IMPACT ASSESSMNET REPORT

EMPLOYMENT & ENTREPRENEURSHIP TRAINING FOR TRIBALS, YOUTH AND WOMEN

2024-25

IMPLEMENTED BY

SVYM Swami Vivekananda Youth Movement

PREPARED BY

SOCIAL AUDIT NETWORK

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Executive Summary

This Social Impact Assessment evaluates the livelihoods programme implemented by Swami Vivekananda Youth Movement (SVYM) with support from Titan Company Limited in Heggadadevanakote (H.D. Kote), Saragur, and neighbouring areas of Mysuru and Chamarajanagar districts, Karnataka, during April 2024–March 2025. The programme aimed to address persistent livelihood insecurity in rural and tribal communities through an integrated approach combining vocational skilling, agriculture-based livelihoods, women's entrepreneurship, and renewable energy interventions.

The region is characterised by irregular incomes, dependence on rain-fed agriculture, limited market-linked skills, and restricted employment opportunities for youth and women. Many households rely on seasonal labour and migration, while traditional farming practices and weak market connections limit productivity. In response, the SVYM–Titan programme focused on strengthening livelihood resilience through skill development, scientific agricultural practices, enterprise promotion, and clean energy access.

Vocational training was provided to youth in trades such as electrical repair, mobile servicing, two-wheeler repair, healthcare support, and hospitality services, along with foundational skills like spoken English and digital literacy. Farmers received training in dairy, sericulture, poultry, goat rearing, fisheries, and improved livestock management. Women were encouraged to participate in enterprise activities through self-help groups, while renewable energy interventions promoted biogas adoption to reduce fuel costs and improve household health conditions.

The programme demonstrated strong outreach among marginalised communities. A total of 805 farmers completed agriculture-related training with a low dropout rate of 2.8%. Beneficiaries largely belonged to socially disadvantaged groups, including Scheduled Tribes (30.6%), Scheduled Castes (20.7%), and Other Backward Classes (48.6%). Vocational training outcomes were particularly encouraging, with an overall placement rate of approximately 85%. Many trainees secured employment in hospitals, service centres, repair workshops, and hospitality establishments, while others initiated self-employment ventures supported by toolkit distribution and enterprise guidance.

Agriculture interventions resulted in improved productivity and income generation. Farmers reported higher yields and improved livestock management, with dairy production in some cases increasing from around 6 litres per day to nearly 30 litres following improved feeding and veterinary practices. Sericulture farmers also reported better cocoon production and earnings through improved techniques and market linkages. Renewable energy initiatives further strengthened household well-being. The installation of 300 biogas units across 26 villages reduced dependence on firewood and LPG, improving kitchen conditions and reducing indoor smoke exposure for women. Households reported annual savings ranging from Rs.2,850 to Rs.6,270, with total collective savings exceeding Rs.13.7 lakh across the villages.

1. Background

Heggadadevanakote or H.D.Kote is a town and a taluk headquarters in Mysore district in the Indian state of Karnataka. H.D.Kote and the surrounding taluks face persistent livelihood insecurity among rural and tribal households[1]. Families have limited access to stable income and market-linked skills, and many depend on daily-wage labour, seasonal work, and migration[2]. Agriculture remains central to survival but is largely rain-fed and climate-sensitive, leading to uncertain yields and irregular earnings[3]. Women and youth experience additional barriers due to restricted mobility, low awareness of local opportunities, and limited access to structured skilling and enterprise pathways[4]. Traditional farming and livestock practices, weak market linkages, and energy insecurity in remote hamlets further constrain productivity and income diversification, increasing drudgery and indoor smoke exposure for women[5]. This context highlights the need for an integrated livelihoods intervention that combines demand-led skilling, scientific and climate-resilient agriculture, enterprise support, and clean energy solutions to strengthen household resilience and improve long-term income stability[6].

Titan

Titan Company Ltd is the organization 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 recognized 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 organization is all geared to repeat the Titan and Tanishq success story with each new offering.

SVYM

Swami Vivekananda Youth Movement (SVYM) is a development organisation with over four decades of experience working with vulnerable and ultra-poor communities in Karnataka. With a strong presence in H.D. Kote, Saragur, and the Mysuru region, SVYM works across health, education, community development, skills, and socio-economic empowerment. SVYM's approach is rights-based and community-centric, combining scientific inputs with locally relevant solutions and participatory implementation. Over time, it has built deep

[1] https://planning.karnataka.gov.in/storage/pdf-files/Reports/KHDR-2022EN.pdf?utm
[2] https://www.mospi.gov.in/sites/default/files/publication_reports/Migration%20in%20India%20RL16082023.pdf?
[3] https://kgis.ksrsac.in/wrdmaps/Maps/RainfedAgricultureAreaMap_Mysuru.pdf?utm
[4] https://kaushalkar.karnataka.gov.in/?utm
[5] https://www.who.int/news-room/fact-sheets/detail/household-air-pollution-and-health?utm
[6] https://www.myscheme.gov.in/schemes/day-nrlm?utm

trust with communities and local institutions and is recognised for quality training, strong field systems, and outcome-oriented livelihoods work.

The SVYM–Titan Livelihoods Programme

The SVYM–Titan Livelihoods Programme is a community-based initiative in H.D. Kote taluk, & Saragur Taluks,Mysore District & Chamarajanagar District. and surrounding areas that aims to strengthen income security for rural and tribal households. It supports youth, women, and farmers through demand-led vocational training, scientific agriculture and allied livelihood capacity building, enterprise support, and renewable energy interventions such as biogas. By aligning skills and livelihood options with local market demand and household resources, the programme seeks to improve employability, productivity, and long-term economic resilience, combining Titan's CSR priorities with SVYM's on-ground implementation capability.

What Are the Interventions?

The programme consists of integrated interventions:

1. **Vocational skilling:** Training youth in trades such as mobile repair, two-wheeler service, electrical and home appliance repair, GDA, and retail skills.
2. **Agriculture and allied livelihoods:** Capacity building for farmers in dairy, poultry, goat rearing, sericulture, fishery, and climate-resilient farming practices.
3. **Women's entrepreneurship:** Support for ultra-poor women to establish micro-enterprises, strengthen SHG activity, and diversify incomes.
4. **Renewable energy interventions:** Installation of biogas units to improve clean energy access and reduce women's drudgery.
5. **Market linkages and handholding:** OJT, placement facilitation, enterprise guidance, and continued adoption support.

Why Is It Being Done?

The programme addresses livelihood vulnerability in the region arising from unstable income sources, limited awareness of opportunities, low exposure to market-relevant skills, and climate-dependent agriculture. Women and youth face constrained mobility and weak pathways to employment or enterprise. The programme is designed to close these gaps by building skills, improving employability, strengthening scientific agriculture, expanding enterprise options, and enabling long-term economic resilience.

How Is It Being Done?

Implementation follows a structured, participatory approach. SVYM undertakes community mobilisation, baseline assessment, and counselling to identify suitable participants. Training is delivered through classroom learning, practical sessions, field demonstrations, exposure visits, and on-the-job training. Farmers receive hands-on technical support for scientific and climate-resilient practices. Women's groups receive enterprise mentoring and support to access markets and finance. Biogas units are installed through feasibility assessment, technical installation, and follow-up support. Monitoring is maintained through field visits, documentation, and periodic reviews to ensure quality and sustainability.

Where Is It Being Done?

The programme is implemented in rural and tribal communities across H.D. Kote taluk, Saragur, Chamaraja Nagar District and neighbouring areas in Mysuru district, Karnataka. The geography includes remote villages with limited employment options, low livelihood diversification, and constrained access to training and clean energy—making it a priority region for targeted livelihoods interventions.

When Was It Done?

The scope of the Social Impact Assessment covers activities implemented during the period April 2024–March 2025. Key milestones include:

- April–June 2024 : Community mobilisation, beneficiary identification, curriculum finalisation, and planning of training batches.
- July–December 2024 : Implementation of vocational training, agriculture-based capacity-building programmes, and installation of biogas units.
- January–March 2025 : OJT, placements, farmer handholding, enterprise support, final monitoring visits, and documentation.

2. Objective & Scope of the Study

The objective of this Impact Assessment is to evaluate the relevance, effectiveness, efficiency, sustainability and social impact created through the SVYM–Titan Livelihoods Programme during the period April 2024– March 2025. The study seeks to understand how the interventions in vocational training, agriculture-based livelihoods, women's entrepreneurship, and renewable energy have contributed to enhancing income, employability, capability, and overall well-being of the targeted rural and tribal communities. It also aims to assess the programme using qualitative and quantitative evidence gathered from field interactions, beneficiary interviews, and stakeholder inputs.

The assessment covers the programme activities implemented between April 2024 and March 2025, aligning with the project's annual CSR cycle. Field data collection, interviews, and verification visits for this study were carried out in November 2025. The study covers rural and tribal regions of H.D. Kote taluk, Saragur, and adjoining areas in Mysuru district, Karnataka.

3. Evaluation Methodology

The study adopted a mixed-methods approach, combining quantitative and qualitative data to assess programme performance and outcomes. The evaluation was guided by the REESCI framework—Relevance, Effectiveness, Efficiency, Sustainability, Coherence, and Impact—and supported by an impact matrix to map inputs, outputs, outcomes, and long-term changes across key thematic areas.

A desk review of documents submitted by Titan CSR and SVYM, including the annual report, was undertaken to understand programme objectives, target groups, intervention strategies, and reported results. This secondary review provided the baseline for the assessment.

Primary data were collected during field visits to selected programme locations using both quantitative and qualitative methods. Quantitative data were gathered through structured questionnaires administered to beneficiaries, along with online surveys of alumni and employers. These tools captured demographic details,

participation levels, skill development outcomes, livelihood or employment changes, and perceived programme benefits.

Qualitative data were collected through in-depth interviews with programme staff, trainers, institutional partners, employers, and community stakeholders, as well as Focus Group Discussions with beneficiaries. Direct observation of programme activities, facilities, and participant engagement during field visits further strengthened the assessment. To ensure systematic data collection, SAN India developed structured questionnaires, FGD guides, and interview schedules.

The evaluation followed a random sampling approach, covering beneficiaries from different age groups and occupations, trainers and implementing partner staff, community stakeholders, employers, and alumni. Quantitative data were analysed using descriptive statistical methods such as frequency distribution, percentages, averages, and weighted averages to identify patterns in participation, outcomes, and perceptions.

To improve reliability and validity, the study adopted data triangulation by cross-verifying evidence from documents, surveys, interviews, FGDs, and direct observations. The field visits and stakeholder consultations were conducted by Ms. Marie Banu Rodriguez, Social Auditor, SAN India, under the guidance of Mrs. Latha Suresh, Director, SAN India. An initial virtual planning call with implementing partner teams was held in advance to finalise the consultation plan, sampling strategy, and field visit schedule.

Table 1: Details of stakeholders consulted

Date	Village	Activity	No. of beneficiaries consulted
17-11-2025	Mavinahalli	Dairy farming training	4
	Mullur	Sericulture training	2
	Chakkuru	Dairy farming training / Biogas	3
	Jompanahalli	Electrician & Home Appliances training	1
		Biogas candidates	1
		General interaction (no activity specified)	9
	Dasanapura	Electrician & Home Appliances / Sericulture	1
	Kudinieerumuddanahalli	Dairy farming & Revolving fund	1
18-11-2025	Handpost	General Duty Assistant	1
	Antharasanthe	Mobile repair & servicing	1
	Hosaholalu	Dairy farming & Revolving fund	1
	Manchegowdana Hadi	Fishery training	4
		Group entrepreneurship (oil unit)	1
	Penjalli Hadi	Group entrepreneurship (Millet Bar Unit)	1
	Ankanatapura Hadi	Sheep & goat rearing training	1
	H.D. Kote	Animal Husbandry Dept. Interaction	1
		Sericulture Dept. Interaction	1
	VRLC Kenchanahalli	Spoken English, Computer & Life Skills	3

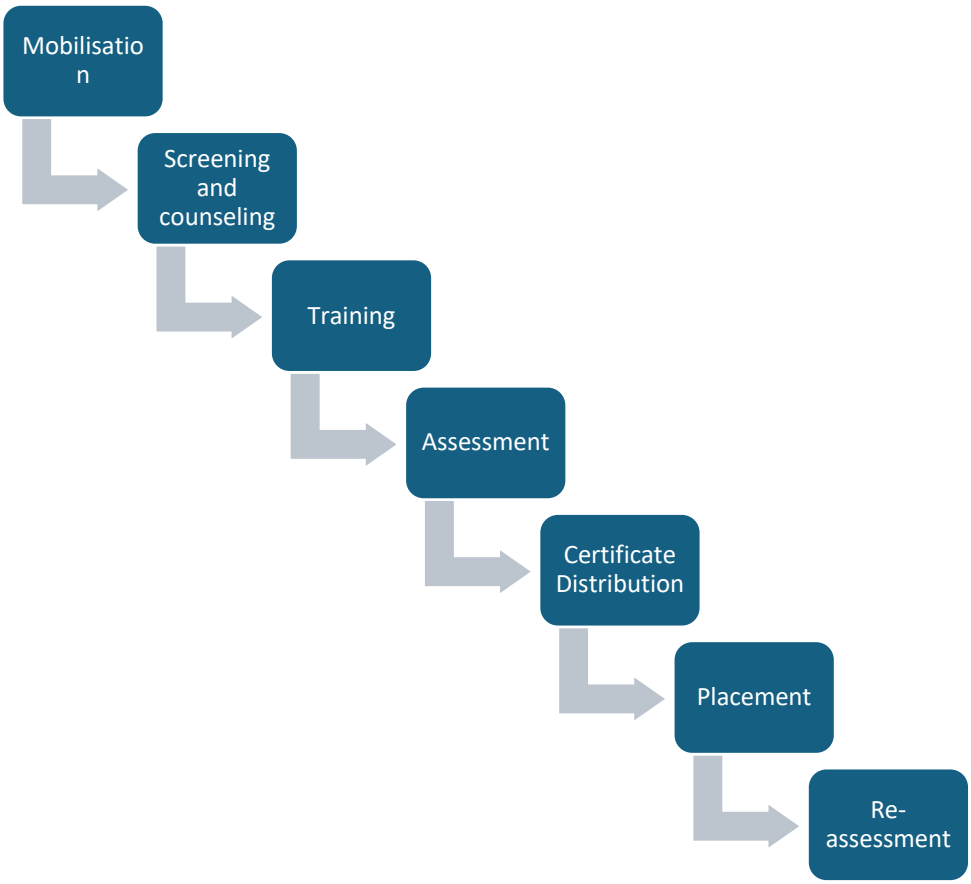
Date	Village	Activity	No. of beneficiaries consulted
		Mobile repair & servicing	1
19-11-2025	Ranganathapura	Poultry training	1
	Bannitalapura	Dairy farming training	1
		Poultry & Fishery training	1
		Electrician & Home Appliances training	1
	Gundlupete	Mobile repair & servicing	1
	Sriranga Ayurveda Centre, Mysore	Panchakarma therapy & yoga basics	2
		General Duty Assistant	1
		Employer interaction	1
	The Courtyard Tree, Mysore	Eco-tourism & Hospitality Management	3
	Online Survey	Alumni – Agriculture related trainings	237
		Alumni – Vocational training	93
	Total		**380**

4. Report on Performance

The performance of the SVYM–Titan Livelihoods Programme reflects a comprehensive and well-coordinated effort to strengthen both vocational skills and agriculture-based livelihoods across rural and tribal communities. Through a dual approach; one focused on youth employability through technical and service-sector training, and the other on enhancing traditional farming and allied activities, the programme has addressed the diverse livelihood needs of households with precision and relevance.

Vocational trainings such as electrical repair, mobile servicing, GDA, and hospitality have equipped young age population aged youth (18 – 35 years) with market-ready competencies, enabling them to secure employment or establish self-employment within and beyond their villages. Simultaneously, agriculture-related trainings in dairy, sericulture, poultry, goat rearing, fisheries, and renewable energy have upgraded scientific practices, improved productivity, and strengthened income stability among farming families.

Figure 1: Training Process



Criteria for selection

The programme follows a defined set of criteria for selecting candidates in order to ensure that training opportunities reach those who can benefit the most.

- Preference is given to rural youth and women, particularly those belonging to backward and marginalized communities.
- The age eligibility for vocational and academic training ranges from 18 to 35 years, while agriculture-related training programmes are open to individuals between 18 and 45 years.
- Priority is also accorded to candidates from landless households and small landholding families, as these groups often face greater livelihood vulnerability.
- Preference is given to school dropouts and individuals seeking livelihood opportunities through skill-based training.
- Eligible candidates are those who are not currently engaged in regular employment or formal education.
- A key requirement is the willingness and readiness of participants to pursue self-employment or job placement opportunities upon successful completion of the training programme.

4.1. Vocational Training for Youth

SVYM's field team conducts awareness campaigns, house visits, village meetings, and youth group interactions to inform young people aged 18-35 years about available skilling opportunities and career paths.

Figure 2: Mobilization Process Table

2: Details of Camps organised (Source: SVYM)

Particulars	Nos.
Villages covered	424
Mobilization events conducted	30
Counselling sessions held	60

Interested youth undergo structured counselling to assess their interests, aptitude, mobility, and training suitability. In two weeks' time, candidates are mapped to trades such as mobile repair, two-wheeler service, electrical and home appliance repair, GDA, retail skills, and SEBCLS. Market demand, placement potential, and local employability trends guide batch formation. Resource persons, training infrastructure, tools, and curriculum modules are finalised prior to commencement.

Table 3: Enrolment and dropout of Vocational training (Source: SVYM)

Particulars	Nos.	%
No. of Youth counselled	260	
No. of Youth interested	245	94%
No. of Youth eligible	234	95%
No. of Youth admitted	211	90%
No. of youth who did not enrol after shortlisting	11	5%

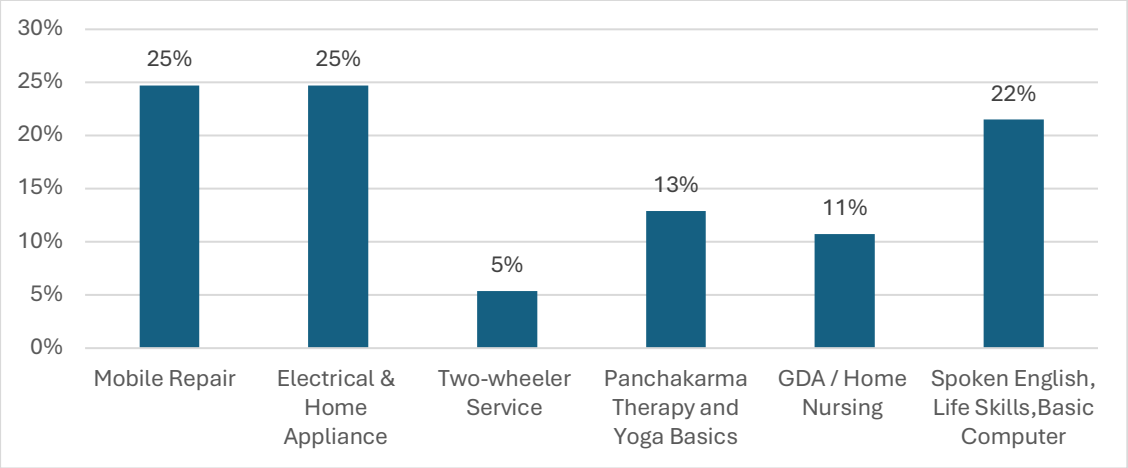
Table 4: Practical vs. theory for Vocational training course (Source: SVYM)

Course	Total Hours	%	Practical Hours	%
Mobile repair	300	63%	180	38%
Electrician assistant/ Home appliance repairs	300	63%	180	38%
Two-wheeler repairs	300	63%	180	38%
Spoken English, Computer Basics & life skills	700	63%	420	38%
Panchakarma Therapist and Yoga Basic	1,248	60%	817	40%
General Duty Assistant/Home nursing	1,040	63%	624	38%
Hospitality and Eco-truism management	1,040	63%	624	38%

Youth undergo a combination of classroom-based learning, hands-on practice, simulations, and demonstrations. Trainers ensure competency building through continuous assessment and practical exposure.

A total of 93 alumni who completed the vocational training course at SVYM responded to the online survey. Among them, 68% were boys. The majority (89%) learned about SVYM through community mobilisers, while 11% were informed through social media. Furthermore, 65% reported being aware of local job opportunities.

Figure 3: Vocational Course chosen by participants (Source: Alumni Survey)

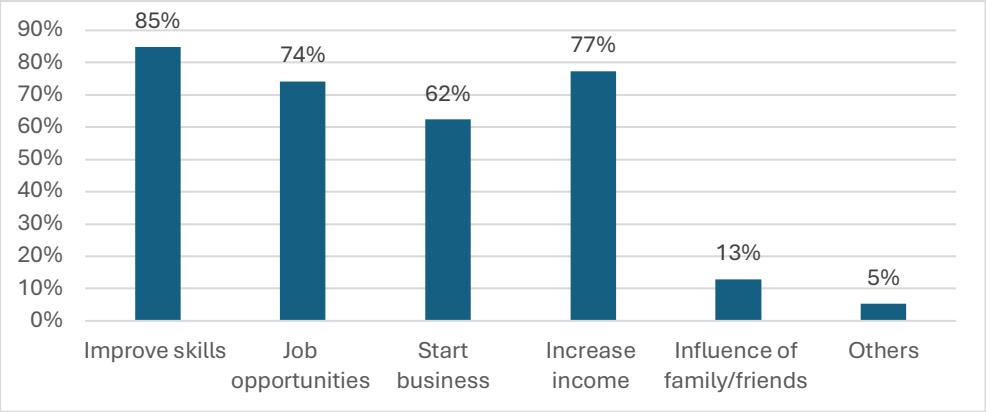


The distribution of courses chosen by alumni reflects a clear alignment between youth aspirations, local market demand, and the training offerings made available by SVYM. The most preferred courses were Electrical & Home Appliance Repair and Mobile Repair, each chosen by 25% of trainees (ref. Fig.3). This strong uptake demonstrates the relevance of these trades in rural and peri-urban economies, where reliable repair services are in high demand and offer immediate entry points for both employment and self-employment.

The Spoken English, Life Skills, and Basic Computer course attracted 22% of participants, highlighting the importance young people place on foundational competencies that enhance overall employability, communication, and confidence. Courses in Panchakarma Therapy and Yoga Basics (13%) and GDA/Home Nursing (11%) also saw substantial enrolment, indicating growing interest in emerging sectors such as wellness, therapy, and healthcare—industries that offer stable job prospects in and around Mysuru and neighbouring districts.

The Two-wheeler Service course, though opted for by a smaller segment (5%), remains an important skill area, especially in communities where motorcycles are the primary mode of transport.

Figure 4: Reason for joining the Vocational training (Source: Alumni Survey)



The motivations expressed by alumni reveal strong alignment between SVYM's training offerings and the aspirations of rural youth. The most prominent reason for joining was the desire to improve skills, cited by 85% of respondents. This indicates that young people viewed SVYM's programmes as a reliable avenue to acquire practical, employable competencies they previously lacked.

A significant proportion (77%) joined with the intention of increasing their income, while 74% were seeking better job opportunities. These high percentages reflect the economic vulnerability of many trainees and the clear expectation that skills training would serve as a pathway to financial stability. Further, 62% expressed interest in starting their own business, demonstrating strong entrepreneurial aspirations among the youth population. The training centre's emphasis on self-employment readiness, particularly in trades such as mobile repair and electrical servicing, resonates directly with these ambitions.

Although the programme was largely accessible, some trainees faced barriers before enrolling. Financial issues (44%)were the most common challenge, reflecting the economic vulnerability of many youth. Family restrictions (33%), especially for young women, also limited participation. A smaller share reported lack of awareness (5%) and travel difficulties (3%), while 14% faced no challenges.

Table 5: On-the-Job Training (OJT) (Source: SVYM)

Location	Name of course	OJT Organisation	No. of Participants	Total OJT Hours
Bangalore	Panchakarma Therapy & Yoga Basics	The University of Trans-Disciplinary Health Sciences and Technology (TDU)	25	200
Mysore	GDA	Ayushmaan Health Care	12	200
	GDA	Sevanti Empathetic Solutions LLP		
H D Kote	GDA	Sent Maris community health centre		
	GDA	Parvathi clink		
	GDA	Govt General hospital, Saragur		

Trainees gain real-world experience through OJT placements in workshops, hospitals, retail outlets, or service centres. This helps build confidence, workplace readiness, and technical proficiency. Stipend is not offered to students during OJT.

Table 6: Details of Self-employment - Vocational training course (Source: SVYM)

Indicator	Total no. of youth admitted (N)	No. of youth placed including self-employment (N)	%
	211	169	80

The placement indicators demonstrate the strong livelihood impact of SVYM's programme, with an 80% overall placement rate and an average starting income of Rs.14,453, reflecting successful transitions into both employment and entrepreneurship.

Notably, 84 youth chose self-employment and are earning incomes comparable to salaried trainees, supported by toolkits that reduced start-up barriers. Structured post-placement tracking—through field visits, employer feedback, and phone follow-ups—ensures ongoing monitoring of training quality and economic progress.

While outcomes are robust, women represent only 26% of those placed or self-employed, highlighting the need for continued gender-focused mobilisation and support.

Table 7: Placement organisation for Vocational training (Source: SVYM)

Location	Placement Organisation/Trade	No. Admitted	No. Placed	%
Kenchanahalli	Mobile repair & Service candidates are working at home level and creating own shop	45	38	84.44%
Kenchanahalli	Electrician and home appliance repair training candidates are working at home level and creating own shop	51	39	76.44%
Kenchanahalli	Two-Wheeler repair and service candidates are working in local level two-wheeler service centre	10	7	70.00%
Saragur	PTYB candidates Placed in Ayurveda Therapy centres at Mysuru and Bangalore	25	23	92.00%
Saragur	GDA candidates placed in home care service and Local hospital and Clinics	24	20	83.33%
Kenchanahalli	Spoken English, Basic computer and Life skills candidates placed in Mysuru, Bangalore and Local area	41	31	75.60%
Kenchanahalli & Bangalore	Hospitality & Tourism Management (HTM)	15	11	73.33%
Total		**211**	**169**	

Placement outcomes across locations and trades indicate strong conversion from training to work, with 80% trainees placed or working.

Kenchanahalli shows a clear self-employment/enterprise pathway: both mobile repair (84%) and electrical & home appliance repair (76%) have high uptake through home-based services and small shops, reflecting steady local demand. In contrast, Saragur demonstrates strong formal placement linkages, with PTYB at 92% placed in Ayurveda therapy centres in Mysuru and Bengaluru and GDA at 83% placed in home-care services, hospitals, and clinics. Foundational employability courses (spoken English, basic computer, life skills) also show robust placement at 75% across Mysuru, Bengaluru, and local areas, indicating that soft skills and basic digital readiness translate into jobs.

Table 8: Details of placement - Vocational training (Source: SVYM)

Course Name	Full-Time		Part-Time		Unemployed		Total
Mobile repair	37	82.2%	1	2.2%	7	15.6%	**45**
Electrician assistant/ Home appliance repairs	28	54.9%	11	21.6%	12	23.5%	**51**
Two-wheeler repairs	6	60.0%	1	10.0%	3	30.0%	**10**
Spoken English, Computer Basics & life skills	30	73.2%	1	2.4%	10	24.4%	**41**
Eco tourism & Hospitality Management	11	73.3%	0	0.0%	4	26.7%	**15**
General Duty Assistant	20	83.3%	0	0.0%	4	16.7%	**24**
Panchakarma Therapy & Yoga Basics	23	92.0%	0	0.0%	2	8.0%	**25**
Total	**155**		**14**		**42**		**211**

Table 9: Job retention of vocational trainees (Source: SVYM)

Indicator	%
% of youth employed upto 3 months	18%
% of youth employed beyond 6 months	82%
% income increase after 3/6/12 months	10 to 20%
No. of repeat employers requesting trainees	15

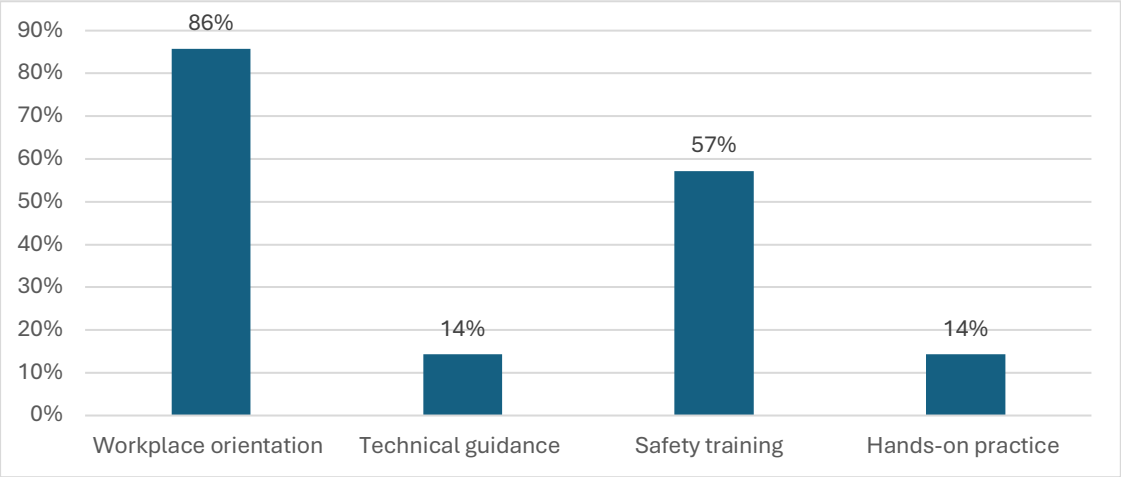
Employment stability improves significantly over time: while only 30% of youth remain employed after three months—likely reflecting initial adjustments, job mismatch, or mobility challenges—the retention rate rises sharply to 82% at the six-month mark. This indicates that once trainees settle into suitable roles, they tend to remain employed for longer durations.

Chinnaswamy (20), from Bidadi near Sargur, completed the SVYM–Titan General Duty Assistant (GDA) course about seven months ago and found a hospital job on his own (not through campus placement). He has been working night duty since then. He had studied up to PUC and had no earlier exposure to healthcare. Encouraged by his parents and sister, he joined the programme and says it helped him gain confidence and learn patient-care routines. Over time, he has grown comfortable at work—supporting nurses, handling up to three patients per shift, and staying composed during emergencies.

He started at Rs.8,000 and later received an internal promotion to Rs.12,000, which he links to taking initiative and managing additional responsibilities. "I feel proud when I wear the hospital uniform," he says, adding that he is happy he can now support his family. Despite the challenges of night duty and an 8 km daily bus commute, he feels he made the right choice.

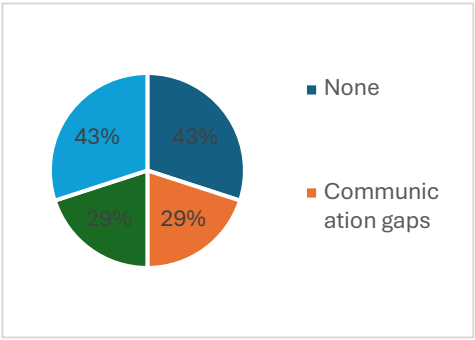
Income changes reflect positive progress, with trainees reporting a 10–20% increase within 3, 6, and 12 months after placement. Although modest, these gains are meaningful for first-generation earners and those entering entry-level jobs. Employer feedback is encouraging, as reflected in the 15 repeat employers requesting trainees for both theory and practical classes. This repeat demand suggests satisfaction with trainee performance, reliability, and work readiness, and indicates strong institutional credibility in the job market.

Figure 5: Support required during first few weeks (Source: Employer Survey)



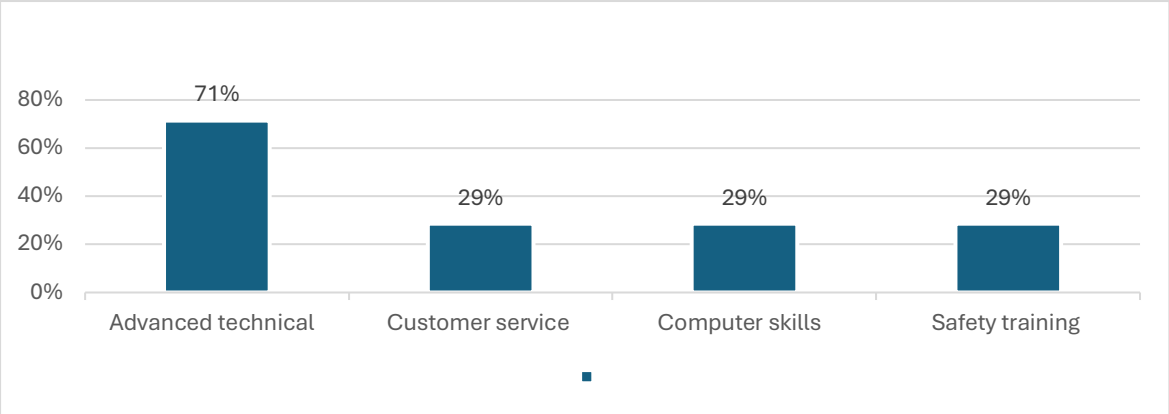
The analysis of the support needed during the first weeks of training shows that employers primarily expect workplace orientation, with 86% indicating this as essential. This reflects the need for trainees to understand workplace processes, culture, reporting structures, and professional norms, especially for those entering formal work environments for the first time. The next significant requirement is safety training, noted by 57% of employers, highlighting the importance of equipping youth with awareness of safety protocols, machinery handling, and accident-prevention measures in industrial settings.

Figure 6: Challenges observed by employers (Source: Employer Survey)



While most employers reported no major challenges, a few recurring areas for improvement were noted. About 29% mentioned communication gaps, indicating that some trainees need stronger clarity and confidence in workplace interactions. Another 29% pointed to low confidence levels, reflecting initial hesitation among first-time workers. An equal share noted the need for deeper technical knowledge, suggesting that certain roles require more advanced or specialised skills beyond the basic training.

Figure 7: Additional Skill training suggested by Employers (Source: Employer Survey)



Employers highlighted a few additional skill areas that could further strengthen trainee readiness. The most significant need is advanced technical skills, identified by 71%, indicating demand for deeper or more specialised competencies relevant to workplace roles. Beyond this, 29% of employers suggested enhancing customer service skills, computer proficiency, and safety training. These reflect evolving workplace expectations, where digital skills, client interaction, and adherence to safety protocols are increasingly important. Overall, the suggestions point toward targeted upskilling rather than broad gaps, reinforcing that trainees are fundamentally strong but can benefit from advanced and role-specific enhancements. All employers who responded to the survey rated the training as *Good* or *Excellent* in meeting industry requirements. They also expressed willingness to hire more SVYM-trained candidates.

4.2. Agri-Related Trainings

Farmers from rural and tribal villages are engaged through Gram Sabha announcements, SHG meetings, and field visits. SVYM conducts baseline profiling to understand crop patterns, livestock ownership, and existing practices.

Table 10: Details of participants for Agri Related Trainings (Source: SVYM)

Name of Course	Duration (Days)	Male Participants	Female Participants	Total	% Women
Dairy Farming	3 Days	196	105	301	35%
Sheep & Goat Farming	3 Days	31	37	68	54%
Sericulture	3 Days	95	01	96	01%
Poultry	3 Days	46	21	67	31%
Fishery Farming	3 Days	62	00	62	

Course participation is male-dominated overall, with women's representation varying sharply by sector. Dairy farming has the highest enrolment (301 participants) but only 35% women, indicating women are engaged yet still underrepresented in the largest course. Sheep & goat farming shows the strongest gender balance, with 54% women, suggesting this enterprise is more accessible or culturally acceptable for women participants. Poultry remains moderately inclusive at 31% women. In contrast, sericulture is almost entirely male (1% women), and fishery farming has no women participants, highlighting clear gender barriers in these value chains and a need for targeted mobilisation and enabling support if women's participation is an objective.

Table 11: Training retention and dropouts for Agri related training (Source: SVYM)

Indicator	Male	Female	Total	% Women
Training Competed	570	235	805	29%
Training Dropout	13	10	23	2.8%
After Training Working	471	203	675	43%
After Training not Working	99	31	130	31%

Training retention is strong, with 805 participants completing the programme (570 men, 235 women; 29% women). Dropouts are minimal at 23 participants (2.8%), with women forming 43% of dropouts (10 of 23), suggesting slightly higher vulnerability to discontinuation despite low overall attrition. Post-training engagement is encouraging: 675 participants are working (471 men, 203 women), meaning women account for 43% of those working, which is higher than their completion share and indicates good conversion to livelihoods among women who complete. Among the 130 not working after training (99 men, 31 women), women form 31%, broadly aligned with their overall participation.

Table 12: Category of Agri related trainees (Source: SVYM)

Category	No. of Beneficiaries	Percentage
SC	167	20.74%
ST	246	30.56%
OBC	391	48.58%
Others	01	0.12%

The trainee profile is dominated by OBC participants (48.58%), followed by ST (30.56%) and SC (20.74%). “Others” are negligible (0.12%), indicating the programme largely reached historically marginalised communities, with a particularly strong representation of tribal and scheduled caste trainees.

Table 13: Landholdings of Agri related trainees (Source: SVYM)

Particulars	Nos.
Avg. landholding size (acres)	2.5
Avg. livestock owned	04
% of tribal households	29
No. of SHGs engaged	39

The trainee group reflects smallholder livelihoods, with an average landholding of 2.5 acres and an average of 4 livestock owned per household, indicating strong dependence on mixed farming systems. Tribal households constitute 29%, showing substantial outreach to vulnerable communities. The programme also worked through collective platforms, engaging 39 SHGs, which likely strengthened mobilisation, peer learning, and access to services and markets.

Table 14: Reasons for Choosing Course (Source: Vocational Trg Alumni Survey)

Particulars	Nos.	%
To learn modern farming practices	162	69%
To improve farming methods	120	51%
Start a new livelihood activity	153	65%
Increase household income	151	64%

Interest in this sector	85	36%
Encouragement from family	49	21%
Recommended by SVYM	30	13%
Good market opportunities	41	17%
Low investment, good returns	53	22%
Close to home	33	14%
Free training	29	12%
Other:	9	4%

Across respondents (n = 197), course choice was driven mainly by skills and livelihood outcomes: 82% selected learning modern farming practices, 78% wanted to start a new livelihood activity, 77% aimed to increase household income, and 61% wanted to improve existing farming methods. 43% cited personal interest in the sector. Practical considerations were secondary—27% mentioned low investment with good returns and 21% highlighted good market opportunities—while enabling factors were less common (25% family encouragement, 17% close to home, 15% recommended by SVYM, 15% free training). 5% reported other reasons.

Table 15: Capacity-Building Sessions & Demonstrations (Source: SVYM)

Trade	Location	No. of Camps organized	No. of Participants	Demo Plots Nos.	Exposure Visits Conducted
Dairy farming	KMF Mysore KMF Kuderu ICAR JSS KVK Suttur Pandavapura (Farm) & Chakkuru/ Chikkakereyuru/ Jompanahalli and alumni farmers	10	301	10	10
Fishery training	Fishery training centre Beechanahalli and Nugu. Model farmers land /site visit, Local Fish pounds/Lake visit	02	62	02	02
Sheep & Goats farming	Bachegowdanahalli, Banavadi, Saragurumole, Chamarajanagara, KVK Suttur, Agriculture Research training Naganahalli, Mysuru and Karepura, Mysuru	03	68	03	03
Poultry training	Kukkuta Mandali visit, Local farmers, Alumni candidates site visit, Karepura, Animal husbandry department.	02	67	02	02
Sericulture training	Model farmers land/Site visit, KVK centre. CSRTI centre visit	04	96	08	04

SVYM's livelihood trainings cover a wide spectrum of technical and enterprise-oriented skills across dairy, fishery, sheep and goat rearing, poultry, and sericulture. The dairy module equips farmers with knowledge on breed selection, fodder varieties, shed construction, disease management, value addition, and marketing, while fishery training introduces aquaculture basics, high-yielding varieties, pond and water maintenance, fish health monitoring, and relevant government schemes. Sheep and goat rearing focuses on fodder management, silage preparation, breed characteristics, reproductive systems, disease control, and accessing departmental loans, supported by exposure visits and market linkages.

Poultry training covers farming systems, shed design, breed selection, chick and broiler management, feeding practices, health care, deworming, and vaccination, along with entrepreneurship guidance. Sericulture introduces indigenous and exotic breeds, mulberry garden maintenance, soil testing, organic inputs, silkworm house construction, safety, disease management, and government support schemes.

Across all sectors, exposure visits and EDP sessions strengthen practical business readiness. Farmers apply these improved practices through demonstration plots, upgraded sheds, better feeding protocols, and scientific breeding, supported by SVYM's ongoing field troubleshooting and periodic technical assistance.

Post-training outcomes revealed encouraging signs for women's economic participation. Of the 675 trainees currently working, 203 are women, reflecting a significant 43% female share among those engaged in livelihoods. Among those not working after training, women represent 31%, which is proportionate to their overall enrolment but signals a need for continued support in areas such as mobility, access to assets, and market linkages.

Ravi, from Kudinir in Mudunagalli, attended SVYM's dairy farming training and says it transformed both his cattle management and income. Before the training, he earned only Rs.3,000–Rs.5,000 per month, producing about 6 litres of milk a day in total (around 3–4 litres per cow). He recalls having to borrow Rs.5,000 just to meet basic expenses.

After the training, he adopted improved practices in feeding patterns, fodder management, breed selection, and animal health care. As a result, his daily milk yield rose to around 30 litres, reaching 60 litres during peak periods, and his monthly income increased to Rs.60,000–Rs.65,000. He now rears HF, Jersey, and Murrah varieties, noting that the programme helped him choose breeds better suited to his land and resources. "For a farmer like me, this programme has been life-changing," Ravi says, adding that he feels more confident, knowledgeable, and financially stable because of the training.

Gobar gas Units

The distribution of 300 gobar gas units across 26 villages demonstrates strong uptake of renewable energy solutions, with utilisation periods ranging from 5 to 11 months. Villages such as Jompanahalli and Bannavadi show the highest usage at 11 months, reflecting consistent dependence on biogas for daily cooking needs. Most other villages report 6–9 months of use, indicating reliable functionality and household acceptance. With LPG priced at Rs.570 per cylinder, each family saves between Rs.2,850 and Rs.6,270 per year, depending on the duration of biogas usage. These savings directly reduce the financial burden on low-income households and free up resources for other essential needs.

Parameters	Change observed
Shift to renewable cooking fuel	Biogas used for daily cooking across villages for 5–11 months
Sustained usage of biogas	Jompanahalli and Bannavadi show 11 months use (highest)
No. of months of Reliable functionality	6–9 months
Dependence on LPG refills	Fewer LPG cylinders required during months of biogas use
Cash savings for households	Savings range Rs.2,850 to Rs.6,270 per family per year (LPG @ Rs.570/cylinder)
Financial stress for low-income families	Reduced routine fuel expenditure
Reallocation of household spending	Money freed up for essentials (food, education, health, utilities)
Higher household acceptance of biogas	Continued use beyond initial months
Scale-up signal	300 units across 26 villages reflects broad adoption

Households selected for biogas units undergo feasibility checks, installation, demonstration, and usage support. This intervention reduces fuel expenses and improves women's health and productivity through group enterprises (such as chips-making units), value addition, and linkages with veterinary services, input suppliers, and local markets. A chips unit run by 50 farmers generates an average Rs.50,000–Rs.60,000 per month, supported by strong local market tie-ups with vendors, shops, and Prakruti Girijana Mahila Okkuta, showing the higher earning potential of well-organised value-addition enterprises. Dairy remains the most widely adopted activity, with 301 farmers earning Rs.5,000–Rs.60,000 per month, enabled by reliable procurement and payments through village cooperatives (Halu Uthpadakara Sahakara Sangha) and KMF, which strengthens income predictability and sustainability.

Table 16: Enterprise & Market Linkages (Source: SVYM)

Enterprise Type	No. of Farmers	Avg. Income (Rs.)	Market Linkages
Dairy Enterprise	301	5 to 60K/Month	Linkage with all farmers village level Dairies (Haalu Uthpadaka Sahakara Sanga) Linkage with KMF- MYMUL

Poultry, adopted by 67 farmers, provides Rs.3,000–Rs.15,000 per month through village markets; while lower than dairy and chips units, it is a key supplementary livelihood due to low entry barriers and quick turnover, with scope to scale through stronger linkages and collective marketing.

5. Evaluation of Programme Impact using REESS Framework

5.1. Relevance

Awareness, information access, and entry into the skilling ecosystem: Evidence across surveys points to a structural information gap in the intervention areas. Agriculture alumni data shows that most respondents first heard about SVYM programmes through community mobilisers, indicating very low baseline awareness of agricultural training options, allied livelihoods, and relevant government schemes. Prior to engagement, many households viewed traditional dairy, daily-wage labour, or seasonal migration as the only feasible livelihood pathways. This constraint was addressed through door-to-door mobilisation, village meetings, and personalised counselling that introduced improved practices, diversified farm-based livelihoods, and renewable energy–linked options such as biogas. The vocational alumni survey reinforces the same constraint, with 72% reporting they were unaware of any skill-training opportunities prior to the mobilisation visit. Employer feedback aligns with this pattern: 71% said they first came to know of SVYM-trained youth through alumni referrals rather than formal recruitment channels, signalling the absence of established labour-market intermediation locally.

"We are small farmers. Without guidance, we did not know how to improve our income." – Narayana, Mavinahalli, Dairy farmer

Figure 8: Status of Alumni before joining SVYM (Source: Vocational Trg. Alumni Survey)

92% (n=91)of trainees were unemployed before enrolling in SVYM's vocational training programme. This indicates that most participants entered the programme without any form of stable income or job engagement, underscoring the socioeconomic vulnerability of the beneficiary group. The programme therefore served as an essential bridge for youth who were actively looking for livelihood opportunities but lacked access, skills, or direction to secure them. 5% were students and 2% were working at the time of enrolment.

Market-aligned course design and employability relevance: Multiple indicators converge on training relevance to local labour-market demand. Programme market assessments identified sustained rural demand for electrical repair, mobile servicing, two-wheeler mechanics, GDA roles, and scientific agricultural practices. Employer ratings validate job readiness, with technical skills scored at 4.14 and practical skills at 4.29 on a 5-point scale. This triangulation suggests that course selection and delivery were grounded in demand and translated into workplace-relevant competence.

"People bring fans, mixers, and motors every day — there is so much demand in the village." – Gowtham, Electrical trainee

Youth aspirations also mirror this alignment, with vocational alumni reporting preference for skills that enable quick employability and regular income, consistent with employer demand in electrical repair, mobile servicing, healthcare support, and allied services.

"We wanted a skill that helps us earn every day." – Prashant, Vocational training alumnus

Only 5% of respondents were students, reflecting a small group who were either pursuing education or had recently completed schooling and were exploring their career options. A minimal 2% reported being in a full-time job before joining the training, showing that very few had prior formal employment or professional exposure.

SVYM connects youth with employers, facilitates interviews, and supports those opting for self-employment through guidance on tool kits, procurement, and customer outreach.

Across all seven courses, 211 trainees were covered, of whom 155 (73.5%) secured full-time employment, 14 (6.6%) found part-time work, and 42 (19.9%) remained unemployed. The strongest outcome was seen in Panchakarma Therapy and Yoga Basics, where 92% were in full-time employment, followed by General Duty Assistant (83.3%) and Mobile Repair (82.2%). Spoken English, Computer Basics and Life Skills, and Eco-tourism and Hospitality Management each showed around 73% full-time employment. Two-Wheeler Repair recorded 60% full-time employment, while Electrician Assistant/Home Appliance Repair had the lowest full-time employment at 54.9%, though it also had a notable share in part-time work (21.6%).

Gautham completed the Electrical and Home Appliances training under the SVYM–Titan livelihood programme in 2024–2025, choosing to focus fully on technical skills with the goal of starting his own business. With a Second PUC education and limited clarity earlier on livelihood options, he says the centre gave him practical competence in motor repair, fan servicing, coil winding, wiring, and electrical connections—along with the confidence to work independently.

After the course, he planned to open a shop but lacked capital. Through the programme, he received a Rs.50,000 revolving fund, which enabled him to set up his repair shop and purchase essential tools. Today, he runs the shop on his own and says customers trust his work. Living with a disability (one hand), he describes the training as a turning point that strengthened his belief in building a professional identity and earning with dignity. "Without the training and the starter support, I could not have set up my business," he says. Now, he feels ready to expand, take on more work, and support his family.

Table 17: Previous Occupation of Agri trainees (Source: Agri Alumni Survey)

Occupation	Nos	%
Dairy farmer	119	50.64%
Sheep/goat farmer	22	9.36%
Sericulture worker	19	8.09%
Poultry farmer	3	1.28%
Fishery worker	15	6.38%
Agricultural labourer	34	14.47%
Domestic/household work	13	5.53%
Student	2	0.85%
Unemployed	7	2.98%
Other	1	0.43%
Total	**235**	

Before training, most participants were already engaged in dairy farming (50%), indicating a strong base of livestock-linked livelihoods. A further 14% were agricultural labourers, suggesting the programme also attracted wage-dependent households looking to stabilise incomes. Smaller shares reported prior work in sheep/goat rearing (9%), sericulture (8%), and fishery (6%), while domestic/household work also accounted for 5%.

Inclusion and equity reach among marginalised communities:

Participant profiles confirm inclusion of socially marginalised groups: 30% Scheduled Tribe, 21% Scheduled Caste, and 49% Other Backward Class households, with many first-generation learners and families reliant on casual wage labour.

55% of beneficiaries belong to age group 36–45 years indicating that most beneficiaries are middle-aged adults, typically active in livelihood and household responsibilities. 32% belong to 26–35 years age group representing the young working population, suggesting participation from younger adults as well. 9% are below 25 years of age and 4% are above 45 years indicating the programme primarily engages the economically active age group.

Outcomes reflect capability gains: across vocational and agriculture alumni, 81% reported increased confidence to take up new work after training. Employer feedback supports this, noting discipline, reliability, and workplace adaptability among trainees from marginalised backgrounds. Inclusion also extended to minorities, widows, persons with disabilities, and low-literacy youth, with reported improvements in livelihood stability and consistent employer observations of punctuality and work ethic across demographic categories.

Local employment constraints and post-training livelihood outcomes: Baseline programme entry records indicate constrained local livelihoods, with 55% of households earning below Rs.10,000 per month and 12% reporting no income. Post-training outcomes demonstrate that skills translated into sustained livelihood activity: vocational and agriculture alumni surveys confirm 675 trainees (including 43% women) are currently in sustained employment or self-employment. Employers also reported that availability of trained local youth reduced dependence on external or migrant labour, indicating a tangible local labour-supply effect.

"If I didn't get this job, I would have been unemployed — there was no other work in the village." –Sudeep, Vocational training alumnus

Women and youth economic pathways, entrepreneurship exposure, and work-life fit: Results from the survey indicates that women and rural youth had limited prior exposure to enterprise pathways, often confined to subsistence farming or daily-wage labour. Post-training shifts show improved agency and market-facing confidence: 63% of women vocational trainees reported greater confidence in handling customers, while agriculture alumni feedback indicates increased participation of women in household-level economic decision-making. Employer feedback also highlighted discipline and adaptability among women trainees. Enterprise outcomes demonstrate that women-led activities (paneer and kova production, goat rearing, poultry) leveraged available household resources such as milk, livestock, fodder, and basic kitchen infrastructure and women reported reinvesting earnings into education, feed, and home improvements, strengthening the sustainability pathway.

"I am able to engage in goat rearing as I can manage it along with my domestic chores."

– Ravi, Agricultural training alumnus

"Before I received goats through the livelihood programme, I had no steady source of income and very little confidence that I could build something of my own. When I was given the initial goats, I started with care and guidance. Over time, the herd has grown, and today I own more than eight goats.

As my responsibilities at home increased, I decided to employ an elderly person from our village to take the goats for grazing in the common pasture lands. I pay Rs.50 per month for each young goat and Rs.200 per month for each grown goat. This arrangement has helped me manage the herd better while also providing a small but regular income to a village elder who earlier had no work.

Goat rearing has changed my life. I now earn regularly, my family's financial situation has improved, and I feel respected in the village. Most importantly, this livelihood has not only supported my household but has also created work for someone else in the community".

Srinivasa, Maivanahalli

Locally contextualised curriculum and practice adoption: Curricula were designed around locally available assets such as livestock, dairy sheds, mulberry plots, and small landholdings, enabling immediate applicability. Adoption data from agriculture alumni indicates strong practice uptake: 86% adopted at least three improved practices and 74% reported increased productivity following training. Field monitoring and employer feedback also point to practical competence and quick learning, with 57% of trainees noted for strong hands-on capability. This contextualisation is further evidenced by reported outcome shifts in dairy productivity linked to practice changes.

"After learning the cattle feeding pattern during training, milk production increased from 6 litres to 30 litres a day."

– Santosh, Dairy farmer

Renewable energy relevance to women's health and rural energy access: Household energy patterns and alumni feedback highlight a clear women's health constraint: reliance on firewood exposed women to smoke-related respiratory risks and increased physical drudgery. The installation of 300 biogas units directly addressed this gap, with women reporting reduced smoke exposure, reduced effort, improved kitchen hygiene, and lower dependence on LPG—indicating relevance at the intersection of health, time poverty, and energy access.

"We have not bought an LPG cylinder for months — biogas is enough, and there is no smoke now."

– Shilpa, Woman biogas user

Alignment with Titan CSR priorities and government ecosystems: The portfolio—electrical servicing, electronics repair, healthcare support, dairy, sericulture, goat rearing, and biogas—maps directly onto employability and sustainable livelihoods, aligning with Titan's CSR focus. Employer feedback supports workforce-readiness beyond technical domains, with soft skills rated at an average of 4.0/5 and positive observations on work ethic and customer interaction. Programme documentation and alumni feedback also indicate ecosystem alignment: NSDC/PMKVY linkages for vocational training and coordination with Krishi Vigyan Kendras and the Sericulture Department for agriculture training. Survey findings further suggest trainees accessed government subsidies, livestock schemes, subsidised equipment, and enterprise-linked finance to expand livelihood activity, strengthening institutional coherence and scale potential.

"Before I received goats through the livelihood programme, I had no steady source of income and very little confidence that I could build something of my own. When I was given the initial goats, I started with care and guidance. Over time, the herd has grown, and today I own more than eight goats.

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Goat rearing has changed my life. I now earn regularly, my family's financial situation has improved, and I feel respected in the village. Most importantly, this livelihood has not only supported my household but has also created work for someone else in the community.

" –Nagaraju, Ankanathpura Tribal Hamlet

5.2. Effectiveness

Market-aligned curriculum and sustained demand across trades: The SVYM–Titan curriculum demonstrated strong alignment with rural and urban labour market requirements. Vocational trades such as electrical repair, mobile servicing, welding, and two-wheeler mechanics responded to constant village-level service demand, while GDA and PTYB roles addressed consistent workforce needs in Mysuru and Bengaluru hospitals. Agricultural modules integrated scientific dairy, sericulture, fisheries, fodder systems, and goat rearing, where incremental improvements generate significant income gains. Motivation patterns confirm this relevance: 74% of vocational trainees joined to secure stable employment and 68% cited learning a new skill as their primary motivation, while agriculture alumni reported joining primarily to increase productivity (72%) and improve income stability (64%). Employer feedback further validated job readiness, with technical skills rated at 4.14 and practical skills at 4.29 on a 5-point scale, indicating strong practical competence and work relevance.

Trainer effectiveness, pedagogy, and learner support: Trainer quality played a critical role in learning outcomes. Trainers combined demonstrations, hands-on practice, exposure visits, and personalised coaching, enabling strong comprehension across diverse learner profiles. Trainees consistently rated teaching quality as high, citing clarity and practical orientation, while trainer competence and contextual understanding supported both technical proficiency and soft-skill readiness. Programme delivery was reinforced by strong learner perception

data—88% found training easy to understand and 91% rated trainer support as excellent or very good—reflecting effective pedagogy and consistent mentoring.

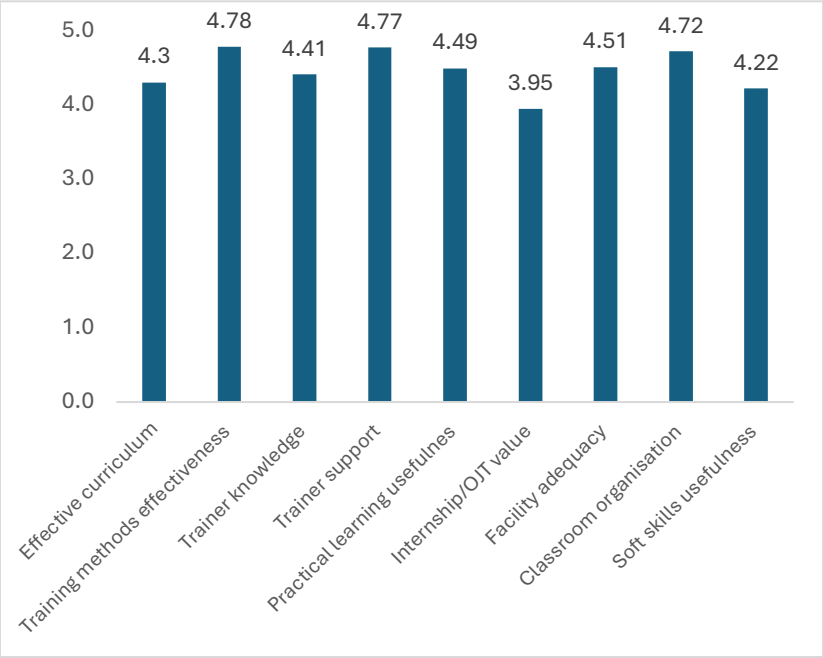
High completion, attendance, and certification outcomes: The programme achieved a high completion rate of 97.2% (805 trainees), with dropout limited to 2.8%. Attendance remained between 94% and 98%, supported by practical teaching methods, seasonal scheduling, and flexible training hours. Certification success remained consistently high across trades due to strong completion rates and demonstrated practical competence, and alignment with sector standards strengthened trainee credibility with employers, improving job readiness and placement potential. Employers also observed that high completion and attendance translated into stronger workplace discipline.

"The sessions were very useful and very convenient." – Chinnaswamy, Alumni trainee

"After seeing the biogas being used, I understood how it works every day. Now we use it for cooking and boiling water for bathing as well." – Sunita, Woman trainee

On-the-job training and exposure bridging classroom-to-workplace readiness: Exposure visits and on-the-job training effectively bridged classroom learning with real-world application. Dairy trainees practiced scientific feeding, shed hygiene, disease control, and silage preparation; sericulture trainees observed mulberry management, tray spacing, and hygiene protocols; and women trainees observed biogas units in active household use. Vocational alumni reported that OJT strengthened tool confidence, with 76% stating they became more comfortable handling tools after exposure. Healthcare trainees gained hands-on experience in patient care, communication, and sanitation. Employers reported that 86% of trainees adapted very well to the workplace, indicating effective transition support.

Figure 9: Training experience as stated by Alumni (weighted average[7]) (Source: Voc. Trg. Survey)

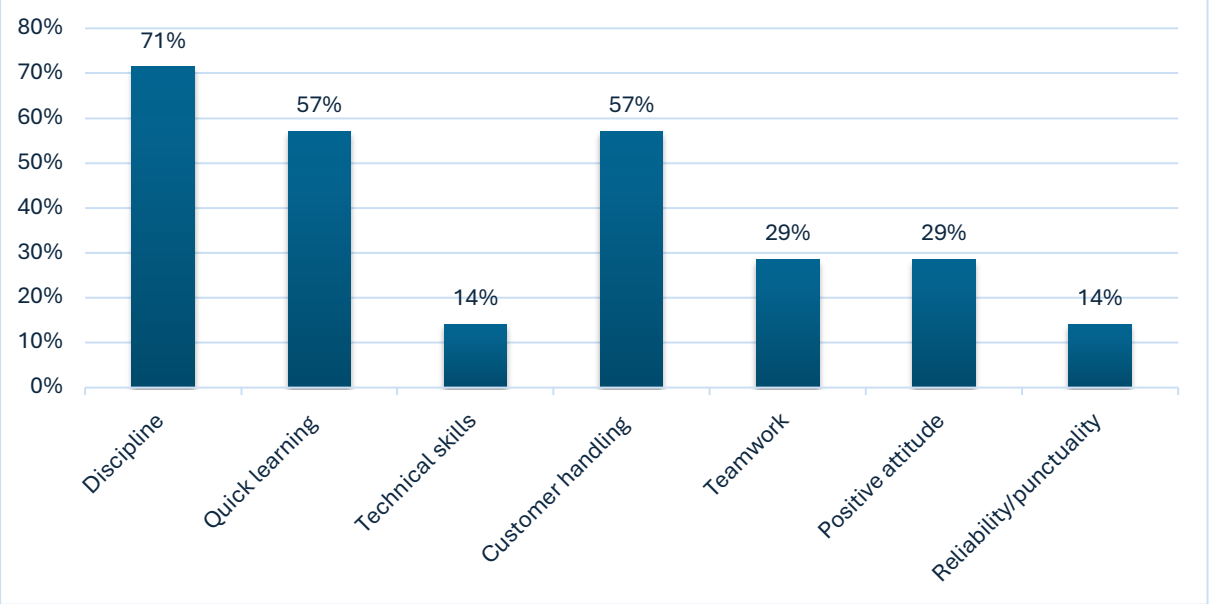


The weighted averages (on a score of 1 to 5) highlights parameters scoring above 3.95 and most above 4.40, the alumni's feedback confirms that SVYM delivers a high-quality vocational training experience. The training environment, teaching expertise, curriculum relevance, and overall support system collectively provide a strong foundation for youth skill development, employability, and career readiness. The consistently high ratings also validate the robustness of

[7] For each parameter, the weighted average (Wt. Avg) on a 1–5 scale was calculated using the standard weighted mean formula: **Wt. Avg = (1×n1 + 2×n2 + 3×n3 + 4×n4 + 5×n5) / N**

SVYM's training model and its alignment with learner expectations.

Figure 10: Strengths of SVYM trainees (Source: Employer Survey)



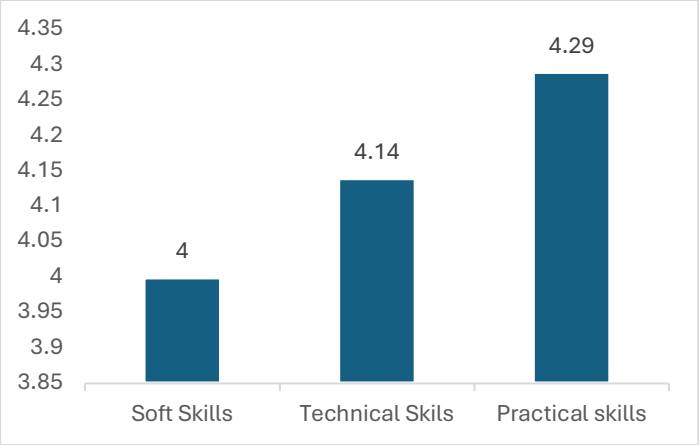
Only 14.29% of employers felt the need for additional technical guidance or hands-on practice, indicating that trainees generally enter with strong foundational skills and require only minor role-specific adjustments. Importantly, none reported a need for behavioural or soft-skill support, reaffirming that trainees already demonstrate good communication, discipline, and workplace conduct. Employers consistently highlighted several strengths that enhance workplace performance.

Discipline was the most prominent, noted by 71%, reflecting reliability, punctuality, and adherence to workplace norms. Quick learning ability (57%) showed that trainees adapt rapidly to new tasks and environments, a valuable trait in dynamic workplaces. Technical skills were also acknowledged by 57% of employers, confirming that SVYM's training equips youth with relevant, job-ready competencies. Additionally, teamwork and customer-handling skills (57%) demonstrate strong interpersonal abilities and professionalism.

Majority of the (71.43%) employers came to know about SVYM-trained youth through alumni referrals**,** showing strong word-of-mouth credibility.

Placement, self-employment, and employer-rated work readiness: An overall placement rate of 82% reflects strong employment outcomes, with trainees placed in hospitals, retail service centres, and workshops. Self-employment outcomes were also substantial: 42 of 50 electrical trainees and 38 of 45 mobile-repair trainees established their own enterprises. Placement speed indicates market pull, with 71% of placed trainees receiving their first job within one month of training completion. Employers consistently highlighted discipline (71%), quick learning ability (57%), and reliability, and expressed high satisfaction with trainee preparedness across technical and soft skills, reporting minimal need for additional onboarding support. *"I started with Rs.8,000 and now I earn Rs.12,000. I do my work confidently." – Vidya, GDA alumna*

Figure 11: Rating of Skills of SVYM candidates (weighted average) (Source: Employer Survey)



The weighted averages (on a score of 1 to 5) indicate consistently strong performance across all skill areas. Practical skills received the highest rating (4.29), showing strong hands-on competence. Technical skills were also rated highly (4.14), reflecting solid foundational knowledge. Soft skills scored 4.00, demonstrating good communication, discipline, and teamwork.

Adoption of scientific, climate-resilient agriculture practices and productivity gains: Agricultural training emphasised SNF and fat improvement, fodder systems, disease prevention, mulberry management, and climate-resilient practices. Adoption and continuation were strong: 86% of farmers adopted at least three scientific practices and 74% continued them for more than six months. Outcomes also reflected reduced risk: 81% observed reduced disease incidence and 67% reported improved fodder utilisation, supported by learning on silage preparation and disease control. Reported gains included milk increases from 6 to 30 litres per day and sericulture earnings reaching Rs.80,000–Rs.90,000 per cycle.

"I learned how to increase milk production and am able to manage cattle diseases properly." –Mahadevamma, Dairy farmer.

Dairy and sericulture alumni also cited improved product volume and quality, with feeding and fodder system changes translating into better yields and income stability.

"Milk production increased after I changed the feeding method taught during training." –Ragu, Dairy farmer

Women and tribal inclusion translating into livelihood outcomes: Women constituted 43% of all working trainees, despite representing 29% of agricultural enrolments, reflecting strong labour-force entry and outcome conversion. In vocational courses, 61% of women reported increased confidence in interacting with customers or employers, and women's engagement in goat rearing and dairy enabled earnings while managing household responsibilities. Among Scheduled Tribe households (30% of trainees), income gains and enterprise creation were significant. These shifts were reinforced through enterprise behaviour and household decision-making changes, with 63% of women reporting contribution to household economic decision-making and increased participation in SHG and production meetings.

"My wife drives the tractor and confidently handles paneer-making activities also." – Ravi, Farmer

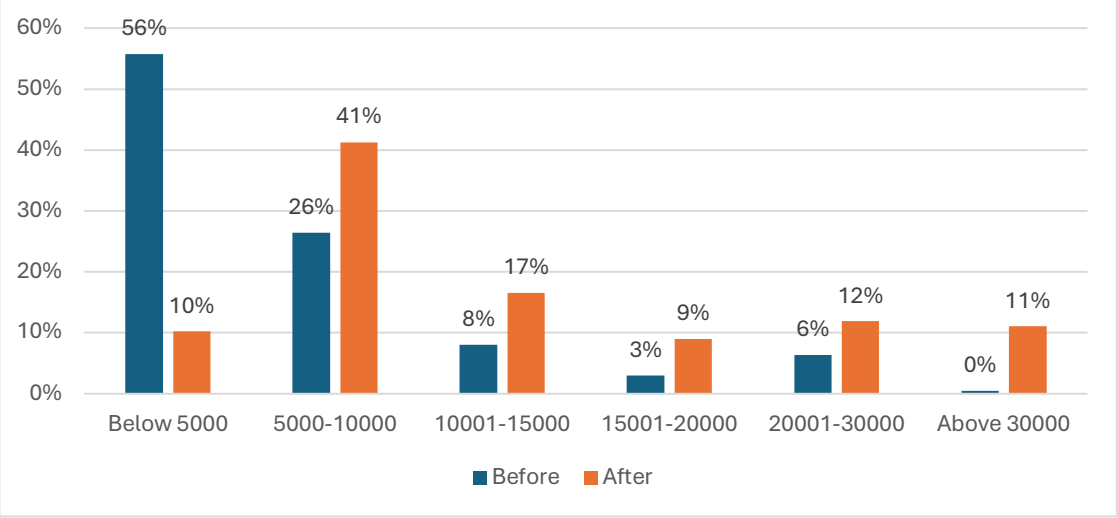
Income mobility, confidence gains, and improved employability behaviours: Income mobility was evident across cohorts. Prior to training, 43% of trainees earned below Rs.5,000 per month; post-training, 41% earned between Rs.5,001 and Rs.10,000, and 22% earned above Rs.15,000. Vocational alumni reported improved customer-facing confidence (69%) and increased financial independence (73%). Pre–post employability shifts were also visible in customer handling, communication, digital payments, and problem-solving, with 78% reporting greater confidence interacting with customers. Employers validated these outcomes through soft-skill

Papananda, a sericulture farmer from Gopalapuram with 15 years of experience, says SVYM's training helped him shift from traditional rearing to a more scientific, hygienic system. Earlier, his worms were reared in a closed shed with poor ventilation, leading to excess heat and moisture—especially during rains—and frequent health issues in the worms. After the training, he began applying stage-wise practices across silkworm growth, including correct leaf selection, sanitation and disinfection, lime powder application, tray spacing, moisture control, and soil testing to improve mulberry nutrition. "Before training, we were doing everything blindly. Now we do it scientifically," he explains.

He and his family have moved to a more open rearing house with nets and windows, improving airflow and ease of cleaning, while still allowing protection during rain. He notes that his wife plays the lead role in day-to-day operations—cleaning, rack preparation, and maintaining the process. He reports a clear income improvement: earlier, the family earned about Rs.50,000–60,000 per crop; after adopting the new method, they earn around Rs.80,000–90,000 depending on season. With nearly eight crops a year, he says annual income can reach about Rs.6 lakhs in good cycles. In the last cycle, they produced 88 kg of cocoons and sold them at Rs.617 per kg in the Mysore market, with prices sometimes rising to Rs.680–750 based on quality. Alongside sericulture, they also practice vegetable cultivation, intercropping, poultry, and drip irrigation for water savings, but he emphasises that sericulture remains their most consistent monthly income source.

ratings averaging 4.0 and positive assessments of workplace behaviour, indicating that confidence gains translated into real workplace readiness and sustained earning potential.

Figure 12: Income levels of Agri trainees before and after training (Source: Agri. Trg. Alumni Survey)



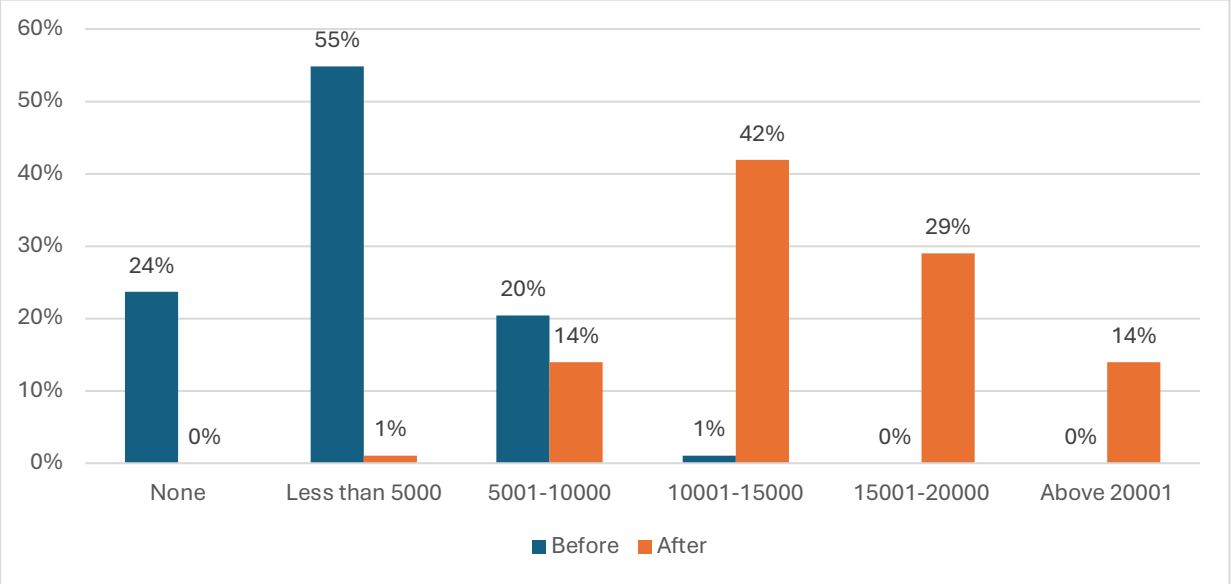
Data shows upward income shift after agri training (n = 235). The proportion earning below Rs.5,000 reduced from 56% to 10%, while the Rs.5,000–Rs.10,000 band increased from 26% to 41%, becoming the largest segment. Higher-income brackets expanded across the board: Rs.10,001–Rs.15,000 rose from 8% to 17%, Rs.15,001–Rs.20,000 from 3% to 9%, Rs.20,001–Rs.30,000 from 6% to 12%, and above Rs.30,000 from 0% to 11%.

Livelihood diversification and risk reduction through multiple income sources: Improved disease management and shed hygiene reduced livestock and silkworm mortality, while households diversified income by combining

dairy, goat rearing, sericulture, and vocational trades—strengthening resilience and smoothing seasonal income fluctuations.

"I engage in electrical work along with sericulture. Together both help my household a lot." –Papegowda, trainee, Mullur

Figure 13: Income levels before and after vocational training (Source: Voc. Trg. Alumni Survey)



The income data for alumni (n=93 consulted for the study) who completed vocational training illustrates a powerful socioeconomic impact, with the training directly contributing to higher employability and substantial income generation among alumni. The comparison of income levels before and after participation in the vocational training programme shows a substantial improvement in the earning capacity of beneficiaries.

Before the training, a majority of respondents were concentrated in the lower income brackets. About 24% of the beneficiaries reported having no income, while the largest share, 55%, earned less than Rs.5,000 per month. Another 20% earned between Rs.5,001 and Rs.10,000, and only 1% reported an income between Rs.10,001 and Rs.15,000. No respondents were found in income brackets above Rs.15,000 prior to the intervention. This distribution indicates that most participants entered the programme with very limited or unstable income sources.

After completing the vocational training, the income distribution shifted significantly towards higher earning categories. No respondents remained without income, and only 1% continued to earn below Rs.5,000. The proportion earning Rs.5,001–Rs.10,000 increased to 14%, while the largest group, 42% of beneficiaries, reported earning between Rs.10,001 and Rs.15,000 per month. Furthermore, 29% moved into the Rs.15,001–Rs.20,000 bracket, and 14% reported incomes above Rs.20,001, categories that had no representation before the training.

Biogas adoption reducing firewood dependence and improving indoor air quality: Biogas adoption reduced reliance on firewood and kerosene, improving indoor air quality and kitchen hygiene. Agriculture alumni survey results show that 91% of biogas users experienced significant smoke reduction.

"This is the first time I am using a gas stove. It is very convenient and there is no smoke." –Shoba, Biogas user

Prashant (24) comes from a farming family and has been practising sericulture for the last two years after attending SVYM's training. While he continues to prepare for competitive exams with the ambition of becoming an IPS officer, he manages farming alongside his studies because it supports his household and builds his confidence.

This season, he earned around 20 kg of cocoons, compared to about 49–50 kg earlier, and he typically earns around Rs.650 per kg. He says the training strengthened his technical understanding—particularly pruning, managing multiple branches, maintaining leaf quality, and keeping racks clean—helping improve crop quality and enabling him to predict output more accurately.

His family, he notes, is pleased that he has taken up sericulture because it is a 21-day crop with relatively lower costs and quicker returns, unlike their earlier dependence on a single crop. He has also completed the Electrical and Home Appliances course and does electrical repair work part-time, earning about Rs.1,000 per motor repair depending on the season. "I feel proud that I can manage studies, farm work, and technical skills together," he says, adding that even if he clears the civil services exam, the system he has built will continue to benefit his family.

Revolving fund enabled enterprise start-up, rapid revenue, and repayment discipline: Revolving fund support enabled 105 youth to establish or expand electrical shops, motor-winding units, dairy upgrades, and sericulture enterprises. Alumni feedback indicates timely capital infusion supported immediate asset purchase and business start-up. Survey data also suggests efficient utilisation, with 72% of supported enterprises generating revenue within the first month, indicating rapid conversion of finance into income. SHG-linked repayment behaviour reflected strong financial discipline despite initial pressure.

"The revolving fund came at the right time—we purchased the tools immediately and could start work without delay." – Nagaraju, Electrical trainee
"We repaid everything. It was difficult in the beginning, but we made sure every instalment was paid." – Penjali Hadi, SHG member

Shantala began using a Sistema Bio biogas unit through the SVYM–Titan programme and says it has replaced LPG entirely in her household. Earlier, her family depended on cylinders that lasted about a month, and she found the smoke, heat, and frequent refills difficult. Since the biogas plant became functional, they have not used their LPG cylinder for the past eight to nine months.

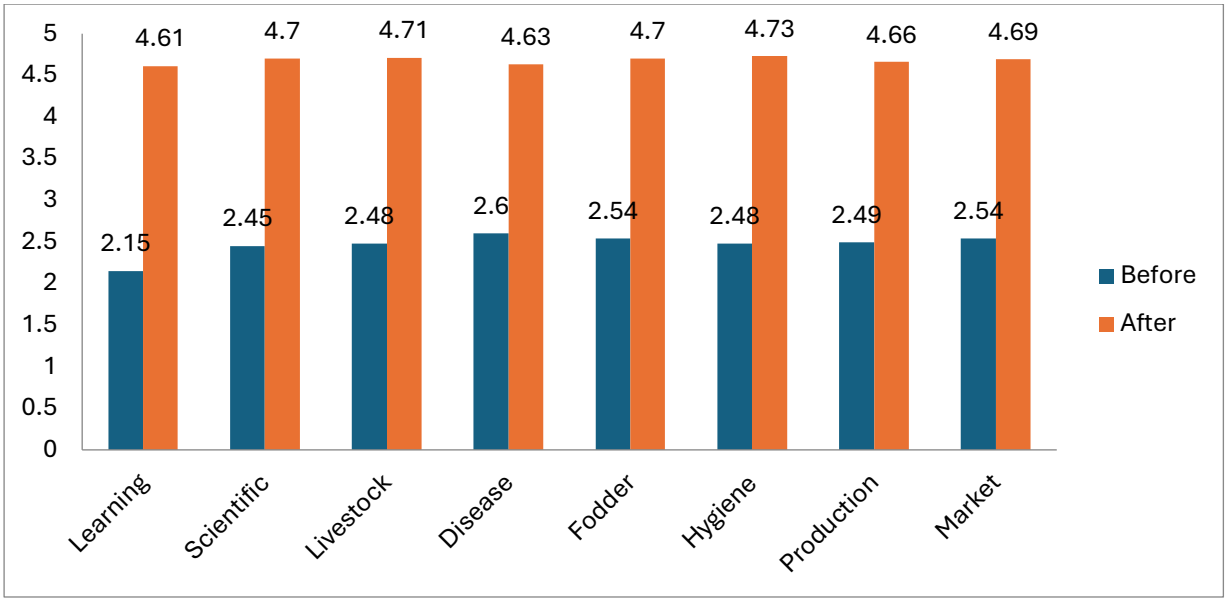
With a family of six, she says biogas now meets all daily fuel needs—cooking, boiling water, heating bath water, and even washing-related tasks. She describes the flame as steady and the cooking experience as quicker and easier than LPG. She also reports a clear health improvement: "Earlier, I used to get frequent headaches and throat irritation and had to take tablets. After shifting to biogas, I feel healthier and I no longer need those tablets."

For Shantala, the shift has reduced expenses and removed the constant worry of cylinder purchases. She says the kitchen is cleaner, her work is easier, and daily life feels more comfortable because the fuel is clean, affordable, and always available.

Progression pathways through higher education, skilling, and aspirational mobility: Alumni survey data indicates that 14% of trainees pursued higher education or advanced courses (ITI, paramedical training, advanced dairy modules) after programme completion, demonstrating continued skilling orientation. While local employment was prioritised, a small number of youth pursued opportunities in Mysuru or Bengaluru to increase earnings, described in alumni feedback as aspirational rather than distress migration.

"We can earn more in Mysore, so we want to try working there." – Youth trainee

Figure 14: Before vs After knowledge of farmers Average Scores (weighted average) (Source: Agri Alumni Survey)

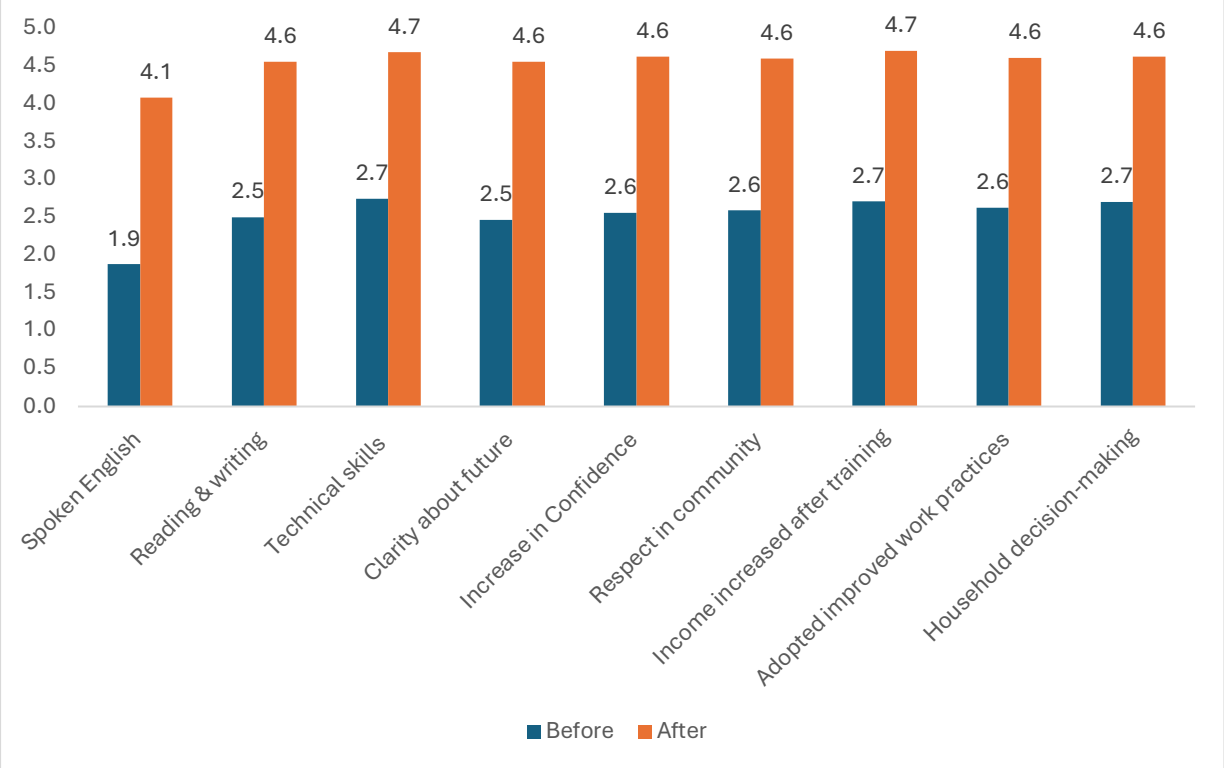


The weighted averages (on a score of 1 to 5) shows transformational learning in the before–after rating data. Before training, participants largely rated themselves between 2 and 3 on a 5-point scale across indicators such as scientific farming knowledge, livestock management skills, disease identification, feed and fodder preparation, hygiene, production enhancement, and market understanding.

After training, more than 75% rated themselves at 5 (excellent) in every category, with overall averages increasing from about 2.4 to 4.7. This represents a major improvement in confidence, technical ability, and understanding of scientific methods.

Income-related feedback also shows strong upward mobility. Prior to training, over 55% of participants earned below Rs.5,000 per month, and 12% had no income at all. After training, income distribution shifted significantly: the proportion earning less than Rs.5,000 reduced to 8.5%, while the number earning between Rs.5,000 and Rs.15,000 increased sharply. A new income band emerged as trainees moved into the Rs.20,000–Rs.40,000 range, and several farmers now earn above Rs.1,00,000 per month, especially those who expanded dairy and sericulture operations using scientific methods.

Figure 15: Ratings on learning outcomes (weighted average) (Source: Voc. Trg. Alumni Survey)



The weighted averages (on a score of 1 to 5) show strong gains across all areas, with post-training scores clustering between 4.1 and 4.7. The largest improvements are in spoken English), reading & writing and clarity about the future Core outcomes also strengthened sharply: technical skills and income increase after training. Empowerment and behaviour-change indicators improved consistently, including confidence, respect in family/community, adoption of improved work practices and greater participation in household decision-making.

Access to government schemes and MUDRA enabling enterprise scaling: Several trainees accessed MUDRA loans and other government schemes for enterprise development, supported by programme staff through documentation, application, and follow-up, strengthening enterprise viability and supporting longer-term scaling beyond programme resources.

5.3. Efficiency

Achievement of enrolment targets through cost-efficient mobilisation: The programme met and, in several trades, exceeded planned enrolment targets due to efficient, low-cost community mobilisation strategies rather than paid advertising or intermediaries. Agriculture alumni data shows that 97.89% of trainees first learned about SVYM through community mobilisers, demonstrating high outreach efficiency in remote hamlets and hard-to-reach communities. Mobilisation translated directly into conversion: 82% of vocational alumni reported enrolling because mobilisation made the training appear trustworthy and accessible, and 71% indicated they would not have enrolled without direct encouragement. Enrolment also aligned closely with expressed demand, with 55% opting for dairy, 13% for sericulture, and 19% for fisheries, indicating efficient matching of outreach to livelihood interests.

"They came home and explained everything clearly—only then I joined." –Udya, Young woman trainee

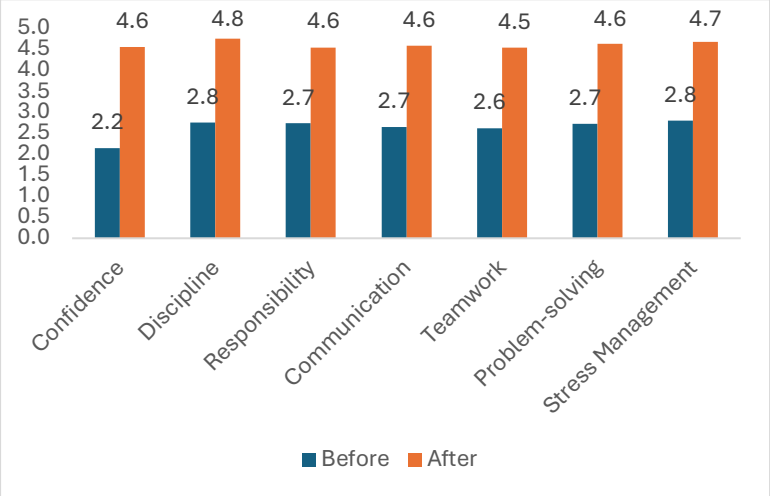
Timely completion, high attendance, and efficient use of training time: All vocational, agricultural, and healthcare courses were completed within planned timelines, with trainers synchronising delivery to seasonal workloads, festivals, and school examination schedules. With a dropout rate of only 3% and attendance consistently between 94% and 98%, the programme demonstrated strong efficiency in the utilisation of trainer time, learning infrastructure, and participant effort. Vocational alumni feedback indicates that delivery methods also reduced repetition and rework—91% found sessions easy to follow and 88% reported that practical demonstrations improved understanding—supporting smooth course progression and timely transition to employment or enterprise.

"I completed the full course on time, and now I am running my own shop." – Ammeen, Electrical trainee

Optimal use of local infrastructure, facilities, and equipment for hands-on learning: The programme avoided capital-intensive investments by using existing dairy sheds, mulberry plots, agricultural fields, homes, VRLC classrooms, garages, and village spaces as training sites. This approach delivered practical, real-life learning while keeping costs low and enabling immediate on-farm application. Agriculture alumni feedback indicates that 79% implemented new techniques using existing resources, reflecting efficient design that did not depend on new infrastructure creation. Trainees also confirmed adequate access to tools and machinery for practice, indicating readiness of space, equipment, and technology across trades.

"We stored our silage in 1,000-kg bags and managed everything within our own farm without building anything new." – Santosh, Farmer
"All tools and machines were available—we practiced everything properly." –Prashant, Trainee

Figure 16: Ratings on Life skills learnt (weighted average) (Source: Voc. Trg. Alumni Survey)



The weighted average ratings (o a score of 1 to 5) show a strong before–after shift across all life-skill domains, indicating substantial gains in workplace readiness and socio-emotional competence. The post-training scores cluster tightly between 4.5 and 4.8, showing that the programme did not deliver isolated improvements but built a broad, balanced life-skills profile aligned with sustained employability and responsible participation in work and family life.

Table 18: Change in production after Agri training (Source: SVYM)

Indicator	Before Intervention	After Intervention
Milk yield (litres/day)	5 to 10 litres /day	10 to 20 litres/day
Egg production (per month)	25 Egg	40 Egg
Fish yield (kg per cycle)	40 kg	60kg
Livestock mortality rate	2%	< 2%
Shed quality improvements (%)	30%	70%
Adoption of improved feeding (%)	40%	60%

Post-training, productivity indicators increased sharply in percentage terms. The indicators used were: adopting modern systems in dairy farming by renovating old cattle sheds, constructing new sheds, using cow mats, introducing milking machines, and adopting silage production systems for nutritious cattle feed.

Milk yield roughly doubled, shifting from 5–10 litres/day to 10–20 litres/day. Poultry egg output rose from 25 to 40 eggs/month, a 60% increase, while fisheries yield increased from 40 kg to 60 kg per cycle, a 50% increase.

Risk reduction and asset upgrading also strengthened. Livestock mortality declined from 2% to below 2%. Shed quality upgrades improved from 30% to 70%—a 40 percentage-point gain (about 133% higher than baseline). Adoption of improved feeding practices rose from 40% to 60%—a 20 percentage-point gain (a 50% increase).

Operational efficiency and sustained utilisation of biogas assets: Programme monitoring records indicate that nearly all 300 installed biogas units remain functional, with households using them regularly for 5 to 11 months each year. Women independently manage feeding, cleaning, and minor troubleshooting, reflecting low maintenance requirements and strong operational continuity. Agriculture alumni survey findings show that 91% of biogas users experienced significant reduction in smoke-related discomfort, demonstrating sustained daily utility and efficient asset utilisation over time.

Efficient human resource deployment through local trainers and balanced batch sizes: Appointing local trainers reduced travel and accommodation costs, increased trainer availability, and ensured culturally appropriate instruction. This efficiency was reinforced by practical learning outcomes: employer feedback noted strong

practical grounding among trainees (57%). Maintaining trainer–trainee ratios of approximately 1:15 for technical courses and 1:25 for soft skills enabled adequate individual attention without excessive staffing. Vocational alumni survey data shows that 76% felt they had adequate time to practise skills, and trainees reported that smaller cohort sizes improved peer learning and reduced repetition in instruction.

"There were only seven or eight of us in our batch, so we could all learn properly and help each other." – Chinnaswamy, Trainee

Rapid revolving fund utilisation and efficient enterprise initiation: Revolving fund support was disbursed without delays, enabling immediate enterprise start-up and expansion. Beneficiaries used funds for tools, livestock improvement, and sericulture expansion, and entrepreneurial alumni data indicates that 84% utilised the fund within two weeks of receipt—reflecting efficient conversion of financial support into productive assets.

"With the Rs.50,000 support, he bought all tools and started his electrical shop." – SVYM Field coordinator

Low-cost OJT and placement facilitation through local networks and bundled exposure planning: Exposure visits were planned to cover multiple demonstration sites in a single trip—biogas units, dairy sheds, fodder systems, mulberry gardens, and sericulture units—reducing logistical costs while strengthening adoption readiness. Placements were facilitated through WhatsApp groups, alumni networks, and employer relationships rather than high-cost job fairs, keeping transaction costs low while maintaining placement momentum. Agriculture alumni feedback indicates that exposure visits made scientific practices easier to adopt independently, reinforcing efficiency in learning transfer.

Cost-efficient monitoring through VRLC field visits and follow-ups: VRLC implemented lean monitoring through around five structured field visits per year complemented by periodic phone follow-ups. Trainers monitored hygiene, feeding practices, cocoon quality, and biogas operations, providing corrective guidance without heavy administrative overhead. This mechanism maintained quality assurance while containing monitoring costs.

"We showed them what needed improvement and now they follow the methods correctly." – SVYM Trainer

5.4. Sustainability

Sustained employment, self-employment, and post-training income continuity: Sustained income generation beyond course completion indicates strong livelihood continuity. Alumni survey data confirms that 675 trainees, including 43% women, continue in employment or self-employment across electrical repair, mobile servicing, dairy, sericulture, fisheries, welding, and GDA roles. Vocational alumni findings show that 78% reported stable or increased income six months after training, while agriculture alumni reported continued improvements in milk yield, cocoon quality, and livestock health—suggesting that many transitioned into income-generating activity with minimal lag.

"I completed the course and opened my shop and now people keep coming every day." – Ammeen, Electrical trainee

Alumni networks and peer-led knowledge systems reducing dependence on trainers: Alumni networks operating through WhatsApp groups, village meetings, and informal mentoring have emerged as durable sustainability mechanisms. Alumni routinely share job openings, customer leads, cocoon rates, market prices, disease control tips, and technical troubleshooting advice. Agriculture alumni data indicates that 84% participate in at least one alumni network, reflecting strong peer learning structures that reduce ongoing dependence on trainers and reinforce continuous knowledge exchange.

"In our WhatsApp group, we share the silkworm rates every day." – Papegowda, Sericulture farmer

Women's enterprise continuity, reinvestment, and collective decision-making: Women-led enterprises demonstrate continuity due to alignment with household routines and relatively low capital requirements. Alumni findings indicate that 71% of women entrepreneurs reinvest profits into livestock, children's education, and home improvements. This reinvestment behaviour—combined with recurring savings from improved household energy access and farm-based income streams—signals durable enterprise management and strengthening household-level economic stability.

Market linkages, supplier relationships, and income stability mechanisms: Sustained backward and forward linkages support long-term viability. Dairy farmers supply milk to cooperatives, sericulture farmers align rearing cycles with Mysuru markets, electrical shops meet consistent village demand, and food-processing enterprises report monthly revenues of Rs.50,000–Rs.60,000. Alumni frequently referenced improved production planning and market understanding as enabling factors for continuity and stability. *"I learned how to plan production and manage the market better." – Kumar, Dairy farmer*

Table 19: Savings reported village wise (Source: SVYM)

S. No.	Village Name	Annual Savings (Rs.)
1	Jompanahalli	3,26,040
2	Chakkuru	2,42,820
3	K. Yadthore	1,74,420

At the village level, the financial impact is substantial. Jompanahalli records the highest annual savings of Rs.3,26,040, followed by Chakkuru with Rs.2,42,820, and K. Yadthore with Rs.1,74,420. Even smaller villages with single or few units generate measurable savings. Collectively, the programme results in a total annual saving of Rs.13,78,260 across all villages.

Beyond financial gains, the adoption of gobar gas reduces dependency on firewood, improves indoor air quality, and decreases the drudgery faced by women in fuel collection and cooking. Overall, the data shows that renewable energy support not only delivers strong economic benefits but also enhances household wellbeing and environmental sustainability.

P. D. Nayak joined SVYM in 1999 as a WASH field facilitator and, in 2017, helped Dr. Dennis convert the old Kenchanahalli hospital into a livelihood centre. The centre started with two borrowed tailoring machines. "On the first day, only three candidates came, but we still did the pooja and started," he recalls.

With Titan's support in 2021, they launched fashion designing and gradually added beauty culture, spoken English, agriculture, plumbing, mobile repair, electrician and home appliances. The residential spoken English course has completed 19 batches and reports around 95% placement.

He says placement—especially for girls—was the hardest part initially, so the team visited companies, verified hostels and safety, and built employer trust. Alumni testimonials helped shift parent attitudes: "I studied here… now I am independent." The centre follows a contribution model, with trainees paying Rs.5,000 in instalments even for higher-cost courses.

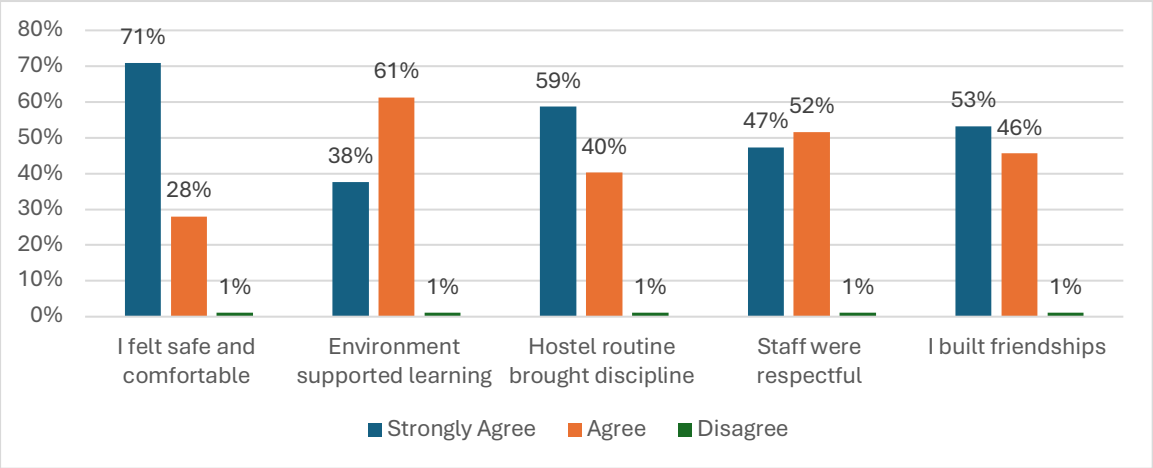
Reflecting on the journey, he says, "What began with three students and two machines has now become a model livelihood centre for Karnataka," and adds, "I feel proud that we built all of this from scratch—with hard work, honesty and dedication."

Long-term functionality and user-managed maintenance of biogas units: Programme monitoring data confirms that nearly all 300 installed biogas units remain functional, with households independently managing feeding, cleaning, and basic troubleshooting. Agriculture alumni findings show that 91% continue using biogas for cooking for 5–11 months annually, indicating sustained utility beyond one year and low maintenance dependence.

Institutional sustainability of SVYM and likelihood of continuity beyond CSR: SVYM has strengthened institutional capacity across mobilisation, curriculum delivery, trainer onboarding, field demonstrations, and monitoring systems, reinforced by long-standing community trust and consistent trainee satisfaction with trainer quality and support mechanisms. Evidence indicates readiness for continuity even without external funding: communities have internalised scientific dairy routines, shed maintenance, mulberry management, and biogas operations; 68% of alumni reported confidence to continue without external support, and 72% reported informally training neighbours. The availability of local trainers and decentralised mobilisation structures further reinforces continuity.

Demonstration effects, replication, and scalability across geographies: The modular, demand-driven, and low-cost design supports replication across contexts. Scientific dairy, silage preparation, SNF improvement, mulberry spacing, fodder management, and biogas adoption have already spread to neighbouring villages through demonstration effects and peer learning. Improved sheds, fodder systems, mulberry gardens, and biogas units function as informal demonstration sites, enabling community-led diffusion of practices. *"People come to see our shed and how we prepare silage—they also want to start now." –Santosh, Dairy farmer*

Figure 17: Residential training Experience (Source: Voc. Trg. Alumni Survey)



The residential experience at SVYM functions as a strong enabling factor for vocational training outcomes, providing a safe, supportive, and structured environment that promotes both learning and personal growth. Alumni feedback reflects high levels of comfort and emotional security, meaningful peer relationships, and a clear improvement in discipline, routine, and self-management. Respectful staff behaviour further reinforced a positive atmosphere conducive to learning.

Behaviour change and sustained practice adoption embedded in daily routines: Sustainability is reflected in household-level behavioural shifts, with farmers integrating structured feeding, hygiene protocols, disease control, mulberry spacing, and regular biogas use into daily routines. Agriculture alumni findings show that 86% consistently follow at least three improved practices, indicating durable behaviour change. Dairy and sericulture households continue practices such as silage-making, SNF enhancement, fodder preparation, and proper tray spacing, reinforcing long-term productivity and risk reduction. *"Every day we follow the feeding methods taught and our milk production has increased and cows are healthier." – Srinivasa, Dairy farmer*

Diversified income portfolios increasing resilience: Households increasingly combine multiple income streams such as dairy with sericulture, dairy with goat rearing, or electrical services alongside farming strengthening resilience against seasonal shocks and market volatility and improving livelihood stability over time.

Financial sustainability through revolving fund and SHG repayment discipline: Financial mechanisms underpin continuity. SHGs maintain high repayment discipline, and revolving fund–supported enterprises continue operating beyond one year. Alumni entrepreneurial survey data indicates that 81% of revolving fund–supported enterprises remain operational, enabling capital recycling and ongoing support for enterprise continuity. Alumni also increasingly act as local resource persons—troubleshooting electrical issues, advising on market prices, supporting disease identification, and encouraging new enrolments—with 63% reporting that they have assisted at least one neighbour or trainee, reinforcing a peer-led sustainability model that lowers future training and support costs.

Santosh manages his family's dairy farm and says SVYM's training helped him shift from traditional rearing to scientific dairy management. An ITI graduate who earlier worked as a fitter, he returned home when his father fell ill and his mother was alone, and gradually realised dairy could become a stable livelihood if managed well. "After attending SVYM's training, I understood the scientific method of dairy management," he says, adding that his income and confidence have grown significantly since then.

Today, the family maintains about 30 cows and uses a fodder cutter machine. Santosh notes that theirs is among the highest milk-producing farms in the village, producing over 100 litres on some days—something he says was unimaginable earlier. He credits improved feeding routines, hygiene practices, breed selection, and structured morning-evening care for the increase.

A key change has been silage adoption. "Silage is like gold for us," he says. He prepares silage using maize and super napier, mixed with buttermilk and jaggery, and stored in airtight 1000 kg bags. He reports that it improves cow health and milk output and remains usable for months; from 16 tons stored, they consumed 12 tons in four months. This reduced fodder purchases and occasionally allows him to sell surplus.

Santosh says the training enabled him to use modern methods with confidence and that he plans to expand further and attend more SVYM trainings. "Today, my farm runs smoothly, my cows are healthy, and we get good income from milk and fodder savings," he adds.

Leveraging government schemes for scale and institutional embedding: Sustainability prospects are strengthened through alignment with government schemes such as MUDRA, dairy development programmes, and renewable energy subsidies. The model also has scope to integrate with PM Vishwakarma Yojana, NULM, NRETP, and state livelihood missions to expand financing access, certification pathways, and market linkages, supporting scale-up and longer-term institutional embedding.

5.5. Social Impact

Reduction in seasonal migration and improved family stability: The programme contributed to a measurable reduction in seasonal migration among households previously dependent on sugarcane cutting, construction labour, and plantation work. Improved dairy income, strengthened sericulture cycles, and village-level service enterprises enabled families to earn consistently within their own communities. Vocational alumni data indicates that 74% of trained youth now work within or near their villages, while agriculture alumni reported that improved productivity allows them to remain home year-round. This shift strengthened family cohesion and contributed to improved school attendance among children.

"I am able to earn in the village itself now—there is no need to migrate for work." – Gangadhar, Dairy trainee

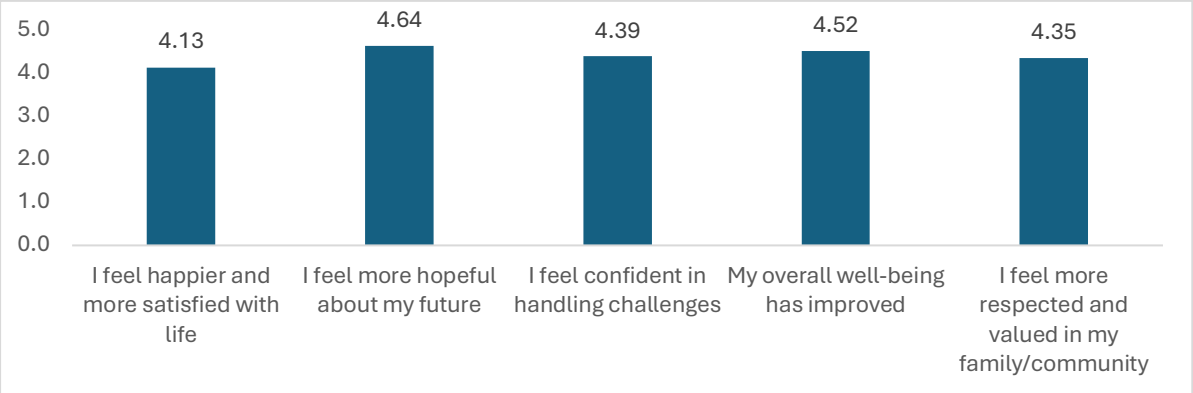
Sustained household incomes through productivity gains and livelihood diversification: Income stability improved through increased productivity and diversified livelihood portfolios. Dairy farmers reported milk yield increases from 6 litres to as high as 30 litres per day; sericulture households reported earnings of Rs.80,000–Rs.90,000 per cycle; and youth trained in electrical, mobile repair, welding, and GDA roles reported regular monthly earnings. Vocational alumni survey findings indicate that 78% experienced steady or increased income post-training, signalling sustained livelihood continuity beyond course completion.

"My life changed after the training—now I have skills, confidence, and steady income." – Ananda, Electrical trainee

Improved youth confidence, respect, and labour-market attachment: Youth from SC, ST, and OBC households shifted from irregular wage labour to more predictable income streams. Vocational alumni surveys show that 69% reported increased self-confidence and 73% felt more respected at home and work following training. Employer feedback corroborated these behavioural outcomes, highlighting discipline, reliability, and adaptability—indicating that soft-skill gains translated into workplace acceptance and sustained participation in the labour market.

Inclusive communities and strengthened social cohesion through collective learning: Group-based training, SHG participation, exposure visits, and peer demonstrations fostered cooperation across caste and gender lines. Joint learning in dairy, sericulture, and biogas activities strengthened mutual support, and alumni survey data indicates that 68% reported feeling closer to neighbours through shared livelihood activities. These shifts suggest reduced social barriers and stronger community cohesion anchored in shared economic activity.

Figure 18: Happiness Index of Alumni (weighted average) (Source: Voc. Trg. Alumni Survey)



The Happiness Index (on a score of 1 to 5) reflects a strong improvement in the emotional and psychological well-being of alumni following their training at SVYM. Weighted averages across all indicators range from 4.13 to 4.64, indicating consistently high levels of post-training satisfaction. Trainees reported feeling significantly more hopeful about their future (4.64), with noticeable improvements in overall well-being (4.52) and confidence in handling challenges (4.39). Many also felt more respected and valued within their families and communities (4.35), and expressed increased happiness and life satisfaction (4.13). These results clearly demonstrate that SVYM's vocational training extends beyond skill development and income gains to create meaningful psychosocial empowerment, fostering resilience, optimism, and a positive outlook on life among the youth it serves.

Women's empowerment and increased role in household decision-making: Women assumed a more active role in decisions related to livestock care, fodder preparation, enterprise investments, and children's education. Alumni survey data indicates that 63% of women reported greater confidence in participating in financial and household decisions. Women's operational control over dairy hygiene, goat management, and biogas use also expanded their influence in longer-term household planning of dairy management. Trainer observations reinforce visible shifts in participation and confidence during group learning and exposure visits.

"The women participated very confidently during the exposure visit." – SVYM Trainer

Environmental sustainability through reduced firewood use, smoke exposure, and pressure on forests: The installation of 300 biogas units reduced household reliance on firewood and kerosene, lowering indoor smoke exposure and improving kitchen hygiene. Agriculture alumni data indicates that 91% of biogas users experienced reduced smoke-related discomfort, with women reporting improved respiratory comfort and reduced drudgery. Reduced fuelwood use also lowered pressure on nearby forest resources, contributing to environmental sustainability alongside household health gains.

Social equity through inclusion of marginalised groups and persons with disabilities: The programme achieved broad social reach, including 31% Scheduled Tribe, 21% Scheduled Caste, and 48% Other Backward Class households, alongside women, persons with disabilities, and minorities. Alumni surveys show that 81% of trainees from marginalised groups reported improved income and confidence. A documented case highlights livelihood inclusion of a person with disability running an independent enterprise, indicating equitable access to programme benefits beyond conventional labour pathways.

"Even though he has only one limb, he runs his electrical shop confidently after getting support." – Field worker

Boost in local economy through village-level enterprise growth and retained value: Increased dairy production, multiple sericulture cycles, new electrical and mobile repair shops, and food-processing enterprises stimulated local economic activity. Income increasingly circulated within villages rather than flowing out through migration. Farmers also reported reduced dependence on external fodder suppliers and technicians, retaining more value locally and strengthening village-level economic resilience.

Household and community self-reliance through skills, enterprises, and renewable energy: Households gained autonomy through scientific livestock practices, sericulture routines, renewable energy adoption, and enterprise management, reducing dependence on external technicians, fuel sources, and intermediaries. This self-reliance was visible both in day-to-day operations (e.g., livestock care, fodder cycles, biogas use) and in local service provision through vocational enterprises. *"This training made us independent—we can now do all the work ourselves." – Dairy trainee*

Table 20: Impact of Agriculture training (Source: FGD)

Monitoring Indicator	Nos.
% of farmers adopting new practices	86%
% increase in income (Rs./month)	3K to 5K (Average in all trades)
No. of livestock health improvements recorded	>250 numbers
No. of follow-up sessions conducted	5 times

The biogas intervention has resulted in significant household benefits:

- Fuel cost savings of Rs.350–500 per month
- 70–90% reduction in firewood dependency
- Consistent use of slurry for vegetable gardens and fodder plots
- Reduced respiratory discomfort for women
- Estimated emissions reduction of up to 2 tonnes CO_2 per household annually Trainees noted *"the smoke problem is gone; the kitchen feels clean now."*

Adoption of improved practices stands at an impressive 86%, indicating that the majority of farmers are applying the skills and techniques introduced during training. This high adoption rate strongly correlates with the

Shivashankara, a dairy farmer, says SVYM's training helped him adopt modern practices such as better feeding, milking techniques, vaccination schedules, and infection prevention. His wife, an SHG member, had purchased their current cow through a loan three years ago, and the women in the household actively support cattle care. After applying the training, milk yield increased and the family now supplies about 50 litres a day to Nandini Dairy at Rs.35 per litre, paid every 15 days, while keeping some milk for their joint family. "Earlier we were buying milk; now we have enough for the house and for selling," he says. He also values updates shared through SVYM and a 13-member WhatsApp group of local dairy farmers on camps and government schemes.

He notes ongoing constraints—three sheds are cramped for around ten cows, and he wants to add a shed but lacks funds. The cows are insured for Rs.50,000 each, with a premium of Rs.1,500 every three years. Having discontinued ITI studies due to family responsibilities, he relies mainly on dairy for stable income and hopes his children can pursue higher education. "Training is never enough; it always helps," he adds, and says he would join future trainings as well.

observed income rise of Rs.3,000 to Rs.5,000 per month, demonstrating tangible economic benefits across different livelihood trades.

Livestock health monitoring shows significant positive change, with more than 250 recorded improvements, reflecting better disease management, nutrition, shed management, and preventive care practices. Additionally, five follow-up sessions reinforce learning, encourage problem-solving, and create space for farmers to share challenges and receive guidance.

Dr Dennis Chauhan describes the livelihood centre as an extension of SVYM's evolution—from health into education, community participation and economic empowerment. In 2017, when the Kenchanahalli hospital became redundant after the nearby PHC was strengthened, SVYM closed the facility and assigned him and P. D. Nayak to convert it into a livelihood centre "with no funds, no equipment, and no prior experience," starting with just two donated tailoring machines.

He recalls a key moment with Titan's Mr Sridhar, who cautioned him when he said SVYM's investment was "zero." Dr Chauhan says he took it as a challenge and learned livelihoods through field observation, trial, failure and iteration. He emphasises that "confidence itself is a form of income," and sets a practical household goal of moving towards Rs.30,000 per month. He also stresses inclusion—referring to participants as "candidates," not beneficiaries—and focusing on youth, women, persons with disabilities and transgender persons.

Built around principles like "learn locally, earn locally" and self-sustaining communities, the centre has expanded from two machines to 22 trades. Titan began with a Rs.15 lakh pilot in 2021 and later scaled the partnership to several crores; the annual requirement across centres is now about Rs.7.5 crore. Dr Chauhan highlights the contribution model—Rs.200 even for a three-day agriculture training, and Rs.5,000 in instalments for higher-cost courses—supported by written repayment commitments after employment. He notes that mobilisation is the biggest hurdle, but outcomes are strong: "Our placement rate is 83–88%," and some alumni earn exceptionally well in seasonal trades. Reflecting on the journey, he says the centre has become a model visited by partners across India because of continuous fieldwork, trust-building and the belief that rural youth deserve the chance to "stand on their own feet."

Enhanced employability and workplace adaptation of trained youth: Technical competence, communication skills, hygiene practices, customer handling, and digital literacy strengthened employability. Employer survey data indicates that 85.71% of employers reported trainees adapted very well to workplace environments, reflecting strong readiness and minimal transition friction. Youth feedback similarly points to improved confidence and preparedness for work, reinforcing sustained employability outcomes.

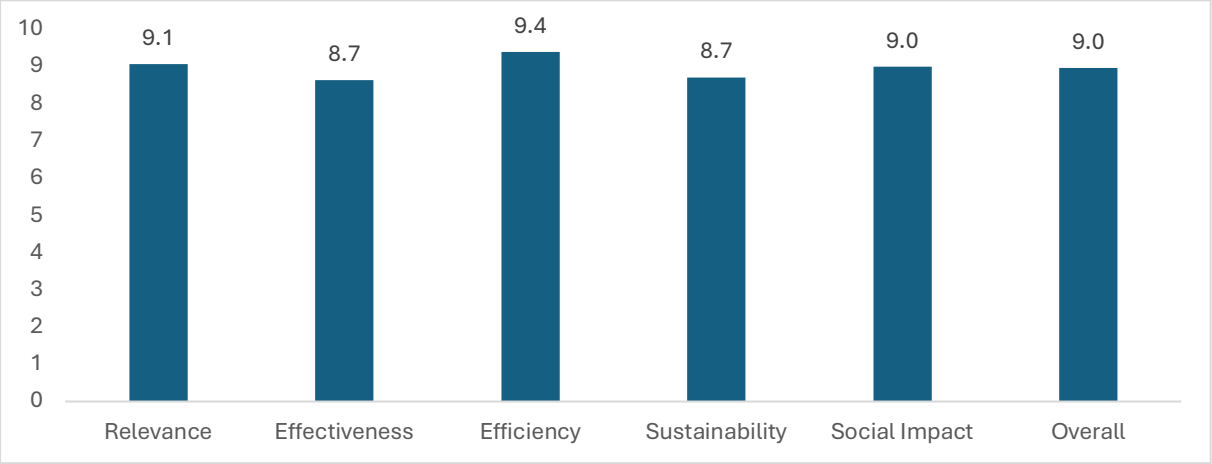
Table 21: REESS Ratings

Criterion	Indicators	Score
Relevance	Lack of awareness amongst communities on the employment opportunities available in local area	9
	Training courses designed based on local market demand and employability potential of beneficiaries	9
	Target beneficiaries belong to socially marginalised groups	9
	Skill domains aligned with Titan's CSR focus on employability and livelihood enhancement.	9
	Lack of employment opportunities within the local communities	9
	Women/Youth not exposed to entrepreneurial opportunities	9
	Curriculum designed based on potential of local communities	9
	Understanding women health challenges faced by communities	8
	Demographic reach – inclusion of SC/ST, minorities, PwDs, women	10

Criterion	Indicators	Score
	Renewable energy initiative addresses rural energy access and women's health challenges.	9
	Alignment with government skill ecosystems (NSDC/PMKVY etc.)	10
	Alignment of youth aspirations with industry demand	9
	Entrepreneurship programmes for women designed based on available local resources	9
Effectiveness	Effective curriculum integrating growing market demands	9
	Trainer quality and pedagogy assessment	9
	Completion of course by participants	9
	Certification and assessment systems	9
	OJT preparing for job readiness	9
	Placement rates for trainees	9
	Curriculum integrates scientific, climate-resilient, and sustainable farming practices.	9
	Participation of women farmers and tribal households	9
	Increase in income and self-confidence among youth post-training.	9
	Increase in farmers adopting improved animal-husbandry and farming practices.	8
	Reduced livestock mortality, and diversified income sources.	9
	Increase in production of agricultural products	8
	Reduction in firewood use and improved indoor air quality.	9
	Women entrepreneurs reporting profit generation and reinvestment in business.	9
	Frequency of production meetings and decision-making participation by women.	9
	Number of micro-enterprises started or expanded using the revolving fund support.	8
	Regular repayment by SHG members	9
	Pre–Post employability assessment improvement (digital/soft skills)	9
	Employer satisfaction on work readiness	9
	Trainees pursuing higher education/further skilling	8
	Migration of youth for better opportunities	8
	Youth accessing government schemes, MUDRA etc.	7
	Effective use of revolving fund for enterprise start-up	8
Efficiency	Achievement of enrolment for trainings targets against plan	10
	Efficient mobilisation and inclusion	10
	Completion rate of participants	9
	Optimum use of existing infrastructure	9
	Proportion of installed biogas units operational and in daily use.	10
	Local trainers appointed	9
	Ratio of trainer: trainee	9
	Timely disbursement and utilisation of revolving fund	10
	Efficient on the job training and placements	9
	Monitoring mechanisms in place by VRLC	9
Sustainability	Participants continuing in employment or self-employment post-training	9
	Alumni networks promoting role models	8
	Women reinvesting profits and maintaining collective business operations.	9
	Linkages with local markets and supplier networks established.	9
	Functionality and maintenance of biogas units	9
	Institutional sustainability of SVYM as a livelihood hub	9
	Likelihood of programme continuity without CSR support	9
	Scalability and replication potential	9
	Alumni contributions to the programme	8

Criterion	Indicators	Score
	Sustained household-level behavioural shifts	9
	Sustained farming practices adopted by farmers	9
	Sustainable income diversification and resilience of beneficiaries	8
	Community-wide demonstration effect and replication	9
	Financial sustainability through SHG and revolving fund discipline:	8
Social Impact	Reduction in seasonal migration for farmers	9
	Women's participation in household decision-making	9
	Sustained household incomes	9
	Reduction in deforestation and emissions through adoption of Gobar gas	9
	Improved income stability and self-confidence among youth	9
	Social equity	9
	Inclusive communities	9
	Boost in local economy	9
	Self-reliant communities	9
	Empowered women	9
	Enhanced employability for youth trained	9

Figure 19: Overall REESS Scorecard



6. SDG Alignment

SDG	Programme Alignment
SDG 1: No Poverty	Skill training, dairy development, sericulture, and renewable energy interventions increase household income, reduce vulnerability, and expand livelihood options for rural and tribal communities.
SDG 2: Zero Hunger	Scientific feeding, fodder systems, improved livestock care, and diversified agri-enterprises enhance productivity and contribute to better household nutrition.
SDG 3: Good Health and Well-being	Biogas units reduce indoor air pollution; improved dairy hygiene and cattle health practices ensure safer milk and support overall family well-being.
SDG 4: Quality Education	Structured modules, hands-on practice, exposure visits, and on-the-job learning equip youth with employable skills and broaden education-to-work transitions.
SDG 5: Gender Equality	Women's engagement in dairy, goat rearing, biogas management, and selected vocational trades enhances financial independence, decision-making authority, and community leadership.
SDG 7: Affordable and Clean Energy	Installation and sustained use of biogas units provide smoke-free, low-cost energy, reducing reliance on LPG/firewood and improving women's health and household savings.
SDG 8: Decent Work and Economic Growth	Placement support, self-employment pathways, micro-enterprise development, and improved agricultural productivity create dignified work and stimulate local economic growth.
SDG 12: Responsible Consumption and Production	Adoption of climate-smart farming, silage-making, improved shed structures, disease control, and reduced chemical inputs promote responsible and efficient production systems.
SDG 17: Partnerships for the Goals	Strong partnerships among SVYM, Titan, community institutions, SHGs, local trainers, and market networks ensure effective implementation and long-term programme sustainability.

7. Conclusion

The SVYM–Titan Livelihoods Programme has demonstrated a meaningful and measurable contribution to strengthening rural and tribal livelihoods through its integrated approach to vocational skilling, agriculture development, and clean energy access. By grounding interventions in local needs, building strong community relationships, and promoting practical, market-linked skills, the programme has enabled youth, women, and farmers to take confident steps toward economic stability and self-reliance. While there remain opportunities to deepen industry linkages, strengthen follow-up support, and expand community-led structures, the progress achieved so far offers a strong foundation for future scale and sustainability. With continued collaboration and adaptive programme strategies, the initiative is well-positioned to evolve into a resilient, inclusive, and transformative livelihoods ecosystem for the communities it serves.

8. Recommendations & Way Forward

i. **Build an alumni-to-trainer pipeline:** Groom high-performing alumni as assistant trainers/master trainers to cut long-term training costs, ensure continuity, and strengthen community ownership through locally fluent mentors.
ii. **Formalise alumni-led mobilisation:** Use structured alumni outreach (village visits, community meetings, WhatsApp, parent interactions) to improve credibility, boost girls' participation, and support screening/counselling of hesitant families.
iii. **Create digital mobilisation tools:** Develop short Kannada videos and WhatsApp info packs (FAQs, courses, fees, placement highlights) to expand low-cost reach, reduce field visits, and modernise outreach.
iv. **Add market-aligned new trades:** Pilot emerging-demand courses (EV maintenance, solar installation, computer repairs, advanced mobile repair) using employer mapping to future-proof employability and tap green jobs.
v. **Scale biogas in high-potential villages:** Expand installations where livestock density is high, backed by maintenance and slurry supply chains, to deepen health, cost, and environmental gains and link with women-led enterprise/climate-smart training.