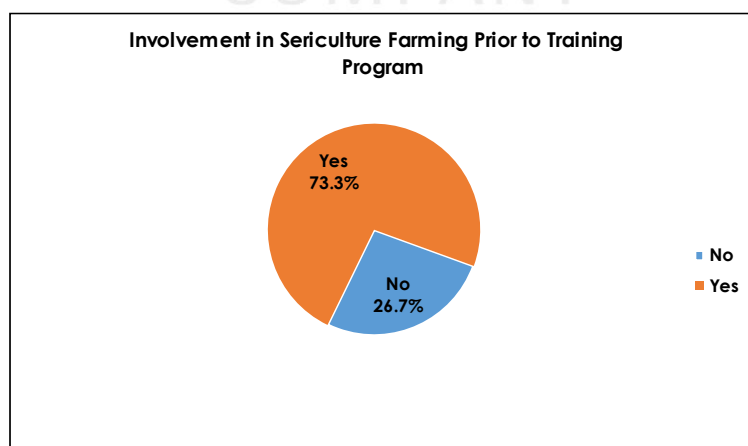
**Chart 38: Assessment of Knowledge Levels on Organic Fertilisers**



### Proficiency in organic fertilisers and soil health

A significant majority of the respondents (66.7%) had basic knowledge of organic fertilisers and their role in improving soil health and mulberry leaf quality. 26.7% reported having advanced proficiency, while a few (6.7%) considered themselves experts in this area. This shows a strong foundation in organic farming techniques while also indicating the potential to further enhance expertise through targeted training.

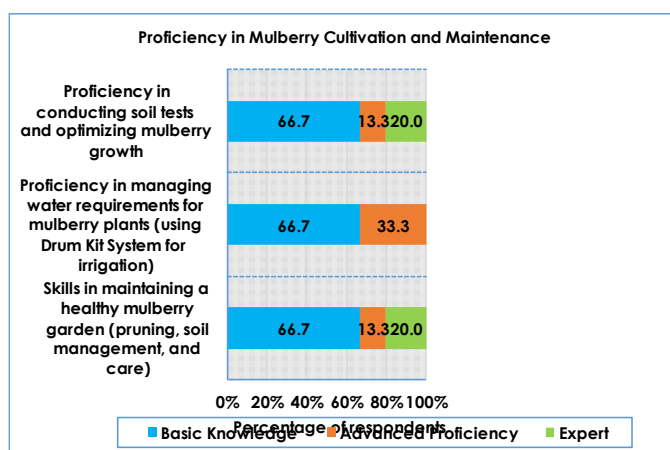
**Chart 39: Were you involved in sericulture farming before the Training Program**



## Prior involvement in sericulture farming

A substantial majority of the respondents (73.33%) were involved in sericulture farming before the training program, while 26.67% had not participated in sericulture farming prior to the training. This reflects a solid base of experience within the group, suggesting that the training program was particularly relevant for those already engaged in the field while also reaching individuals new to sericulture.

**Chart 40: Mulberry Cultivation and Maintenance**

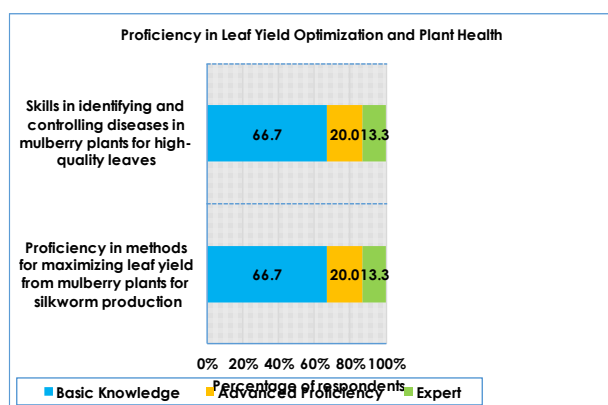


- Mulberry Garden Maintenance:** In maintaining a healthy mulberry garden through pruning, soil management and general care, a majority (66.7%) of the respondents had basic knowledge, 20.0% were experts, and 13.3% displayed advanced proficiency in these practices.
- Water Management:** For managing water requirements using the drum kit system, 66.7% of respondents reported basic knowledge, and 33.3% demonstrated advanced proficiency.
- Soil Testing:** For soil testing and optimising mulberry growth, again, a majority (66.7%) had basic knowledge, 20.0 % achieved expert-level skills in these techniques, and 13.3% showed advanced proficiency.

### Testimonial

Before the training, I had limited knowledge about sericulture farming and was not sure how to make it a primary source of income. The training program helped me understand the importance of organic fertilisers, effective cost management and ways to improve the quality of mulberry leaves. I also learned new strategies to increase productivity and manage my business better. After applying these new methods, I was able to expand my sericulture farming.

*Yashavanth, Gundlupete*

**Chart 41: Leaf Yield Optimization and Plant Health**

### Maximising leaf yield for silkworm production

A majority (66.7%) demonstrated basic knowledge of methods to enhance mulberry leaf yield, 20.0% had advanced proficiency, and 13.3% were experts in applying these techniques effectively.

### Disease management for high-quality leaves

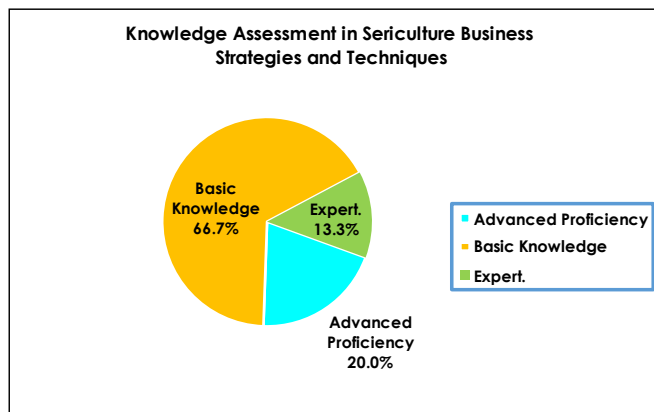
When it came to identifying and managing diseases in mulberry plants, 66.7% had basic knowledge, while 20.0% showed advanced proficiency, and 13.3% possessed expert-level skills to ensure high-quality leaves.

Participants learned how to properly care for mulberry plants, manage their water needs, and test soil, which helped farmers improve their crops. This led to healthier plants and better silk production, making farming more productive. They are also gaining knowledge on how to boost leaf production and manage plant diseases, allowing individuals to keep their mulberry plants in better condition. As a result, they were able to produce more high-quality leaves, supporting a stronger and more consistent sericulture.

## IMPACT

### EFFICIENCY LEVEL

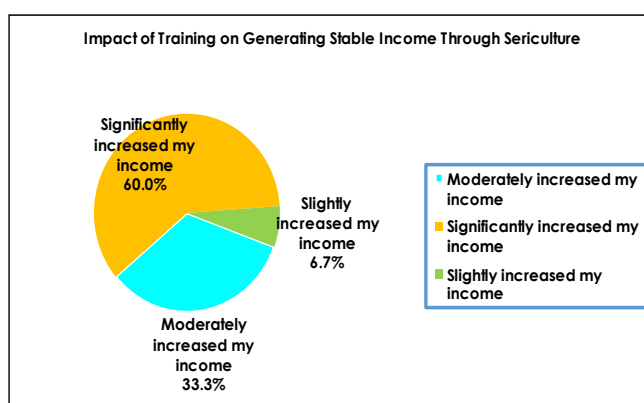
**Chart 42: Knowledge Assessment in Sericulture Business**



### Knowledge of business strategies in sericulture

The majority of the respondents (66.67%) had basic knowledge of business strategies and techniques to increase income through sericulture, including cost management and quality improvement. 20.0% mentioned having advanced proficiency, while a small number (13.3%) reported being experts. This indicates a solid foundation in essential business strategies, with potential for further growth through advanced training to refine skills and increase income-generating opportunities.

**Chart 43: Impact of training on income**

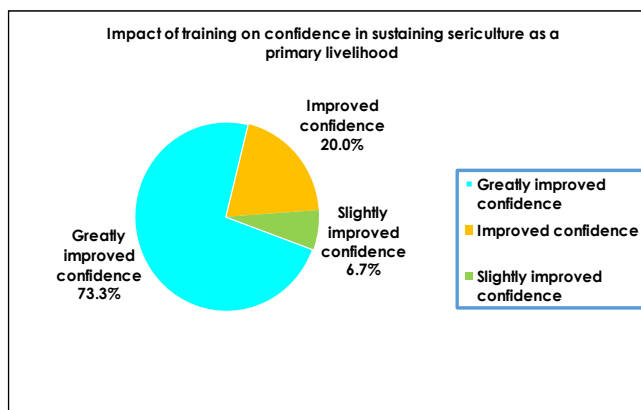


### Impact of training on income generation

60.0% of the respondents said that the training significantly increased their ability to generate a stable income through sericulture. A moderate majority of the respondents

(33.3%) stated that it moderately increased their income, while a negligible majority of the respondents (6.7%) mentioned that it slightly increased their income. This highlights the positive effect of the training on enhancing income stability and suggests opportunities for further skill development to maximise financial gains.

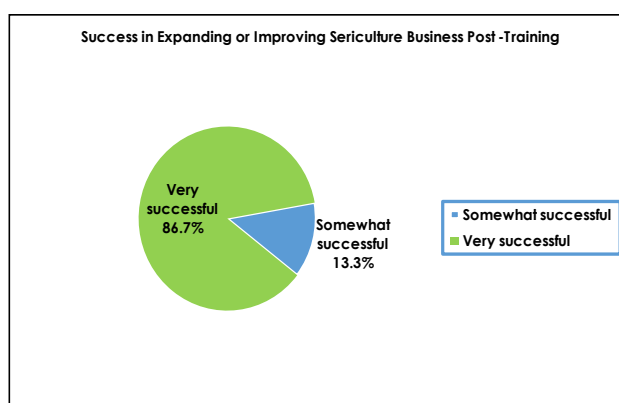
**Chart 44: Impact of training on confidence in Sustaining Sericulture**



### Enhancement in confidence and financial stability through training

A significant majority of respondents (73.3%) reported that the training greatly improved their confidence in sustaining sericulture farming as a primary source of livelihood, while 20.0% mentioned a moderate improvement, and 6.7% noted a slight increase in confidence. The training also had a positive effect on their financial stability, as reflected in an increase in monthly income and improved living standards. Participants gained a better understanding of organic fertilisers, mulberry cultivation, and sericulture business techniques, enabling them to enhance productivity and manage their farms more effectively.

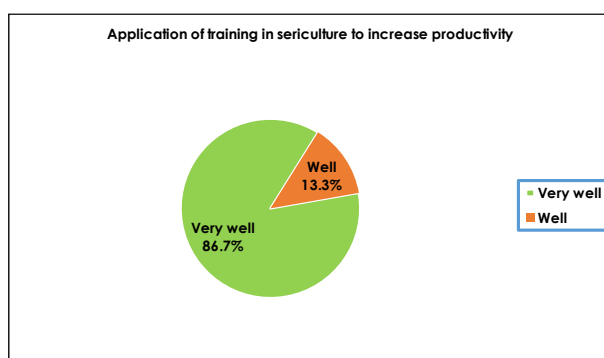
**Chart 45: Success in Expanding the Sericulture Business**



## Success in Expanding Sericulture Business

A large majority of the respondents (86.7%) reported being very successful in expanding or improving their sericulture business since completing the training, while a small number (13.3%) were somewhat successful. This suggests that the training had a significant positive impact, enabling most participants to enhance their business operations and achieve notable progress in their sericulture endeavours.

**Chart 46: Application of Training in Sericulture**

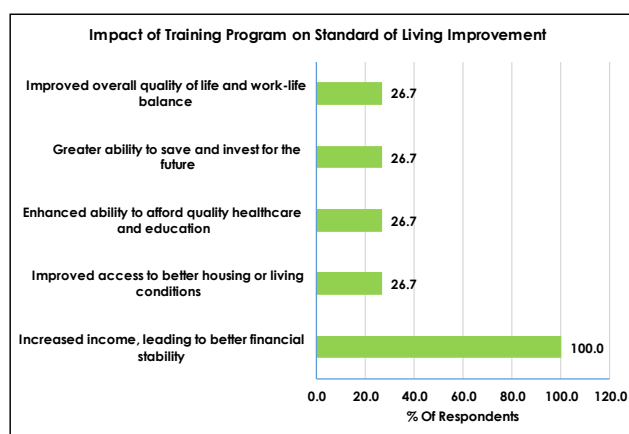


### Application of sericulture training to increase productivity

A significant majority of the respondents (86.7%) mentioned that they were able to apply the training in sericulture very well to increase productivity, while a considerable number (13.3%) stated that they applied it well. This reflects the effectiveness of the training program in enhancing practical skills, with most respondents demonstrating a high level of competency in boosting their sericulture productivity.

## LIVING STANDARD AND CONTRIBUTION TO THE FAMILY

**Chart 47: Impact of Training Program on Standard of Living**





### **Financial stability through increased income**

All respondents (100%) reported an increase in income after completing the training program, demonstrating its effectiveness in improving financial stability. This evidence indicates participants learned valuable skills that directly led to higher earnings and more job opportunities.

### **Improved housing and living conditions**

A significant proportion of respondents (26.7%) stated that their improved financial situation enabled them to obtain better housing or living conditions. This demonstrates that the training program had a direct impact on raising their standard of living by ensuring personal stability.

### **Access to quality healthcare and education**

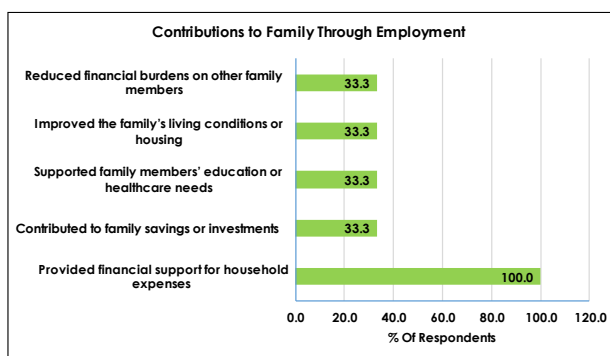
An equal number of respondents (26.7%) emphasised how they were now able to provide themselves and their families with high-quality healthcare and education. This demonstrates that having more money allowed them to spend it on necessities, guaranteeing a safer and healthier future.

### **Increased savings and investments**

A notable share (26.7%) of participants mentioned a greater ability to save and invest for the future. This reflects financial security, as they were able to set aside funds for emergencies, long-term goals, or business ventures, ensuring sustained economic growth.

### **Enhanced quality of life and work-life balance**

Again, the equal respondents (26.7%) reported an overall improvement in their quality of life, including better work-life balance. This states that the program not only contributed to financial well-being but also helped participants achieve a more stable and fulfilling lifestyle.

**Chart 48: Contribution to Family Through Employment**

### **Providing financial support for household expenses**

All respondents (100%) reported contributing monetarily to household expenses, showing that their jobs were vital to maintaining their families. This shows that the training program assisted participants in obtaining steady jobs that enabled them to meet their daily financial responsibilities.

### **Contributing to family savings and investments**

A notable portion of the respondents (33.3%) mentioned their ability to contribute to family savings or investments. This reflects improved financial stability, as participants could set aside money for future needs, emergencies, or business opportunities, strengthening their families' long-term security.

### **Supporting education and healthcare needs**

An equal proportion (33.3%) stated that their earnings went toward family members' education and healthcare. It indicates that not only did employment improve their financial situation, but it also allowed them to invest in important aspects of their family's well-being, such as better opportunities and healthcare.

### **Improving living conditions and housing**

A share of respondents (33.3%) highlighted that they were able to enhance their family's living conditions or housing. This indicates that stable income allowed them to improve their home environment, leading to better comfort and security for their families.

## **Reducing financial burdens on family members**

A third of the respondents (33.3%) stated that their earnings helped reduce the financial burden on other family members. This suggests that their employment provided relief to dependents, allowing the family to manage expenses more effectively without relying on external support.

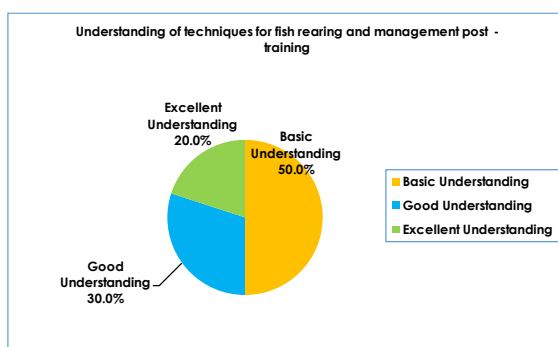
## **PROGRAM ACTIVITY 7: FISH FARMING**

This section of the report includes findings and the impact of the respondents who participated in the fish farming training program. It presents socio-economic and demographic details, school dropout trends, understanding of fish-rearing techniques, knowledge of government programs and skill application. The data also captures changes in income, confidence, living standards and contributions to the family through fish farming practices. Key activities focus on enhancing knowledge, improving proficiency and promoting sustainable livelihood opportunities.

## **KEY FINDINGS**

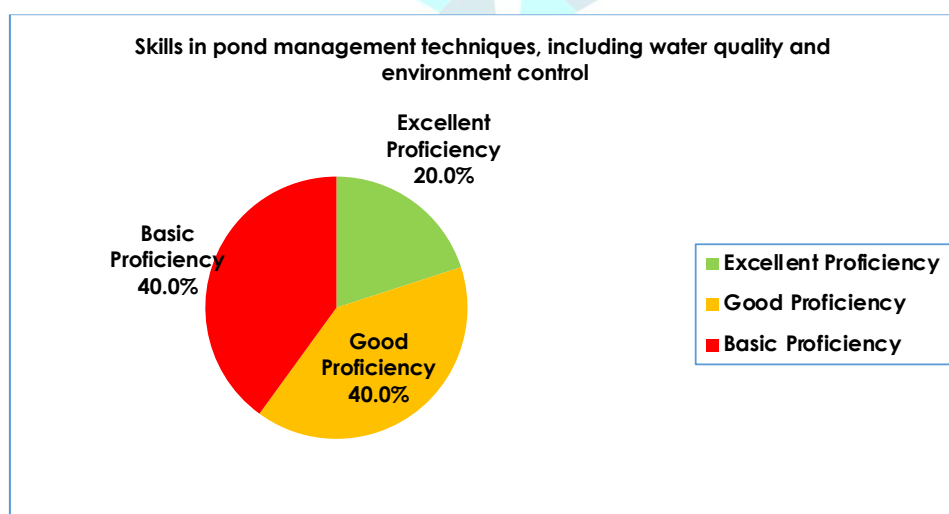
### **DEMOGRAPHIC REACH AND SOCIO-ECONOMIC INCLUSIVITY**

- The program successfully engaged younger participants, especially those seeking stable employment, while also reaching marginalised communities, particularly ST and OBC groups.
- It predominantly targeted lower to middle-income households and ensured accessibility for economically disadvantaged individuals through BPL card ownership.
- The program addressed educational gaps by focusing on school dropouts, particularly those who left during high school and middle school and provided opportunities for skill development.

**Chart 49: Techniques for Fish Rearing and Management Post-Training**

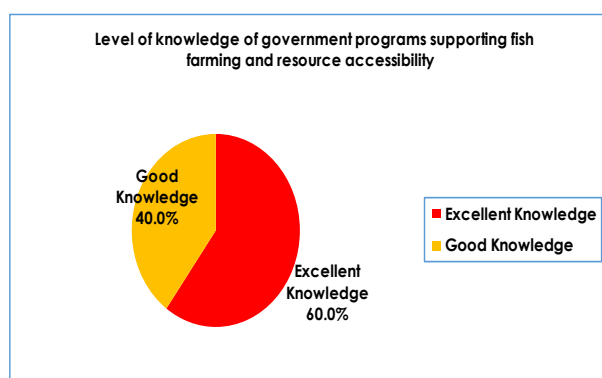
### Understanding of fish rearing and management techniques

Half of the respondents had a basic understanding of techniques for fish rearing and management post-training, while 30.0% had a good understanding, and a few had an excellent understanding. This indicates a solid foundation of knowledge in fish rearing, with many participants demonstrating a positive improvement in their skills and expertise through the training program.

**Chart 50: Skills in Pond Management Techniques**

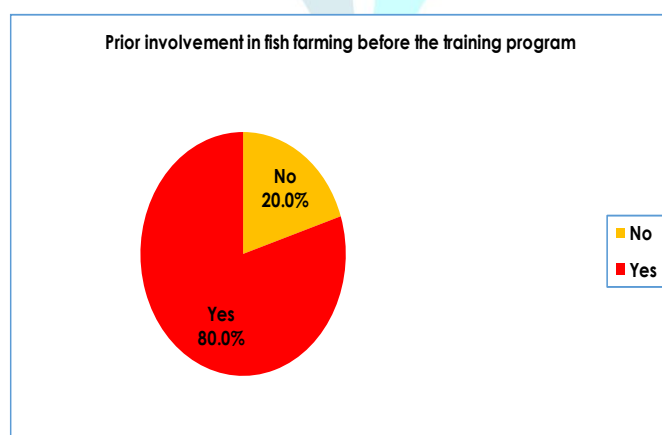
### Proficiency in pond management techniques

A notable majority of the respondents (40.0%) had good proficiency in pond management techniques, including water quality and environment control, while others demonstrated basic proficiency, and a small number exhibited excellent proficiency. This highlights a strong grasp of essential pond management skills, with opportunities for further development and mastery of advanced techniques.

**Chart 51: Level of knowledge of government programs**

### Knowledge of government programs supporting fish farming

A majority of the respondents had excellent knowledge of government programs supporting fish farming and resource accessibility, while 40.0% had good knowledge. This demonstrates a strong awareness of available support mechanisms, reflecting a solid foundation for leveraging these resources to enhance their fish farming practices.

**Chart 52: Prior involvement in fish farming before the training program**

### Pre-intervention involvement

A large majority of the respondents (80.0%) had prior involvement in fish farming before the training program, while 20.0% had no prior involvement. This indicates that the majority of participants already had some experience in the field, providing them with a solid base to build on through the training program.

**Interview: Mr. Srinivas, Deputy Director of Fisheries**

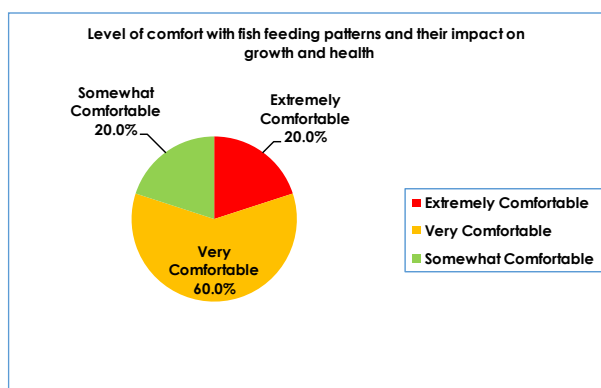
In an interview with the Deputy Director, who oversees the operations at the Fisheries Department's Pisciculture Centre. The centre serves as a hub for breeding a variety of fish species and as a training ground for students enrolled in the Pisciculture Skilling Program conducted by SVYM in collaboration with Titan. Pisciculture, or fish farming, is a sustainable aquaculture practice that involves the controlled breeding, rearing and harvesting of fish for commercial purposes. It is a vital livelihood activity that supports food security and economic development, particularly in rural areas.

At the Fisheries Department Centre, students receive two days of intensive practical training on pisciculture, gaining hands-on experience in various aspects of fish farming. The centre specialises in breeding Indian Major Carp, such as Catla (*Catla catla*) and Rohu (*Labeo rohita*). These species are highly sought after in India due to their fast growth rate, adaptability to a wide range of environmental conditions and high market demand. Indian Major Carp are known for their nutritional value, making them a staple in many regional cuisines. In addition to Indian species, the centre also breeds Chinese Carp, including species like Grass Carp (*Ctenopharyngodon idella*) and Silver Carp (*Hypophthalmichthys molitrix*). These fish are known for their efficiency in feeding on aquatic vegetation and plankton, making them ideal for integration into multi-species farming systems. Their rapid growth and high yield potential contribute to their profitability in commercial aquaculture.

The practical training offered at the centre enables students to understand the nuances of fish breeding, pond management and sustainable practices. This hands-on exposure has proven invaluable, as students show immense interest and enthusiasm for the practical aspects of pisciculture. He noted that this training equips participants with the knowledge and skills to start their own fish farming ventures, which can be highly profitable. By applying what they have learned, many students can create sustainable livelihoods, contributing to the local economy and meeting the growing demand for fish as a source of protein.

## IMPACT

**Chart 53: Fish Feeding patterns and impact on growth and health.**

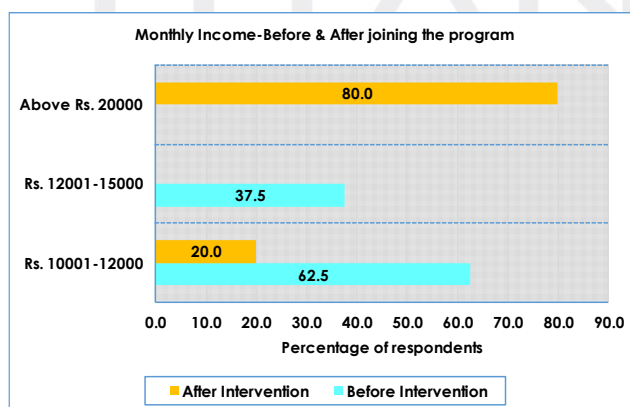


### Comfort with fish feeding patterns

The majority of the respondents (60.0%) were very comfortable with fish feeding patterns and their impact on growth and health, while 20.0% were extremely comfortable or somewhat comfortable. This reflects a strong understanding and confidence among participants regarding key aspects of fish farming, indicating readiness to apply their knowledge for better farm management.

## INCREASE IN MONTHLY INCOME

**Chart 54: Monthly Income**



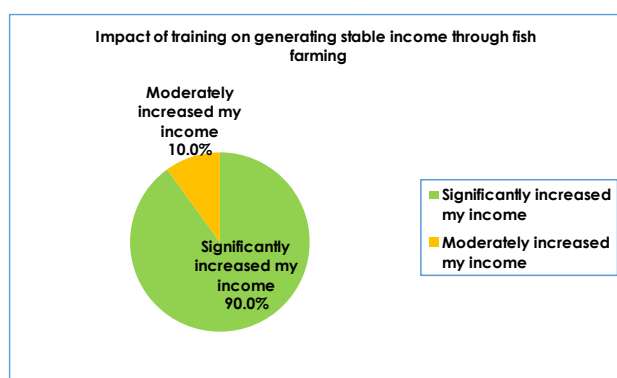
### Increased monthly income

Before the program, most of the participants (62.5%) were earning between ₹10,001 and ₹12,000, while the remaining (37.5%) were making ₹12,001 and ₹15,000. No one was earning more than ₹20,000. After completing the program, their income levels

changed dramatically. None of them stayed in the lower income ranges. Instead, the vast majority (80.0%) of the respondents started earning more than ₹20,000, with 20.0% making between ₹20,001 to ₹25,000. The average monthly income increased from ₹12,625 to ₹23,100, showing an 83.0% rise.

The program had a real impact on their lives. It helped them improve their skills and provided better opportunities, which led to a noticeable increase in their earnings. This rise in income brought more financial security and an improved quality of life, providing the right support for the program.

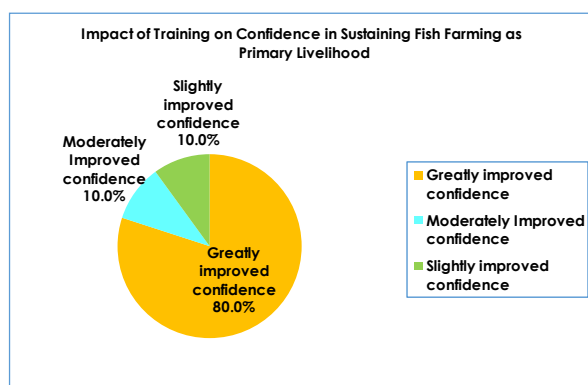
**Chart 55: Impact of Training on Generating Stable Income Through Fish Farming**



### **Increase in income through fish farming**

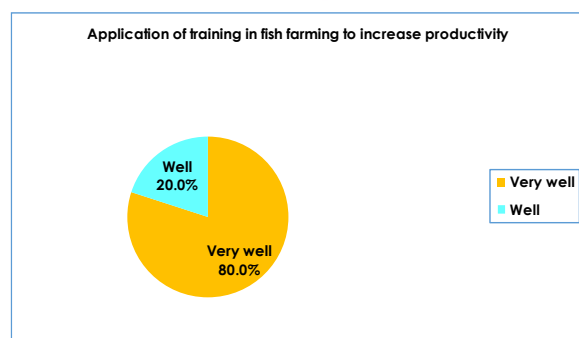
A significant majority of the respondents (90.0%) said that the training significantly increased their income through fish farming, while a small number stated that it moderately increased their income. This demonstrates the effectiveness of the training in enhancing financial stability and creating better economic opportunities for participants.



**Chart 56: Impact of Training on Confidence in Sustaining Fish Farming**

### Increased confidence in fish farming

The larger majority of respondents (80.0%) mentioned that the training greatly improved their confidence in sustaining fish farming as a primary livelihood. Smaller proportions (10.0%) said it moderately improved their confidence or slightly improved their confidence. This reflects the training's impact in strengthening their ability to continue fish farming with greater self-assurance and long-term commitment.

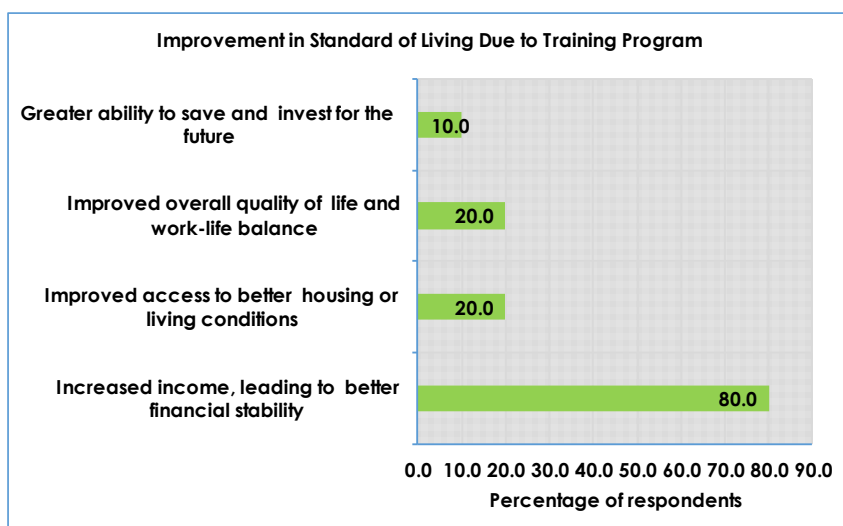
**Chart 57: Application of training in fish farming to increase productivity**

### Effective application of training in fish farming

A majority of respondents (80.0%) applied the training in fish farming very well to increase productivity, while 20.0% applied it well. This demonstrates the effectiveness of the training in equipping respondents with practical skills to enhance their farming efficiency and output.

## LIVING STANDARD AND CONTRIBUTION TO THE FAMILY

**Chart 58: Improvement in Standard of Living Due to Training Program**



### **Enhanced financial stability**

A large majority (80.0%) of the respondents experienced an increase in income, leading to better financial stability. The improved earnings enabled them to manage household expenses more effectively, reducing economic uncertainty and providing a more secure foundation for their future.

### **Better housing and living conditions**

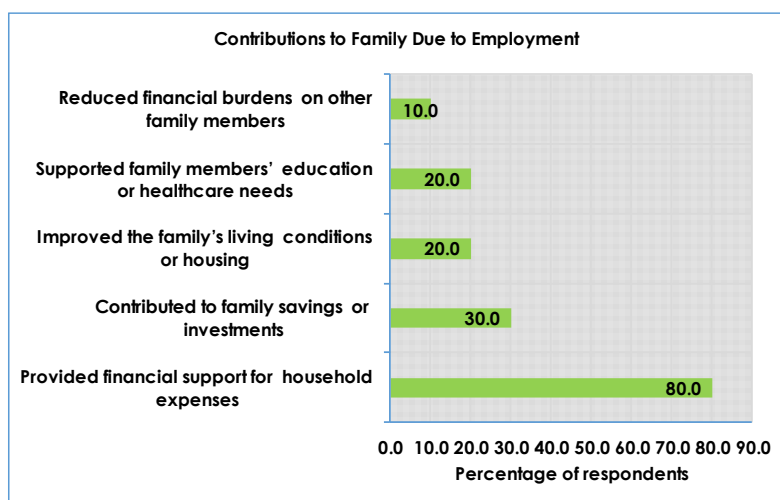
20.0% reported improved access to better housing and living conditions. The rise in income allowed them to enhance their standard of living, creating a more comfortable and secure home environment.

### **Improved quality of life and work-life balance**

A considerable number (20.0%) of the respondents experienced an overall improvement in their quality of life and work-life balance. The stability gained from employment enabled them to manage work responsibilities more efficiently while maintaining personal well-being.

### **Increased savings and investments**

10.0% gained the ability to save and invest for the future. The financial security from stable employment created opportunities for long-term planning, allowing them to set aside funds for future needs.

**Chart 59: Contributions to Family Due to Employment**

### Financial support for household expenses

A large majority (80.0%) of the respondents contributed financially to their household expenses. Their earnings played a key role in managing daily necessities, ensuring stability, and reducing economic stress on their families.

### Contribution to family savings and investments

A smaller proportion (30.0%) were able to contribute to family savings or investments. The ability to set aside money for future needs reflects financial progress and long-term planning within their households.

### Improved living conditions

One-fifth (20.0%) of the respondents used their income to enhance their family's housing or living conditions. Better financial stability enabled them to make improvements that contributed to a more comfortable home environment.

### Support for education and healthcare

An equal number (20.0%) assisted in covering the education or healthcare needs of family members. Their financial contributions helped in securing better opportunities for education and ensuring access to medical care when required.

## Reducing financial burdens on family members

10.0% of the respondents reduced financial burdens on other family members. Their employment eased dependency within the household, allowing other members to focus on their own personal and professional growth.

### **Interview: Dr. Dennies Chauhan, Co-ordinator, Director of SEEP**

SoulAce team conducted a comprehensive interview with Dr. Chauhan, who shared insights from his 17 years of experience. He explained the process of identifying and mobilising youth for livelihood training programs, which involved home-based outreach, counselling sessions and leveraging CSR goals in collaboration with Titan over the past decade. Dr. Chauhan emphasised the effectiveness of the door-to-door approach, especially when supported by visual aids like pictures and videos and highlighted geographical locations such as Sarguru, Kunhanahalli and Tumakuru as key sources of candidates.

The selection criteria targeted SC/ST candidates, persons with disabilities, widows, youth aged 18-35 and those from economically disadvantaged backgrounds. Training programs were planned annually, considering local market demands and youth aspirations, with courses tailored for specific centres based on community needs. Partnerships with local Gram Panchayats, government schemes and companies like KPTCI, Vivo and OPPO played a crucial role in delivering training using audiovisual tools and providing food and accommodation.

Placement opportunities were facilitated through collaborations with agencies such as SBI, Samruddhi and Pai Electronics, while follow-up support was extended for up to two years for retention and sustainability. Dr. Chauhan noted that participants benefited significantly in terms of skills, confidence and financial stability, with success stories including candidates with hearing and speech impairments securing sustainable livelihoods. Challenges included encouraging youth participation and addressing barriers like dropouts, which were mitigated through community sensitisation and effective counselling. To improve the program, Dr. Chauhan suggested increased CSR contributions, enhanced sensitisation efforts and focused support for working youth to foster socio-economic development within the community.

## PROGRAM ACTIVITY 8: ORGANIC FARMING

This chapter includes findings and the impact of the respondents who participated in the organic farming program. It presents socio-economic and demographic details, school dropout patterns, knowledge of organic farming procedures and changes in income levels. The activities focus on soil health management, pest control, crop rotation, organic certification and market access strategies for organic products.

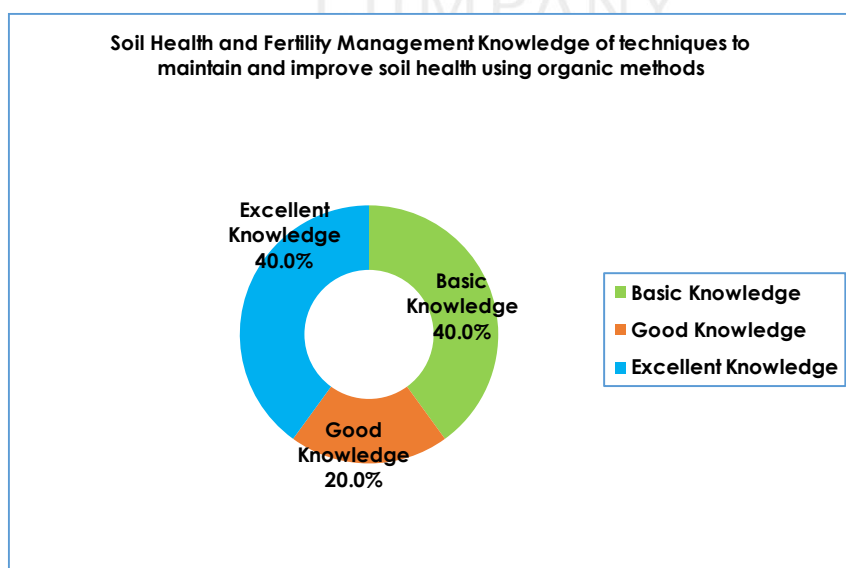
### DEMOGRAPHIC REACH AND SOCIO-ECONOMIC INCLUSIVITY

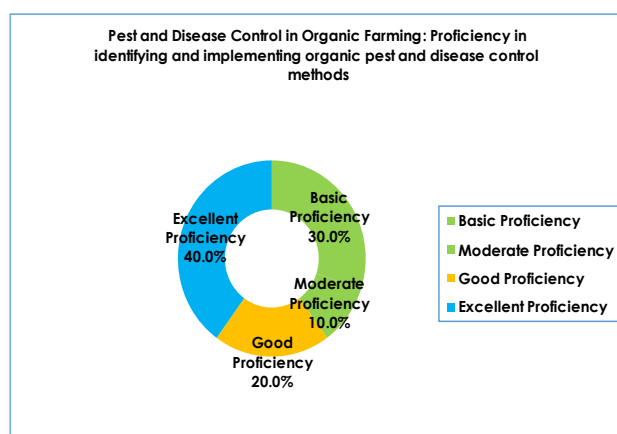
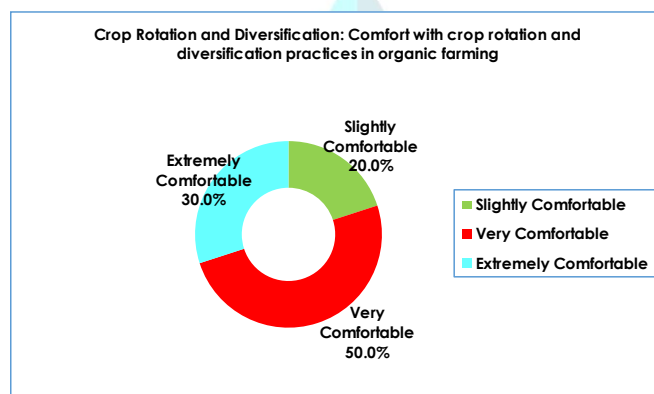
- The program engaged participants primarily in the 30-50 years age group, with a smaller proportion of those under 30.
- Most participants were from the General category, with some from OBC, and the majority had relatively stable incomes.
- All respondents were from economically vulnerable households, with BPL card ownership ensuring access to the program.
- The program addressed educational gaps, particularly among school dropouts, offering skill development to improve livelihoods.

### KEY FINDINGS

#### ORGANIC FARMING PROCEDURE

**Chart 60: Soil Health and Fertility Management**



**Chart 61: Pest and Disease Control in Organic Farming****Chart 62: Crop Rotation and Diversification**

### Knowledge of soil health and fertility management

A substantial majority of the respondents (40.0%) had basic knowledge or excellent knowledge of soil health and fertility management using organic methods, while 20.0% had good knowledge. This reflects a strong foundation in sustainable farming practices and presents an opportunity to further enhance their expertise for improved agricultural productivity.

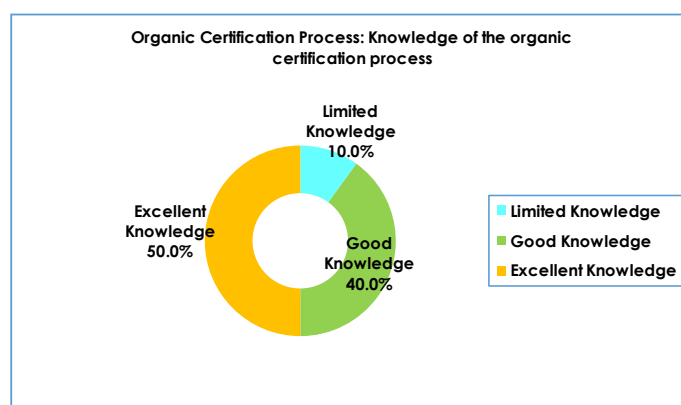
### Proficiency in pest and disease control

A significant majority of the respondents (40.0%) reported excellent proficiency in identifying and implementing organic pest and disease control methods, while 30.0% had basic proficiency, 20.0% had good proficiency, and a few had moderate proficiency. This indicates strong capabilities in sustainable pest management, with room for further skill enhancement to maximise crop protection and yield.

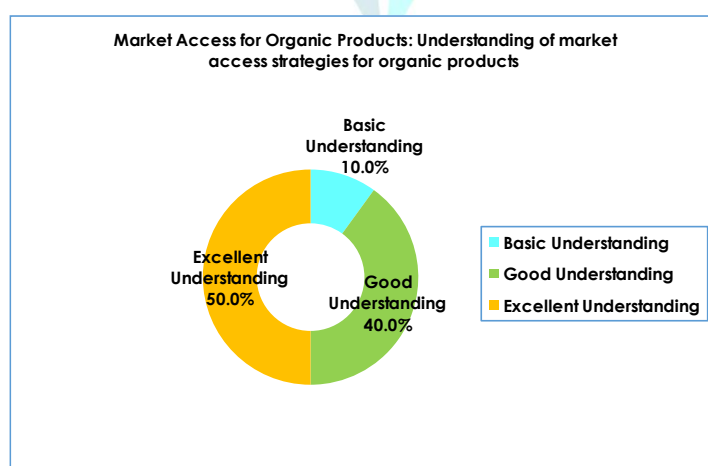
## Comfort with crop rotation and diversification

Half of the respondents were very comfortable with crop rotation and diversification practices in organic farming, whereas 30.0% were extremely comfortable, and a small portion were slightly comfortable. This reflects a strong understanding of sustainable farming methods, with the potential to further enhance knowledge and implementation for improved soil health and productivity.

**Chart 63: Organic Certification Process**



**Chart 64: Market Access for Organic Products**



## Knowledge of organic certification

Half of the respondents reported having excellent knowledge of the organic certification process, while 40.0% had good knowledge, and a small proportion had limited knowledge. This indicates a strong foundation in certification requirements, with opportunities to further educate those with limited knowledge to enhance market access and compliance.

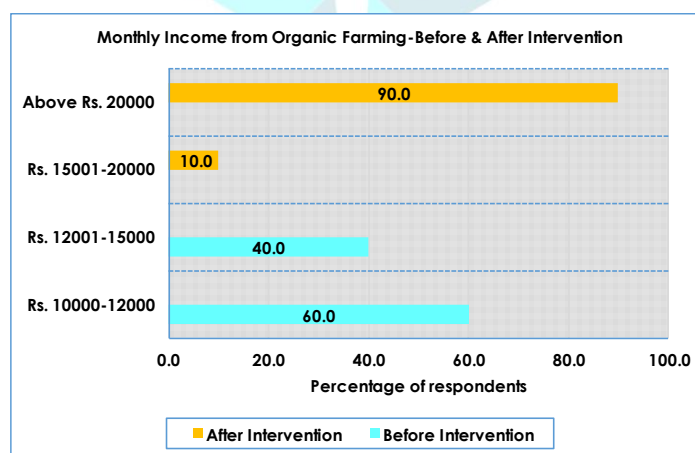
## Understanding of market access strategies

Half of the respondents mentioned having an excellent understanding of market access strategies for organic products, while 40.0% had a good understanding, and a few had a basic understanding. This reflects strong market awareness, with the scope to enhance knowledge for those with a basic understanding of how to improve sales opportunities and profitability.

The organic farming program helped respondents improve their knowledge and proficiency in essential areas such as soil health management, pest control, crop rotation and organic certification, leading to more sustainable farming practices. The program also enhanced respondents' understanding of market access strategies for organic products, enabling them to better navigate market demands and increase sales for their organic produce.

## IMPACT

**Chart 65: Monthly Income from Organic Farming**



## Rise in monthly income after the program

Before joining the program, the majority of the respondents (60.0%) were earning between ₹10,000 to ₹12,000, while the remaining earned ₹12,001 to ₹15,000. None earned more than ₹20,000. After the program, their incomes saw a shift. No one stayed in the lower income brackets. Instead, the vast majority (80.0%) of the respondents started earning more than ₹20,000, with 20.0% making between ₹20,001 to ₹25,000. The average monthly income increased from ₹12,625 to ₹23,100, showing an 83.0% rise.



The program made a difference; it gave them the skills and opportunities to increase their earnings. This rise in income provided them with more financial stability and improved their overall quality of life.

### **PROGRAM ACTIVITY 9: SPOKEN ENGLISH, COMPUTER BASICS & LIFE SKILLS PROGRAM**

This chapter includes findings and the impact of the respondents who participated in the Spoken English, Computer Basics and Life Skills Program. It presents insights into their socio-economic background, school dropout status and skills acquired during the program. The key activities covered are proficiency in spoken English, basic computer skills, life support training and the impact of guest faculty sessions and job placement assistance. The respondents also reported improvements in their problem-solving abilities and employability skills.

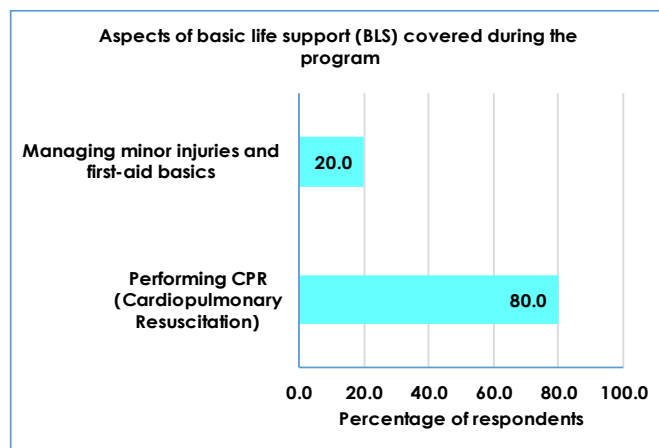
#### **DEMOGRAPHIC REACH AND SOCIO-ECONOMIC INCLUSIVITY.**

- The program effectively reached younger participants, with most respondents under 20 years old and a smaller proportion in the 20-25 years age group, addressing the employment needs of youth.
- A significant portion of respondents belonged to the ST and SC categories, highlighting the program's inclusivity and positive impact on marginalised communities.
- The program predominantly catered to lower-middle-income families, with most respondents earning between ₹15,001 - ₹20,000 or ₹20,000 and above.
- All respondents owned a BPL card, indicating the program's targeted support for economically disadvantaged individuals.
- With 80% of respondents being school dropouts, the program provides a critical opportunity for those lacking formal education to gain valuable skills.
- Most school dropouts left at the high school or higher secondary levels, allowing the program to intervene and help overcome these educational barriers.
- The program offers an affordable fee structure, with most participants paying ₹3,000 and some contributing ₹5,000, ensuring access for all and promoting commitment to learning.

## KEY FINDINGS

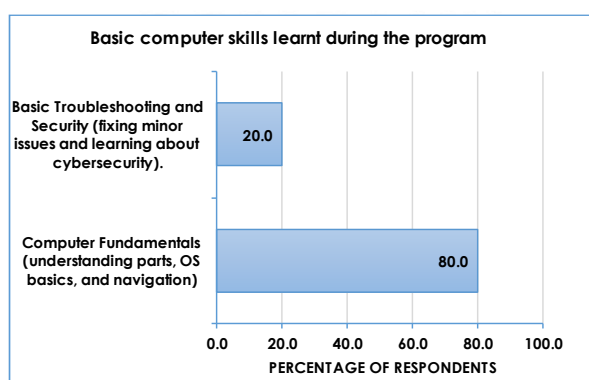
### BLS SUPPORT DURING THE PROGRAM

**Chart 66: Aspects of basic life support (BLS) covered during the program.**



- **Performing CPR techniques:** 80.0% of the respondents learned how to perform Cardiopulmonary Resuscitation (CPR), which provided them with essential skills to respond effectively during medical emergencies.
- **Managing minor injuries and first-aid basics:** A small number (20.0%) of the respondents gained knowledge in handling minor injuries and administering first aid, contributing to the program's emphasis on basic emergency care.

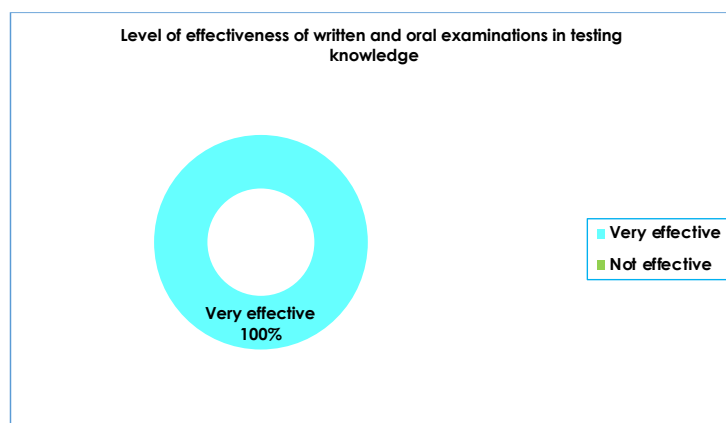
**Chart 67: Basic computer skills learnt during the program.**



- **Understanding computer fundamentals:** A large majority (80.0%) of the respondents gained knowledge in computer basics, including understanding hardware components, operating system essentials and navigation skills, reflecting a foundational improvement in their technical proficiency.

- **Learning basic troubleshooting and security:** A substantial majority (20.0%) of the respondents reported learning basic troubleshooting techniques and cybersecurity practices, emphasising the program's focus on addressing minor technical issues and ensuring safe computer use.

**Chart 68: Level of effectiveness of written and oral examinations in testing knowledge**



### **Effectiveness of examinations in enhancing English proficiency**

All of the respondents found written and oral examinations to be very effective in testing knowledge.

The findings indicate a significant enhancement in the respondents' ability to express themselves in English, helping them speak clearly and confidently. This skill is especially valuable in professional settings, enabling better communication during interviews and interactions at the workplace, ultimately boosting career opportunities.

Respondents noted improvement in their ability to understand and answer questions in English. This increased fluency helps them engage more effectively in discussions and decision-making processes, contributing to both personal and professional situations.



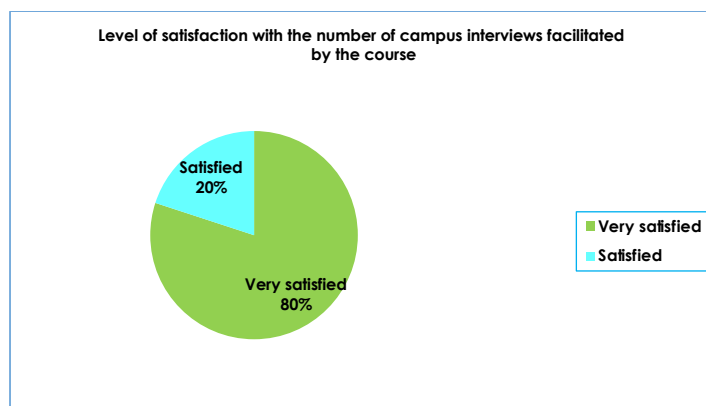
### **Success Story: Sachin, Kenchanahalli**

Sachin, an alumnus of the Spoken English, Basic Computer, and Life Skills (SEBCLS) course at VRLC Kenchanahalli, once struggled with self-doubt. After completing his graduation, he found himself drifting, unsure of his path and lacking the confidence to move forward. He joined the SEBCLS course with a heavy heart and a mind clouded with uncertainty. However, he took the training seriously, immersing himself in every lesson and working hard to rebuild his confidence.

By the time he completed the course, Sachin had gained not only technical skills but also a renewed sense of self-belief. Determined to make a change, he started working as a guest teacher in a government school, later securing a job in an organisation despite earning a very low salary. He refused to let challenges hold him back and continued to push himself toward a better future.

With persistence and dedication, Sachin eventually achieved his goal. He secured a position as a Program Manager at a trust, earning ₹75,000 per month. His confidence had transformed completely, and he had become a source of inspiration for his entire village. Looking back, he believed that true success came from overcoming fear and believing in oneself. His journey reflected the very words of Swami Vivekananda—that one could not believe in God until they believed in themselves.

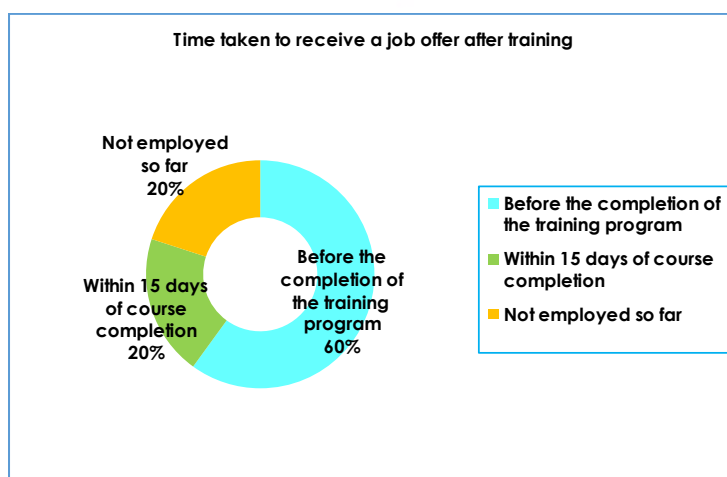
**Chart 69: Level of satisfaction with the number of campus interviews facilitated by the course**



### Satisfaction with campus interviews

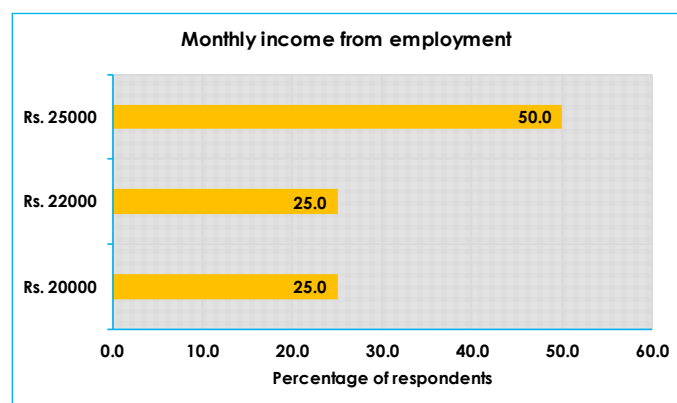
A significant majority of the respondents (80.0%) were very satisfied with the number of campus interviews facilitated by the course, while a smaller number (20.0%) expressed satisfaction. This shows the course's success in providing valuable opportunities for employment and highlights its effectiveness in preparing students for the job market.

**Chart 70: Time taken to receive a job offer after training.**



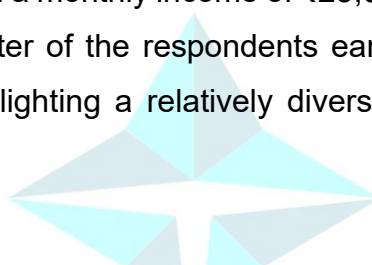
### Job placement

The majority of respondents (60.0%) received a job offer before completing the training program, showcasing the program's strong impact on employability. A smaller portion (20.0%) received an offer within 15 days of completing the course, while a few have not yet been employed, indicating a promising outlook for future opportunities.

**Chart 71: Monthly income from employment**

### Monthly income distribution

Half of the respondents earned a monthly income of ₹25,000, reflecting a solid earning potential post-training. A quarter of the respondents earned ₹22,000, while another quarter earned ₹20,000, highlighting a relatively diverse income range among the group.



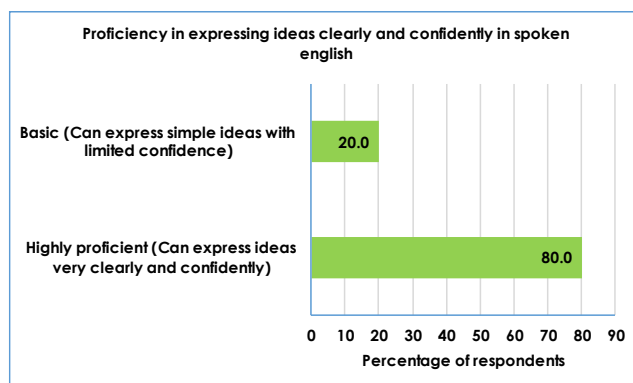
### Success story: Neela, Supervisor of the Production unit



Neela never imagined that she would one day be leading and supervising a production unit in her community. Just a year ago, she was part of the Spoken English Classes conducted by SVYM under the Titan Skilling Program. At that time, she struggled to express herself confidently in English. Today, she proudly manages and coordinates all the activities of her millet laddu production group while conversing fluently in English. As a supervisor, Neela is responsible for maintaining registers, monitoring attendance and making sure that productivity aligns with the orders received. She oversees the timely delivery of products and closely monitors daily production progress. Her role also includes motivating the team, guiding them through challenges and keeping everyone focused on their tasks. This economic activity has given Neela immense confidence and a sense of responsibility. Managing sales records and coordinating operations has contributed to her professional and personal growth. She feels empowered knowing that their collective efforts bring financial stability to their families and positively impact the community. She finds it truly fulfilling to see how far they have come and how much more they can achieve together.

## IMPACT

**Chart 72: Proficiency in expressing ideas clearly and confidently in spoken English.**



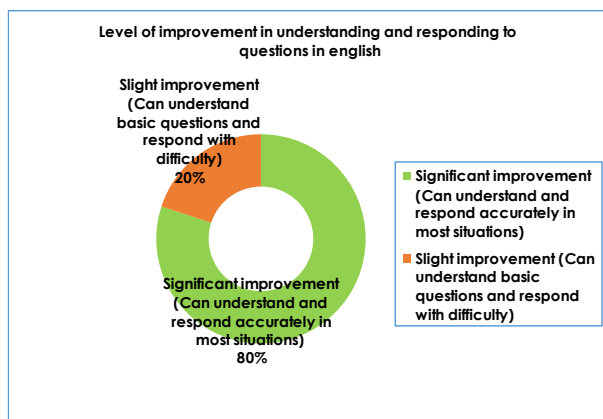
### Expressing ideas clearly in spoken English

A significant majority of the respondents (80.0%) were highly proficient in expressing ideas clearly and confidently in spoken English. They demonstrated strong communication skills, reflecting a high level of fluency and comfort in verbal expression. This indicates that most respondents have developed strong spoken English skills, which can help them engage in professional environments effectively and contribute positively to their career advancement.

### Basic level of proficiency in spoken English

A small number of respondents (20.0%) were at a basic level, able to express simple ideas with limited confidence. While their skills were more basic, they still showed the potential for further improvement with additional practice. This suggests there is room for growth in spoken English proficiency for a few participants. With more targeted training, these respondents could develop better language skills and gain more confidence in communication.

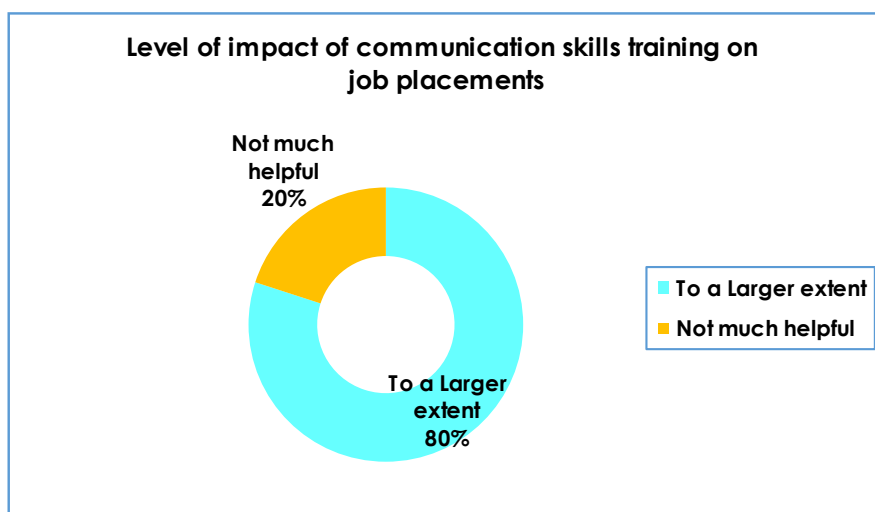
**Chart 73: Level of improvement in understanding and responding to questions in English**



### Improvement in understanding and responding in English

A large majority of the respondents (80.0%) reported significant improvement, stating they can understand and respond accurately in most situations. This reflects a substantial gain in their ability to engage confidently in conversations, with a good level of comprehension and communication skills. The remaining number (20.0%) noted slight improvement, being able to understand basic questions but responding with difficulty. This indicates that while progress has been made, further development is needed for some respondents to achieve full fluency and confidence in responding to more complex queries.

**Chart 74: Level of the impact of communication skills training on job placements**

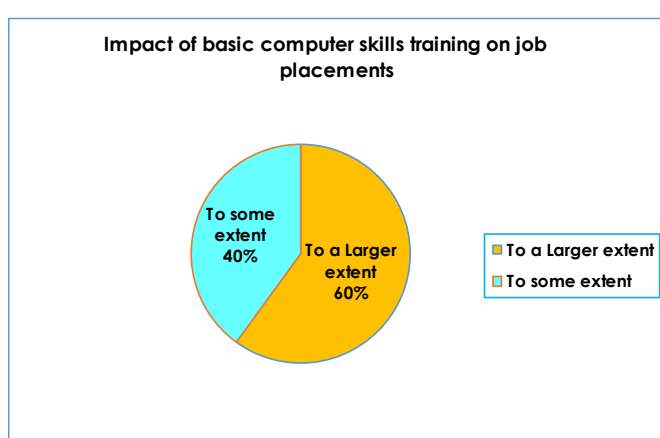




## Communication skills training and job placements

A substantial majority of the respondents (80.0%) stated that communication skills training had a significant impact on job placements. This highlights the crucial role of effective communication in securing employment opportunities and suggests that the training effectively enhanced respondents' chances of being selected for positions. On the other hand, 20.0% felt the training was not much helpful, indicating there may be areas where the training can be further refined to meet the needs of all participants more effectively.

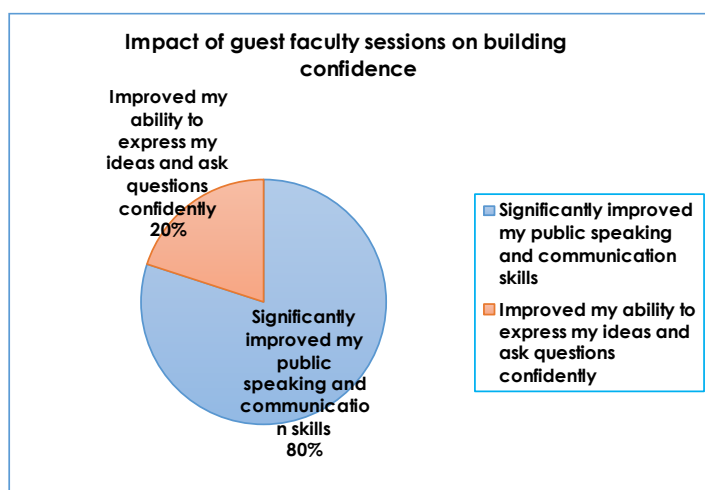
**Chart 75: Impact of basic computer skills training on job placements**



## Basic computer skills training and job placements

The majority of respondents (60.0%) said that basic computer skills training had a significant impact on job placements. This suggests that strong computer skills are increasingly valued by employers and play a key role in securing job opportunities. Meanwhile, the substantial majority (40.0%) felt the training had some impact, showing that while computer skills are beneficial, their influence on job placements could be further enhanced by focusing on more advanced or specialised skills to match market demands.

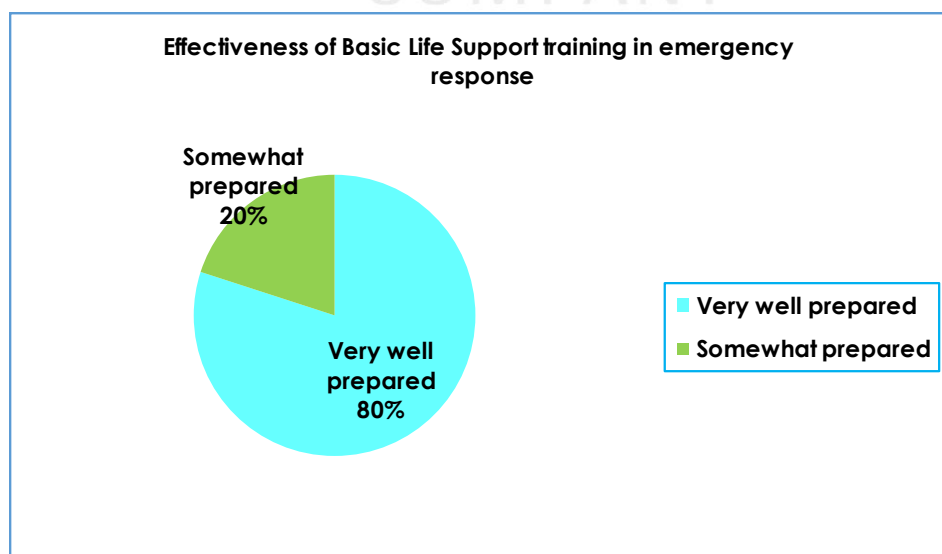
Learning the fundamentals of computers, such as operating systems and basic navigation, empowered respondents to handle daily tasks more efficiently. This skill made them more competitive in the job market, as many workplaces require basic computer knowledge, thereby improving their chances of securing employment.

**Chart 76: Impact of Guest Faculty Sessions on Building Confidence**

### Public speaking and communication skills

80.0% of the respondents mentioned that the guest faculty sessions significantly improved their public speaking and communication skills, while a significant portion stated that the sessions improved their ability to express ideas and ask questions confidently.

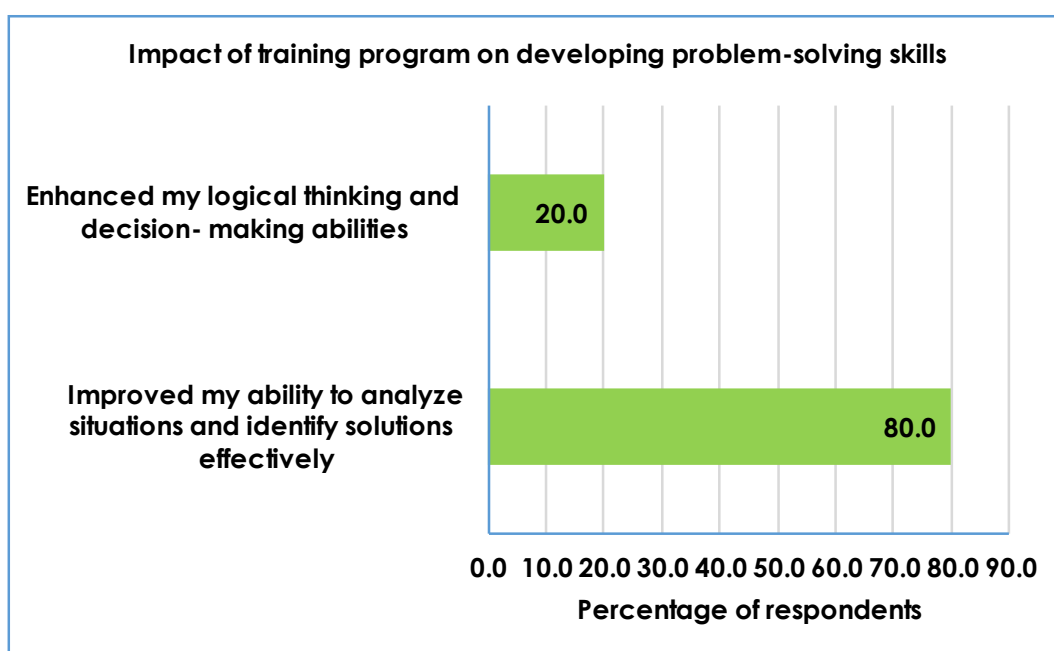
The sessions with guest faculty enhanced respondents' public speaking and communication skills. This not only helped them in expressing their ideas clearly but also gave them the confidence to participate in group discussions and share their opinions, helping them build a stronger professional presence.

**Chart 77: Basic Life Support training in emergency response**

## Emergency response preparedness

The large majority of the respondents (80.0%) felt very well prepared due to basic life support training in emergency response, while a small number (20.0%) felt somewhat prepared. This training equipped respondents with the essential skills needed to handle emergency situations confidently, ensuring they are ready to take immediate action and provide necessary assistance in critical scenarios.

**Chart 78: Impact of training program on developing problem-solving skills**



## Improved analytical and solution-oriented skills

- A majority of respondents (80.0%) stated that the training significantly improved their ability to analyse situations and identify effective solutions, demonstrating the program's role in developing practical problem-solving capabilities.

## Enhanced logical thinking and decision-making

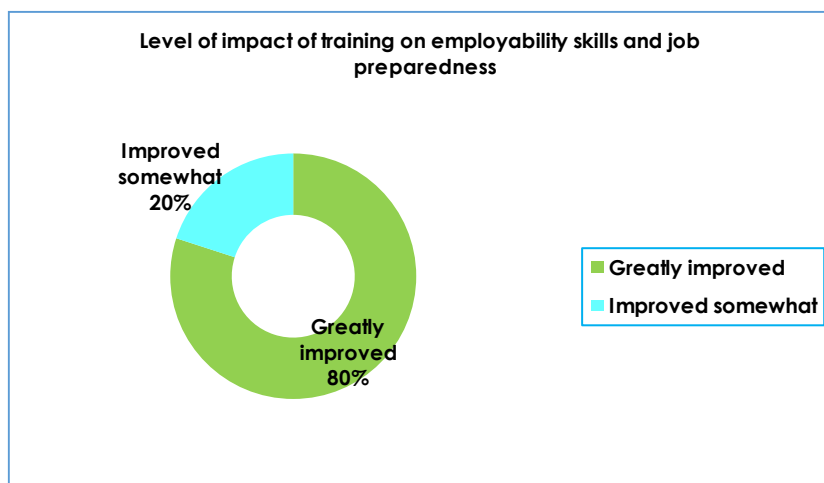
One-fifth (20.0%) of participants reported an enhancement in their logical thinking and decision-making abilities, highlighting the program's contribution to refining critical thinking skills.

**Interview: R. Shoba, English Tutor**

During a conversation with Shobha, she shared her experience of working with SVYM for the past six years, describing it as deeply fulfilling both personally and professionally. She mentioned that she began her journey as an assistant and has since developed her career by becoming an English tutor. Shobha explained that she handles classes for students from diverse educational backgrounds, which has been both a challenge and a joy for her. She further elaborated that the students she works with come from varied backgrounds, including school dropouts, those who have failed their 10th or 12th-grade exams and even undergraduates and postgraduates who struggle with English. Shobha pointed out that some students come to the program with minimal knowledge and are often unable to recognise English alphabets properly.

She spoke about the patience and structured approach required to teach such students. Starting with basics like simple words, phrases and sentences, she gradually builds their confidence and proficiency. Over the course of four months, Shobha said she has witnessed remarkable transformations, with students who initially struggled to speak two words eventually communicating in complete sentences. Shobha also highlighted that the course goes beyond spoken English, covering essential skills such as basic computer literacy, general knowledge, life skills and mathematics. This comprehensive curriculum, she explained, aims to prepare students for better job opportunities and enhance their employability. She expressed immense satisfaction in seeing her students improve not only in language skills but also in confidence and life skills. She also shared that every small achievement of her students inspires her and fills her with pride.

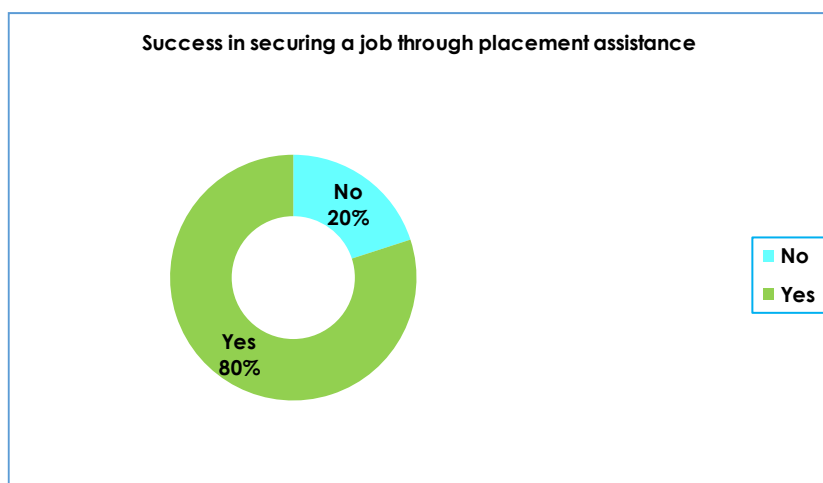
**Chart 79: Level of Impact of Training on Employability Skills and Job Preparedness**



### **Employability skills and job preparedness**

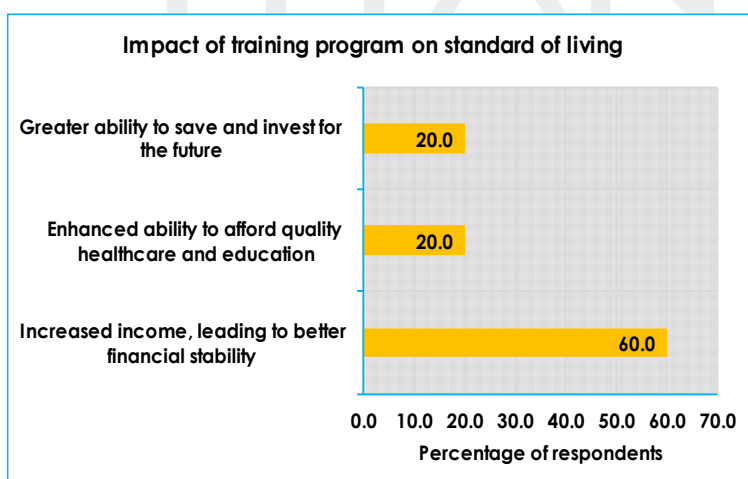
The majority of the respondents (80.0%) reported that the training greatly improved their employability skills and job preparedness, while 20.0% stated that it improved somewhat. The training enhanced their practical skills, boosting their confidence and making them more competitive in the job market. As a result, they feel better equipped to pursue career opportunities and succeed in their professional roles.

The Basic Life Support (BLS) training equipped respondents with the necessary skills to respond to medical emergencies. This training not only contributed to their personal well-being but also made them more valuable in workplace settings, where emergency preparedness is often a required skill. The development of problem-solving skills also helped respondents improve their ability to analyse situations and identify effective solutions, enabling them to approach challenges with a solution-oriented mindset and make better decisions in their daily routines.

**Chart 80: Success in securing a job through placement assistance.**

### Securing jobs and placement assistance

A substantial majority of the respondents (80.0%) mentioned success in securing a job through placement assistance, while 20.0% did not. The placement support played a key role in connecting them to employment opportunities, significantly enhancing their chances of finding suitable jobs. For those who did not secure a job, it presents an opportunity to further strengthen the support and resources offered in future programs.

**Chart 81: Impact of training program on standard of living**

### Improved financial stability and economic growth

The training program has significantly impacted participants' financial stability, with 60.0% of respondents reporting increased income. This enhancement in earnings has

enabled them to achieve greater financial independence and security. The program's contribution to improving financial well-being fosters a pathway toward long-term economic empowerment and provides participants with the confidence to manage their personal finances more effectively.

### **Access to better healthcare and education**

The program has also empowered participants to better meet their healthcare and educational needs, as 20.0% of respondents have enhanced their ability to afford quality services in these areas. This improvement provides participants with more opportunities to invest in their well-being and future, ensuring they and their families can access essential resources for growth and development.

### **Increased savings and future investment potential**

Another positive outcome of the program is the enhanced ability of respondents to save and invest for the future. With 20.0% of participants reporting this benefit, the program has laid a foundation for securing a more financially stable future. By fostering financial literacy and a culture of savings, the program opens up opportunities for participants to build wealth, invest in their dreams, and plan for upcoming challenges with greater confidence.

## **PROGRAM ACTIVITY 10: MILLET-BASED BARS**

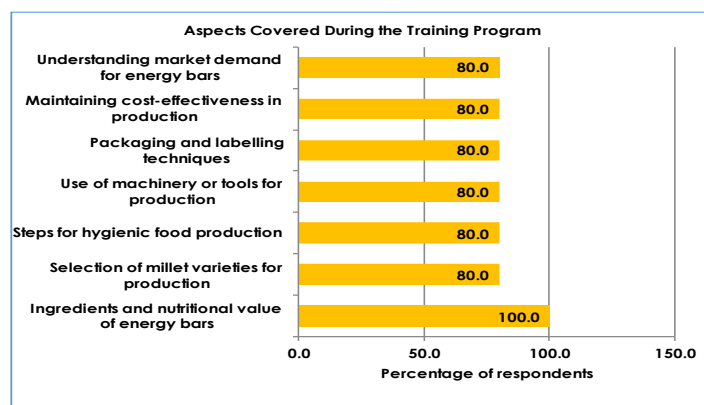
This section focuses on Millet-Based Bars, an income-generating activity centred on producing nutritious energy bars using millet. The activity covers essential aspects such as understanding the ingredients and nutritional value, selecting millet varieties, ensuring hygienic production, utilising machinery and tools, applying packaging and labelling techniques, maintaining cost-effectiveness, and analysing market demand. Through this initiative, participants have started production and reported significant impacts, including enhanced technical skills, improved livelihood management, increased income, greater financial independence, and better family support. This section examines the effectiveness, outcomes, and broader impact of this activity on the lives of participants.

## **DEMOGRAPHIC REACH AND SOCIO-ECONOMIC INCLUSIVITY**

- The program effectively engaged the 20–30 age group, aligning with the ideal stage for skill acquisition and career readiness.
- A large portion of participants belonged to Scheduled Caste communities, reflecting the program's focus on social inclusion and empowerment.
- Most respondents came from lower-middle-income households, showing the program's success in supporting those with limited financial means.
- All participants held BPL cards, ensuring the initiative reached economically vulnerable families in need of livelihood support.
- All were school dropouts, highlighting the program's critical role in creating learning and employment pathways for those lacking formal education.
- Most had dropped out at the higher secondary level, underlining the importance of skill-building programs at key educational transition points.
- The program ensured accessibility by waiving fees for most participants, removing financial barriers to skill training.

## KEY FINDINGS

**Chart 82: Aspects Covered During the Training Program**



### Ingredients and nutritional value of energy bars

All of the respondents (100%) learned about the ingredients and nutritional value of energy bars, ensuring they understood the key components that make up a healthy and balanced product.

### Selection of millet varieties for production



A larger majority (80.0%) of respondents were educated on the selection of millet varieties for production, allowing them to choose the most suitable ingredients for creating high-quality energy bars.

### **Steps for hygienic food production**

80.0% of the respondents gained knowledge about the essential steps for hygienic food production, which is crucial for ensuring food safety and meeting quality standards.

### **Use of machinery or tools for production**

80.0% of the respondents were trained in the use of machinery or tools for production, equipping them with the skills needed for efficient and effective manufacturing processes.

### **Packaging and labelling techniques**

80.0% of the respondents learned packaging and labelling techniques, which are important for both the presentation and legal requirements of food products in the market.

### **Maintaining cost-effectiveness in production**

80.0% of respondents were introduced to strategies for maintaining cost-effectiveness in production, enabling them to maximise profitability while minimising waste.

### **Understanding market demand for energy bars**

80.0% of the respondents developed an understanding of market demand for energy bars, allowing them to better align their production with consumer needs and trends.

*Focus group discussion: Prakruti Swasahaya Samaja, Prakruti Sirudaniya Udpanna Thayarika Kendra in Penjahalli*

The SoulAce team conducted a focus group discussion with the women of Prakruti Swasahaya Samaja at the Prakruti Sirudaniya Udpanna Thayarika Kendra in Penjahalli. The group members shared how the centre, refurbished by motivated Gram Sabha and community members with SVYM's support, became a space for their millet laddus production. The women, belonging to the Jenu Kuruba tribal community, mentioned that they had previously worked in Coorg's coffee plantations, where they faced wage disparities, earning ₹400–₹500 daily compared to ₹700 earned by men. They stated that their work involved arduous labour and travelling nearly 100 kilometres daily, which made it exhausting and unsustainable over time.

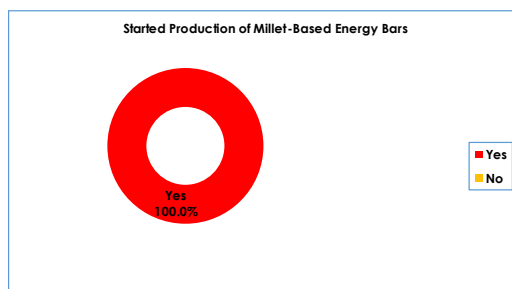
The group members explained how the millet laddus production unit transformed their livelihood. They shared that the laddus were made using nutritious ingredients like oats, foxtail millets, jaggery, almonds, groundnuts and ghee, ensuring a culturally relevant and healthy product. They stated that they worked structured hours from 9:30 AM to 5:00 PM and maintained strict hygiene standards during production, which was reflected in the high-quality laddus they sold. Over the past year, the group collectively earned ₹6 lakhs, a significant achievement that helped them support their families and gain economic independence.

The women highlighted the personal growth they experienced, stating that the initiative improved their time management, discipline and teamwork. They also mentioned how their participation in local fairs and festivals like Dusshera helped them build social connections and gain recognition within their community. However, the group members pointed out challenges in accessing broader markets and securing consistent demand. They expressed a desire for stronger market linkages and larger orders to scale their operations and increase their impact.

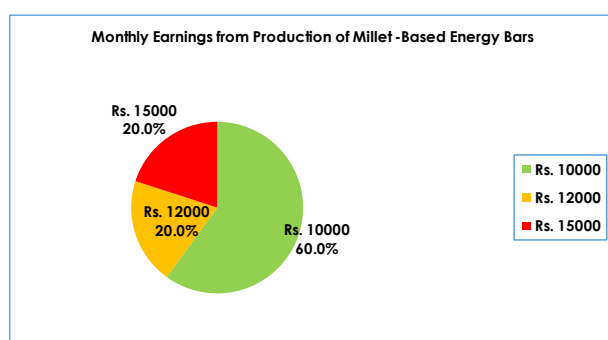
The group stated that their success had brought economic, social and psychological empowerment. They mentioned that increased incomes reduced their reliance on male earnings, strengthened their community identity and boosted their confidence and self-esteem. They also highlighted the positive impact of promoting nutritious millet laddus, which encouraged healthier eating habits in their community. The women expressed hope that with additional support, they could expand their business, enhance their livelihoods and inspire other tribal women to pursue similar opportunities.

## PRODUCTION, EARNINGS AND MARKET DEMANDS

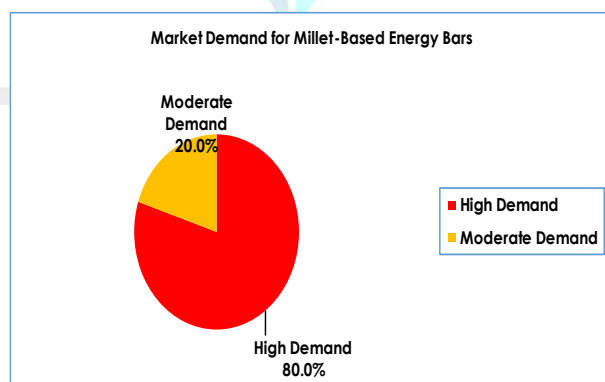
**Chart 83: Production of Millet-Based Energy Bars**



**Chart 84: Monthly Earnings from Production of Millet-Based Energy Bars**



**Chart 85: Market Demand for Millet-Based Energy Bars**



- **Successful launch of millet-based energy bar production**

All respondents have successfully started the production of millet-based energy bars, marking a significant achievement in leveraging local resources for entrepreneurship. This initiative reflects their proactive approach toward sustainable business practices while meeting market needs with nutritious products.

- **Income generation through millet-based energy bar production**

The majority of the respondents (60.0%) earned ₹10,000 from the production of millet-based energy bars, while 20% earned ₹12,000 and another 20% earned ₹15,000. This demonstrates the financial potential of the venture, offering participants a steady source of income and contributing to their economic well-being.

- **High market demand for millet-based energy bars**

A large majority of respondents (80.0%) identified high market demand for millet-based energy bars, highlighting the product's strong market appeal. With 20% noting moderate demand, this indicates a promising opportunity for expanding production and further tapping into the growing health-conscious consumer base.

**Interview: Mr. Shankar, Project Co-ordinator**

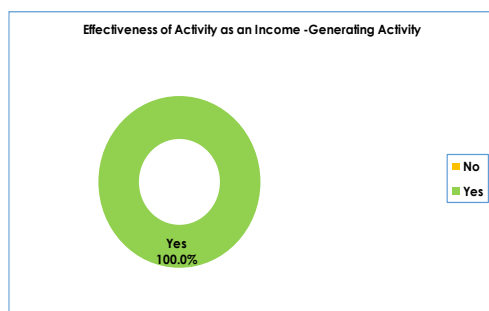


In an interview with Mr. Shankar, he shared his experience of working with SVYM for 17 years, describing it as a fulfilling journey. He talked about how the past two years with the millet-based energy bar project have been particularly rewarding. Shankar explained that setting up the production unit was not an easy task, but seeing its success made every effort worthwhile. He further mentioned that there was initial hesitation among the women in the community about participating in the initiative. Convincing them to step out of their comfort zones and trust the process required patience and persistence.

He also talked about the challenges that he faced in mobilising the community and motivating the Gram Panchayat members to support the project. Shankar highlighted his role in procuring machinery for the unit and ensuring that raw materials were sourced locally, which created an additional income stream for the community. He mentioned the initiative organised stalls during Dusshera and local fairs to help the group showcase their products and expand their reach. Shankar expressed immense satisfaction in seeing the group generate monthly revenue of ₹70,000 to ₹80,000. He stated that this venture not only empowers women but also benefits the wider community.

## IMPACT

**Chart 86: Effectiveness of Activity as an Income-Generating Activity**

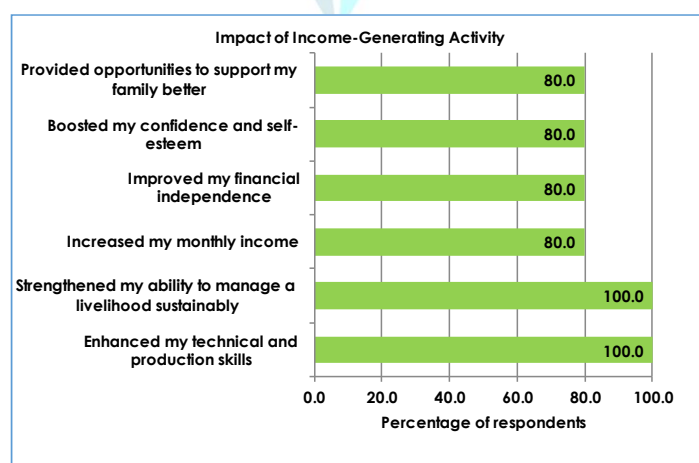


### Effective income generation and market expansion

All of the respondents (100%) found producing millet-based products to be an effective income-generating activity. Furthermore, the qualitative findings of the study show that all respondents have started exploring markets beyond HD Kote to sell their products and received support for market linkages, which helped them expand their reach and improve their business.

## IMPACT OF MILLET-BASED ENERGY BARS – INCOME GENERATION ACTIVITY

**Chart 87: Impact of Income-Generating Activity**



- **Enhanced skills:** All of the respondents (100%) reported an improvement in their technical and production skills, indicating the training provided practical knowledge and expertise for effective income generation.
- **Livelihood management:** 100% of the respondents acknowledged that the activity strengthened their ability to manage a livelihood sustainably and assisted them in equipping them with essential skills for long-term stability.

- **Increased income:** A significant majority of the respondents (80.0%) highlighted an increase in their monthly income, reflecting the positive financial outcomes of participating in the program.
- **Financial independence:** 80.0% of respondents stated that the initiative improved their financial independence and that it supported them in enabling them to make personal and household financial decisions more confidently.
- **Boosted confidence and self-esteem:** A vast majority (80.0%) noted a boost in confidence and self-esteem; the activity contributed to their personal growth and empowerment.
- **Family support:** 80.0% of participants shared that the program provided them with better opportunities to support their families, enhancing their ability to meet household needs and aspirations.

#### Interview: Rengasamy D.C., Community Mobilizer



In a discussion with Rengasamy, who serves in the skilling program at the HD Kote Centre of SVYM, he described his role as both challenging and rewarding. With a background in education and a B.A. and B.Ed., he emphasised his understanding of how transformative learning opportunities can be, especially for students from marginalised and agricultural families who often face educational disadvantages. Rengasamy spoke about the initial difficulties in encouraging students to join the program.

Many participants come from financially struggling households and are hesitant and unsure of how the skilling program could impact their lives. He shared that constant motivation, empathetic communication and understanding of their aspirations were key to helping them realise the potential these courses offer. He also highlighted the strong determination he observed in students once they got enrolled. Despite their challenges, they demonstrated a deep motivation to secure a good job and support their families. Rengasamy noted that with proper guidance and consistent support, the students build confidence and master new skills.

## **PROGRAM ACTIVITY 11: YOGA THERAPY AND PANCHAKARMA**

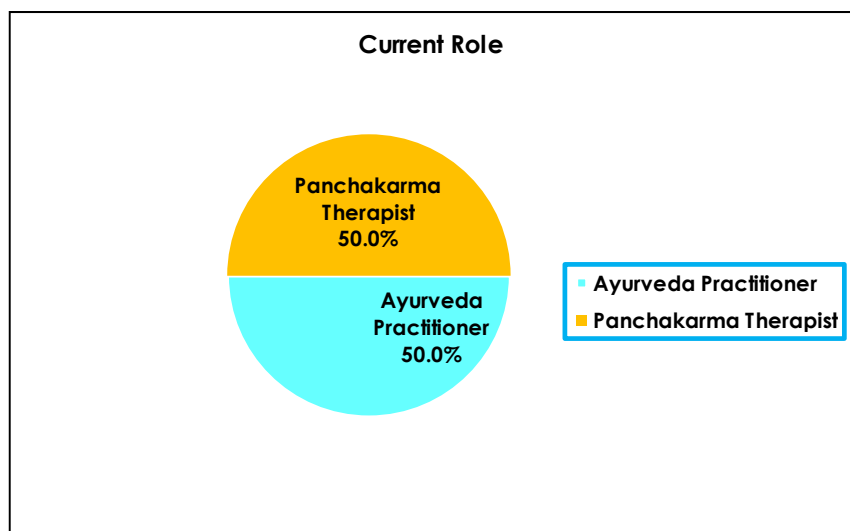
This section highlights the transformative impact of the Yoga Therapy and Panchakarma training program. The analysis covers participants' familiarity with Panchakarma instruments, training on therapist guidelines, and proficiency in Purvakarma procedures like Snehana and Swedana. It also explores their expertise in Ayurvedic cosmetic care, identifying key techniques mastered and areas for further training. The Paschat Karma phase, focused on post-therapy care, significantly contributed to participants' recovery, rejuvenation, and long-term well-being. The findings reflect how this holistic program has enhanced their skills, confidence, career prospects, and overall quality of life in traditional health practices.

### **DEMOGRAPHIC REACH AND SOCIO-ECONOMIC INCLUSIVITY**

- The program reached its intended youth demographic, with most participants below 20 years, showing strong alignment with the skill development age group. Additionally, the intervention ensured inclusive representation, engaging participants largely from SC and ST communities.
- Participants came from lower-middle-income households, and all held BPL cards, highlighting the program's focus on economically vulnerable groups.
- Most were school dropouts from different education stages, and the program provided a platform for re-engagement through skill training.
- A flexible fee structure supported participation across income levels, encouraging commitment without creating financial barriers.

## KEY FINDINGS

**Chart 88: Current Role of Respondents**

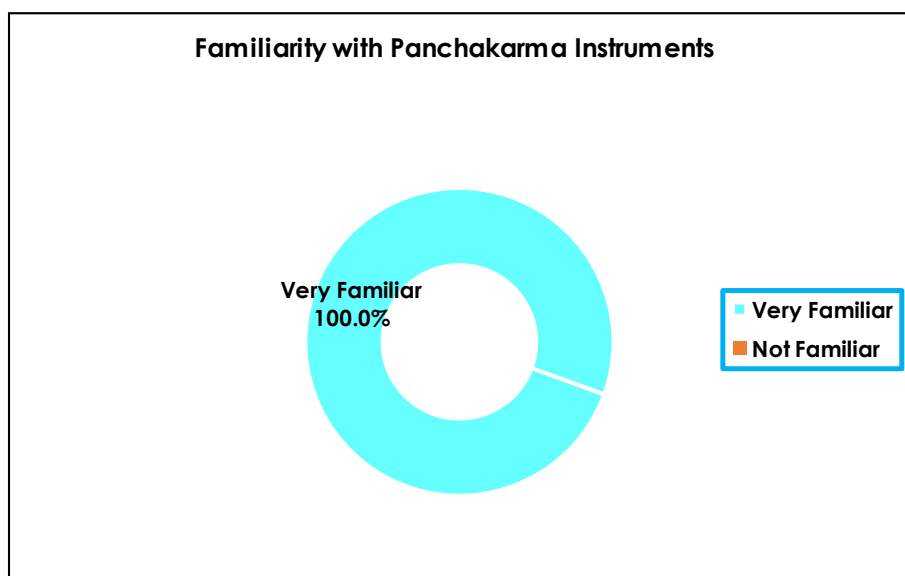


### Diverse expertise in Ayurvedic practices

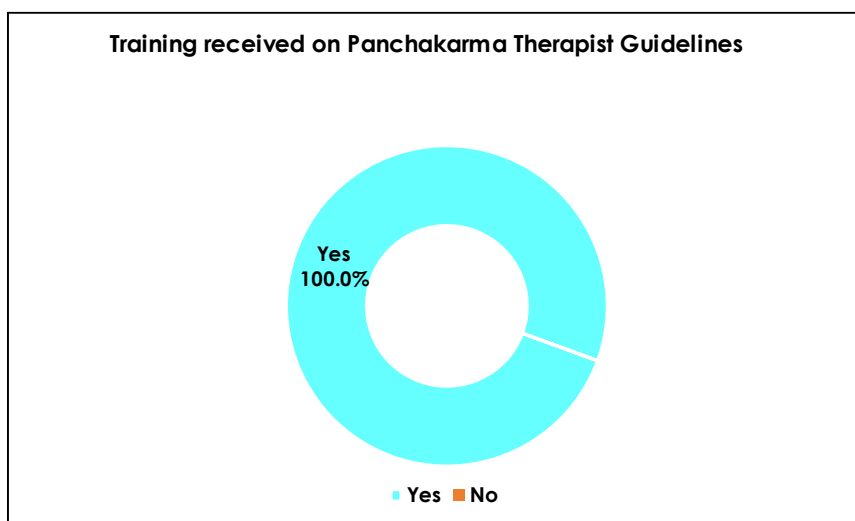
The program has successfully engaged a balanced group of professionals, with half of the respondents (50.0%) being Ayurveda practitioners and the other half being Panchakarma therapists. This diverse representation highlights the program's ability to cater to a wide range of expertise, fostering a comprehensive approach to traditional wellness practices and creating opportunities for growth in both fields.

## PANCHAKARMA PROCEDURES

**Chart 89: Familiarity with the instruments used in Panchakarma**





**Chart 90: Training on Panchakarma therapist guidelines**

### **Thorough familiarity with Panchakarma Instruments**

- All of the respondents (100%) demonstrated a high level of familiarity with the instruments used in Panchakarma, showcasing the program's success in ensuring that participants are well-prepared and knowledgeable in using the tools essential for the procedures. This extensive familiarity enhances their readiness and confidence in their roles as Panchakarma therapists.

### **Comprehensive training for professional competence**

- The training program provided participants with in-depth knowledge of Panchakarma therapist guidelines, ensuring that all the respondents (100%) received the necessary skills to perform the procedures professionally. This highlights the program's effectiveness in building the expertise and competence required for delivering high-quality Panchakarma treatments.

**Success Story: Shantharaju, Mastigudihadi, HD Kote**

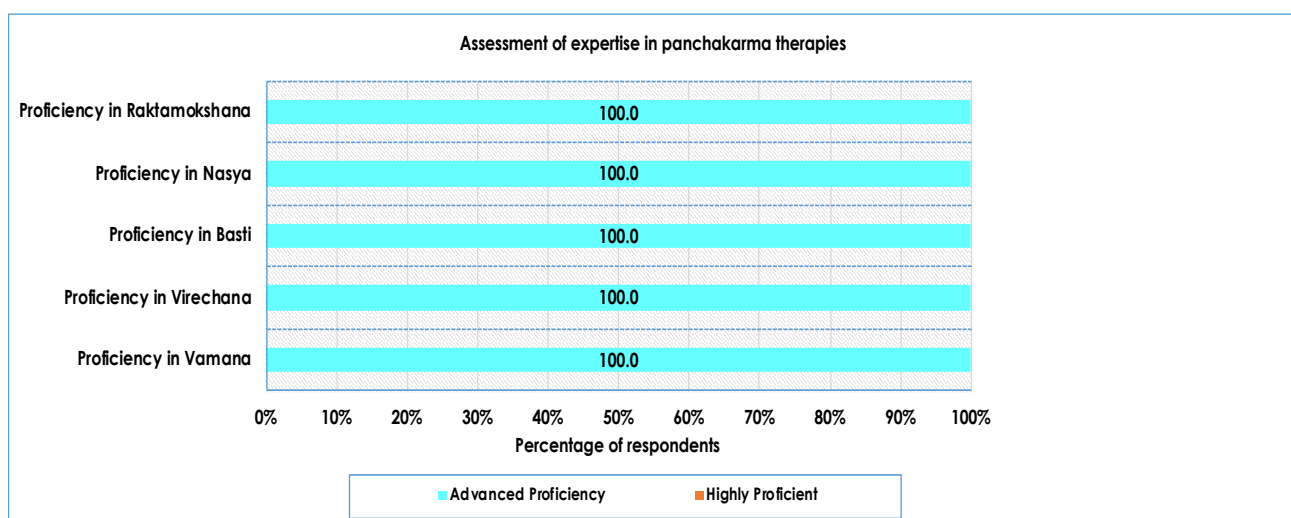
Shantharaju, a resident of Mastigudihadi in HD Kote taluk, belonged to the Bettakurba tribal community. Despite his determination to pursue higher education, he often faced discouragement from his family, who believed that studying would not be useful in securing a stable future. They frequently reminded him that in a competitive world, finding a job without practical skills was nearly impossible. However, Shantharaju remained committed to his education and successfully completed his MA at Manasagangotri in Mysuru.

After finishing his degree, he found himself at home, uncertain about his next steps. With no immediate job prospects, he spent his days helping with small household tasks, unsure of how to move forward. One day, he met a field facilitator who introduced him to the PTYB training program. Seeing this as an opportunity to gain new skills and improve his family's financial situation, he decided to enrol in the training.

The training proved to be a turning point in his life. After completing the course, he secured a job at M.S. Ramaiah Ayurveda Hospital in Bangalore, earning between ₹15,000 and ₹18,000 per month. Over the next two years, he carefully saved ₹2.5 lakh and invested it in building his dream house in his hometown. Looking back, Shantharaju felt immense pride in how far he had come. He credited the training program for transforming his life, helping him achieve financial stability, and securing a better future for himself and his mother.

## PROFICIENCY LEVEL IN PANCHAKARMA

**Chart 91: Assessment of expertise in panchakarma therapies**



### Vamana

All of the respondents (100%) had advanced proficiency in Vamana, demonstrating a deep understanding of the therapy and its applications in detoxification and balancing the doshas.

### Virechana

100% of the respondents reported advanced proficiency in Virechana, which indicated the expertise of the participants in this purifying treatment aimed at removing excess Pitta and promoting digestive health.

### Basti

100% of the respondents indicated an advanced level of proficiency in Basti, highlighting the ability of the participants to treat a variety of disorders, particularly those related to Vata imbalance.

### Nasya

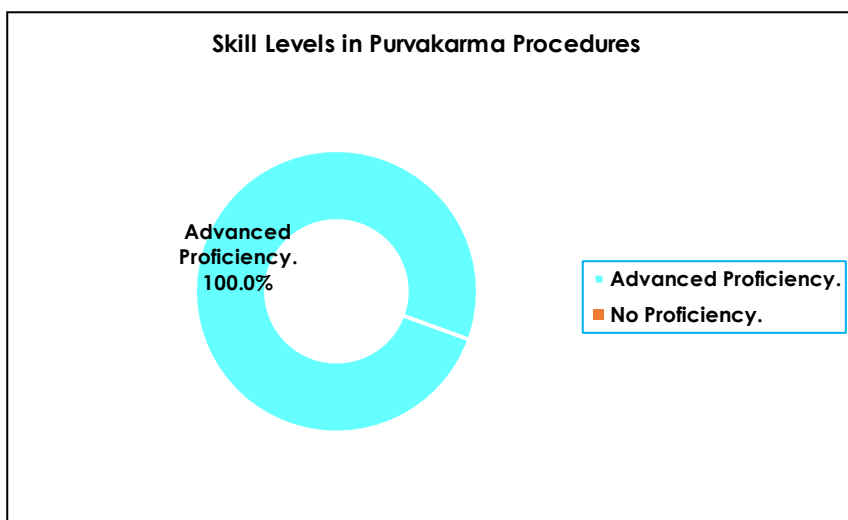
All of the respondents said that their proficiency in Nasya is at an advanced level, highlighting their ability to perform nasal treatments for respiratory health and mental clarity.

### Raktamokshana

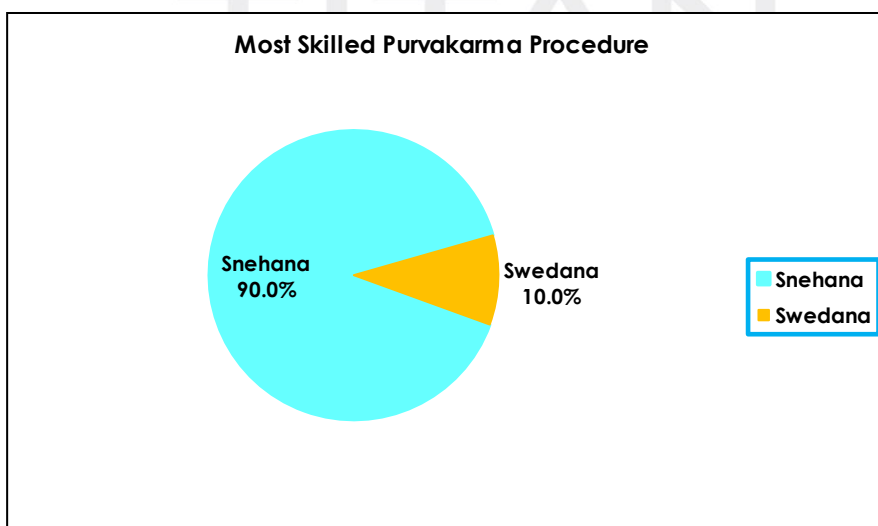
100% of the respondents mentioned their advanced proficiency in Raktamokshana, a blood-letting therapy, which shows their ability to apply this technique effectively in treating skin and blood-related conditions.

## PURVAKARMA PROCEDURES

**Chart 92: Skill levels in Purvakarma procedures**



**Chart 93: Most skilled Purvakarma procedure**



## Mastery of traditional Ayurvedic practices

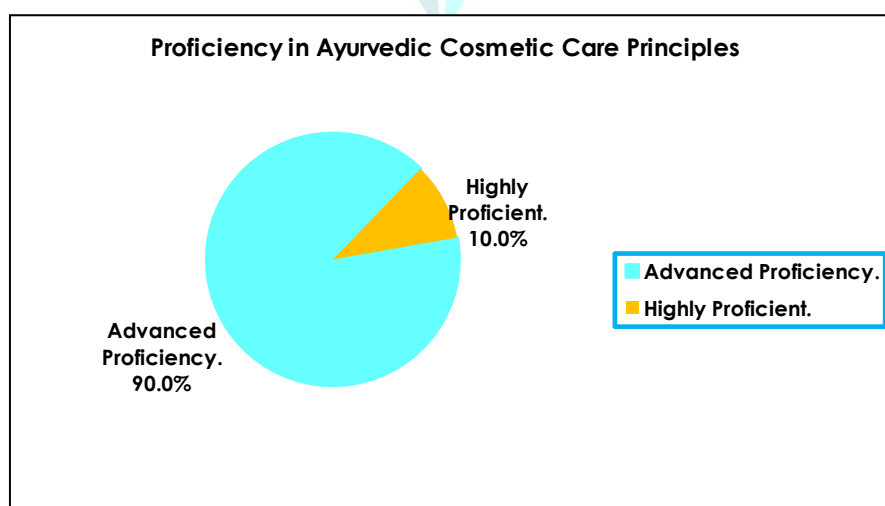
- All respondents (100%) showcased advanced proficiency in Purvakarma procedures, demonstrating a strong foundation and expertise in traditional Ayurvedic practices. This proficiency positions them to offer high-quality therapeutic services and contribute meaningfully to the preservation and promotion of Ayurveda.

## Excellence in key Ayurvedic techniques

- The majority of respondents (90%) excelled in Snehana techniques, highlighting their deep understanding and skill in this essential aspect of Ayurveda. A smaller group (10.0%) also demonstrated expertise in Swedana, showcasing the diversity of skills within the group and enhancing the program's ability to offer comprehensive Ayurvedic therapies.

## PROFICIENCY IN AYURVEDIC COSMETIC CARE

**Chart 94: Proficiency in applying Ayurvedic cosmetic care principles**

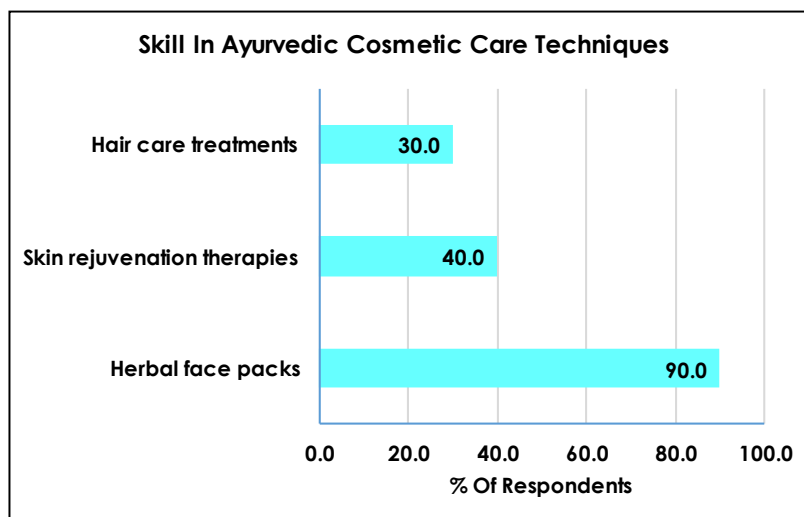


## Expertise in Ayurvedic cosmetic care

- 90.0% of respondents rated their proficiency in applying Ayurvedic cosmetic care principles as advanced, demonstrating their strong capabilities in this area. 10.0% rated themselves as highly proficient, further emphasising the

well-rounded skill set of the participants in delivering effective Ayurvedic cosmetic solutions.

**Chart 95: Ayurvedic cosmetic care techniques**



### **Proficiency in herbal face packs**

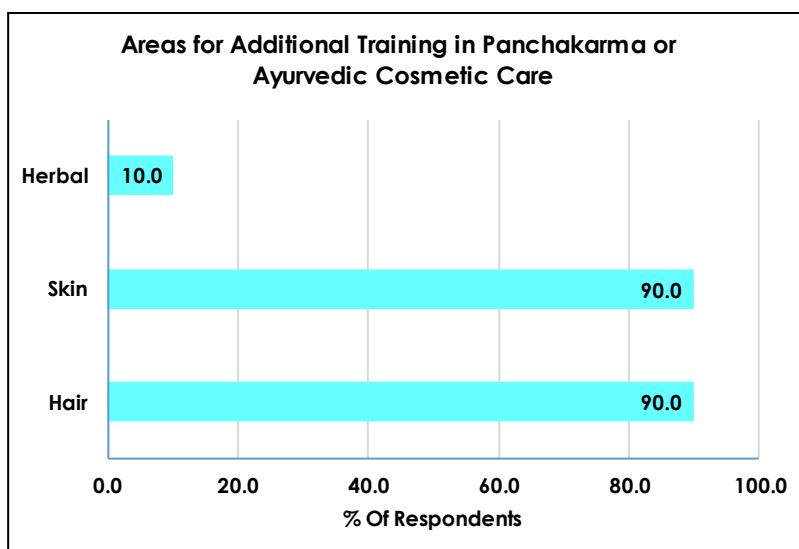
The majority of respondents (90%) displayed expertise in the use of herbal face packs, showcasing their strong skills in natural cosmetic care. This proficiency equips them with the ability to offer holistic skincare treatments that are in demand for their therapeutic and rejuvenating benefits.

### **Expertise in skin rejuvenation therapies**

A significant portion of respondents (40%) demonstrated competence in skin rejuvenation therapies, underlining their ability to provide essential skincare solutions that help maintain youthful and healthy skin. This skill is crucial in meeting the rising demand for age-defying treatments.

### **Competence in hair care treatments**

A smaller group of respondents (30%) excelled in hair care treatments, highlighting their versatility and ability to offer comprehensive cosmetic care. This diverse skill set enhances their capacity to cater to a wider range of clients seeking natural hair care solutions.

**Chart 96: Additional training in Panchakarma or Ayurvedic cosmetic care**

### **Hair care expertise**

A vast majority of the respondents, 90.0%, expressed a strong interest in receiving additional training in hair care techniques. This reflects a growing demand for advanced skills in hair treatments, offering an excellent opportunity to cater to the rising need for holistic hair care solutions.

### **Skincare enhancement**

Similarly, 90.0% of the respondents indicated a desire to further develop their proficiency in skin care. This shows a widespread recognition of the importance of skin health and the potential to refine skills in delivering Ayurvedic treatments that promote healthy, radiant skin.

### **Herbal treatment specialisation**

A smaller yet significant group of 10.0% of respondents highlighted their interest in herbal treatments. This presents an opportunity to explore and deepen knowledge in the use of natural, herbal remedies, which continue to be a growing trend in the wellness and cosmetic care sectors.

#### ***Testimonial***

The training in Panchakarma and Ayurvedic cosmetic care has helped me learn useful techniques for my work. Before the training, I had limited knowledge about these methods. Now, I can perform basic Purvakarma procedures like Snehana and Swedana. I have also gained skills in Ayurvedic cosmetic care, such as using herbal face packs and hair treatments. This training has improved my understanding of these practices.

*Poojitha. K. S, H. D. Kote*

The above finding shows that the training program effectively enhanced the skills and knowledge of the participants in ayurvedic cosmetic care. It indicates that the program not only improved practical expertise but also created a strong foundation for continuous learning and professional growth in related fields. This reflects the positive impact of the program on skill-building and participants' motivation to expand their capabilities.

## **IMPACT ACROSS MULTIPLE LEVELS**

### **Individual level**

- Participants gained new skills in areas of agricultural training such as mobile PCB repair, dairy farming, poultry and organic farming, and sericulture, which provided entrepreneurship opportunities.
- Training in different fields, such as spoken English, basic computer and life skills, yoga and Panchakarma, enhanced their confidence and employability skills.

### **Family level**

- Improved financial stability allowed participants to contribute to household expenses, leading to better living standards for their families.
- Access to training in sustainable farming and livestock management improved food security and reduced financial strain.

### **Community level**

- Skill development programs fostered entrepreneurship and collective growth, benefiting the broader community.
- The awareness through programs created a ripple effect, encouraging more community members to engage in different training activities.



## Regional level

- The program strengthened regional economies by equipping small farmers with sustainable agricultural techniques and improving market access.
- Enhanced infrastructure and collaboration with local influencers and government representatives promoted holistic regional development.

## National level

- The initiative aligned with national goals of rural development and poverty alleviation, supporting inclusive growth.
- By addressing skill gaps and enhancing livelihoods, the program contributed to the nation's progress in achieving sustainable development goals.

## KEY CHALLENGES AND BARRIERS

**Encouraging youth participation:** Despite the availability of various training programs, encouraging youth from socio-economically disadvantaged backgrounds to actively participate remained a significant challenge. Many young individuals who had discontinued their education lacked awareness about the opportunities available through vocational training.

**Retention and knowledge gaps:** Retaining participants throughout the training period and ensuring they acquired the necessary skills were key obstacles. Noticeable gaps in participants' knowledge hindered their overall learning experience. These gaps often stemmed from insufficient prior exposure to the technical skills being taught, making it harder for them to grasp advanced concepts.

**Short training duration:** A key concern raised by trainees and trainers alike was the inadequacy of the training duration. For example, aspirants in the sericulture and electrical repair courses raised the need for extended programs, with a minimum of 10–20 days for sericulture and more than 30 days for electrical courses to achieve better skill acquisition and understanding. Short training periods limited the depth and

breadth of learning, reducing the potential benefits for participants. Trainers believed that a moderately longer training duration would have resulted in higher-quality learning and better-equipped graduates.

**Continuous support:** After the training, participants often struggled to stay updated with industry trends and requirements. Providing continuous support through regular follow-ups, refresher courses, and access to updated resources was essential to help trainees adapt to ever-evolving job market demands. Without this support, there was a risk of skill degradation and reduced employability, particularly in technical fields such as mobile repair or electrician services.

**Market linkage:** The group members involved in the millet-based bar activity faced challenges in accessing broader markets and securing consistent demand for their products. They expressed a need for stronger market linkages and larger orders to scale their operations and increase their impact.



## CHAPTER 4

### EVALUATION BASED ON THE OECD FRAMEWORK

#### RELEVANCE (5)

The initiative by SVYM addressed the significant socio-economic challenges faced by communities in remote areas of Karnataka; the communities faced barriers such as limited access to education, skill development and economic opportunities, along with the effects of traditional societal norms that restricted women's and youth's participation in decision-making and livelihood activities. The program was highly relevant as it focused on empowering women, youth and smallholding farmers by providing skill development opportunities and market access, helping them break out of financial constraints.

#### COHERENCE (5)

The project complements national and state-level initiatives promoting rural development and skill enhancement. It contributed to broader efforts to improve livelihoods and boost economic independence in remote regions. Also, the program reinforced the goals of enhancing employability and supporting sustainable

agriculture, which are key priorities in regional development policies aligning with Sustainable Development Goals and national policies:

### **Alignment with SDGs**

- SDG 1: No Poverty
- SDG 2: Zero Hunger
- SDG 3: Good Health and Well-being
- SDG 4: Quality Education
- SDG 5: Gender Equality
- SDG 8: Decent Work and Economic Growth
- SDG 9: Industry, Innovation and Infrastructure
- SDG 13: Climate Action

### **Alignment with national policies**

- National Skill Development Mission
- National Policy on Skill Development and Entrepreneurship
- Rashtriya Krishi Vikas Yojana
- National Livestock Mission
- Blue Revolution: Integrated Development and Management of Fisheries
- National Education Policy
- Digital India Initiative

### **EFFECTIVENESS (4.5)**

The program successfully empowered its target groups by providing training and development opportunities across various sectors. A combination of direct outreach and community engagement facilitated skill acquisition and entrepreneurial growth, significantly contributing to socio-economic progress.

### **Outreach and awareness initiatives**

Door-to-door visits and sensitisation programs were organised to inform villagers about available skill development opportunities. The program further raised awareness through the distribution of posters, banners, and pamphlets, allowing clear communication of the benefits and objectives of the training initiatives. Additionally, the

use of community radio in the Mysuru district expanded the reach, engaging a wider audience and promoting greater participation.

### **Engagement and collaboration for empowerment**

The program collaborated with agricultural extension officers, government representatives and local influencers to enhance its credibility. Informational sessions were organised to address the specific needs of farmers, youth, and women, thereby promoting trust and motivating them to participate. This approach played a significant role in building confidence, encouraging skill development and creating entrepreneurship opportunities.

### **EFFICIENCY (4.5)**

The program was efficient in its implementation. Engaging local stakeholders and community influencers contributed to the program's success in reaching the target groups and securing their active participation. The tailored informational sessions and success stories from previous beneficiaries played a key role in motivating people to enrol in the program. The employment outcomes and income improvements reported by participants reflected the program's efficiency in achieving its objectives.

### **IMPACT (4.5)**

The program had a significant impact on the lives of participants in various training programs, including mobile PCB repair, electrical repairing, dairy farming, sheep and goat rearing, poultry farming, sericulture, fish farming, organic farming as millet-based bar production and yoga and Panchkarma, reported substantial improvements in their skills and income. The program not only enhanced their technical proficiency but also boosted their confidence and ability to manage their own businesses and livelihoods.

### **SUSTAINABILITY (4)**

The initiative fostered sustainability by addressing the root causes of socio-economic challenges in remote areas of Karnataka, including HD Kote, Saragur, Periyapatana, Hunsur, T Narasipura, K R Nagar, Nanjangud, Mysuru taluk, Chamarajanagara and Raichur districts. The focus on agricultural, vocational and academic training empowered participants to apply what they learned in their daily lives, making them more self-reliant. The program's holistic approach of enhancing market access,

introducing modern agricultural practices and promoting entrepreneurship helped create long-term solutions to the region's development challenges.

## CHAPTER 5

### RECOMMENDATIONS

**Extend the duration of the training programs:** Extending the duration of training programs allows for more in-depth learning and better retention of skills. By providing extra time, participants can practice techniques more effectively, leading to improved confidence and proficiency in their respective fields.

**Incorporate more practical sessions:** Incorporating practical sessions within the training curriculum is essential for building technical competence. Hands-on experience enables participants to apply theoretical knowledge, gain confidence in their skills and prepare for real-world job challenges.

**Provide ongoing support and mentorship to the aspirants:** Ongoing support and mentorship are crucial for the long-term success of skill development trainees. Regular check-ins, guidance from industry experts and personalised support can help aspiring professionals overcome challenges and stay motivated as they transition into the workforce.

**Provide Advanced Skill Development Programs:** To address the gap in advanced entrepreneurship skills among respondents, it is recommended that targeted training programs be organised focusing on advanced farm management techniques, financial planning, market analysis, and the use of modern agricultural technologies. This will empower individuals to manage farm operations more effectively and enhance productivity.

**Enhance advanced training in biosecurity and record-keeping:** Farmers currently lack advanced proficiency in biosecurity measures and record-keeping for poultry farm operations despite having basic knowledge in these areas. It is recommended that advanced training programs focusing on comprehensive biosecurity practices, effective disease prevention strategies, and detailed record-keeping techniques be introduced. These initiatives can help farmers improve farm management efficiency, minimise health risks, and achieve better outcomes in poultry management.

**Enhance training in goat shed management and entrepreneurship:** While most participants have gained valuable knowledge in goat shed management and entrepreneurship, there is still room for improvement. Offering targeted, hands-on training sessions on advanced shed management techniques and entrepreneurial strategies can help participants further enhance their skills and improve farm operations for greater success.

**Provide targeted refresher training:** Organise refresher training sessions for participants with low proficiency in identifying mobile PCB components and resolving problems. Focus on hands-on practice, simplified guidance, and interactive tools like PCB simulation software to strengthen their skills and build confidence.

## CHAPTER 6

### CONCLUSION

The program, in collaboration with Titan and SVYM, aimed to empower women, youth, and smallholding farmers in remote areas by providing skill development and market access. Through door-to-door visits, awareness campaigns, and community radio, the initiative reached a wide audience, ensuring broad participation. Tailored training sessions addressed the specific needs of farmers, youth, and women, offering opportunities in dairy farming, poultry, mobile PCB repair, and yoga.

By engaging local stakeholders and building credibility, the program motivated participants to enhance their technical skills. As a result of the program, participants experienced improvements in income and confidence, which helped them start businesses and achieve economic independence. The combination of vocational training and market access fostered sustainable livelihoods and contributed to long-term positive change, enhancing the community's self-reliance.