

*... because their spirits need not be tracked*

A report of the tracking of the Career Development Centre Alumni

June 2015

Humayun's Tomb – Sunder Nursery-Nizamuddin Basti Urban Renewal Initiative

Aga Khan Development Network

## 1.1 Background

The Quality of Life assessment of 2008 for the Humayun's Tomb-Sunder Nursery- Nizamuddin Basti Urban Renewal Initiative indicated that less than 1 % of the youth had received any kind of vocational training. Further, youth aged between 18 to 25 years tended to be school dropouts or were engaged in some unskilled work. Many of them were unemployed.

The project is aimed at improving the quality of lives of the community using heritage conservation as a stepping stone to socio-economic development. It was with this background that the project initiated a vocational training programme that focussed on improving livelihoods of the youth and women – two of the most vulnerable groups in terms of livelihood. The strategy for both included skill training; placement services tended to focus on youth as older/married women had limited mobility and many times limited literacy.

In response to the expressed needs of the community, the Career Development Centre (CDC) was initiated in 2010 for the unemployed youth of the Basti. This was in collaboration with the NIIT Foundation. The CDC aimed at training computer applications, personality development and other soft skills development, aimed at preparing the youth to get employment in various retail and service sectors.

A total of 1612 Basti youth have already been trained on various vocational courses through the CDC programme till June 2015. Among them about 923 beneficiaries belong to the Basti and rest 689 from the catchment area of Basti.

We needed to find out the status of the alumni and assess the impact and so we embarked on this exercise.

## 1.2 Objective of the tracking exercise

The programme has been operational for the past 5 years. Field data inform us that the applicants who have successfully completed the training are engaged in a range of activities - jobs, in business, continuing studies, shifted outside of the Basti, married and shifted among the women or remain unemployed. The data regarding this are maintained at the centre, but these are updated till the first 3 months of passing out of the students. There was no consolidated data created or the students are ever tracked in a methodical way to gauge or assess the success of the programme. Thus a tracking tool was developed and all the students who ever joined the CDC programme and completed were contacted to understand the following:

- Their current status
- Types of work they are engaged in
- The income that they are earning
- The success of different courses in terms of its employability

## 1.3 Methodology

A quantitative method with a schedule with pre coded variables was .

## 1.4 Execution of the survey

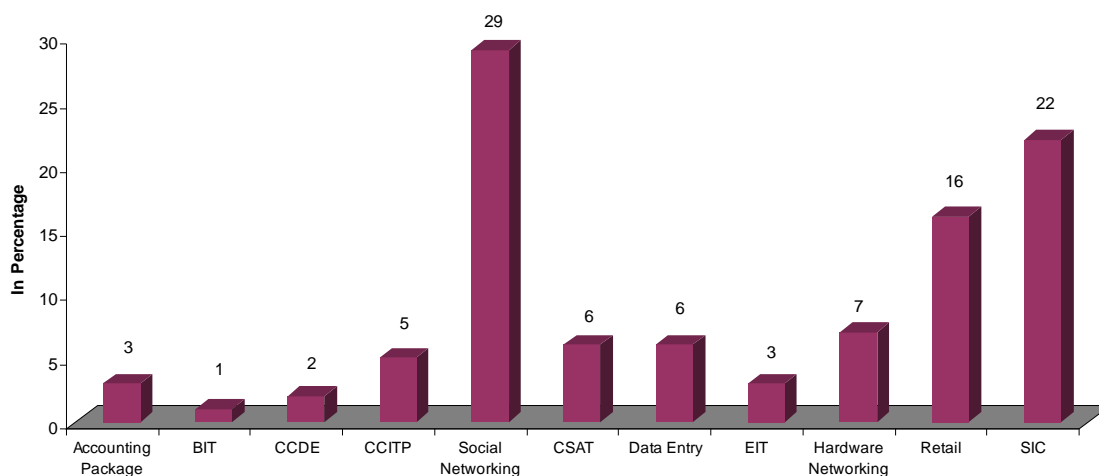
The year wise enrolment data maintained at the CDC centre was collected. Data for a total of 923 students was collected and segregated as per the clusters they reside in the Basti. The tracking of the students began by a door to door visit. The tracking was conducted by cluster and only 2 clusters were covered simultaneously at a single point. This was conducted by the field staff who are responsible for community mobilisation. The entire execution was closely monitored by a team member. During the door visit the addresses which were not found were tracked by consulting the neighbours where the candidates were staying. Those candidates who have shifted but were staying in the Basti were contacted, but those who have left the basti are not covered in this survey. Thus out of the 923 students, 712 (77%) could be covered.

## 1.5 Findings

### 1.5.1 Course wise enrolment

More than two third of the students (67%) have completed the courses on social networking, SIC and retail.

Figure 1.1 Course wise enrollment of the students



The CDC programme as evident from the table 1.1 has maintained parity among the sexes, as 51 % of the students were female and rests are male. Among the sexes, social networking course was done by more female than males. Similarly hardware networking was done by male members mostly. Other courses that were in demand were Customer Service Associate Training, Data entry and CCITP (IT for professionals). More females have completed data entry courses than males.

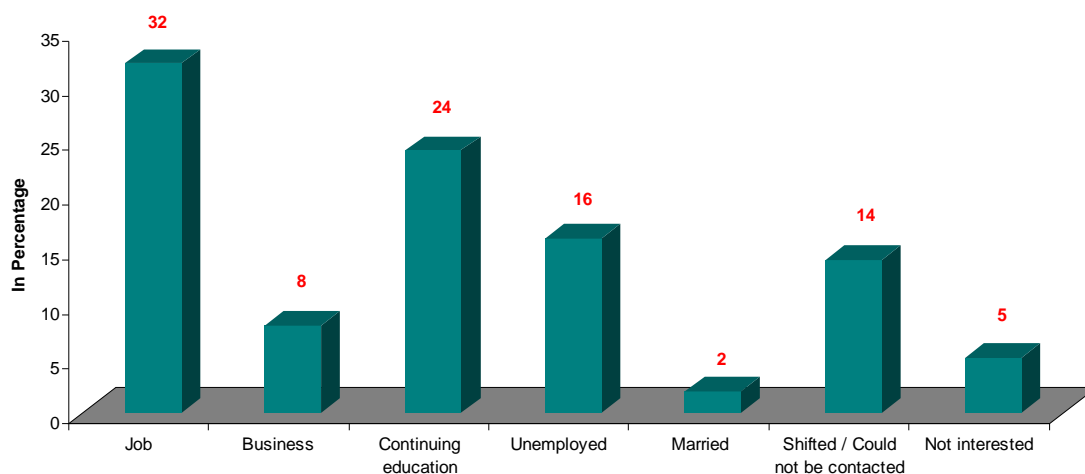
Table 1.1 Gender and course wise enrolment in CDC

Course name	Sex				Total	
	Male		Female			
	No	%	No	%	No	%
Accounting Package	12	3	8	2	20	3
BIT	4	1	2	1	6	1
CCDE	7	2	6	2	13	2
CCITP	17	5	19	5	36	5
Social Networking	76	22	127	35	203	29
CSAT	23	7	23	6	46	6
Data Entry	8	2	38	11	46	6
EIT	11	3	8	2	19	3
Hardware Networking	47	13	2	1	49	7
Retail	61	17	55	15	116	16
SIC	86	24	72	20	158	22
<b>Total</b>	<b>352</b>	<b>100</b>	<b>360</b>	<b>100</b>	<b>712</b>	<b>100</b>

### 1.5.2 Current status of the candidates

Out of the 712 candidates who were tracked, overall 40 % are either in jobs or engaged in business. Nearly one fourth of the candidates are still continuing their education and 16 % are unemployed.

Figure 1.2 Current status of the trainees



Among the males about 55 % and among the females about 25 % are engaged in economically productive works. Among the females most of them about 95 % are engaged in jobs and among the males 72 % are in jobs and the rest 28 % are engaged in business. Nearly one fourth of the candidates are still continuing their education and this seen more or less same among both the

sexes. Overall 14 % of the candidates have shifted from the basti and staying some where else besides the other 211 who could not be contacted either they have shifted or belong to outside of the Basti. About 16 % reported to be unemployed more among females than males.

*Table 1.2 Gender and current status of the candidates*

Current status	Sex				Total	
	Male		Female		No	%
	No	%	No	%		
Job	142	40	87	24	229	32
Business	54	15	5	1	59	8
Continuing education	89	25	82	23	171	24
Unemployed	31	9	81	23	112	16
Married	0	0	14	4	14	2
Shifted / Could not be contacted	28	8	66	18	94	14
Not interested	8	2	25	7	33	5
<b>Total</b>	<b>352</b>	<b>100</b>	<b>360</b>	<b>100</b>	<b>712</b>	<b>100</b>

### 1.5.3 Number of courses attended and status

Majority about 63% beneficiaries have done one course, 24 % students have done two courses and 11 % have done three course.

*Table 1.3 Gender and enrolment in number of courses*

No of courses	Sex				Total	
	Male		Female		No	%
	No	%	No	%		
One	239	68	211	59	450	63
Two	70	20	104	29	174	24
Three	39	11	36	10	75	11
Four	4	1	4	1	8	1
Five	0	0	5	1	5	1
<b>Total</b>	<b>352</b>	<b>100</b>	<b>360</b>	<b>100</b>	<b>712</b>	<b>100</b>

Among the 450 students those who have completed one courses, 40 % i.e. about 178 are either employed or doing business. The percentage of employment and business is also same for those who have done two courses. However among the 75 candidates those who have done three courses more than half of them are engaged in economically productive work. About 13 of the candidates have completed three or more courses but are not working, among them some are continuing their education and others are unemployed.

Table 1.4 Number of courses vs current status

Current status	No of courses										Total	
	One		Two		Three		Four		Five		No	%
	No	%	No	%	No	%	No	%	No	%		
JOB	135	30	62	36	32	43	0	0	0	0	229	32
Business	43	10	10	6	6	8	0	0	0	0	59	8
Continuing education	110	24	43	25	14	19	4	50	0	0	171	24
Unemployed	61	14	37	21	7	9	2	25	5	100	112	16
Married	11	2	1	1	2	3	0	0	0	0	14	2
Shifted	63	14	19	11	5	7	2	25	0	0	89	13
Not interested	23	5	2	1	8	11	0	0	0	0	33	5
Could not be contacted	4	1	0	0	1	1	0	0	0	0	5	1
<b>Total</b>	<b>450</b>	<b>100</b>	<b>174</b>	<b>100</b>	<b>75</b>	<b>100</b>	<b>8</b>	<b>100</b>	<b>5</b>	<b>100</b>	<b>712</b>	<b>100</b>

#### 1.5.4 Current educational status

Overall 24% (one fourth) of the candidates were continuing their education, 25 % males and 23 % females. Out of 710 beneficiaries of CDC about 43 % completed the secondary level almost equal among both the sexes. Among them 24 % completed secondary level more males than females. Overall 17 % are graduates more among the females. Similarly 12 % were found to be pursuing graduation either as regular students or enrolled in open system.

Table 1.5 Number of courses vs current status

Highest Qualification (passed)	Sex				Total	
	Male		Female		No	%
	No	%	No	%		
Upper Primary	5	1	3	1	8	1
Secondary	94	27	77	21	171	24
Higher Secondary	158	45	150	42	308	43
Pursuing Graduation	43	12	44	12	87	12
Graduate	41	12	79	22	120	17
PG	8	2	4	1	12	2
Fashion Designing	2	1	1	0	3	0
Madarsa	1	0	0	0	1	0
<b>Total</b>	<b>352</b>	<b>100</b>	<b>358</b>	<b>99</b>	<b>710</b>	<b>100</b>

#### 1.5.5 Successful courses

In terms of courses, HN, Retail, CSAT and SIC are among the courses where the success rate is maximum. More than half of the candidates those who have completed the courses on HN are either doing jobs or

business. The courses which offered jobs to less percentage of youths are BIT and CCITP. By doing a data entry courses about 24 % are in jobs.

**Table 1.6 Course wise current status of the candidates (row %age)**

Course name	Job	Business	Continuing education	Unemployed	Married	Shifted	Not Interested	Total N
Accounting Package	35	0	30	20	0	5	10	20
BIT	17	0	50	17	0	17	0	6
CCDE	31	0	38	0	0	15	15	13
CCITP	6	8	44	17	0	14	11	36
Social Networking	31	6	30	17	2	12	3	203
CSAT	43	4	22	13	0	15	2	46
Data Entry	20	4	20	22	9	17	9	46
EIT	32	0	32	21	0	5	11	19
H.N	37	18	22	10	0	10	2	49
Retail	33	17	16	15	4	14	2	116
SIC	39	7	16	16	1	15	6	158
<b>Total</b>	<b>32</b>	<b>8</b>	<b>24</b>	<b>16</b>	<b>2</b>	<b>13</b>	<b>5</b>	<b>712</b>

### 1.5.6 Monthly Average Earnings

The average income as reported by the earning candidates is Rs 10710/-. Candidates belonging to accounting, social networking, hardware networking, retail and service industry are earning Rs 10,000/- and above and the rest of are earning less than 10,000/ per month.

**Table 1.7 Average earnings**

Name of the course	Total employed / Business	Average Income
Accounting Package	7	11857
BIT	1	8000
CCDE	4	7875
CCITP	5	8000
CCSN	11	11818
CSAT	22	9405
Data entry	11	8818
EIT	6	9833
Hardware networking	27	11722
Retail	58	11215
Service Industry course	73	11274
Social networking	63	10143
<b>Total</b>	<b>288</b>	<b>10710</b>

### 1.5.7 Cluster and gender wise enrolled youth

Most of the youths are from areas like Dildar Nagar, Khusro Nagar and Kot Mohalla. these areas are also thickly populated and more families are living here.

Table 1.8 Cluster wise distributions of the trainees

Cluster	Sex				Total	
	Male		Female		No	%
	No	%	No	%		
Dildar Nagar	86	24	86	24	172	24
Gali	27	8	34	9	61	9
Gadariyan						
Kali Masjid	35	10	36	10	71	10
Khusro Nagar	87	25	85	24	172	24
Kot Mohalla	51	14	64	18	115	16
Musafir Khana	20	6	15	4	35	5
Nizam Nagar	36	10	38	11	74	10
Quresh Masjid	10	3	2	1	12	2
Total	352	100	360	100	712	100

## 1.6 Conclusion

The single largest achievement of the Career Development Centre has been to provide access to skill training and placement where the pre-project period was marked by only 1% youth having any access to professional skill training.

The career development courses have provided an opportunity for the youth of Nizamuddin to learn skills that enable them to earn a livelihood. The courses have given a direction to the youth to choose a successful career.

Of the tracked students, overall 40 % continue to be engaged in either a job or in business i.e. gainfully employed with a regular income. Nearly one fourth of the candidates are still continuing their education and 16 % are unemployed. The remaining are either married or could not be contacted as they have moved out of Nizamuddin.

There was an initial tendency for the youth to enrol for every course that was offered – which has come down over the years. The journey of these students has also been different; those trainees who have completed two courses are found to be more oriented towards doing a job or business. A small number of students (13%) completed 3 or more courses but did not take up any employment and nor are they self-employed. The programme has taken notice of this and steps have been taken to ensure that enrolment in multiple courses is stemmed.



The CDC has been advised to make tracking a regular activity so that hand holding support if needed is made available and those who are unemployed can be linked to job options and/or invited for pre placement workshops. Depending on their need some refresher courses may be provided to engage them in jobs.