

Impact Assessment of PMKVY 3.0

Artisans and Weavers



August 2022



ISO 9001: 2015 Certificate Number: 112008041

ISO 27001:2013 Certificate Number: 112008041

FTCCI Membership No. C-6511

MRSI Membership No. C-75

MSME Certificate Number UDYAM: TS-20-0002595

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Impact assessment for Weavers and Artisans

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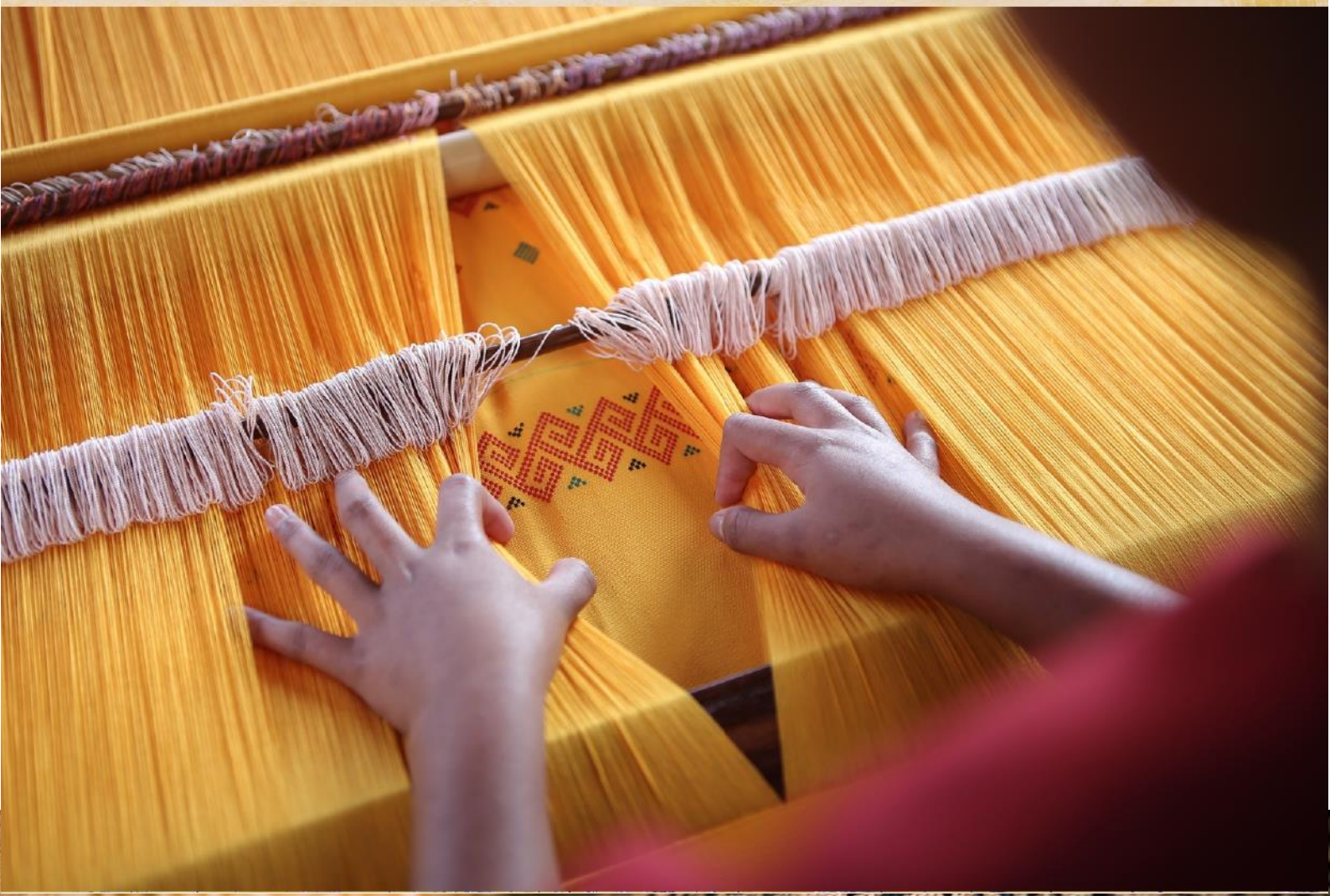
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Abbreviations

Abbreviation	Elaboration
AAs	Assessment Agencies
CAPI	Computer Assisted Personal Interview
CATI	Computer Assisted Telephonic Interview
CAWI	Computer Assisted Web Interview
CSCM	Centrally Sponsored Centrally Managed
CSSM	Centrally Sponsored State Managed
INR	Indian Rupee
MSDE	Ministry of Skill Development & Entrepreneurship
NGO	Non-Government Organizations
NSDC	National Skill Development Corporation
NSQF	National Skills Qualifications Framework
PIA	Project Implementing Agencies
PMKVY	Pradhan Mantri Kaushal Vikas Yojana
PPP	Public Private Partnership
RPL	Recognition of Prior Learning
SSC	Sector Skill Councils
SSDMs	State Skill Development Missions
STT	Short Term Training
TPs	Training Providers

EXECUTIVE SUMMARY



1 Executive summary

National Skill Development Corporation (NSDC) is a not-for-profit public limited company 8 of the Companies Act, 2013). NSDC was set up by the Ministry of Finance as Public-Private Partnership (PPP) model.

Through this project, NSDC wants to understand the impact assessment of the RPL program implemented under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) 3.0 program in Nagaland and Jammu and Kashmir starting from the year 2020-2021. The data and insights received through this survey are to improve the PMKVY 3.0 program.

986 successful surveys were conducted during the project using both CAPI and CATI mode. DATAWISE® used its proprietary tool SatisACTual® for conducting telephonic interviews.

The subsequent sections of this report cover the details based on the RFP and scope agreed.

Key observations

About RPL program

Mobilization

The overall analysis revealed that 41% of the beneficiaries come to know about the RPL program through mobilizing agency followed by training center (33%).

Pre-assessment and counseling

Significant percentage of the beneficiaries mentioned that they were imparted knowledge about MSDE, skill India processes (90%), eligibility criteria for appearing for the certification (97%), benefits of certification (96%), career progression and employment opportunities (94%). These beneficiaries also indicated to have watched induction video (86%) and that self-assessment sheet was helpful in identifying skill gaps (88%).

Orientation

A majority of the beneficiaries (96%) reported that they have given orientation on domain, soft skills and entrepreneurship. It was also observed that 94% of the beneficiaries received job role specific kit.

Assessment and certification

97% of the beneficiaries informed that they passed the assessment. A follow up question was asked to beneficiaries who passed the examination and it was found that 92% of the beneficiaries received the certification and 74% of the beneficiaries informed that they did not receive INR 500.

Impact on beneficiaries

Employment status

A majority of the beneficiaries were self-employed before and after the program.

Certification status

A majority of the beneficiaries (94%) informed that they are certified after the program. Out of the 90% of the beneficiaries, 29% of the beneficiaries indicated that their certification helped them to improve after the program.

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Certification impact

A follow up question was asked to beneficiaries who reported that their certification helped “In what ways, certification helped?”, a majority of the beneficiaries reported that their salary increased.

Impact of RPL project

Around 90% of the beneficiaries informed that they were made aware about technical knowledge, soft skills, marketing skills and standardization techniques, entrepreneur building, innovative and upgraded techniques of making product and were also encouraged to take part in external deliberation.

89% of the beneficiaries also mentioned that they received post training industry support in terms of establishing linkages for procuring raw material to sell the final product in market,

Impact on social well- being

Social well-being of the beneficiaries was measured using four parameters such as level of savings, lifestyle, health and social status. It was found that none of the beneficiaries reported that their social well-being worsened after the program. 31% of the beneficiaries claimed that their level of savings and lifestyle improved and 28% of the beneficiaries reported that their health and social status improved after the program.

Impact on training institute

The beneficiaries rated their training institute on a scale of 5 for four parameters such as class rooms, trainer quality, training material and placement. It was observed that highest rating was given to trainer quality (4.2) and other parameters were rated the same i.e., 4.1.

Impact on workplace

Only 45% of the beneficiaries felt that their working conditions improved after the program. A follow up question was asked to beneficiaries who reported that their working conditions improved “In what ways, working conditions improved”, a majority of the beneficiaries (49%) claimed that their communication skills improved and 51% informed that their communication skills improved.

INTRODUCTION



2 Introduction

Below is the brief introduction of NSDC and RPL:

2.1 NSDC

National Skill Development Corporation (NSDC) is a not-for-profit public limited company incorporated on July 31, 2008, under section 25 of the Companies Act, 1956 (corresponding to section 8 of the Companies Act, 2013). NSDC was set up by the Ministry of Finance as Public-Private Partnership (PPP) model.

NSDC acts as a catalyst in skill development by providing funding to enterprises, companies, and organizations that provide skill training. It also develops appropriate models to enhance, support, and coordinate private sector initiatives. The differentiated focus on 37 sectors under NSDC's purview and its understanding of their viability will make every sector attractive to private investment.

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE) implemented by the National Skill Development Corporation.

(*Source – NSDC)

2.1.1 Recognition of Prior Learning

The Recognition of Prior Learning (RPL) mainly refers to evaluating a person's existing skills, knowledge, and experience acquired through formal or informal learning.

The objectives of RPL are primarily three-fold:

- **Align the competencies of the unregulated sectors** of the country with the National Skills Qualification Framework
- **Enhance the chances of employment** of individuals and provide them with more options for higher education.
- **Reduce the inequalities** present due to the privileges given to some types of skills and knowledge over others.

2.1.1.1 RPL – 5 step processes

The RPL process comprises of five steps:

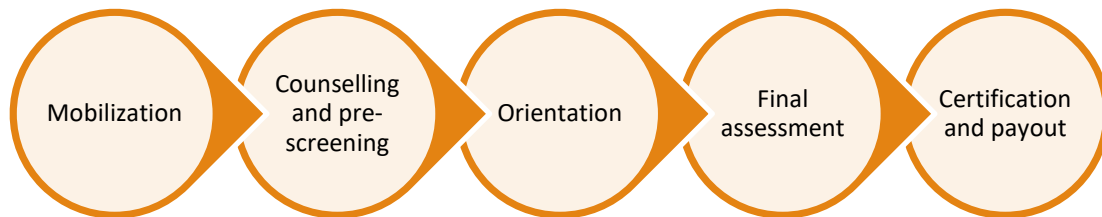


FIGURE 1: 5 STEP PROCESS

Mobilization: It can happen indirectly through the mobilization agencies (associations/NGOs), training partners, or direct employers.

Counselling and pre-screening: Project Implementing Agencies (PIAs) and Training Partners (TPs) will be involved in this process as RPL facilitators. The respective Sector Skill Councils (SSCs) have a pre-screening format to evaluate the pre-existing skill sets of the candidates. Potential candidates are counseled about the PMKVY scheme and RPL process and its effect on their lives.

Orientation: Enrolled candidates undergo a 12-hour orientation. Orientation mainly consisted of domain training and soft skills, and entrepreneurship tips. A basic understanding of the evaluation process and condition is also provided.

Final assessment: Assessment agencies will evaluate without any intervention from the RPL facilitator. Grades will be awarded according to National Skills Qualifications Framework (NSQF).

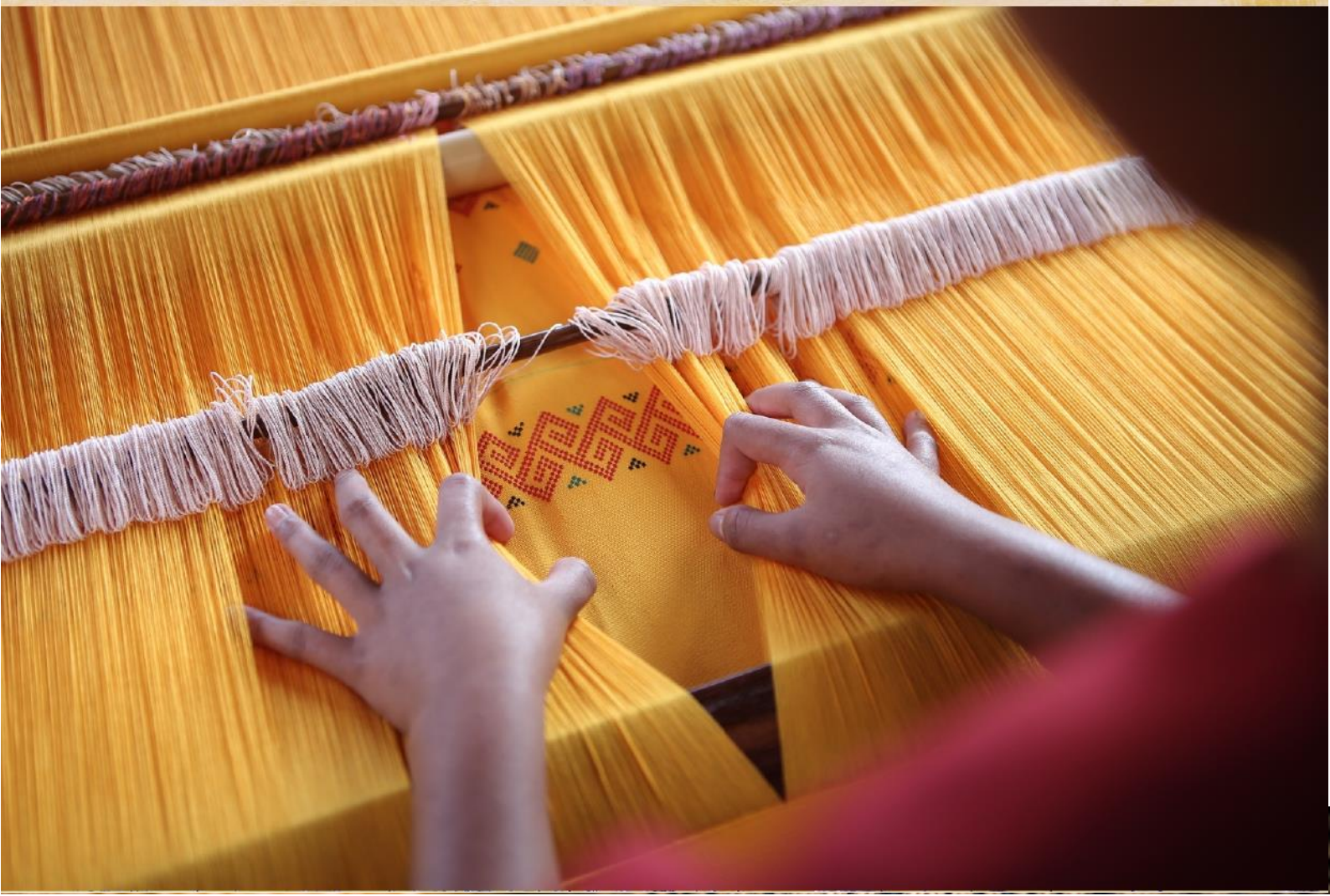
Certification and pay-out: Within seven days of the final assessment, SSCs will have to validate and approve the results. Eligible candidates will be provided with Skill Certificate/Mark sheet/Pay-Out (INR 500).

2.1.2 Bridge Module

The bridge course is an optional provision designed to cover skill gaps (if there is any) that exists in the beneficiaries. The course helps to bridge the gap between the demand and supply for skilled workforce

The total duration of the Bridge Course is 60 hours. The content of the bridge course gets validated by the SSC. The topics and sub topics are designed in such a way so that it gets aligned with the skill gaps and requirements of the beneficiaries.

PROJECT BACKGROUND



3 Project Background

The main purpose of the project was upskilling for Weavers and Artisans on traditional crafts of Nagaland and Jammu & Kashmir (RPL project under PMKVY3.0-CSCM).

The artisans and weavers were trained in innovative and upgraded techniques of making Handmade products. Post training all the artisans and weavers worked in the micro units set up in their respective clusters. During this time the beneficiaries were encouraged to participate actively in external deliberation so that at later stage they are able to manage market linkages by their own self. Each batch was run for 8 days with 12 hours' orientation and 60 hours Bridge module.

3.1 Scope

The scope of the project are as follows:

- To identify and document the objectives of RPL project.
- To develop an impact evaluation framework with a list of quantifiable and non-quantifiable impact indicators.
- To identify existing processes, measurable outputs, data to be captured, design/implementation gaps at each step involved in the project from mobilization to certification (mobilization, counseling, pre-screening, training, assessment, and certification).
- Mapping and assessing socio-economic and cultural impacts on beneficiary, industry and society.
- Understanding the overall performance of implemented training programs and indicate whether the programs are being implemented as per the norms provided in the guidelines or not.
- To ascertain the impact of the project on the creation of tangible/intangible skill infrastructure in Nagaland and Jammu & Kashmir to understand the access of skills and training undertaken in the project.
- To understand the impact of the project through adopting a lens of diversity and inclusion which means assessing the impact on gender and different caste categories.
- To draw insights and provide inputs for corrective measures required to improve the implementation of RPL projects of similar kinds.
- To conduct an impact evaluation of selected RPL projects under PMKVY 3.0 and share impact framework along with quantifiable and non-quantifiable results ascertained from the exercise.

3.2 Objective

The impact assessment project is conducted to know about the following:

1. Program impact in terms of efficiency and effectiveness.

- Efficacy of skill development initiative proposed through the project.
- Effectiveness of the various activities under the project in achieving the stated objectives
- The impact created in terms of employment and increase in income.
- Livelihood opportunities of targeted beneficiaries have been impacted positively by the intervention.
- Perception of beneficiaries and other stakeholders of the quality of crucial project interventions and responsiveness of these interventions to their needs.
- Practical approaches to improving the program implementation in terms of training aid, well-equipped trainers, assessors, handholding support, provision of bridge course, etc., to achieve the desired outcome of the project.

2. Direct impact on beneficiaries – Employability, remuneration, welfare, working conditions.

- Increase in the employability of beneficiary due to the training/certification
- Increase in income of the beneficiaries due to the interventions
- Development of competencies in beneficiaries demanded at work by the intervention.
- Improvement in working condition of the beneficiaries by the intervention
- Progress in the welfare of the beneficiaries.

3. Impact of enterprise – Productivity, labor environment, competitive advantage, etc.

- Increase in the employability of beneficiary due to the training/certification
- Increase in income of the beneficiaries due to the interventions
- Development of competencies in beneficiaries demanded at work by the intervention.
- Improvement in working condition of the beneficiaries by the intervention
- Progress in the welfare of the beneficiaries.

4. Impact of enterprise – Economic development, social cohesion, labor market, decent work.

- Increased opportunities to access training in vulnerable populations such women, minorities and etc.
- Access to safer work environment

APPROACH AND METHODOLOGY



4 Approach and Methodology

Below are the approach and methodology that we followed during the field survey:

4.1 Approach

At **DATAWISE**[®], our approach to assignments is holistic. Our project approach to tasks is unlikely to deliver the results expected from a client. We have always mixed consulting with a solutions approach.

NSDC has initiated the project, and its main objective is to understand the impact created by RPL-PMKVY3.0

A kick-off meeting was organized with NSDC. It was scheduled to introduce the team, broaden our understanding of the approach, the project background, and understand what needs to be done during the evaluation study.

Having understood the scope, questionnaires for beneficiaries was designed for Weavers and Artisans project, which was approved by NSDC to capture the relevant information both, which would help meet the project's scope.

Several briefings and training instructions were given to the surveyors to carry out the survey in a specific manner to achieve the required target and objective.

On receiving the list of beneficiaries from NSDC, they have been categorized and put up for planning and execution.

4.2 Methodology

DATAWISE® adopted a qualitative as well as quantitative approach to assess the impact of projects.



FIGURE 2: METHODOLOGY

For this project, we have followed a 7-phase methodology, which is detailed below.

Phase I: Understanding and Planning the Project

An evaluation plan was developed for data collection methods considering both the requirement and challenges for completing the project.

Strategy for Interviews of the PMKVY 3.0. beneficiaries from Nagaland and Jammu and Kashmir (to vary depending on address details shared by NSDC)

- Online/Telephonic
- Offline/Personal Interviews

Phase II: Sampling

Simple random sampling method was used to survey the beneficiaries from the shared contact list.

The target sample for the project was 1,440 (covering both Nagaland and Jammu and Kashmir). However, we were able to cover 986 in the given time frame.

Phase III: Resource Mobilization

Resources were allocated in a strategic, Mission-driven manner. We also tried to ensure an optimum allocation of resources. Since the project was based entirely on primary data, success was highly dependent on the ability of the field investigators/callers who were deployed to complete surveys. It had been ensured that they were familiar with English and Hindi along with the local language. Callers/field investigators, engaged in the project, were highly skilled and had relevant experience that ensured the data's desired quality.

Phase IV: Digitization of the questionnaire and the contact list

DATAWISE®, in consultation with NSDC, designed the questionnaires for the beneficiaries. The questionnaire was designed based on experience and to ensure that the scope and objective of the

Impact assessment for Weavers and Artisans

project were met. The design of the questionnaire was kept simple and easy to collect information. Once the questionnaire was designed, **DATAWISE**[®] uploaded it into the tool SatisACTual[®].

The contact list of beneficiaries received was also uploaded into the tool SatisACTual[®] for both the CATI and CAPI surveys.

Phase V – Data Collection and Collation

The questionnaire was used to collect the relevant information on different parameters through CATI and CAPI surveys. All the filled-in questionnaires were thoroughly monitored and scrutinized before closing the survey. Data that was gathered as part of the evaluation stored in secure servers located at the Corporate Office of **DATAWISE**[®] at Hyderabad.

The mode of data collection was

- Computer Assisted Personal interviews (CAPI)
- Computer Assisted Telephonic interviews (CATI)

Phase VI – Research and Analysis

Analysis was done in a way to ensure that they were exactly aligned with the expectation from the evaluation study. MS Excel was used as the primary tool for data cleaning and further analysis. We have set up data coding sheets. Different charts such as bar, pie, line graphs were used for showing different aspects of the analysis.

Phase VII – Reporting and Presentation

The research report has been prepared to keep in view the purpose, scope, objectives, and findings from discussions and interviews with multiple stakeholders.

4.2.1 Our Tool for Data Collection

dATTAb[®]

DATAWISE[®] has designed its own proprietary Tablet based Survey Application, dATTAb[®], which is designed to conduct customer surveys at remote locations. For this project, we have used to use this proprietary Tablet based Survey Application which shall be made available on the Tablets/ Smart Phone devices and be used during the Customer Satisfaction Survey.

The salient features of dATTAb[®] are as follows:

- a. Data collation using technology
- b. Harmonised field survey data
- c. Unique Surveyor identification
- d. Unique Respondent identification
- e. Date, Time and Location Stamping for each Survey
- f. Ability to accurately geo-code survey locations
- g. Mapping to a standardized database

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The advantages of using dATTAb® are as follows:

- a. No manual errors
- b. Instantaneous and near real time data availability
- c. No manipulation of data
- d. Ease of access to data



FIGURE 3: dATTAb®

Our field data collection platform, dATTAb® has the ability to have an authentic, effective, and accurate data collection tool in real-time. dATTAb® offers a number of advantages including:

- Cost savings in assessment and feedback to reduce time taken in collecting and recording the data.
- Reduction in errors due to drawbacks in understanding of the field executives, and incomprehensibility of other static data collection methods, and remove bias of administrator.
- High quality and verified observations.
- Possible to trace back each data point to verify authenticity and to enable focused sampling. Metadata would be captured to determine when and where the data was captured.

dATTAb® is useful to understand what potential customers understand, and to accurately target customer needs based on the feedback received. The ability to rapidly collect and address these needs is becoming important in being able to respond effectively.

Among others, through the use of dATTAb® we will identify the target audience reaction to the following elements of the media message:

- Overall appeal of the communication message
- The specific message(s) that is driven home
- The positioning of the message
- The response to the message
- Below is the high-level architecture of dATTAb®.

Impact assessment for Weavers and Artisans

Below is the high-level architecture of dATTAb®.

3G vs 4G

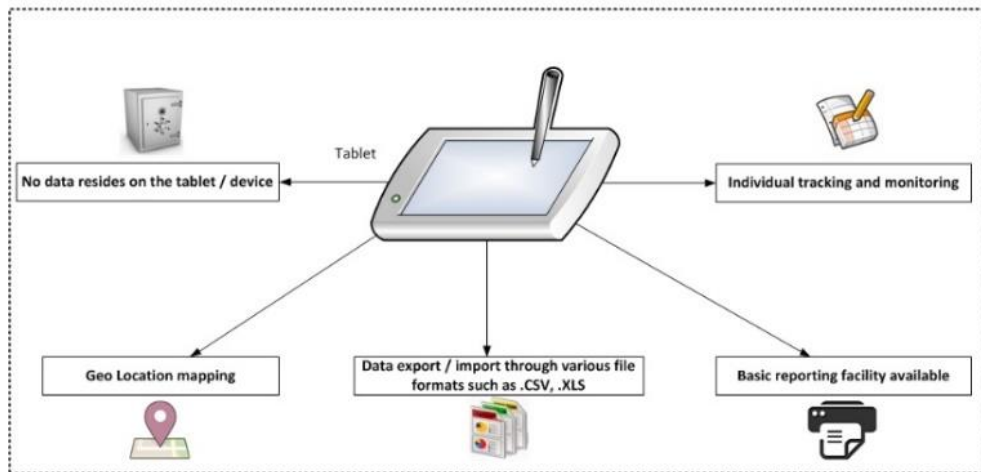
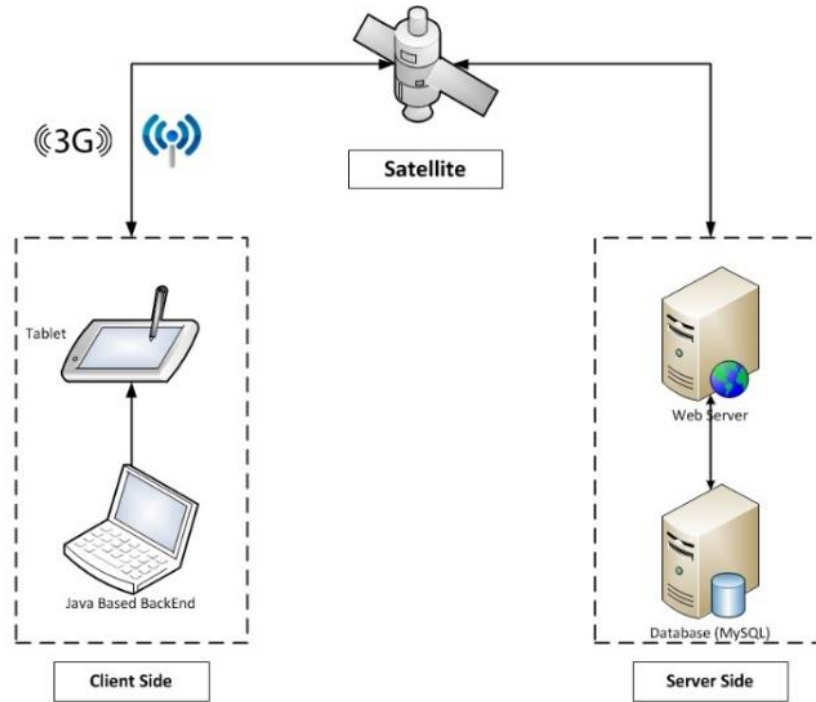
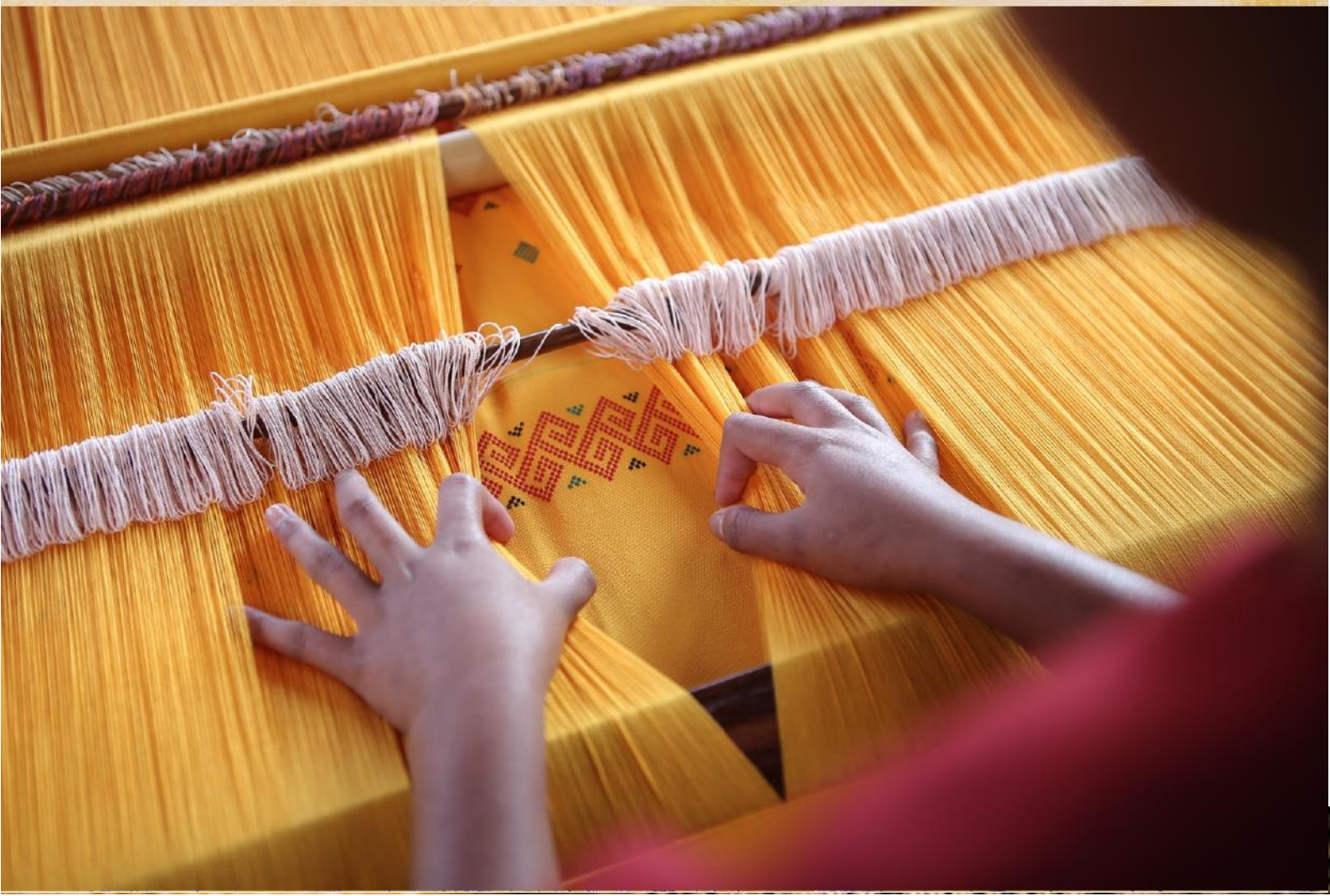


FIGURE 4: ARCHITECTURE OF DATTAB®

LIMITATIONS



5 Limitations to the Study

- Some of the beneficiaries for this particular project were student and they had given phone numbers of family heads then their own for registration. Mostly the first point of contact was other person of the family then the actual beneficiary.
- For CAPI surveys, field agents found it difficult to reach out to the beneficiaries with the incomplete trainee address provided by the training partners to NSDC.
- During the CATI surveys, we encountered challenges in reaching some of the beneficiaries since the contact number provided was not valid or wrong numbers.
- Most of the beneficiaries were not available during day time. Hence a majority of the surveys had to be made either in the morning or in the evening.
- Some beneficiaries have shown disinterest to respond to the questionnaire as the prevailing circumstances were neither positive nor encouraging.
- Respondent fatigue occurred in many scenarios as respondents perceived the questionnaire very lengthy.
- All the beneficiaries have not necessarily answered all the questions asked to them. The analysis has been done based on the beneficiary's response to each question.

OVERALL ANALYSIS



6 Overall program impact

6.1 Evaluation framework

An evaluation framework represents the complete framework for evaluation across different parameters of a single program. It is designed to measure the degree to which the programmed efforts achieve the identified results.

To understand the overall impact of PMKVY 3.0. and to do a 100% program assessment, all the three key stakeholders who were directly involved in the project need to be assessed –

- PIA / SSC
- Employer
- Beneficiaries

Not all the stakeholders of the program affect the program impact in the same way. Given that different weightage is given to each stakeholder. Stakeholders have few parameters on which they are assessed. To state the level of each parameter, some indicators will be measured.

Response for each indicator has been expressed on a scale of 1 to 10. To get the overall rating for an indicator, an average of all the ratings for a respective indicator has been considered.

If the rating of any indicator is more than 5, it can be inferred as a positive impact. If the rating is less than 5, it can be inferred as having a negative impact.

A detailed description of all parameters on which each stakeholder is assessed is given below:

- **To get the impact of PIAs** – Average rating for each indicator, i.e., classroom, training quality, course material and placement assistance.
- **To get the impact on workplace** – Average rating of improvement in the working condition in terms of communication skills, technical knowledge and designing.
- **To get the impact on Beneficiaries** – Average rating of economic impact on beneficiaries, social impact on beneficiaries and workplace impact on beneficiaries.
 - To get the Economic impact on beneficiaries – Average rating of change in income and change in savings level.
 - Social impact on beneficiaries – Average rating of change in lifestyle, change in health status and change in social status.
 - Workplace impact on beneficiaries – Average rating for each indicator, i.e., change in employment.

To get the total program impact – Weight of 20% of the rating of the impact of PIA, 20% of the rating of impact on the employer, and 60% of the rating of impact on beneficiaries.

Impact assessment for Weavers and Artisans

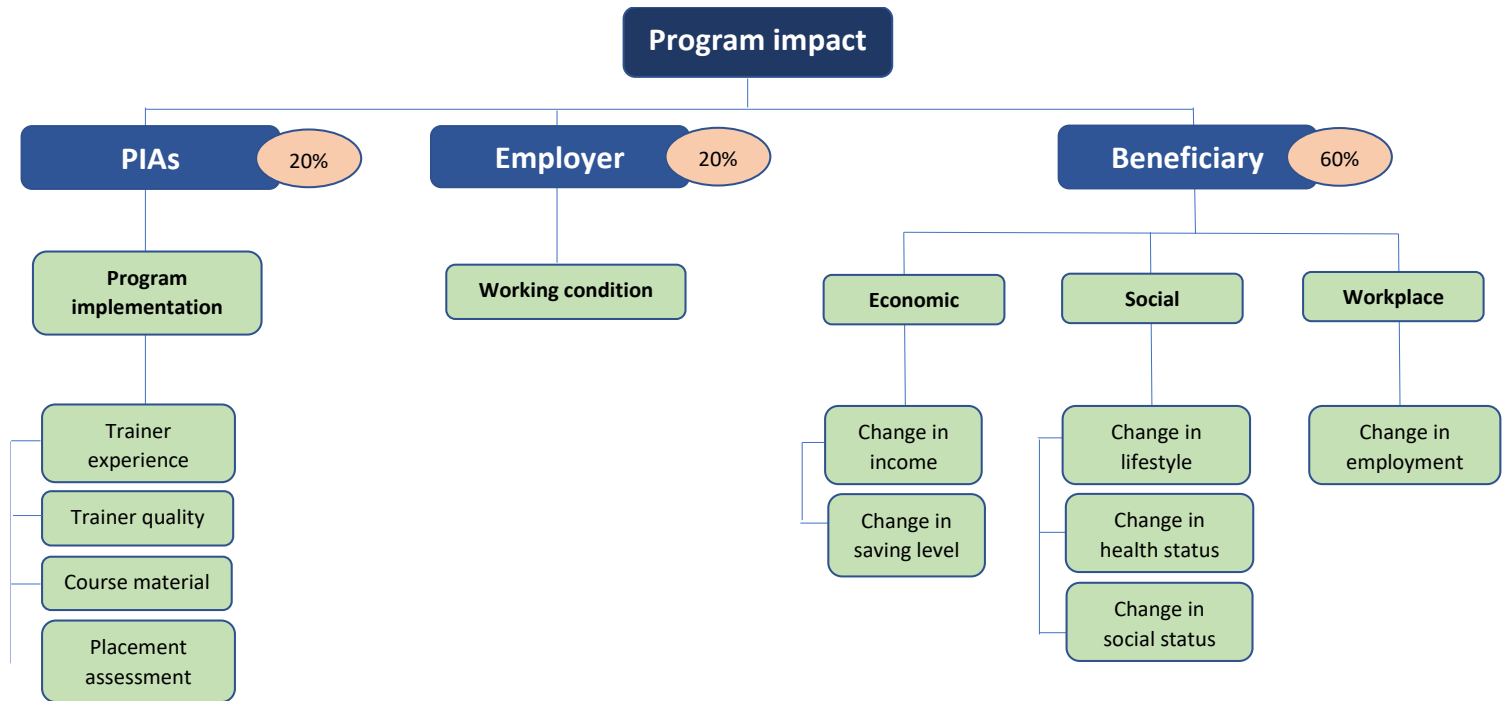


FIGURE 5: EVALUATION FRAMEWORK

Impact assessment for Weavers and Artisans

6.1 Framework analysis

6.1 Framework analysis of RPL

The following chart shows the overall program impact combining all three key stakeholders (PIA, employers and beneficiaries) on a scale of 1 to 10:

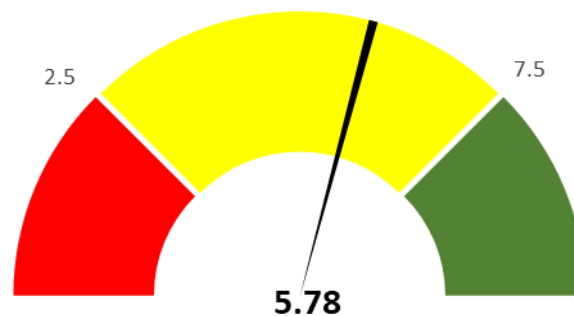


FIGURE 6: OVERALL PROGRAM IMPACT

The above score has been calculated based on the impact of the RPL program on PIAs, employers and beneficiaries and assigning a weightage of 20% to the PIA, 20% to the working condition and the 60% to the beneficiaries.

NSDC, on a whole, has been fairly efficient in conducting their RPL program for upskilling for Weavers and Artisans. However, there are some scopes of improvements which would help NSDC to exceed their current result in future.

Impact assessment for Weavers and Artisans

The following charts individual scores calculated as an impact on the PIAs, working condition and the beneficiaries:



FIGURE 7: OVERALL PROGRAM IMPACT ON THE SSC, WORKING CONDITION AND BENEFICIARIES

The highest impact of the RPL program is on the SSC (8.09) followed by beneficiaries (5.26) and least on employer (5.02). It can be observed that the least impact is on the employer and beneficiaries. There are several parameters considered for calculating the scores for beneficiaries. The individual scores calculated for every parameter will help to understand the areas where the RPL program can work more efficiently.

Impact assessment for Weavers and Artisans

The following charts show the impact of RPL program on the beneficiaries' economic status in terms of various parameters:

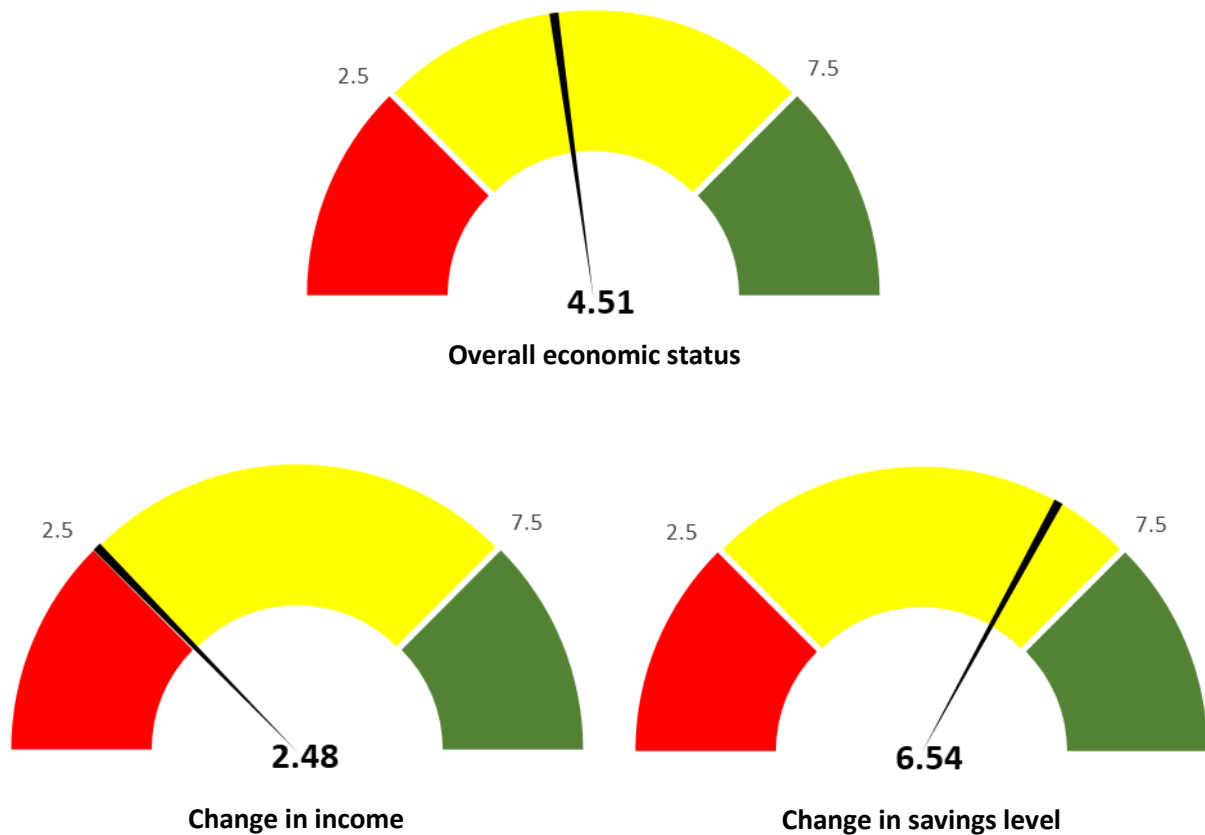


FIGURE 8: IMPACT OF RPL PROGRAM ON ECONOMIC STATUS

The RPL program does not have much impact on the overall economic status of the beneficiaries. The primary reason for this is that not many beneficiaries reported an improved income after the RPL program. Though the income level did not change much after the RPL program, it has significant impact on the savings level of the beneficiaries.

Impact assessment for Weavers and Artisans

The following charts show the impact of RPL program on the beneficiaries' social status in terms of various parameters:

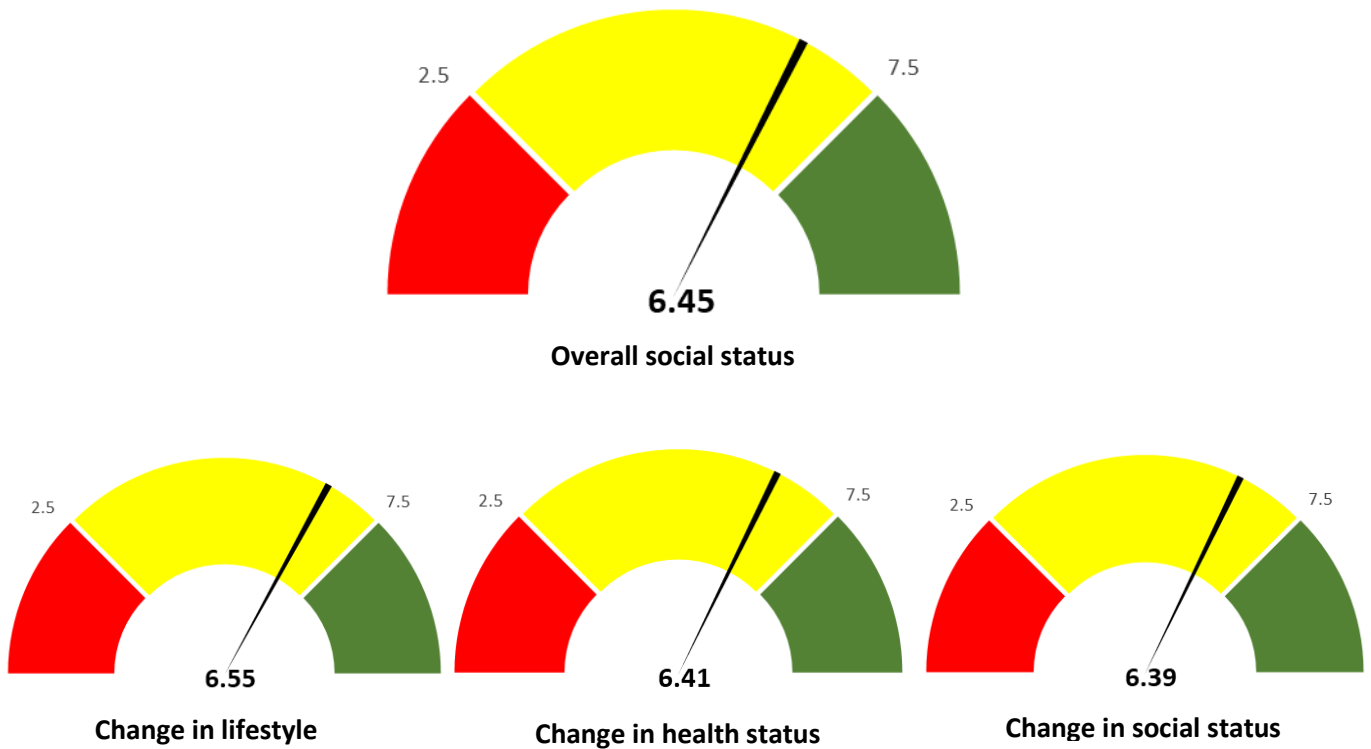


FIGURE 9: IMPACT OF RPL PROGRAM ON SOCIAL STATUS

The overall impact of the RPL program on social status cannot be ignored. In terms of lifestyle, health status and social status RPL program has a significant impact on the beneficiaries.

Impact assessment for Weavers and Artisans

The following charts show the impact of RPL program on the beneficiaries' workplace in terms of various parameters:

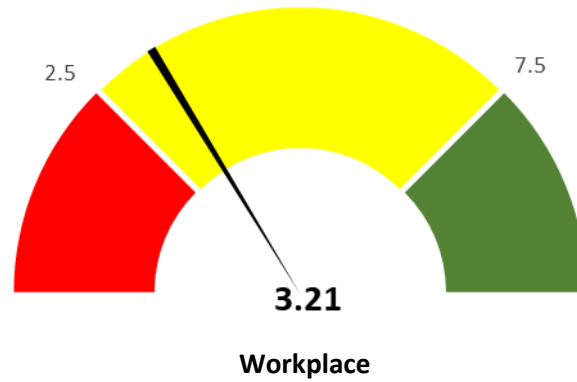


FIGURE 10: IMPACT OF RPL PROGRAM ON WORKPLACE

The overall impact of the RPL program on the workplace of the beneficiaries is just average. There is no considerable reduction in unemployment. However, many reported as students earlier were employed after the program with improved communication skills.

ABOUT RPL PROGRAM



7 About RPL program

7.1 Program motivation

The following chart shows percentage of beneficiaries undertook RPL program due to various reasons:

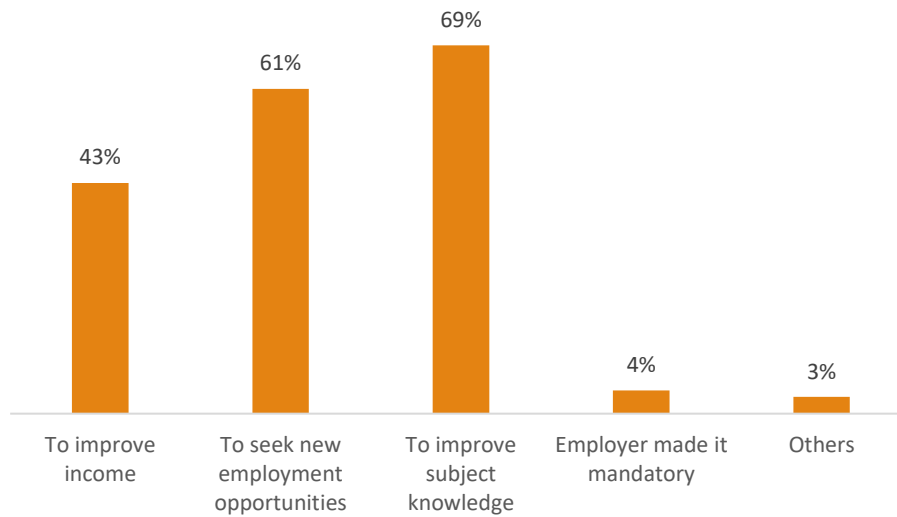


FIGURE 11: PROGRAM MOTIVATION

Q. Why did you undertake the program?

Number of respondents:985

A majority of the beneficiaries (69%) informed that they undertook the program to improve their subject knowledge followed by 61% of the beneficiaries who mentioned that they undertook the program to increase their employment opportunities.

7.2 Mobilization

The following chart shows the different sources of information about RPL program:

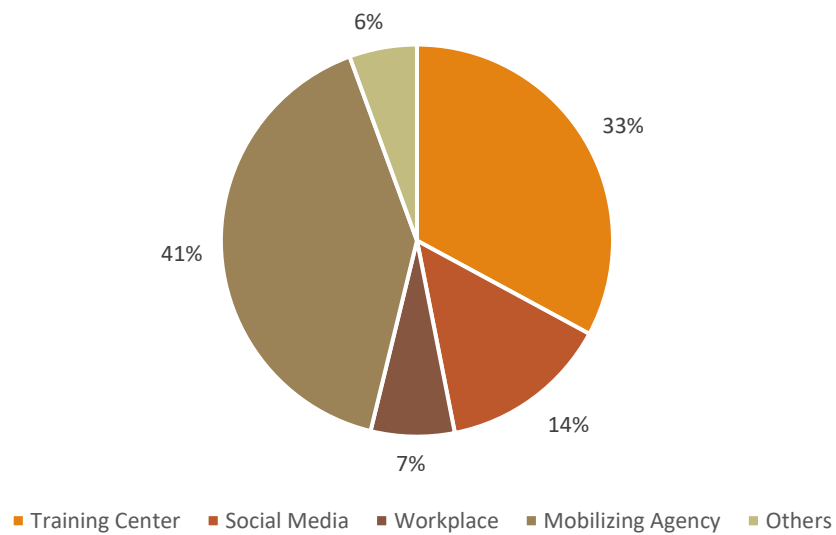


FIGURE 12: SOURCES OF INFORMATION ABOUT RPL PROGRAM

Q. How did you come to know about RPL project?

Number of respondents:985

The analysis revealed that 41% of the beneficiaries come to know about the RPL project through mobilizing agency and the other 33% through training center.

7.3 Pre – assessment and counseling

7.3.1 Brief about MSDE, skill India program, and processes

The following chart shows the overall percentage of beneficiaries who were given brief about MSDE, skill India program, and processes:

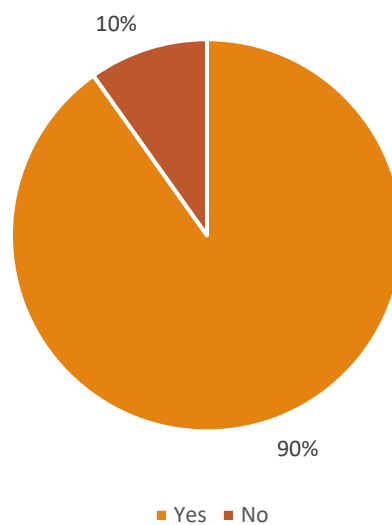


FIGURE 13: BRIEF ON MSDE AND SKILL PROGRAMS

Q. Did you make aware about MSDE, skill India program, and processes

Number of respondents:986

A majority of the beneficiaries (90%) mentioned that they were made aware about MSDE, skill India program, and processes. The remaining 10% mentioned that they were not made aware about MSDE, skill India program, and processes.

7.3.2 Eligibility criteria for appearing for the certification

The following chart shows the overall percentage of beneficiaries who were made aware of the eligibility criteria for appearing for the certification:

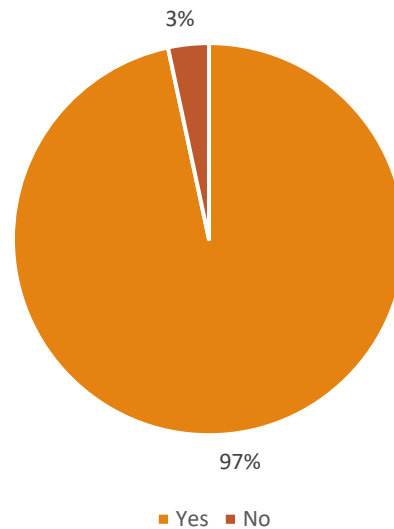


FIGURE 14: AWARENESS OF THE ELIGIBILITY CRITERIA FOR APPEARING FOR THE CERTIFICATION

Q. Where you made aware about eligibility criteria for appearing for the certification?

Number of respondents:983

A majority of the beneficiaries (97%) mentioned that they were aware about eligibility criteria for appearing for the certification. The remaining 3% of the beneficiaries did not make aware about eligibility criteria for appearing for the certification

7.3.3 Benefits of certification and how to avail those benefits

The following chart shows the overall percentage of beneficiaries who were made aware of the benefits of certification and how to avail those benefits:

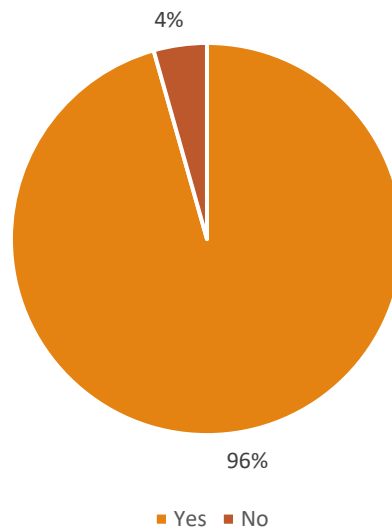


FIGURE 15: AWARENESS OF THE BENEFITS OF CERTIFICATION AND HOW TO AVAIL THOSE BENEFITS

Q. Where you made aware about benefits of certification and how to avail those benefits? Number of respondents:980

A majority of the beneficiaries (96%) mentioned that they were made aware about benefits of certification and how to avail those benefits. The remaining 4% of the beneficiaries mentioned that they were not aware about benefits of certification and how to avail those benefits.

7.3.4 Possible career progression (Vertical and horizontal)

The following chart shows the overall percentage of beneficiaries who were made aware of the possible career progression (vertical and horizontal):

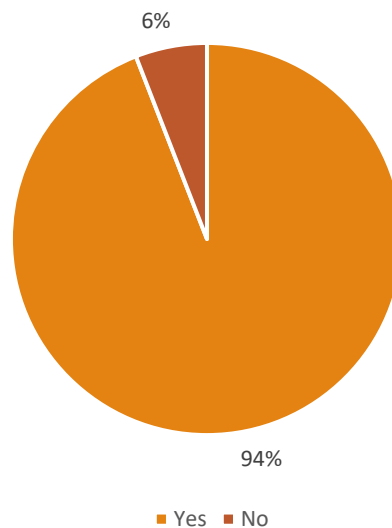


FIGURE 16: AWARENESS OF THE POSSIBLE CAREER PROGRESSION

Q. Where you made aware about possible career progression (vertical and horizontal)?

Number of respondents:982

A majority of the beneficiaries (94%) mentioned that they were aware about the possible career progression (Vertical and horizontal). The remaining 6% of the beneficiaries were unaware about possible career progression (Vertical and horizontal).

7.3.5 Employment opportunity (both wage and self-employed) with learned skill

The following chart shows the overall percentage of beneficiaries who were made aware of the employment opportunity (both wage and self-employed) with learned skill:

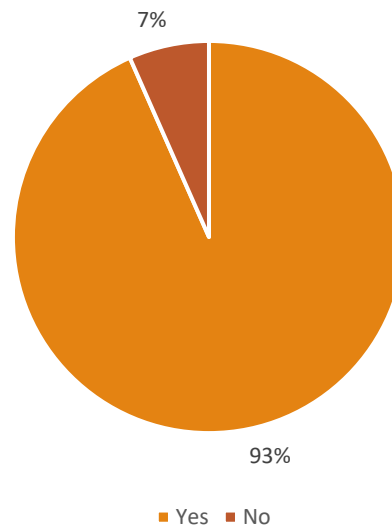


FIGURE 17: AWARENESS OF THE EMPLOYMENT OPPORTUNITY WITH LEARNED SKILL

Q. Where you made aware about employment opportunity (both wage and self) with learned skill?

Number of respondents:372

A majority of the beneficiaries (97%) mentioned that they were made about employment opportunity (both wage and self) with learned skill. The remaining 3% of the beneficiaries mentioned that they were not made aware about employment opportunity (both wage and self-employed) with learned skill.

7.3.6 Induction Video

The following chart shows the overall beneficiaries who watched induction video on the program:

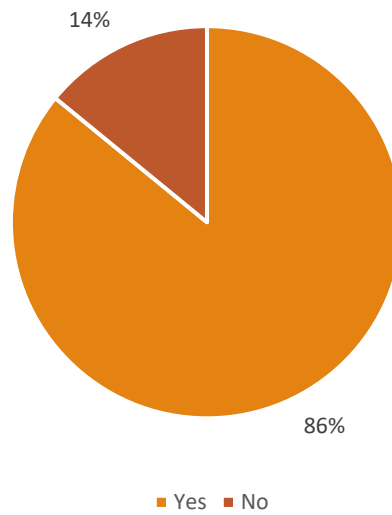


FIGURE 18: BENEFICIARIES WATCHED INDUCTION VIDEO

Q. Did you watch the induction video on the program undertaken?

Number of respondents:980

A majority of the beneficiaries (96%) mentioned they watched induction video and 4% did not watch the induction video. The remaining 4% mentioned that they did not watch induction video.

7.3.7 Pre- assessment sheet

The following table show the overall percentage of beneficiaries who informed the self-assessment sheet to be helpful in identifying the skill gap:

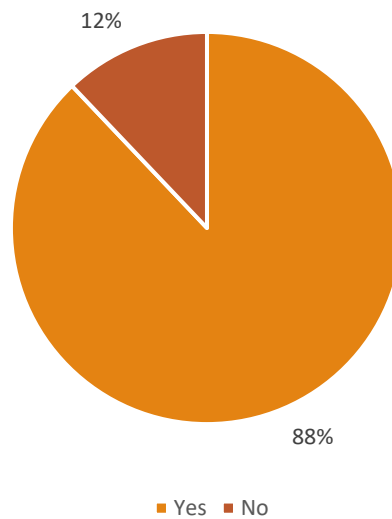


FIGURE 19: SELF – ASSESSMENT SHEET FOR IDENTIFYING SKILL GAP

Q. Was the self-assessment sheet helpful in identifying skill gaps?

Number of respondents:976

A majority of the beneficiaries (88%) informed that the self-assessment sheet was helpful in identifying skill gaps. The remaining 12% of the beneficiaries informed that the self-assessment sheet was not helpful in identifying skill gaps.

7.4 Orientation

7.4.1 Orientation on domain, soft skills and entrepreneurship

The following charts show the overall percentage of beneficiaries who received orientation of domain, soft skills and entrepreneurship tips:

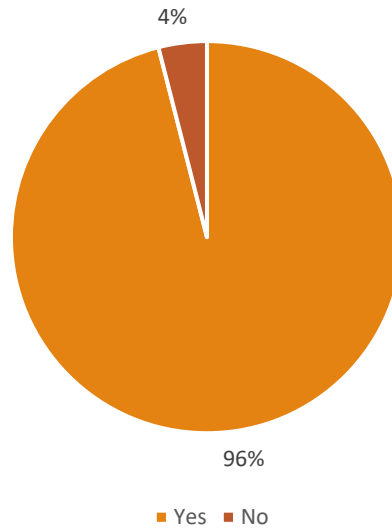


FIGURE 20: OVERALL PERCENTAGE OF BENEFICIARIES RECEIVED ORIENTATION

Q. Where you given orientation on the domain, soft skills and entrepreneurship tips, and familiarization with the assessment process and terms? *Number of respondents:978*

A majority of the beneficiaries (96%) of the beneficiaries mentioned that they were oriented on topic such as domain, soft skills and entrepreneurship. The remaining 4% of the beneficiaries mentioned that they were not oriented on the topic such as domain, soft skills and entrepreneurship.

7.4.2 Job role specific kit

The following chart show the overall percentage of beneficiaries who received specific job role kit:

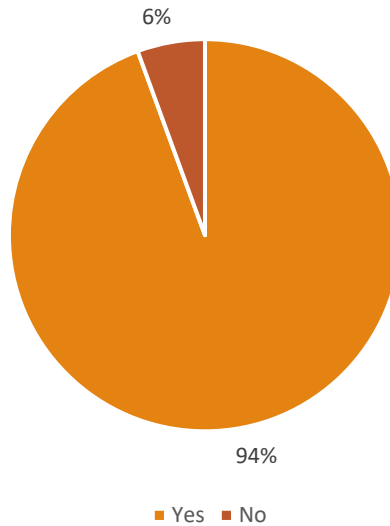


FIGURE 21: OVERALL PERCENTAGE OF BENEFICIARIES RECEIVED SPECIFIC JOB ROLE KIT

Q. Did you receive a job role specific kit?

Number of respondents:986

A majority of the beneficiaries (94%) informed that they received job role specific kit. The remaining 6% of the beneficiaries informed that they did not receive the job role specific kit.

Contents of job role specific kit

7.4.2.1 Standard T-shirt

The following chart show the overall percentage of beneficiaries whose specific job role kit contained standard T-shirt and jacket:

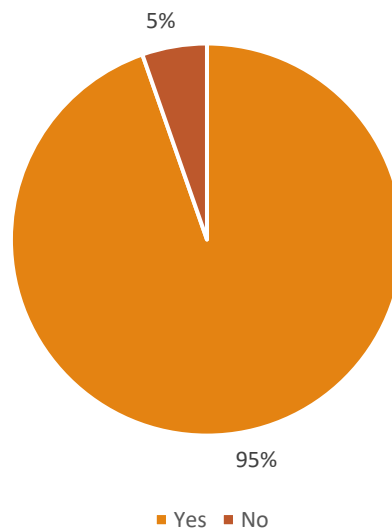


FIGURE 22: OVERALL PERCENTAGE OF BENEFICIARIES RECEIVED STANDARD T-SHIRT

Q. Did you receive Standard T-shirt for males and jacket or T-shirt for females?

Number of respondents:823

87% of the beneficiaries informed that the job role specific kit contained standard T-shirt. 13% of the beneficiaries mentioned that they did not receive T-shirt in the job role specific kit.

7.4.2.2 Standard cap

The following chart show the overall percentage of beneficiaries whose specific job role kit contained standard cap:

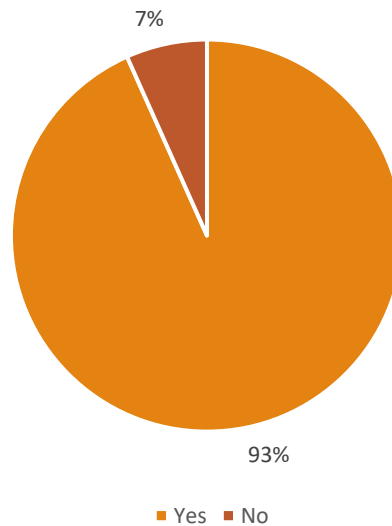


FIGURE 23: OVERALL PERCENTAGE OF BENEFICIARIES RECEIVED STANDARD KIT CAP

Q. Did you receive Standard PMKVY cap?

Number of respondents:822

86% of the beneficiaries informed that the job role specific kit contained standard T-shirt. 14% of the beneficiaries mentioned that they did not receive T-shirt in the job role specific kit.

7.4.2.3 Study material

The following chart show the overall percentage of beneficiaries whose specific job role kit contained study material:

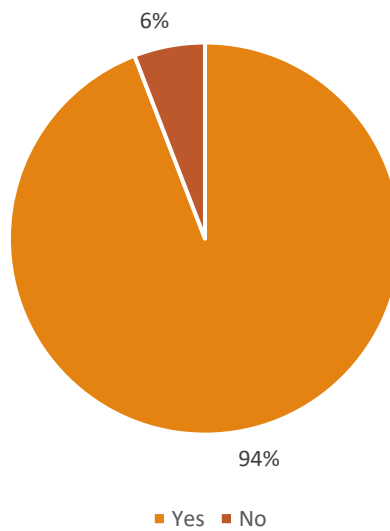


FIGURE 24: OVERALL PERCENTAGE OF BENEFICIARIES RECEIVED STUDY MATERIAL

Q. Did you receive Study material?

Number of respondents:820

84% of the beneficiaries informed that they received study material, while 16% of the beneficiaries did not receive the study material.

7.5 Assessment

7.5.1 Assessment status

The following chart shows the overall percentage of assessed beneficiaries:

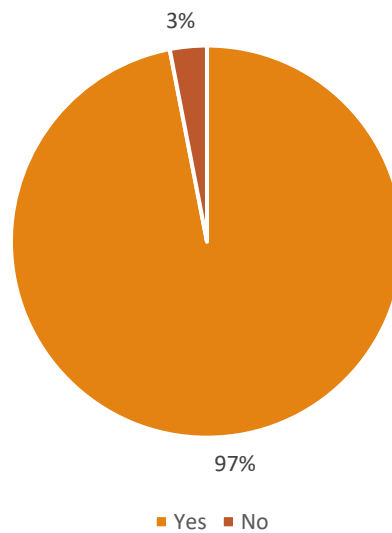


FIGURE 25: ASSESSMENT STATUS

Q. Did you pass the final assessment?

Number of respondents:984

A majority of the beneficiaries (97%) claimed that they passed the assessment. The remaining 3% of the beneficiaries did not pass the assessment.

7.6 Certification and payout

7.6.1 Marksheet

The following chart shows the overall percentage of beneficiaries who received marksheet:

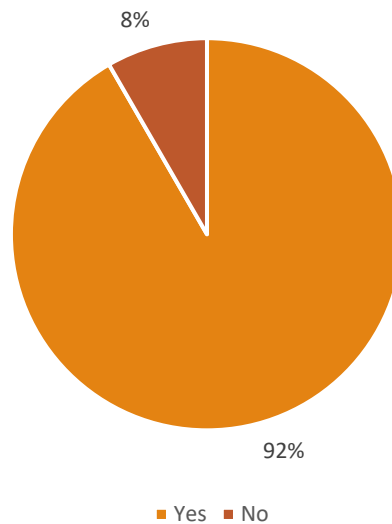


FIGURE 26: OVERALL PERCENTAGE OF BENEFICIARIES RECEIVED SKILL CARD AND BADGE

Q. Did you receive the marksheet?

Number of respondents:984

A majority of the beneficiaries (92%) informed that they received the marksheet. The remaining 8% of the beneficiaries did not receive the marksheet.

7.6.2 Payout

The following chart shows the overall percentage of beneficiaries who received INR 500 after course completion:

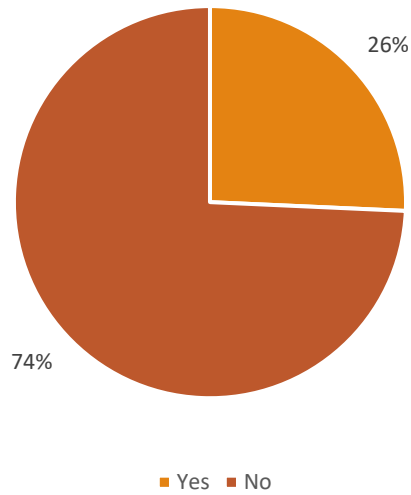


FIGURE 27: OVERALL PERCENTAGE OF BENEFICIARIES RECEIVED INR 500

Q. Did you receive INR 500?

Number of respondents:980

A majority of the beneficiaries (74%) claimed that they did not receive INR 500 after the course completion, while 26% of the beneficiaries informed that they did receive INR 500.

IMPACT ON BENEFICIARIES



8 Impact on beneficiaries

8.1 Employment status

8.2 Employment status before the program

The following chart shows the employment status of the beneficiaries before the certification:

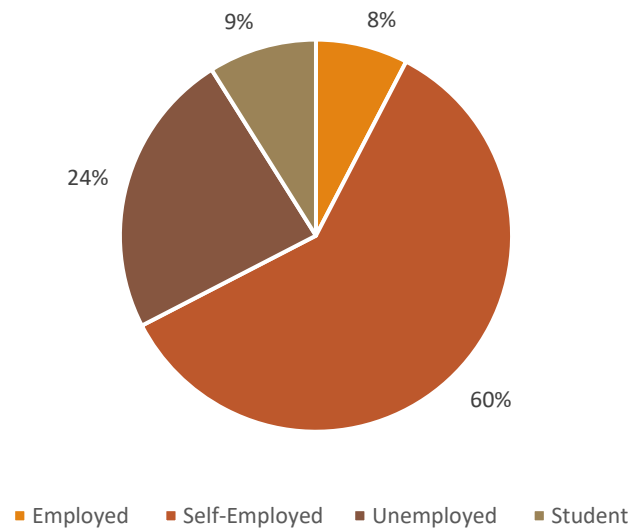


FIGURE 28: EMPLOYMENT STATUS BEFORE RPL CERTIFICATION

Q. What was your Employment status when you started the training?

Number of respondents:985

A majority of the beneficiaries (60%) informed that they were self-employed before the program followed by 24% of the beneficiaries who were unemployed. Among the remaining 16%, 9% of the beneficiaries reported as student and 8% as employed.

8.3 Employment status after the program

The following charts shows the employment status of the beneficiaries after the certification:

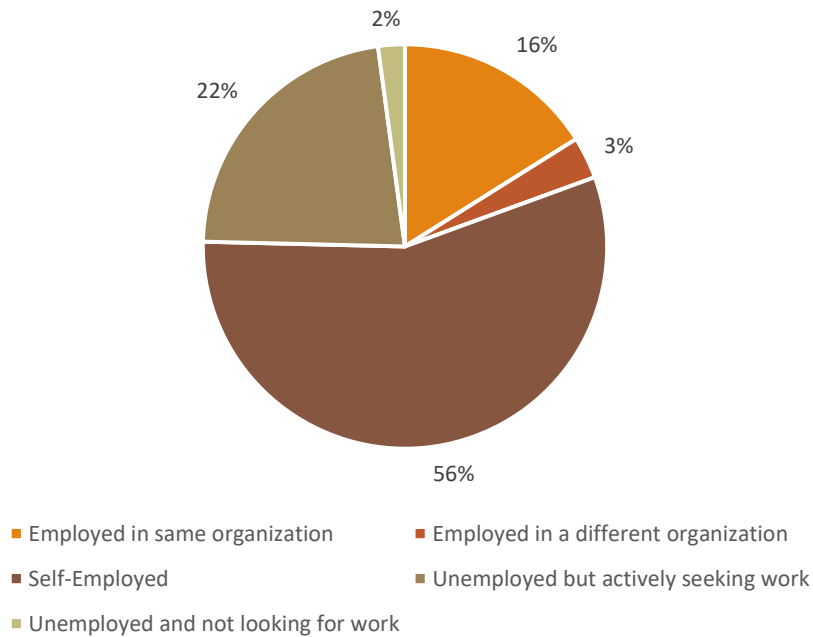


FIGURE 29: EMPLOYMENT STATUS AFTER RPL CERTIFICATION

Q. What is your employment status now?

Number of respondents:983

A majority of the beneficiaries (56%) informed that they were self-employed after the program followed by 22% of the beneficiaries who reported that they are unemployed but actively seeking for work.

8.4 Certification status

The following chart shows the overall percentage of certified beneficiaries:

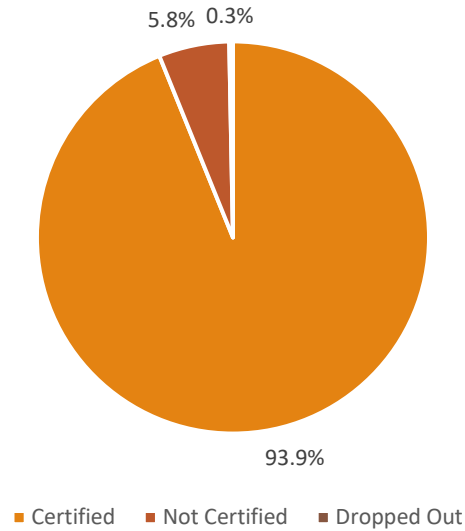


FIGURE 30: EMPLOYMENT STATUS AFTER RPL CERTIFICATION

Q. What is your certification status now?

Number of respondents:979

A majority of the beneficiaries (93.9%) claimed that they were certified. The remaining 5.8% of the beneficiaries informed that they were not certified after the program.

Impact assessment for Weavers and Artisans

8.4.1 Certification impact

All the certified beneficiaries were further asked if the certification has impacted them.

The following chart shows the overall certification impact on the beneficiaries:

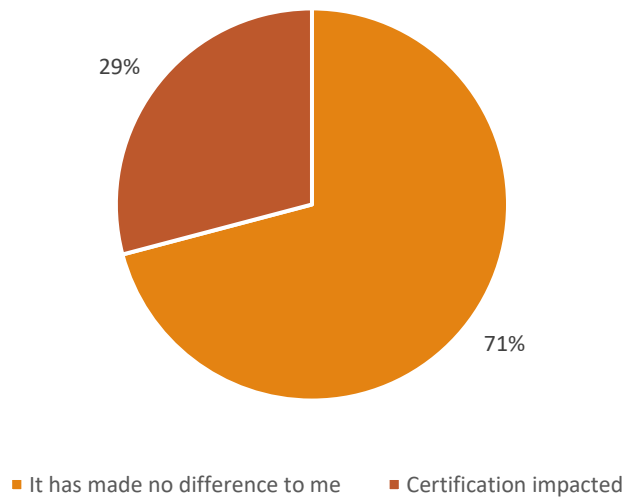


FIGURE 31: OVERALL CERTIFICATION IMPACT

Q. In what ways has the certificate benefited you?

Number of respondents:907

71% of the beneficiaries informed that certification has made no difference to them, while 29% informed to have benefitted by the certification.

8.4.2 Certification benefit

All the beneficiaries who mentioned that certification has impacted them were asked what benefit they have gained through it.

The following chart shows the overall certification benefit gained by the beneficiaries:

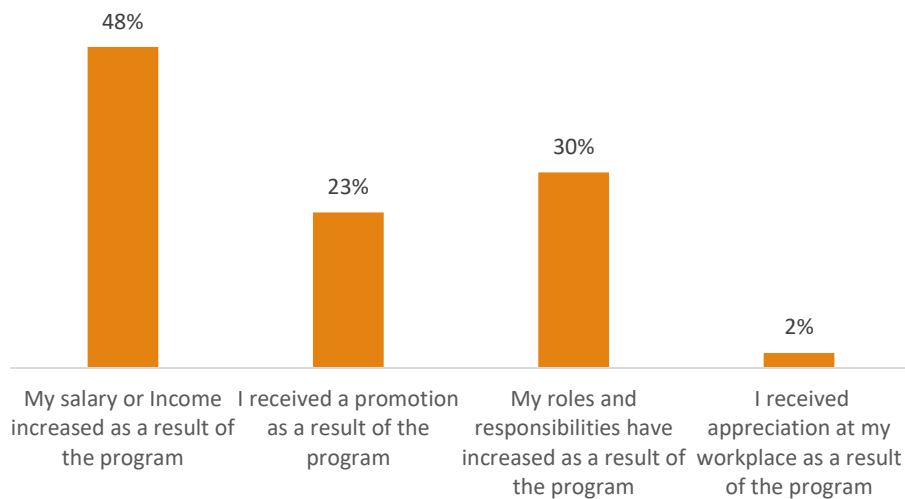


FIGURE 32: OVERALL CERTIFICATION BENEFIT

Q. If impacted, please choose from the options?

Number of respondents:264

48% of the beneficiaries informed that certification helped them to improve their salary, while 30% informed that roles and responsibilities improved after the certification. Some beneficiaries also mentioned to have received promotion after the certification (23%), while very few beneficiaries mentioned to have received appreciation at their workplace (2%).

Impact assessment for Weavers and Artisans

8.4.3 Income level

Beneficiaries who have some rise in their income were further interviewed on their change in income/salary.

The following chart shows the percentage of beneficiaries reported change in their income/salary:

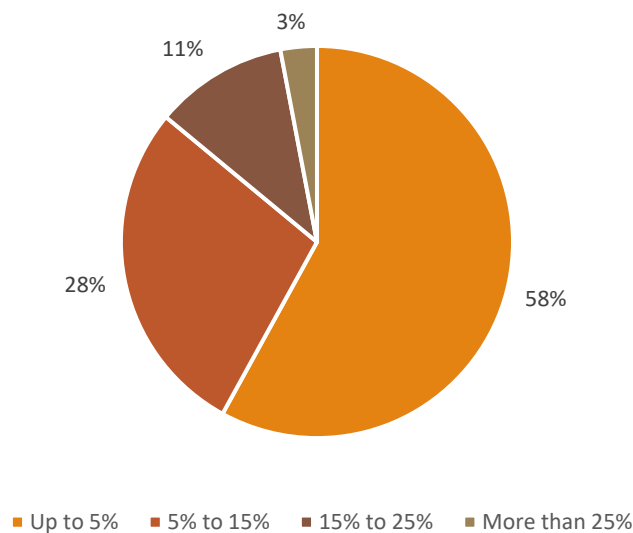


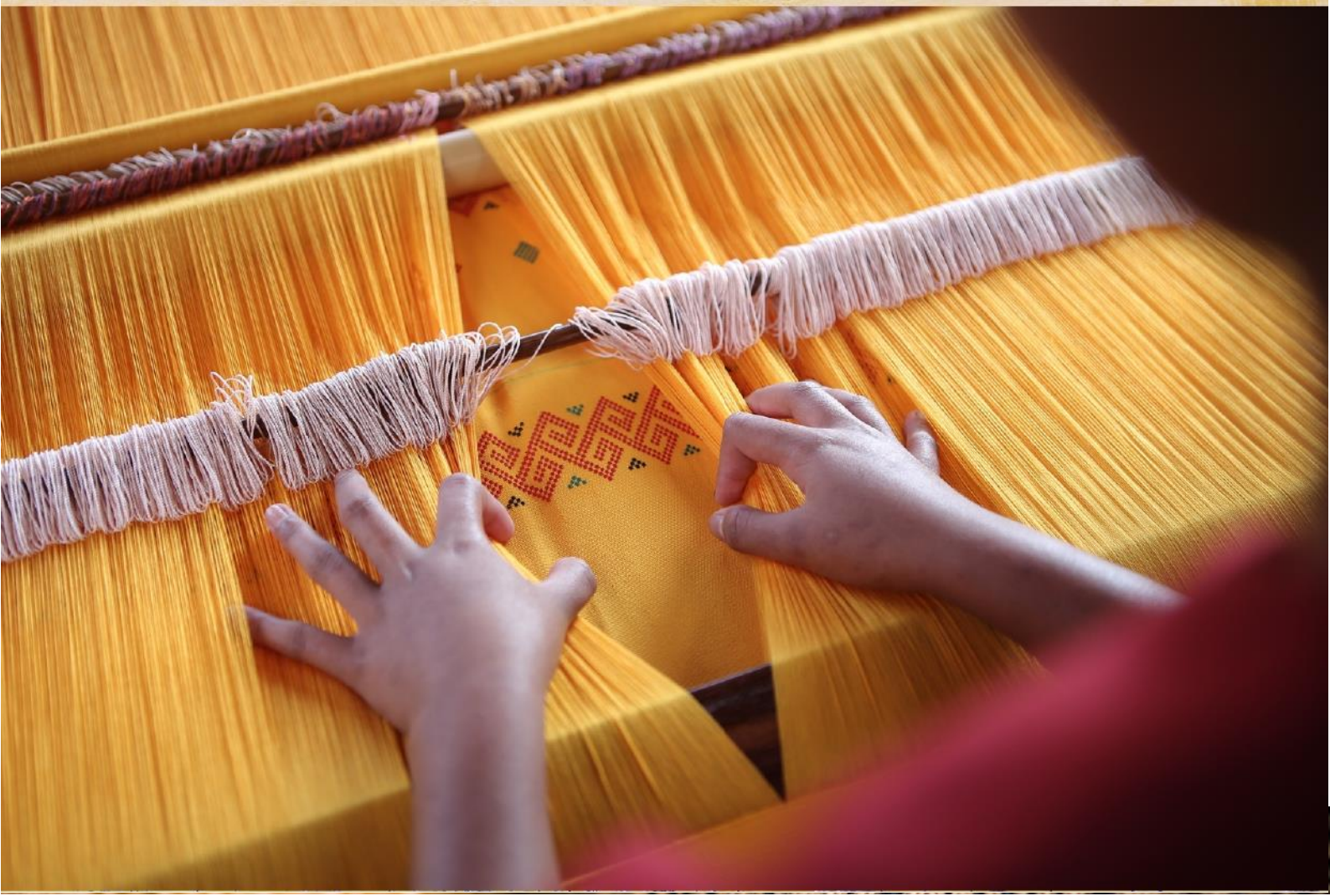
FIGURE 33: OVERALL CERTIFICATION IMPACT

Q What percentage of income/salary has increased after RPL program?

Number of respondents:105

A majority of the beneficiaries (59%) stated to experience a rise up to 5% in their income/salary. From the remaining beneficiaries, 3% had a rise more than 25%, 10% beneficiaries reported an increase of 15% to 25% and the remaining 28% mentioned their income to be increased between 5% to 15%.

IMPACT OF SPECIAL PROJECT



9 Impact of RPL program

9.1 About technical knowledge

The following chart shows the overall percentage of beneficiaries aware about the technical knowledge:

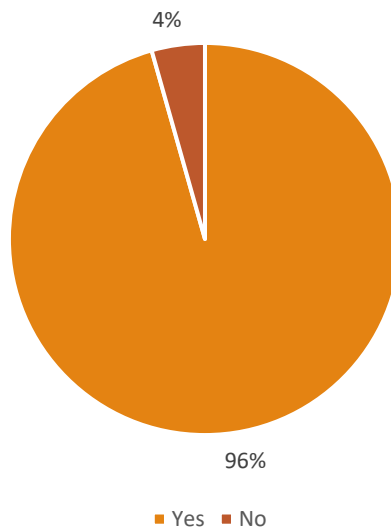


FIGURE 34: AWARENESS TECHNICAL KNOWLEDGE

Q. Where you made aware of technical knowledge?

Number of respondents:980

A majority of the beneficiaries (96%) informed that they were made aware about technical knowledge during the program.

9.2 About soft skills

The following chart shows the overall percentage of beneficiaries aware about soft skills:

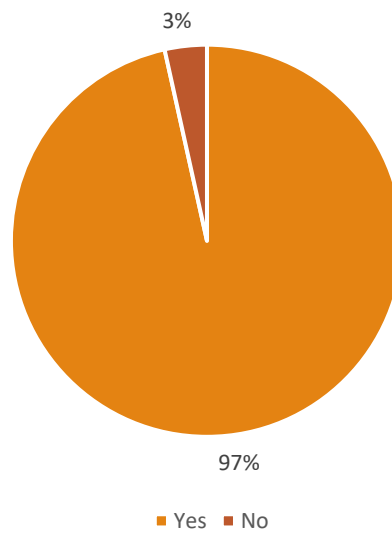


FIGURE 35: AWARENESS ABOUT SOFT SKILLS

Q. Where you made aware of soft skills?

Number of respondents:979

A majority of the beneficiaries (97%) informed that they were made aware about soft skills during the program.

9.3 About marketing skills and standardization techniques

The following chart shows the overall percentage of beneficiaries aware about marketing skills and standardization techniques:

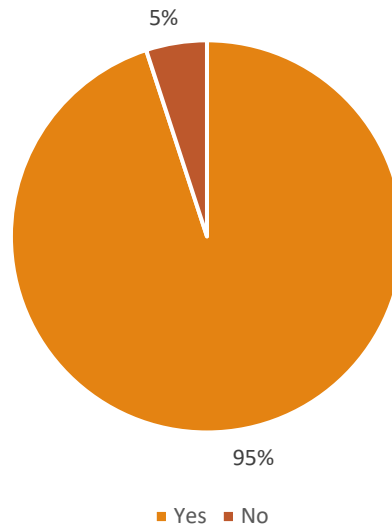


FIGURE 36: AWARENESS ABOUT MARKETING SKILLS AND STANDARDIZATION TECHNIQUES

Q. Where you made aware of marketing and standardization skills?

Number of respondents:976

A majority of the beneficiaries (95%) informed that they were made aware about marketing skills and standardization techniques during the program.

9.4 About entrepreneurship building

The following chart shows the overall percentage of beneficiaries aware about entrepreneurship building:

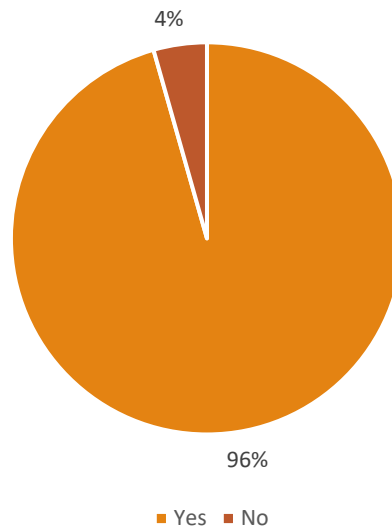


FIGURE 37: AWARENESS ABOUT ENTREPRENEURSHIP BUILDING

Q. Where you made aware of entrepreneurship building?

Number of respondents:978

A majority of the beneficiaries (96%) informed that they were made aware about entrepreneurship building during the program.

9.5 About innovative and upgraded techniques of making products

The following chart shows the overall percentage of beneficiaries aware about innovative and upgraded techniques of making products:

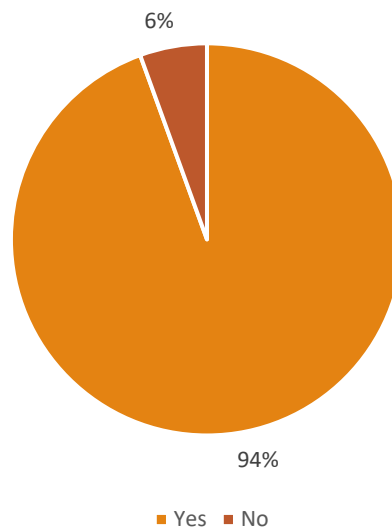


FIGURE 38: AWARENESS ABOUT INNOVATIVE AND UPGRADED TECHNIQUES OF MAKING PRODUCTS

Q. Where you made aware of innovative and upgraded techniques of making products?

Number of respondents:975

A majority of the beneficiaries (94%) informed that they were made aware about innovative and upgraded techniques of making products during the program.

Impact assessment for Weavers and Artisans

9.6 Encouraged to take part in external deliberations

The following chart shows the overall percentage of beneficiaries aware about Encouraged to take part in external deliberations:

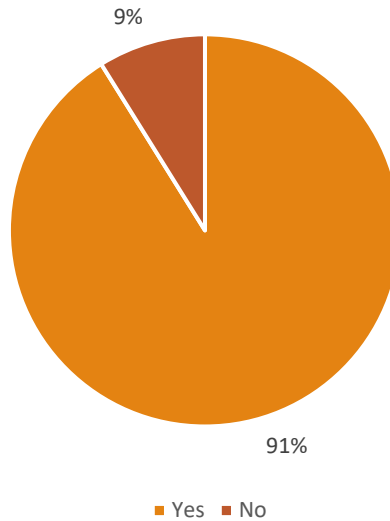


FIGURE 39: AWARENESS ABOUT ENCOURAGED TO TAKE PART IN EXTERNAL DELIBERATIONS

Q. Where you made aware of encouraged to take part in external deliberations?

Number of respondents:980

A majority of the beneficiaries (91%) informed that they were made aware encouraged to take part in external deliberations after the program.

Impact assessment for Weavers and Artisans

9.7 Post training industry support

The following chart shows the overall percentage of beneficiaries who mentioned that they were provided with the post training industry support:

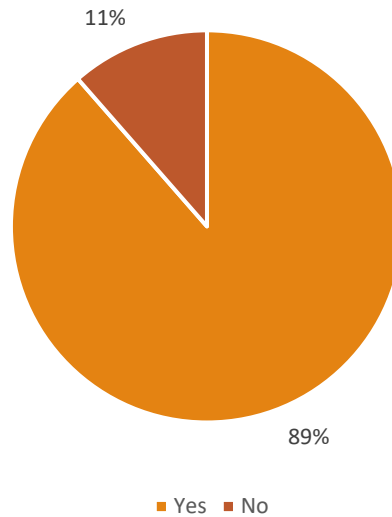


FIGURE 40: OVERALL PERCENTAGE OF BENEFICIARIES RECEIVED POST TRAINING INDUSTRY SUPPORT

Q. Was Post-Training Industry Support provided?

Number of respondents:980

89% of the beneficiaries informed that they have received post training industry support after the program.

9.8 Help in backward linkages

The following chart shows the overall percentage of beneficiaries who mentioned that they received help in establishing linkage:

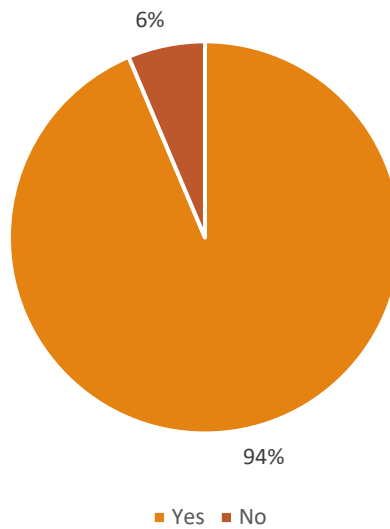


FIGURE 41: OVERALL PERCENTAGE OF BENEFICIARIES RECEIVED HELP IN ESTABLISHING BACKWARD LINKAGES

Q. Helped in Institutional linkages such as backward linkages to procure quality material.

Number of respondents:864

94% of the beneficiaries informed that they have received help in establishing Institutional linkages such as backward linkages to procure quality material.

9.9 Help in forward linkages

The following chart shows the overall percentage of beneficiaries who mentioned that they received help in establishing linkage:

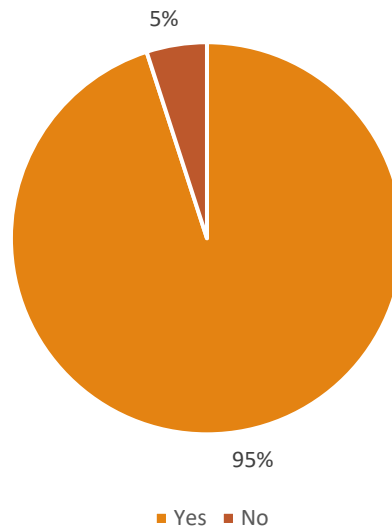


FIGURE 42: OVERALL PERCENTAGE OF BENEFICIARIES RECEIVED HELP IN ESTABLISHING FORWARD LINKAGES

Q. Helped in Forward linkages to place your products in market and credit linkages to avail loans etc.

Number of respondents:863

95% of the beneficiaries informed that they have received help in establishing forward linkages to place your products in market and credit linkages to avail loans etc.

9.10 Link with exhibition organizers

The following chart shows the overall percentage of beneficiaries who mentioned that they received help in establishing link with exhibition organizers such EPCH & CEPC:

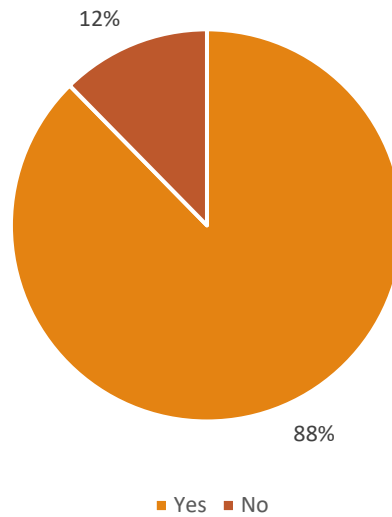


FIGURE 43: OVERALL PERCENTAGE OF BENEFICIARIES ESTABLISHED LINK WITH EXHIBITION ORGANIZERS

Q. Helped in establishing link with exhibition organizers such EPCH & CEPC.

Number of respondents:866

88% of the beneficiaries informed that they have received help in establishing link with exhibition organizers such EPCH & CEPC.

9.11 Guidance on market and promotion

The following chart shows the overall percentage of beneficiaries who mentioned that they received guidance on market and promotion:

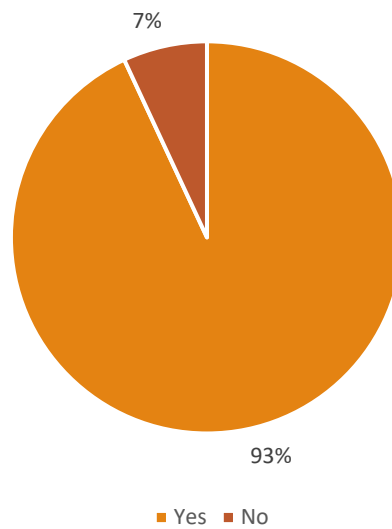


FIGURE 44: OVERALL PERCENTAGE OF BENEFICIARIES RECEIVED GUIDANCE ON MARKET AND PROMOTION

Q. Guided on market and promotion of your products at domestic and international market through Handicrafts fairs and Exhibitions.

Number of respondents:865

93% of the beneficiaries informed that they have received guidance on market and promotion of their products at domestic and international market through Handicrafts fairs and exhibitions.

9.12 E-Commerce linkages

The following chart shows the overall percentage of beneficiaries who mentioned that they received helped in facilitating e-commerce linkages:

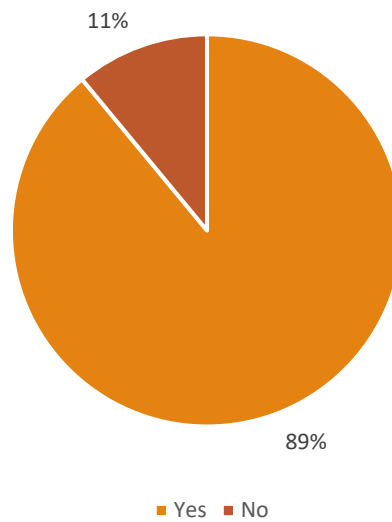


FIGURE 45: OVERALL PERCENTAGE OF BENEFICIARIES ESTABLISHED E-COMMERCE LINKAGES

Q. Helped in facilitating e-commerce linkages.

Number of respondents:864

89% of the beneficiaries informed that they have received helped in facilitating e-commerce linkages.

IMPACT ON SOCIAL WELL BEING



10 Impact on social well being

The following chart shows the RPL program impact on social well-being:

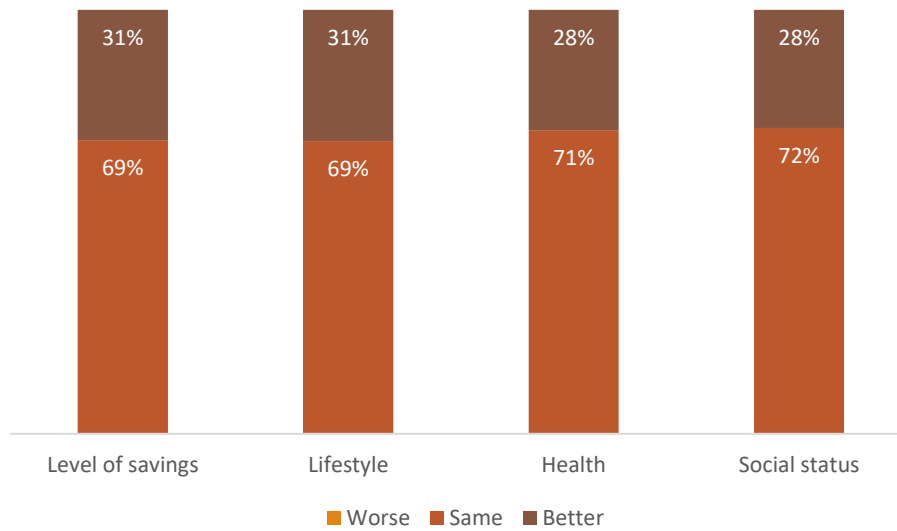


FIGURE 46: IMPACT OF RPL PROGRAM ON SOCIAL WELL BEING

Q. How did you come to know about RPL project?

Around one fourth of the respondents mentioned that their lifestyle, health and social status improved after the program.

FEEDBACK ON TRAINING INSTITUTES



11 Feedback on training institute by beneficiaries

The following chart shows the overall perception of training institute:



FIGURE 47: OVERALL PERCEPTION OF TRAINING INSTITUTE

Q. How did you come to know about RPL project?

For all the four parameters such as classroom, Trainer Quality, Training Material and Placement, the perception of the beneficiaries was above average (Rating above 3 out of 5). Highest rating had been given to Trainer Quality (4.2 out of 5), while other three parameters received same rating (4.1 out of 5).

IMPACT ON WORKPLACE



12 Impact on workplace

12.1 Beneficiary perception on impact on workplace

The following chart shows the impact of RPL on working conditions at workplace:

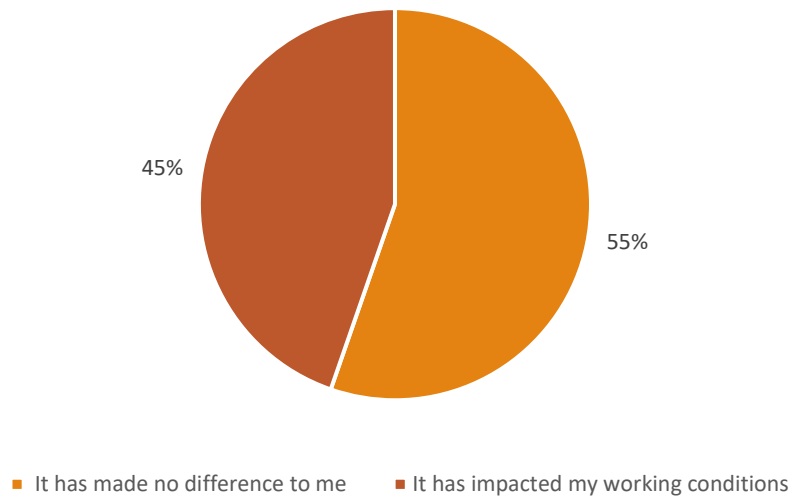


FIGURE 48: OVERALL IMPACT OF RPL ON WORKPLACE

Q. How did you come to know about RPL project?

Number of respondents:922

Comparatively higher percentage of the beneficiaries (55%) mentioned that their working conditions did not improve after the program, while other 45% of the beneficiaries informed that their working conditions improved after the program.

Impact assessment for Weavers and Artisans

12.2 Improvement in working conditions

Beneficiaries who mentioned that the working condition have improved were further asked about changes that they noticed at the workplace.

The following chart shows the changes noticed by beneficiaries at the work place:

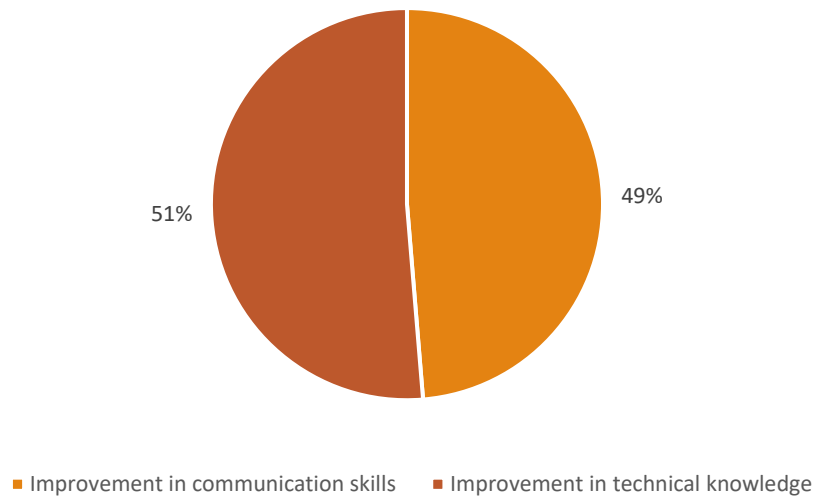


FIGURE 49: CHANGES NOTICED AT WORK PLACE

Q. How did you come to know about RPL project?

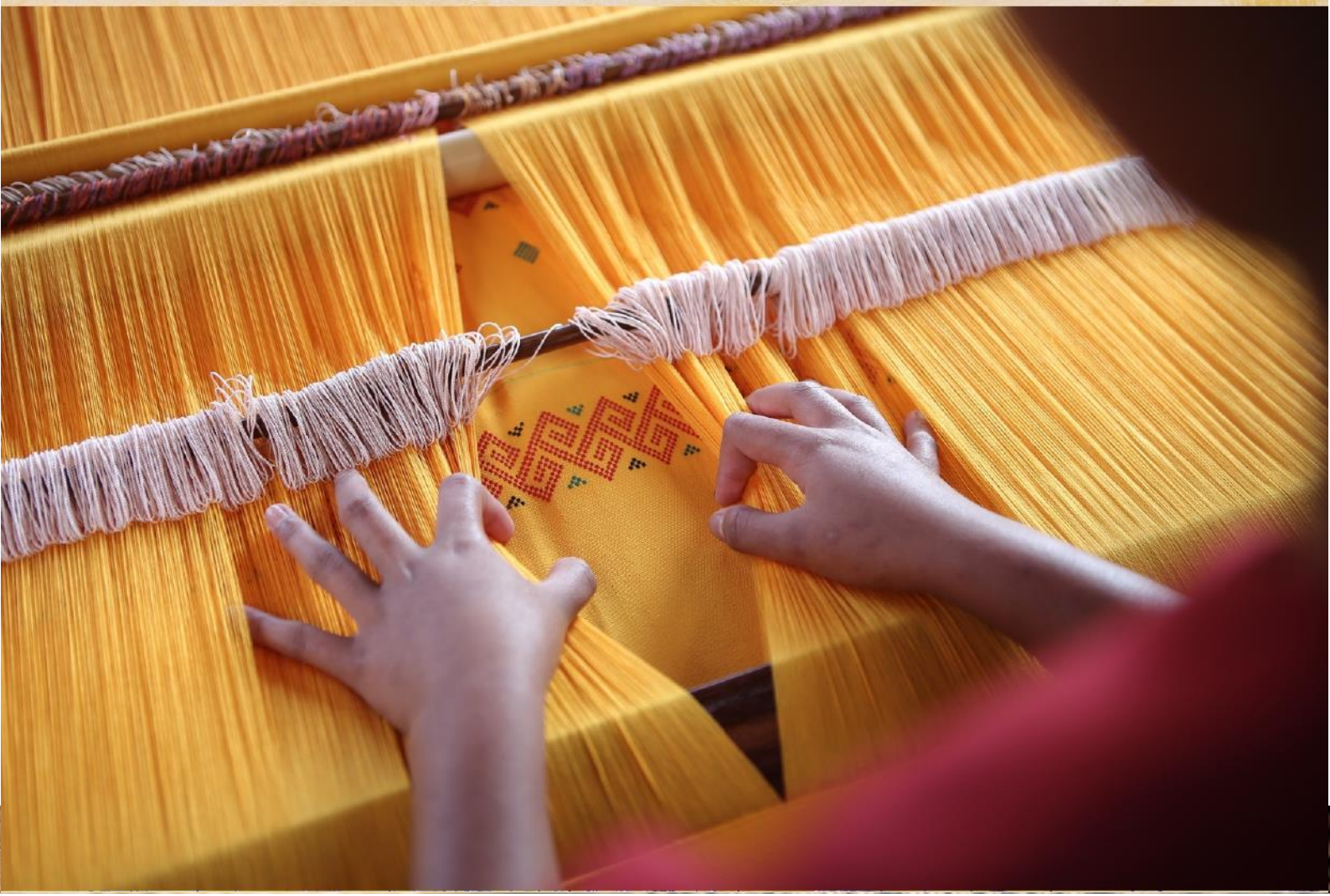
Number of respondents:382

Almost equal percentage of beneficiary mentioned that they their communication skills (49%) improved after the program and their technical knowledge improved (51%).

KEY FINDINGS

AND

RECOMMENDATIONS



13 Recommendations

1. Most of the people in this sector are self-employed, hence, this requires a more holistic approach that is not limited to just training but helping build an ecosystem where training is one of the aspects among others, such as developing markets, products and means of financing these enterprises to improve productivity. The formal education system, including research institutes, have not included teaching, training and skill development for the Handlooms sub-sector in their mainstream activities. As a result, the responsibility of introducing innovation in design and techniques is left to the initiative of the weaver families, who usually do not have resources to devote to this critical field.
2. Even though craftsman possess craft skills, they are unable to meet the needs of the modern-day consumer owing to the lack of design knowledge of contemporary craft products. craftsman need to be provided with market intelligence for them to produce market-relevant products.
3. There is lack of proper infrastructure for training of craftsman as well as of teaching modules on how to adopt technology for the betterment of their product.
4. An effective channel for craftsman to gain an understanding of customers and market their products is exhibitions and fairs. Artisan-organized fashion shows should be part of training curriculum, which could teach them event management and marketing skills.
5. Training and education on how to produce is essential but with what to produce is equally crucial. Hence, proper education regarding the use of materials used for production is necessary. Training institutions, government and self-help groups associated with the sector should help ensure that such knowledge is being imparted.
6. In order to improve productivity and bring in a higher level of consistency in products, development of more sophisticated tools and processes is to be carried out and made available to craftsman.
7. The uniformity of the knowledge transfers is must in this case. NSDC can take measure to ensure that the quality and the standard of the program implementation should not vary according to location/districts.

ANNEXURE-1



14 Annexure 1

14.1 About RPL program

Below is the analysis in terms of districts and gender:

14.1.1 Program motivation

The following chart shows the district-wise distribution of beneficiaries undertook RPL program due to various reasons:

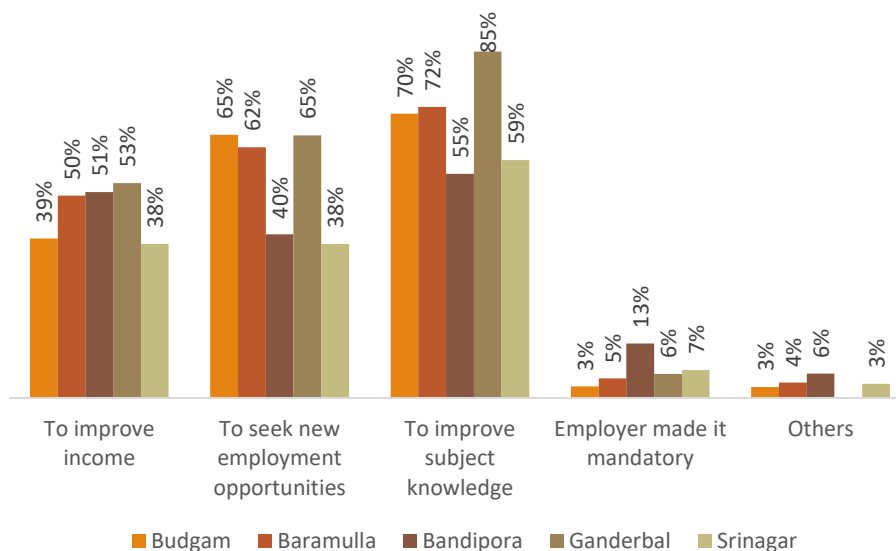


FIGURE 50: PROGRAM MOTIVATION-DISTRICT WISE DISTRIBUTION

Q. Why did you undertake the program?

Number of respondents:986

The highest percentage of the beneficiaries who reported the reason for undertaking the RPL program was to improve income is from Ganderbal (53%). The highest percentage of the beneficiaries who reported the reason to be seeking new employment opportunity are from Budgam and Ganderbal (65%). The highest percentage of beneficiaries who wanted an improvement in the subject knowledge is from Ganderbal (85%). However, a certain percentage of the beneficiaries stated that their employers made the RPL program mandatory, the highest percentage is from Bandipora (13%).

Impact assessment for Weavers and Artisans

The following chart shows the gender-wise distribution of beneficiaries undertook RPL program due to various reasons:

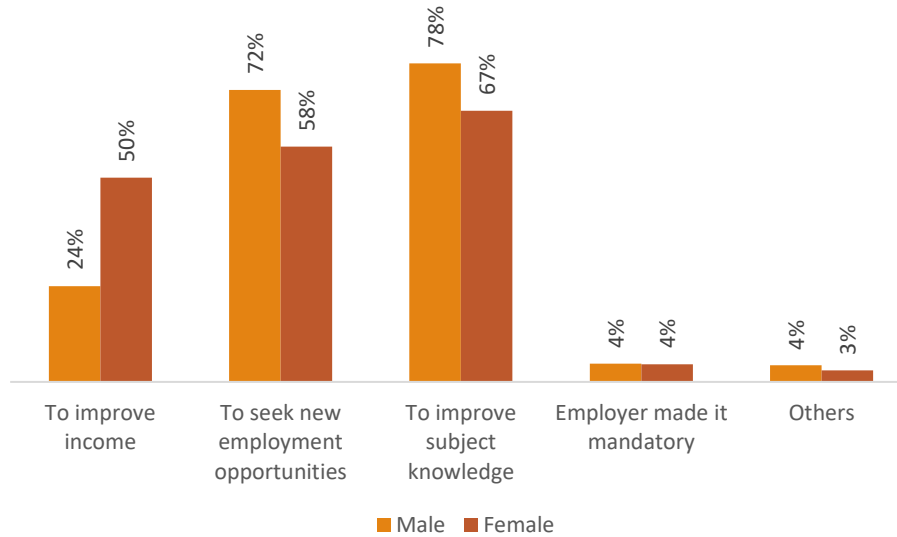


FIGURE 51: PROGRAM MOTIVATION-GENDER WISE DISTRIBUTION

Q. Why did you undertake the program?

Number of respondents:986

Majority of males beneficiaries mentioned that the reason for undertaking the program was to seek new employment opportunities (72%) and improve their subject knowledge (78%). It was observed that majority of the female beneficiaries undertook the program to improve their income (50%).

14.1.2 Mobilization

The following chart shows the district wise distribution of different sources of information about RPL program:

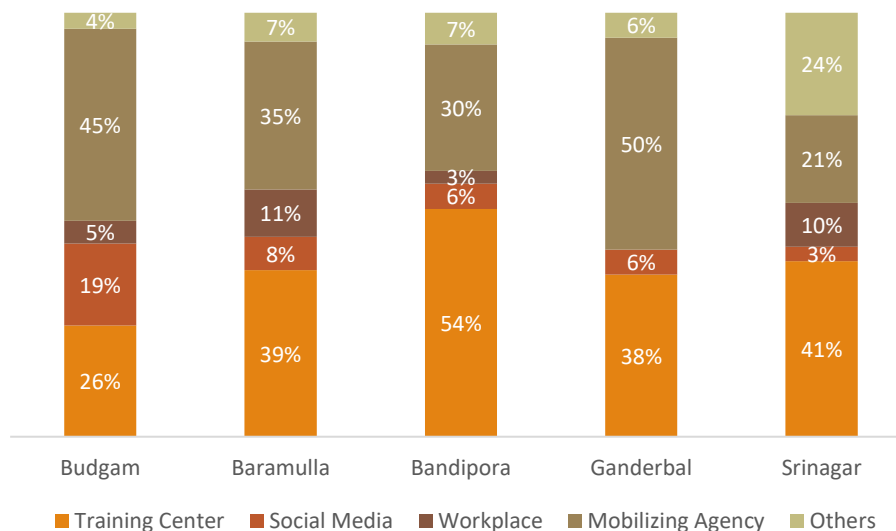


FIGURE 52: MOBILIZATION-DISTRICT WISE DISTRIBUTION

Q. How did you come to know about RPL course/project?

Number of respondents:985

The highest percentage of beneficiaries who came to know about the RPL program through mobilizing agency is from Bandipora (54%) followed by Srinagar (41%). The highest percentage of beneficiaries who got the information through mobilizing agency is from Ganderbal (50%), followed by Budgam (45%). Certain percentage of the beneficiaries informed social media to be one of the media of information, the highest percentage is from Budgam (19%). Workplace also served as the information source to some of the beneficiaries, the highest percentage is from Baramulla (11%) and Srinagar (10%).

Impact assessment for Weavers and Artisans

The following chart shows the gender wise distribution of different sources of information about RPL program:

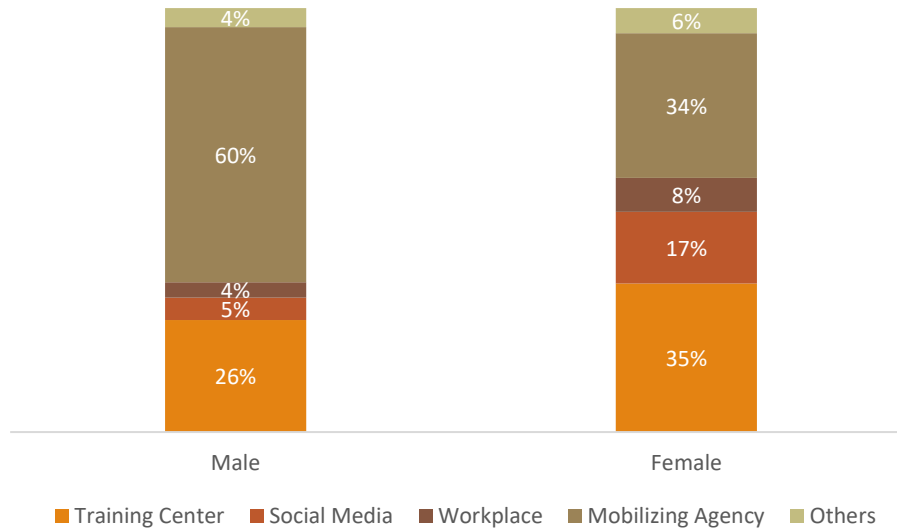


FIGURE 53: MOBILIZATION-GENDER WISE DISTRIBUTION

Q. How did you come to know about RPL course/project?

Number of respondents:985

Majority of the both male and female beneficiaries came to know about the RPL program through mobilizing agency followed by training center. 17% of the female beneficiaries informed that they got to know about PRL project in the workplace.

Impact assessment for Weavers and Artisans

14.1.3 Pre – assessment and counseling

14.1.3.1 Brief about MSDE, skill India program, and processes

The following charts show the district wise distribution of the beneficiaries who received the brief about MSDE, skill India program, and processes:

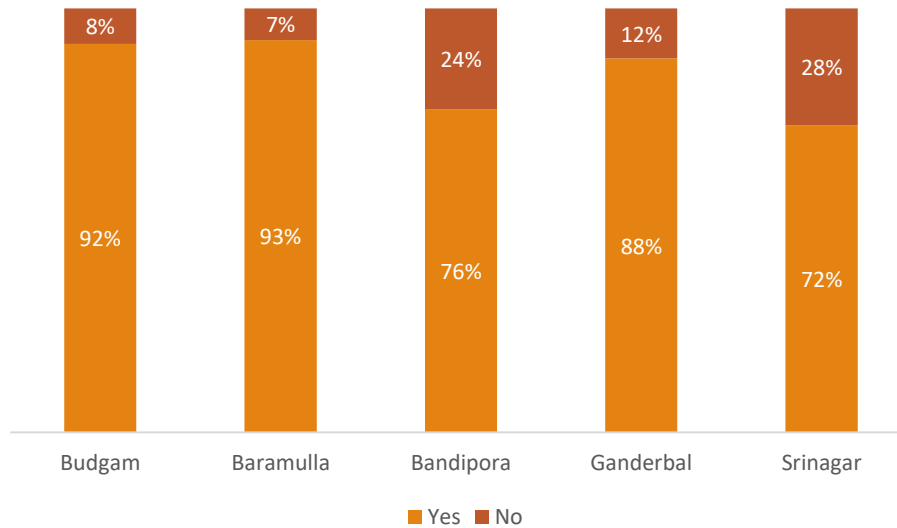


FIGURE 54: AWARENESS OF MSDE, SKILL INDIA PROGRAM, AND PROCESSES DISTRICT WISE

Q. Where you made aware of MSDE, skill India program, and processes

Number of respondents:986

Majority of the beneficiaries across all the districts mentioned that they were given the brief about MSDE, skill India program and the processes, highest percentage being from Baramulla (93%) followed by Budgam (92%).

Impact assessment for Weavers and Artisans

The following charts show the gender wise distribution of the beneficiaries who received the brief about MSDE, skill India program, and processes:

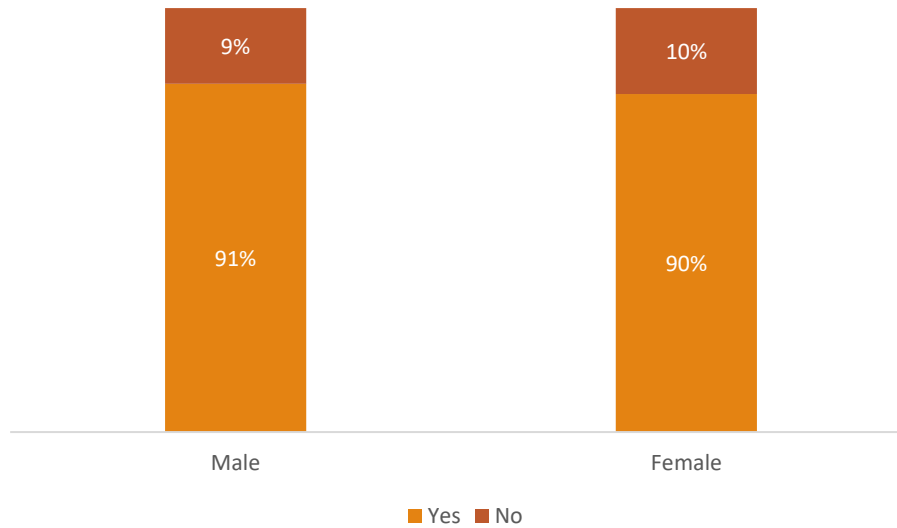


FIGURE 55: AWARENESS OF MSDE, SKILL INDIA PROGRAM, AND PROCESSES GENDER WISE

Q. Where you made aware of MSDE, skill India program, and processes

Number of respondents:986

Majority of the beneficiaries both Male (91%) and Female (90%) mentioned that they were given the brief about MSDE, skill India program and the processes.

14.1.3.2 Eligibility criteria for appearing for the certification

The following charts show the district wise distribution of the beneficiaries who were made aware of the eligibility criteria for appearing for the certification:

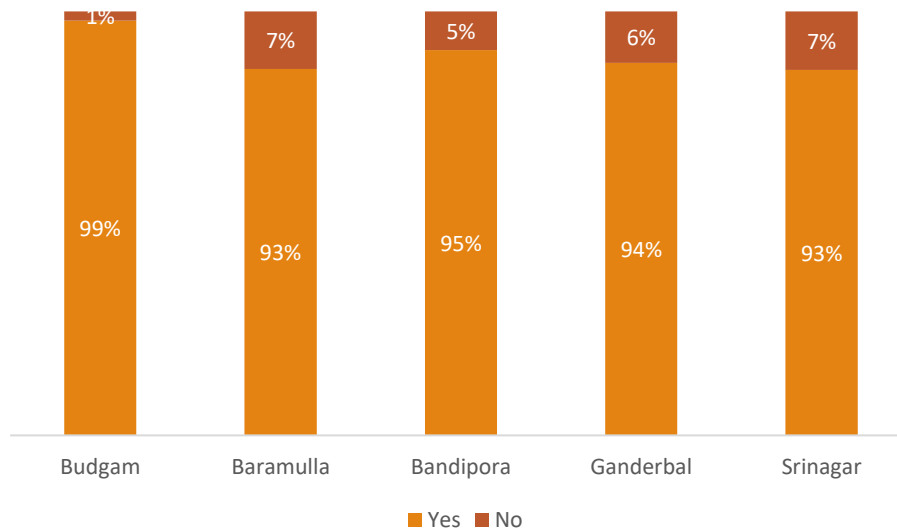


FIGURE 56: AWARENESS OF ELIGIBILITY CRITERIA FOR APPEARING FOR THE CERTIFICATION DISTRICT WISE

Q Where you made aware of the eligibility criteria for appearing for the certification?

Number of respondents:983

Almost all the beneficiaries from both the districts were aware of the eligibility criteria for appearing for the certification.

Impact assessment for Weavers and Artisans

The following charts show the gender wise distribution of the beneficiaries who were made aware of the eligibility criteria for appearing for the certification:

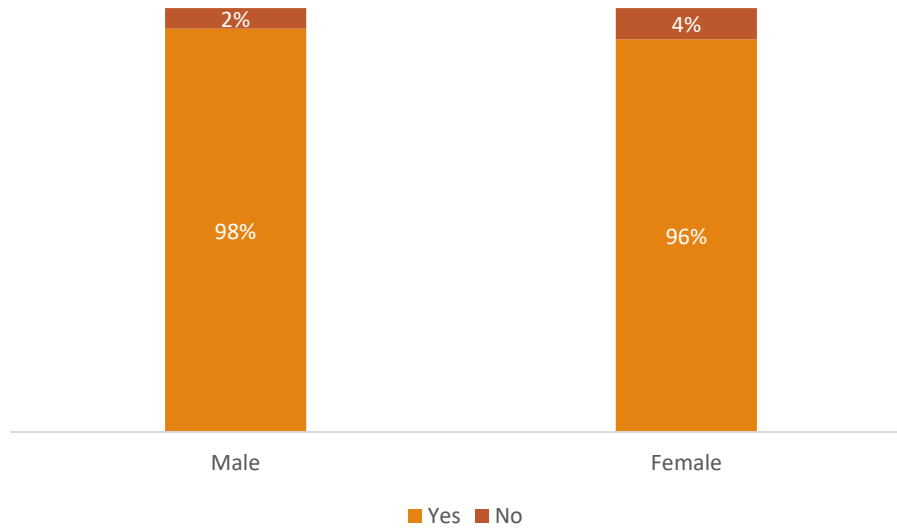


FIGURE 57: AWARENESS OF ELIGIBILITY CRITERIA FOR APPEARING FOR THE CERTIFICATION GENDER WISE

Q Where you made aware of the eligibility criteria for appearing for the certification?

Number of respondents:983

Almost all the male (98%) and female (96%) beneficiaries from both the districts were aware of the eligibility criteria for appearing for the certification.

14.1.3.3 Benefits of certification and how to avail those benefits

The following charts show the district wise distribution of the beneficiaries who were made aware of the benefits of certification and how to avail those benefits:

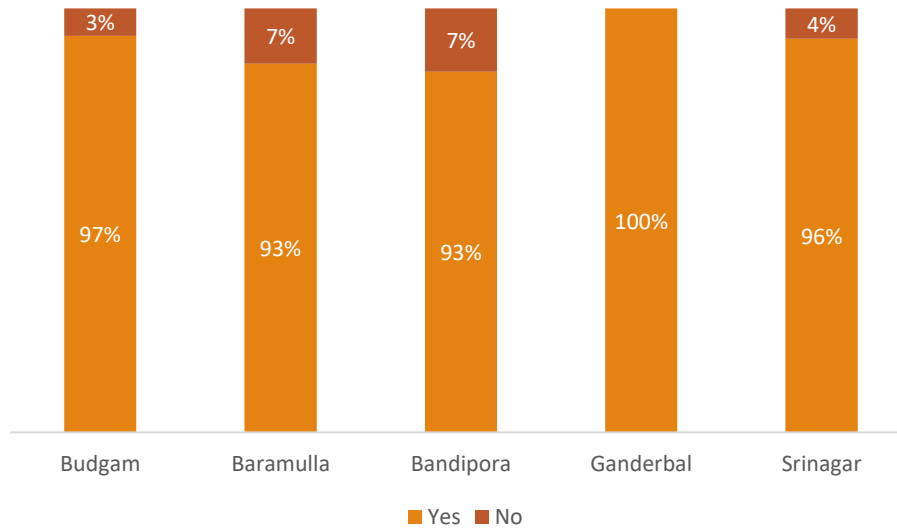


FIGURE 58: AWARENESS OF BENEFITS OF CERTIFICATION AND HOW TO AVAIL THOSE BENEFITS DISTRICT WISE

Q Where you made aware of the benefits of certification and how to avail those benefits?

Number of respondents:980

100% beneficiaries from Ganderbal and more than 90% from other districts indicated that they were made aware of the benefits of the certification and procedure of availing them post certification.

Impact assessment for Weavers and Artisans

The following charts show the gender wise distribution of the beneficiaries who were made aware of the benefits of certification and how to avail those benefits:

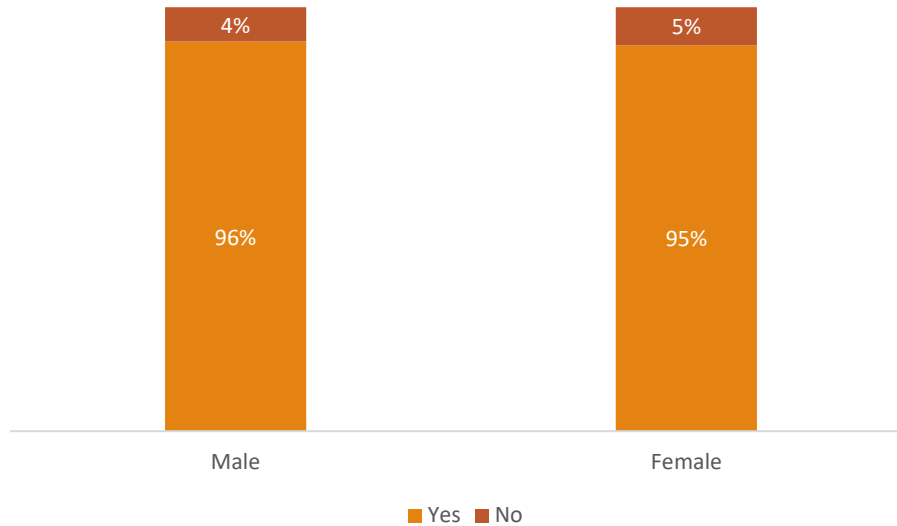


FIGURE 59: AWARENESS OF BENEFITS OF CERTIFICATION AND HOW TO AVAIL THOSE BENEFITS GENDER WISE

Q Where you made aware of the benefits of certification and how to avail those benefits?

Number of respondents:980

96% male and 95% female beneficiaries indicated that they were made aware of the benefits of the certification and procedure of availing them post certification.

14.1.3.4 Possible career progression (Vertical and Horizontal)

The following charts show the district wise distribution of the beneficiaries who were made aware of the possible career progression (Vertical and horizontal):

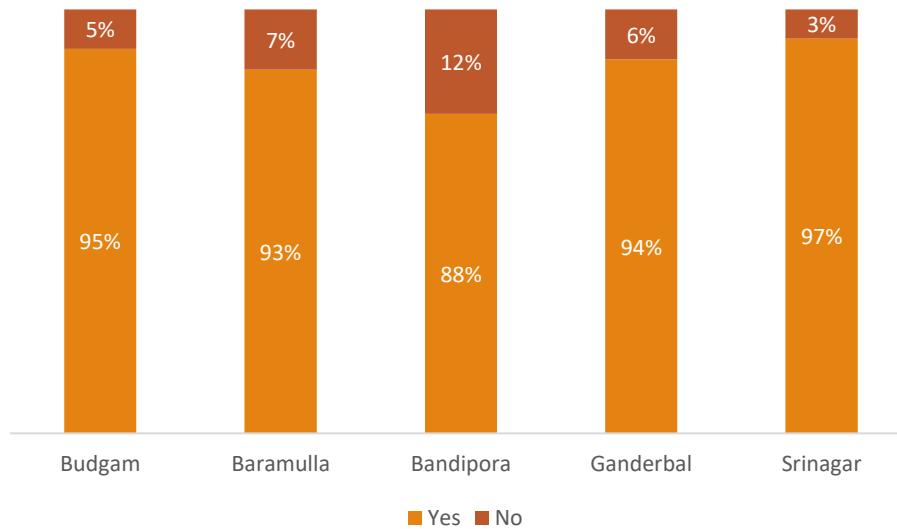


FIGURE 60: AWARENESS OF POSSIBLE CAREER PROGRESSIONS DISTRICT WISE

Q. Where you made aware of the possible career progression (Vertical and horizontal)?

Number of respondents:982

More than 90% of the beneficiaries from all the districts indicated that they were made aware of the possible career growth after the certification completion, except in Bandipora (88%).

Impact assessment for Weavers and Artisans

The following charts show the gender wise distribution of the beneficiaries who were made aware of the possible career progression (Vertical and horizontal):

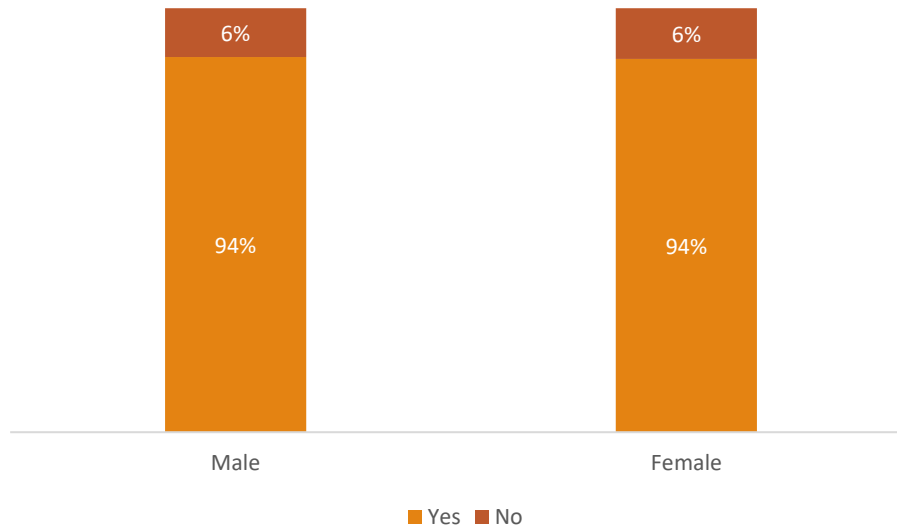


FIGURE 61: AWARENESS OF POSSIBLE CAREER PROGRESSIONS GENDER WISE

Q. Where you made aware of the possible career progression (Vertical and horizontal)?

Number of respondents:982

94% of both male and female beneficiaries indicated that they were made aware of the possible career growth after the certification completion, except in Bandipora (88%).

14.1.3.5 Employment opportunity (both wage and self) with learned skill

The following charts show the district wise distribution of the beneficiaries who were made aware of the employment opportunity (both wage and self) with learned skill:

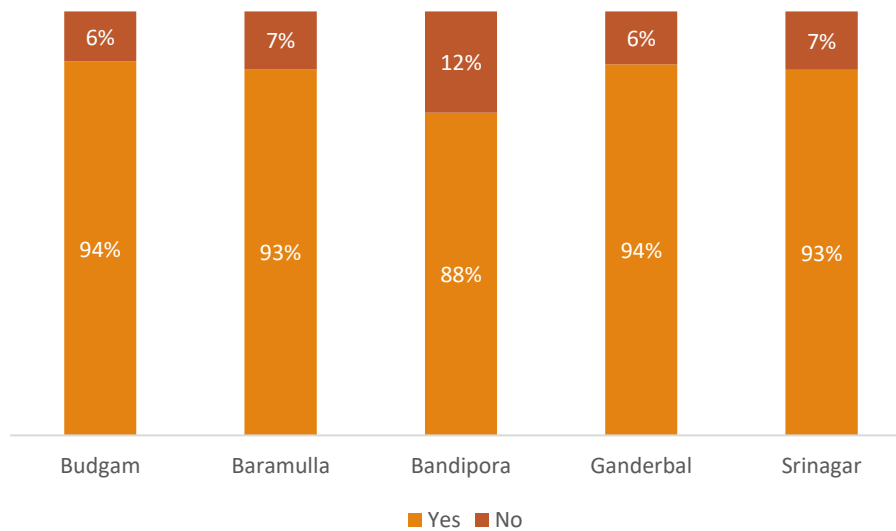


FIGURE 62: AWARENESS OF EMPLOYMENT OPPORTUNITIES DISTRICT WISE

Q. Where you made aware of the employment opportunity (both wage and self) with learned skill?

Number of respondents:982

More than 90% of the beneficiaries from all the districts indicated that they were aware of the fact that with a learned skill the employment opportunities both for waged and self-employed would be better, except in Bandipora (88%).

Impact assessment for Weavers and Artisans

The following charts show the gender wise distribution of the beneficiaries who were made aware of the employment opportunity (both wage and self) with learned skill:

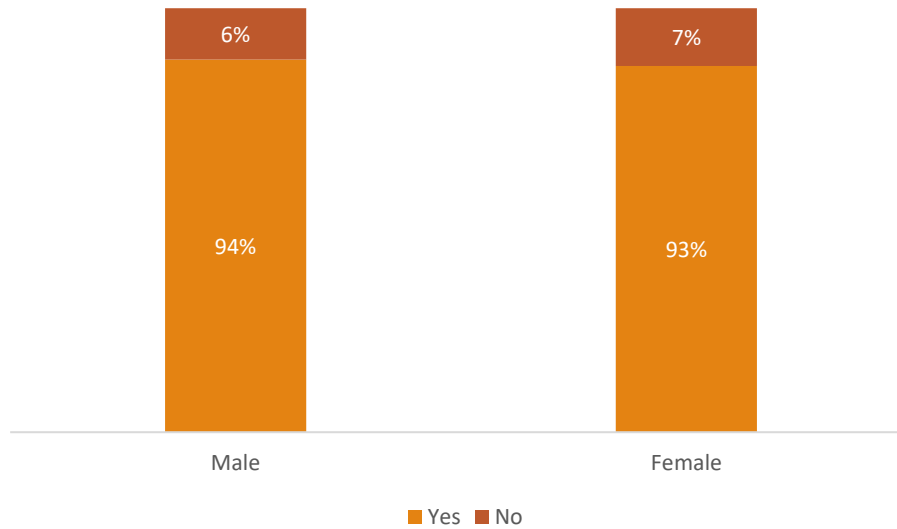


FIGURE 63: AWARENESS OF EMPLOYMENT OPPORTUNITIES GENDER WISE

Q. Where you made aware of the employment opportunity (both wage and self) with learned skill?

Number of respondents:982

94% male and 93% female beneficiaries from all the districts indicated that they were aware of the fact that with a learned skill the employment opportunities both for waged and self-employed would be better, except in Bandipora (88%).

14.1.3.6 Induction video on the program

The following charts show the district wise distribution of the beneficiaries who watched the induction video on the program:

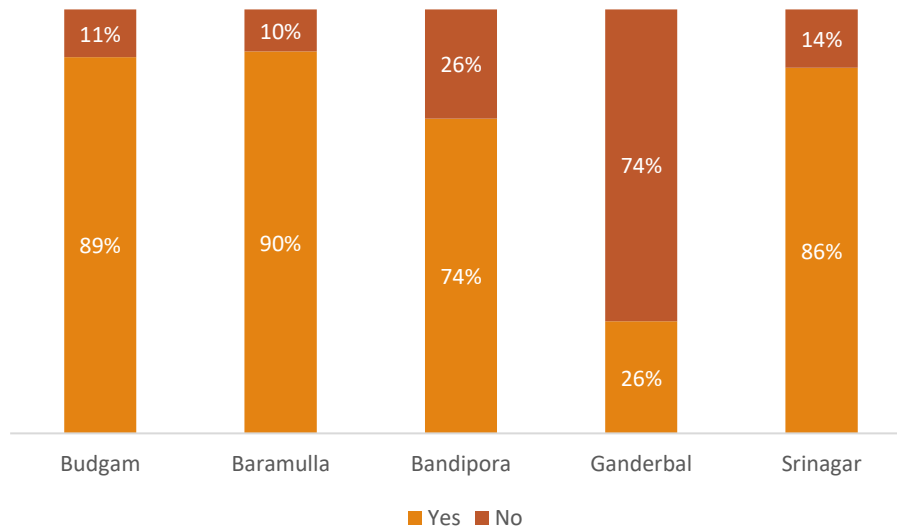


FIGURE 64: BENEFICIARIES WATCHED INDUCTION VIDEO LOAN DISTRICT WISE

Q. Did you watch the induction video on the program undertaken?

Number of respondents:980

90% beneficiaries from Baramulla, 89% from Budgam, 86% from Srinagar, 74% form Bandipora and only 26% form Ganderbal indicated that they have watched induction video the induction video for the program.

Impact assessment for Weavers and Artisans

The following charts show the gender wise distribution of the beneficiaries who watched the induction video on the program:

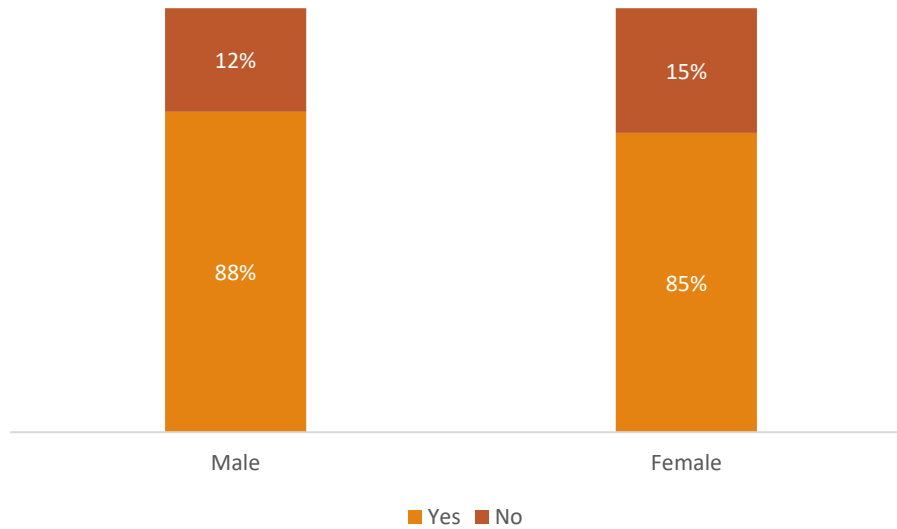


FIGURE 65: BENEFICIARIES WATCHED INDUCTION VIDEO LOAN GENDER WISE

Q. Did you watch the induction video on the program undertaken?

Number of respondents:980

88% male and 85% female beneficiaries indicated that they have watched induction video the induction video for the program.

14.1.3.7 Pre-assessment sheet

The following charts show the district wise distribution of the beneficiaries indicated that the self-assessment sheet was helpful in identifying the skill gap:

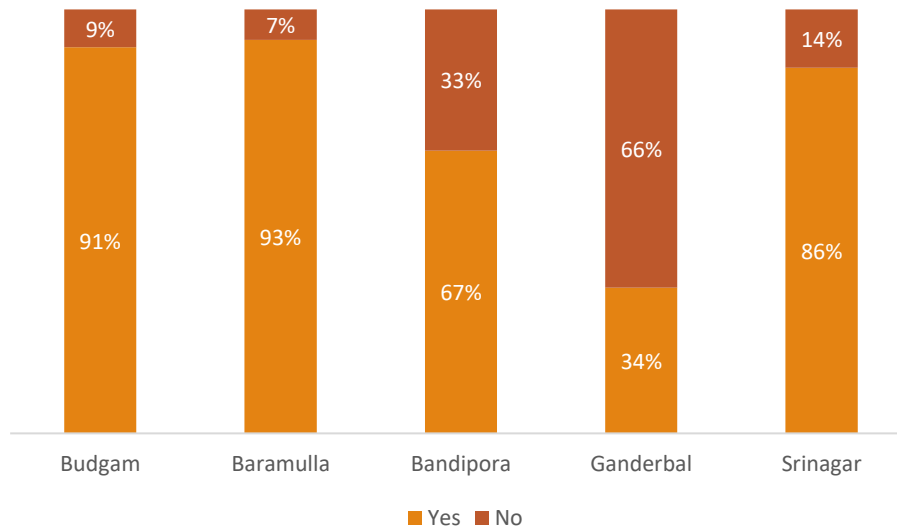


FIGURE 66: SELF – ASSESSMENT SHEET FOR IDENTIFYING SKILL GAP DISTRICT WISE

Q. Have you been informed about Benefits of certification and how to avail those benefits? Number of respondents:976

93% beneficiaries from Baramulla, 91% from Budgam, 86% from Srinagar, 67% form Bandipora and only 24% form Ganderbal said that the self-assessment sheet was helpful in identifying the skill gap.

Impact assessment for Weavers and Artisans

The following charts show the gender wise distribution of the beneficiaries indicated that the self-assessment sheet was helpful in identifying the skill gap:

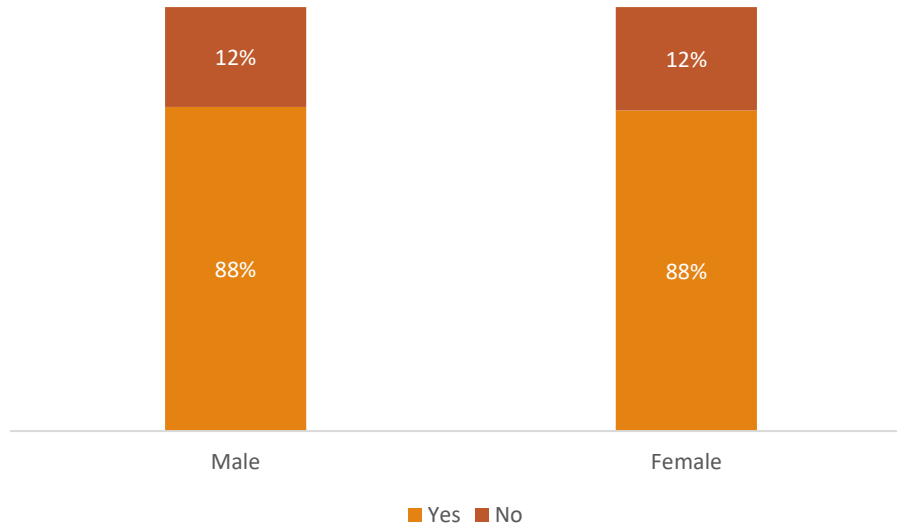


FIGURE 67: SELF – ASSESSMENT SHEET FOR IDENTIFYING SKILL GAP GENDER WISE

Q. Have you been informed about Benefits of certification and how to avail those benefits? Number of respondents:976

88% of male and female beneficiaries said that the self-assessment sheet was helpful in identifying the skill gap.

14.1.4 Orientation

14.1.4.1 Orientation on domain, soft skills and entrepreneurship

The following charts show the district wise distribution of the beneficiaries who received orientation on domain, soft skills and entrepreneurship:

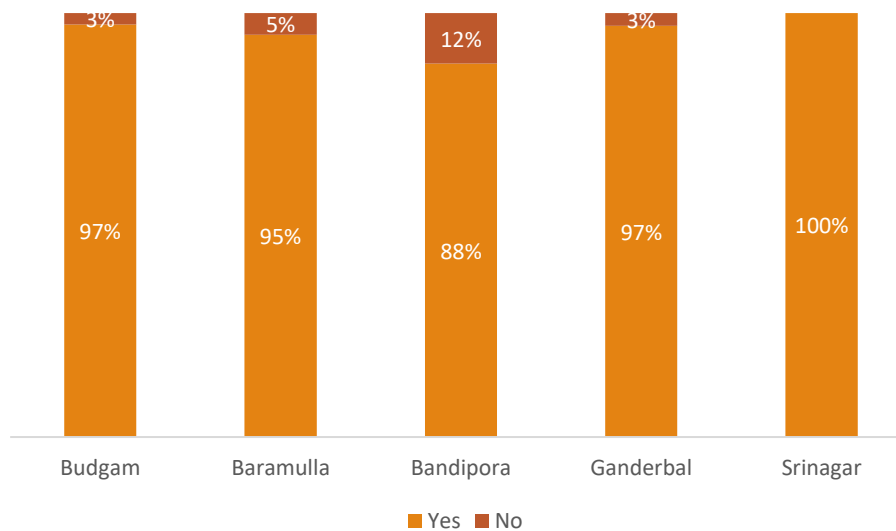


FIGURE 68: PERCENTAGE OF BENEFICIARIES WHO RECEIVED ORIENTATION DISTRICT WISE

Q. Did you pass the final assessment?

Number of respondents:978

100% beneficiaries from Srinagar, 97% from Budgam and Ganderbal, 95% from Baramulla and 88% from Bandipora mentioned that they were given orientation on domain, soft skills and entrepreneurship.

Impact assessment for Weavers and Artisans

The following charts show the gender wise distribution of the beneficiaries who received orientation on domain, soft skills and entrepreneurship:

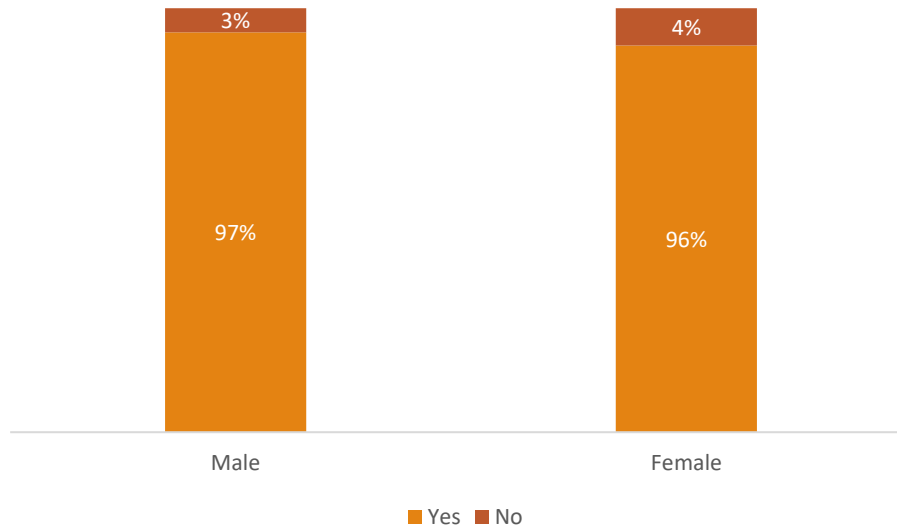


FIGURE 69: PERCENTAGE OF BENEFICIARIES WHO RECEIVED ORIENTATION GENDER WISE

Q. Did you pass the final assessment?

Number of respondents:978

97% male and 96% female beneficiaries mentioned that they were given orientation on domain, soft skills and entrepreneurship.

14.1.4.2 Job role specific kit

The following charts show the district wise distribution of the beneficiaries who received the specific job role kit:

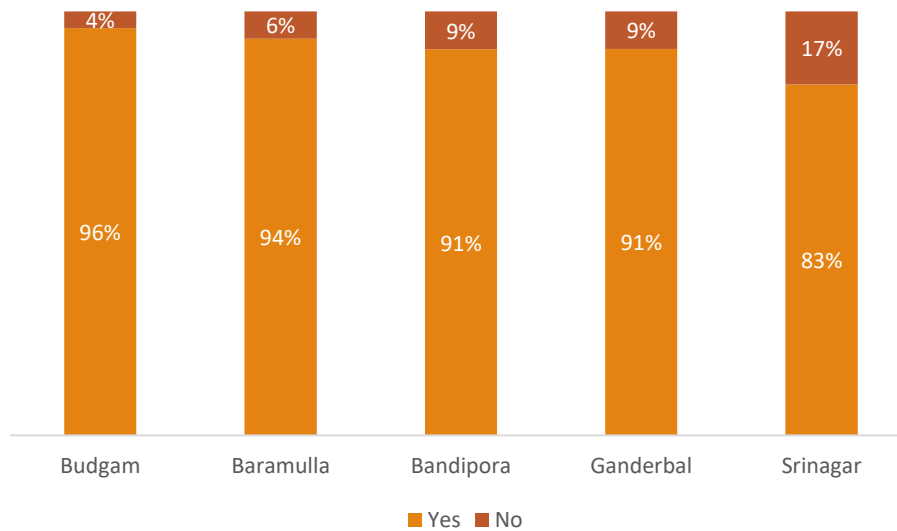


FIGURE 70: BENEFICIARIES WHO RECEIVED SPECIFIC JOB ROLE KIT DISTRICT WISE

Q. Did you receive a job role specific kit?

Number of respondents:986

More than 90% of the beneficiaries across all the districts indicated that they received the specific job role kit, except Srinagar (83%).

Impact assessment for Weavers and Artisans

The following charts show the gender wise distribution of the beneficiaries who received the specific job role kit:

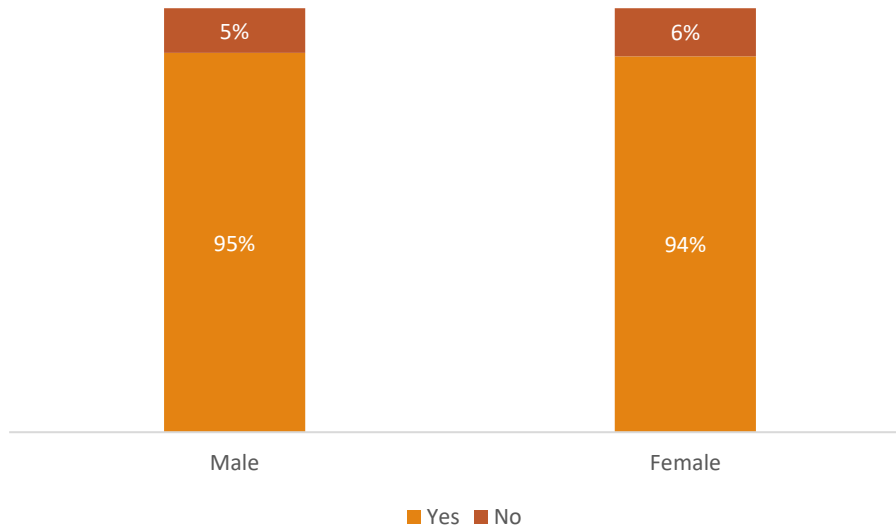


FIGURE 71: BENEFICIARIES WHO RECEIVED SPECIFIC JOB ROLE KIT DISTRICT WISE

Q. Did you receive a job role specific kit?

Number of respondents:986

95% male and 94% female beneficiaries indicated that they received the specific job role kit.

Impact assessment for Weavers and Artisans

14.1.4.3 Contents of job role specific kit

14.1.4.3.1 Standard T-shirt

The following charts show the district wise distribution of the beneficiaries who received the standard T-shirt in their specific job role kit.:

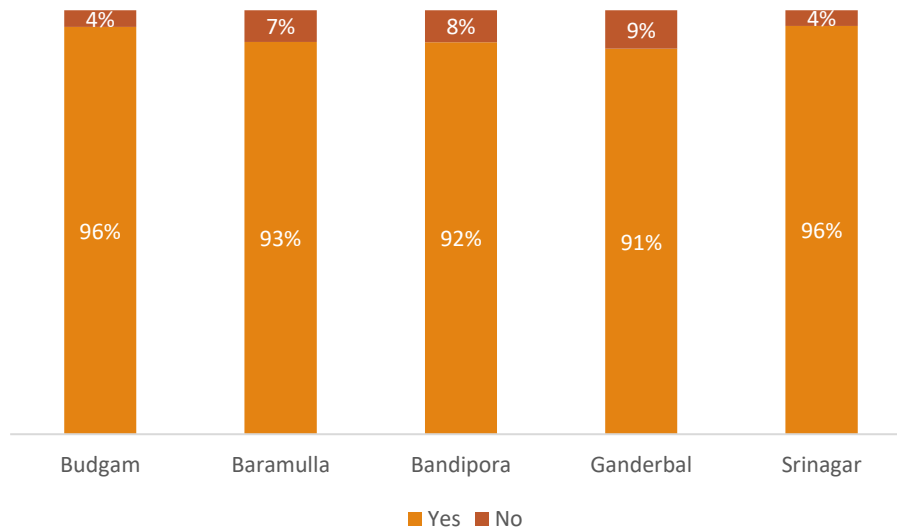


FIGURE 72: BENEFICIARIES WHO RECEIVED STANDARD T-SHIRT DISTRICT WISE

Q. Did you receive Standard T-shirt for males and jacket or T-shirt for females?

Number of respondents:823

More than 90% of the beneficiaries who received the specific job role kit across all the districts, indicated that it contained the standard T-shirt.

Impact assessment for Weavers and Artisans

The following charts show the gender wise distribution of the beneficiaries who received the standard T-shirt in their specific job role kit.:

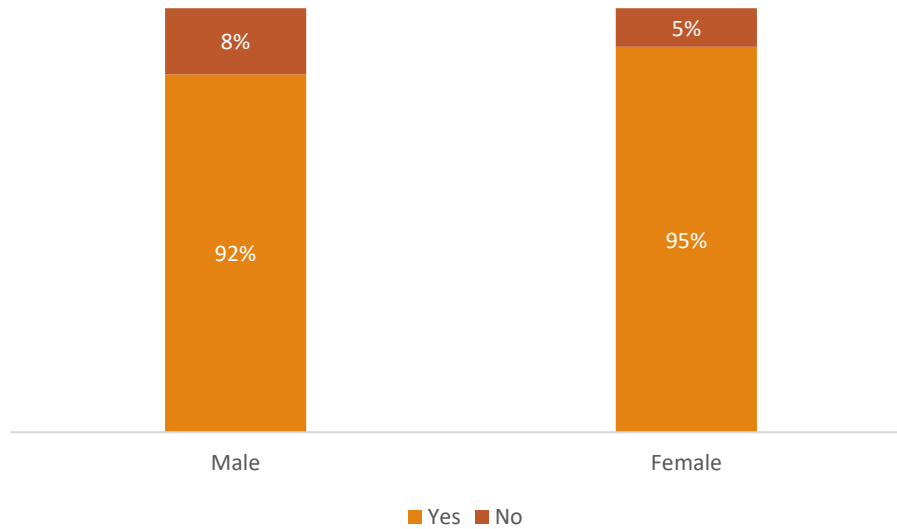


FIGURE 73: BENEFICIARIES WHO RECEIVED STANDARD T-SHIRT GENDER WISE

Q. Did you receive Standard T-shirt for males and jacket or T-shirt for females?

Number of respondents:823

92% male and 95% female beneficiaries who received the specific job role kit, indicated that it contained the standard T-shirt.

14.1.4.3.2 Standard cap

The following charts show the district wise distribution of the beneficiaries who received the standard PMKVY cap in their specific job role kit.:

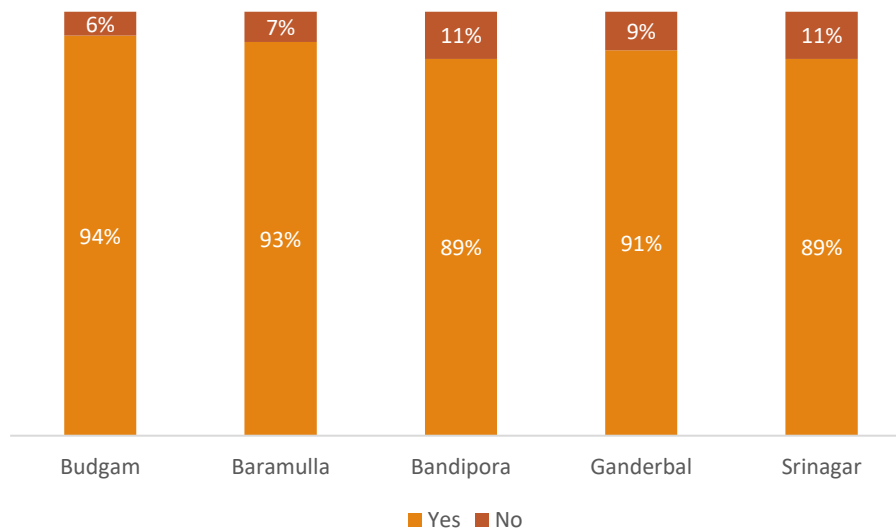


FIGURE 74: BENEFICIARIES WHO RECEIVED STANDARD CAP DISTRICT WISE

Q. Did you receive standard PMKVY cap?

Number of respondents:822

More than 90% of the beneficiaries who received the specific job role kit across all the districts, indicated that it contained the standard PMKVY cap.

Impact assessment for Weavers and Artisans

The following charts show the gender wise distribution of the beneficiaries who received the standard cap in their specific job role kit.:

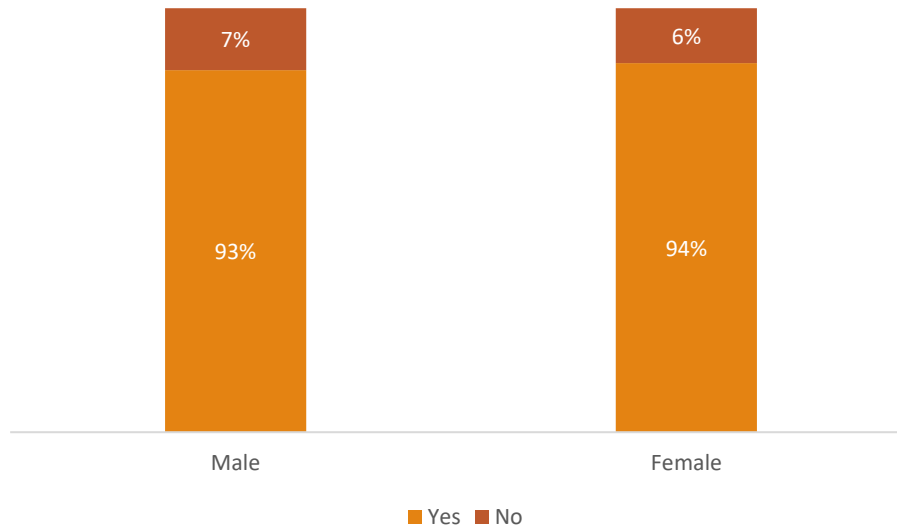


FIGURE 75: BENEFICIARIES WHO RECEIVED STANDARD CAP GENDER WISE

Q. Did you receive standard PMKVY cap?

Number of respondents:823

93% male and 94% female beneficiaries who received the specific job role kit, indicated that it contained the standard cap.

Impact assessment for Weavers and Artisans

14.1.4.3.3 Study material

The following charts show the district wise distribution of the beneficiaries who received the study material in their specific job role kit.:

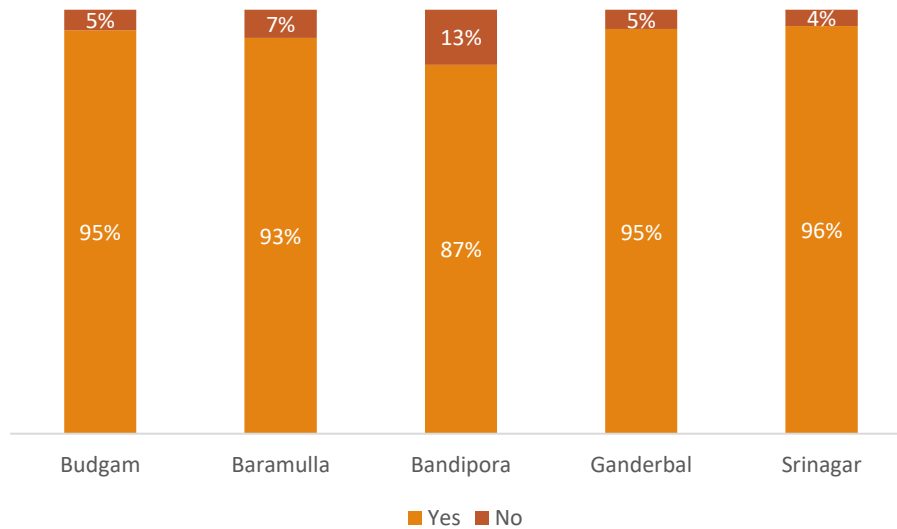


FIGURE 76: BENEFICIARIES WHO RECEIVED STUDY MATERIAL DISTRICT WISE

Q. How did you come to know about RPL project?

Number of respondents:820

96% beneficiaries from Srinagar, 95% from Ganderbal and Budgam, 93% from Baramulla and 87% from Bandipora who received the specific job role kit in both the districts, indicated that it contained the study material.

Impact assessment for Weavers and Artisans

The following charts show the gender wise distribution of the beneficiaries who received the study material in their specific job role kit.:

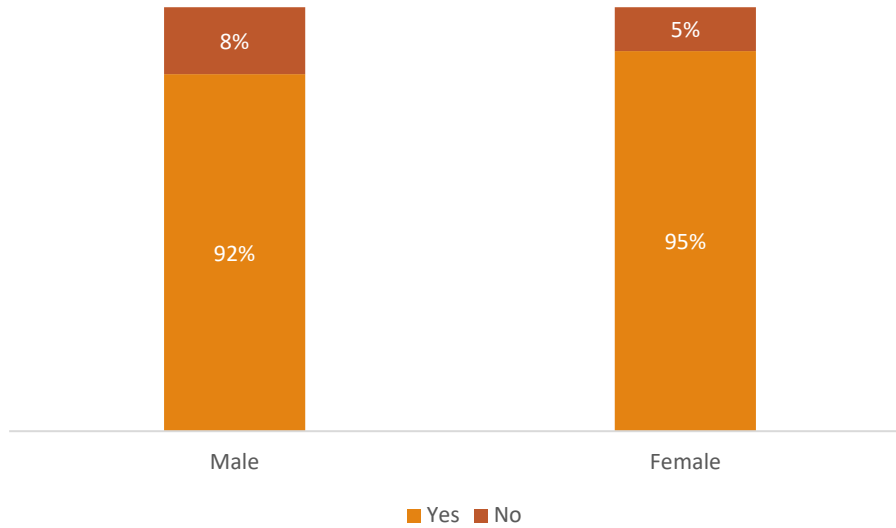


FIGURE 77: BENEFICIARIES WHO RECEIVED STUDY MATERIAL GENDER WISE

Q. How did you come to know about RPL project?

Number of respondents:820

92% male and 95% female beneficiaries who received the specific job role kit in both the districts, indicated that it contained the study material.

Impact assessment for Weavers and Artisans

14.1.5 Assessment

14.1.5.1 Assessment status

The following chart shows the percentage of assessed beneficiaries district wise:

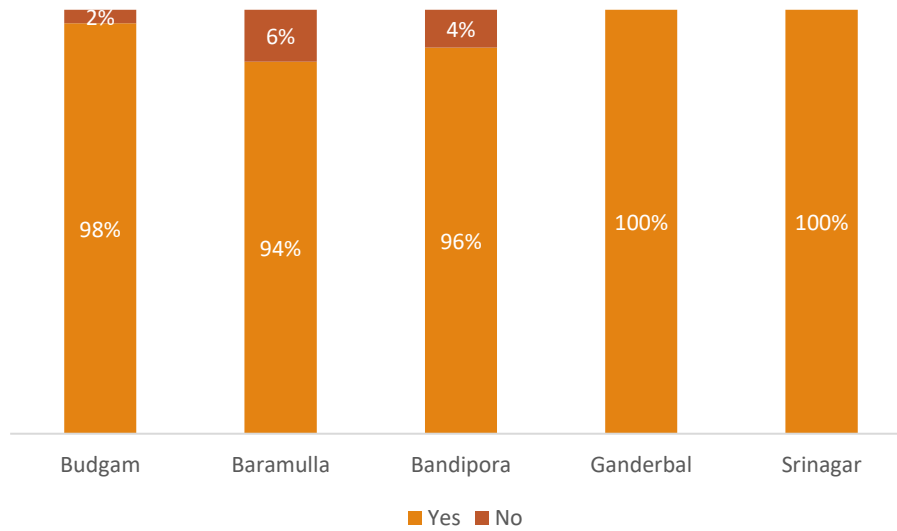


FIGURE 78: PERCENTAGE OF ASSESSED BENEFICIARIES DISTRICT WISE

Q. How did you come to know about RPL project?

Number of respondents:984

100% of the beneficiaries from Srinagar and Ganderbal, 98% from Budgam, 96% Bandipore and 94% Baramulla claimed to have passed the assessment.

Impact assessment for Weavers and Artisans

The following chart shows the percentage of assessed beneficiaries' gender wise:

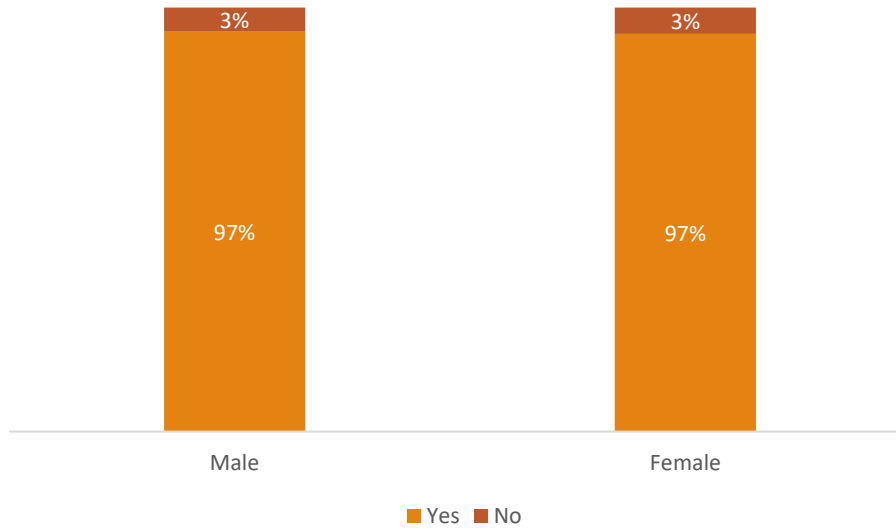


FIGURE 79: PERCENTAGE OF ASSESSED BENEFICIARIES' GENDER WISE

Q. How did you come to know about RPL project?

Number of respondents:984

97% male and female beneficiaries claimed to have passed the assessment.

14.1.6 Certification and payout

14.1.6.1 Marksheet

The following chart shows the percentage of beneficiaries' district wise who received marksheet:

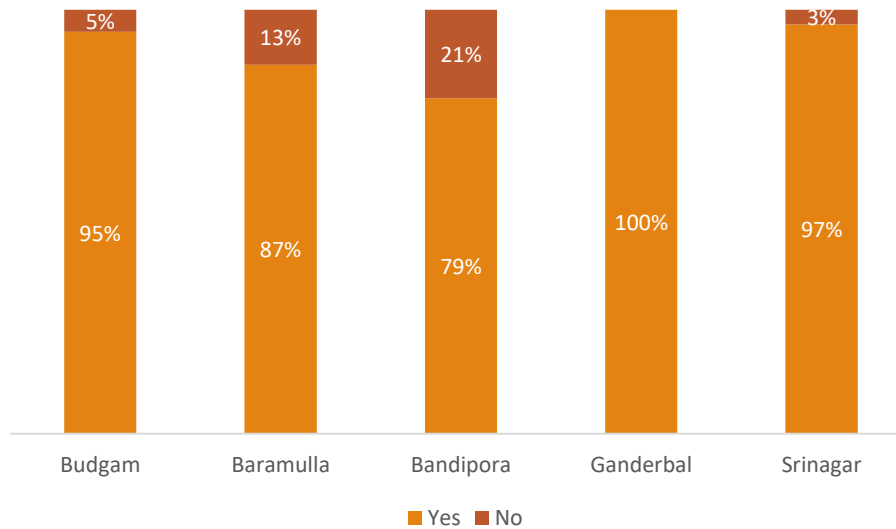


FIGURE 80: PERCENTAGE OF BENEFICIARIES RECEIVED MARKSHEET DISTRICT WISE

Q. Did you receive the mark sheet?

Number of respondents:984

100% of beneficiaries from Baramulla, 97% from Srinagar, 95% from Budgam, 87% from Baramulla and 79% from Bandipora mentioned that they received the marksheet after the assessment.

Impact assessment for Weavers and Artisans

The following chart shows the percentage of beneficiaries' gender wise who received marksheet:

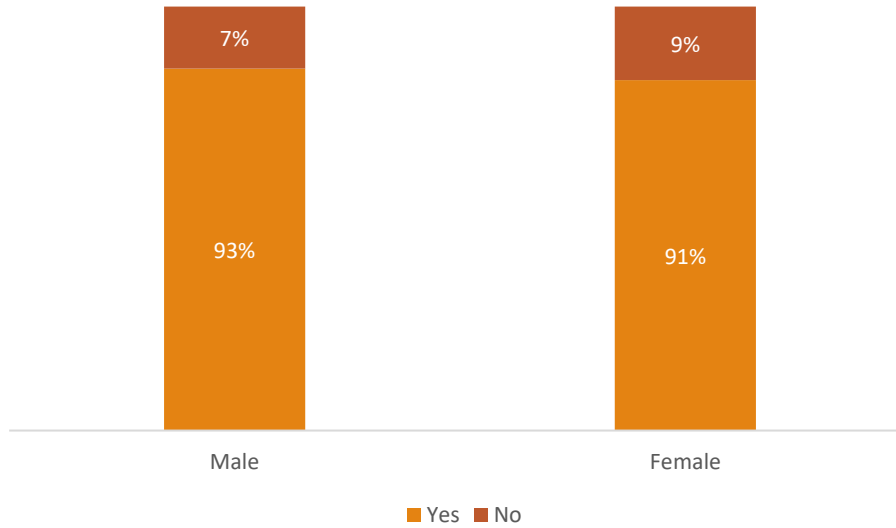


FIGURE 81: PERCENTAGE OF BENEFICIARIES RECEIVED MARKSHEET GENDER WISE

Q. Did you receive the mark sheet?

Number of respondents:984

93% male and 91% female mentioned that they received the marksheet after the assessment.

14.1.6.2 Payout

The following chart shows the percentage of beneficiaries' district wise who received INR 500 after course completion:

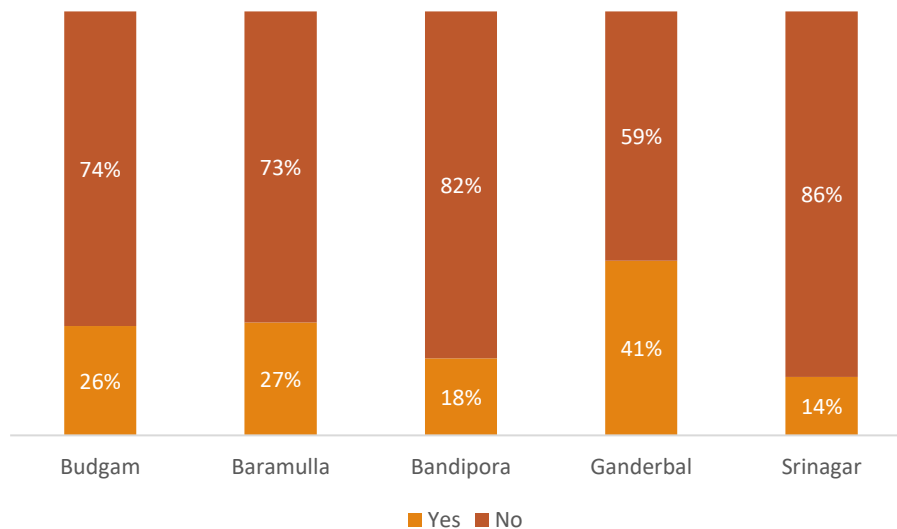


FIGURE 82: PERCENTAGE OF BENEFICIARIES RECEIVED INR 500 DISTRICT WISE

Q. Did you receive INR 500?

Number of respondents:980

The highest percentage of the beneficiaries who received the INR 500 after the course completion is from Ganderbal (41%), followed by Baramulla (27%) and Budgam (26%). However, there is a certain percentage of the beneficiaries who informed not to receive the money, the highest percentage is from Srinagar (86%).

Impact assessment for Weavers and Artisans

The following chart shows the percentage of beneficiaries' gender wise who received INR 500 after course completion:

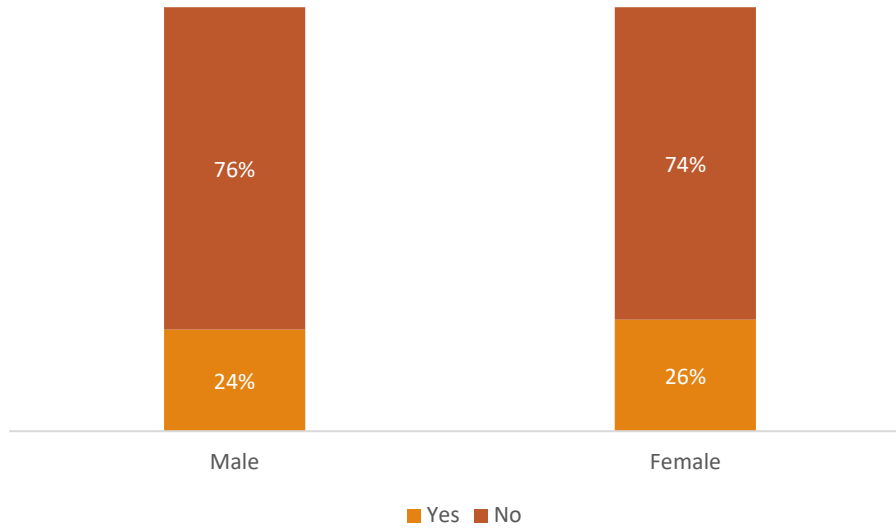


FIGURE 83: PERCENTAGE OF BENEFICIARIES RECEIVED INR 500 GENDER WISE

Q. Did you receive INR 500?

Number of respondents:980

A majority of both the male and female beneficiaries, i.e., 76% female and 74% male didn't receive the INR 500 after course completion.

14.2 Impact on beneficiaries

14.2.1 Employment status

14.2.1.1 Employment status before the program

The following chart shows the employment status of the beneficiaries' district wise before the certification:



FIGURE 84: EMPLOYMENT STATUS OF THE BENEFICIARIES BEFORE THE CERTIFICATION DISTRICT WISE

Q. What was your Employment status when you started the training?

Number of respondents:985

Majority of the beneficiaries are self-employed across the districts; the highest percentage is from Baramulla (68%) followed by Budgam (59%). The highest percentage of the beneficiaries who were employed before is from Bandipora (10%). However, the highest percentage of unemployed beneficiaries is from Ganderbal (54%), followed by 34% from Srinagar before the RPL program.

Impact assessment for Weavers and Artisans

The following chart shows the employment status of the beneficiaries' gender wise before the certification:

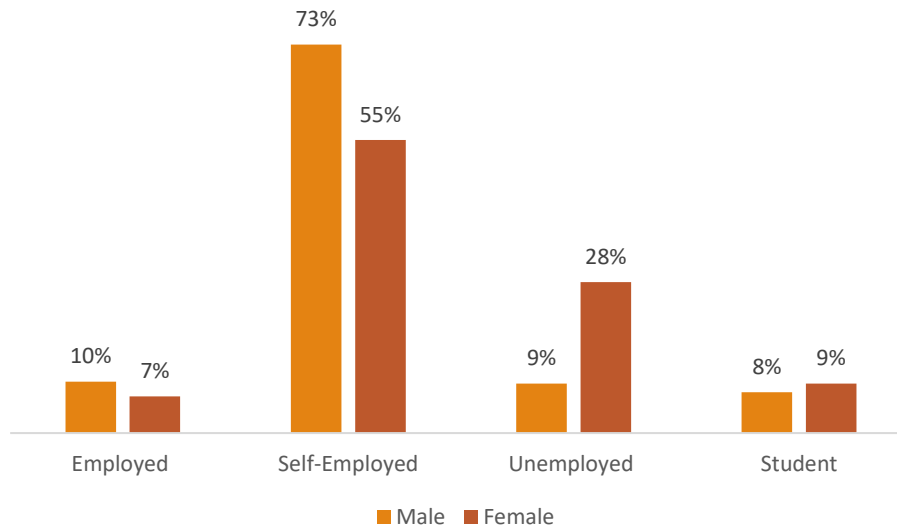


FIGURE 85: EMPLOYMENT STATUS OF THE BENEFICIARIES BEFORE THE CERTIFICATION GENDER WISE

Q. What was your Employment status when you started the training?

Number of respondents:985

A majority of both male (73%) and female beneficiaries (55%) were self-employed before the RPL program. 10% of the male beneficiaries were employed and the other 9% were unemployed before the RPL certification. On the other hand, 7% of the female beneficiaries were employed and the other 28% were unemployed before the program.

14.2.1.2 Employment status after the program

The following chart shows the employment status of the beneficiaries' district wise after the certification:

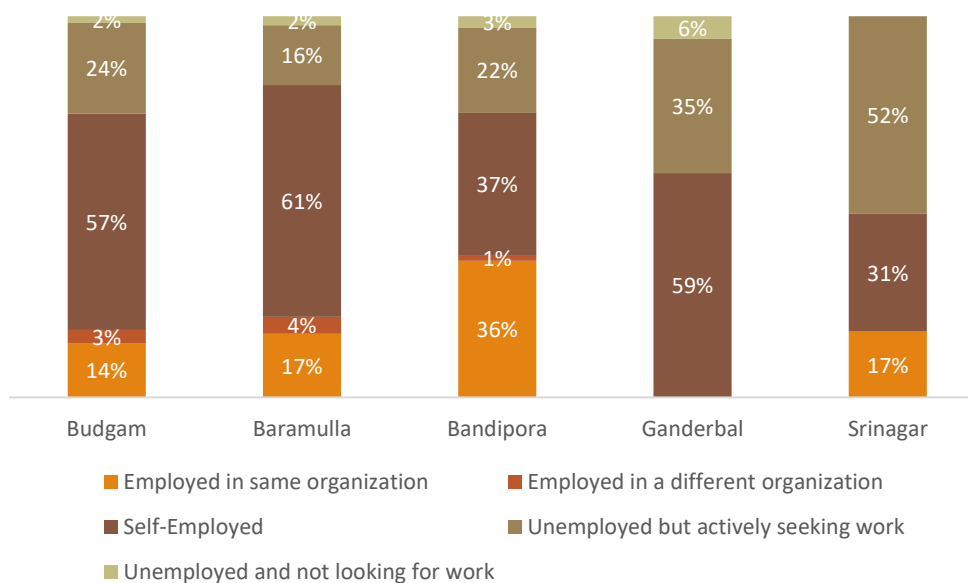


FIGURE 86: EMPLOYMENT STATUS OF THE BENEFICIARIES AFTER THE CERTIFICATION DISTRICT WISE

Q. What was your Employment status now?

Number of respondents:983

The highest percentage of the beneficiaries who were currently employed in the same organization is from Bandipora (36%). The highest percentage of beneficiaries who employed in different organization is from Baramulla (4%). The percentage of self-employed beneficiaries is the highest from Baramulla (61%), followed by Ganderbal (59%). However, the highest percentage of beneficiaries who were unemployed even after the RPL program is from Srinagar (52%)

Impact assessment for Weavers and Artisans

The following chart shows the employment status of the beneficiaries' gender wise after the certification:

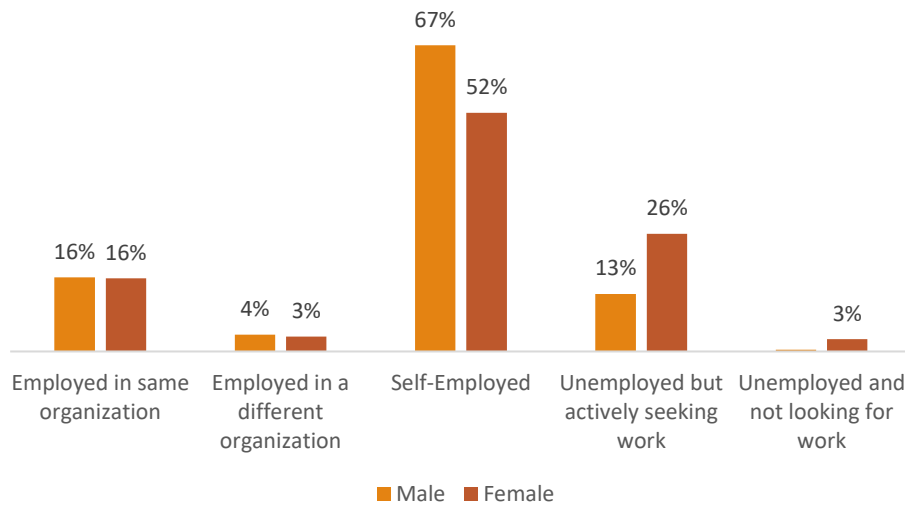


FIGURE 87: EMPLOYMENT STATUS OF THE BENEFICIARIES AFTER THE CERTIFICATION GENDER WISE

Q. What was your Employment status now?

Number of respondents:983

A majority of both male (67%) and female beneficiaries (52%) were self-employed after the RPL program. 16% of the male beneficiaries were employed in a same organization, 4% of them were employed in a different organization and the other 13% were unemployed. On the other hand, 16% of the female beneficiaries were employed in a same organization, 3% of the female beneficiaries were employed in a different organization and the other 26% were unemployed.

14.2.2 Certification status

The following chart shows the percentage of certified beneficiaries' district wise:

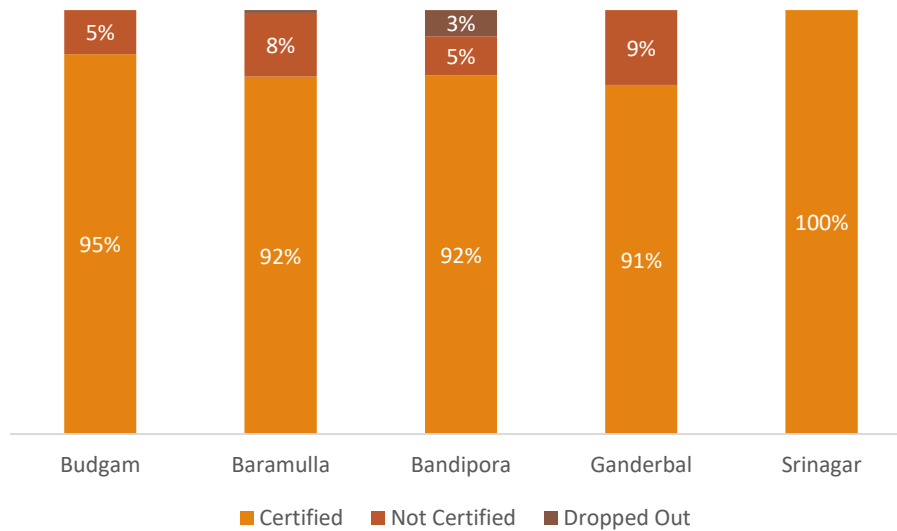


FIGURE 88: PERCENTAGE OF CERTIFIED BENEFICIARIES DISTRICT WISE

Q. What is your Certification status now?

Number of respondents:979

100% of the beneficiaries from Srinagar, 95% from Budgam, 92% from Baramulla and Bandipora, and 91% from Ganderbal mentioned that they were certified.

Impact assessment for Weavers and Artisans

The following chart shows the percentage of certified beneficiaries' gender wise:

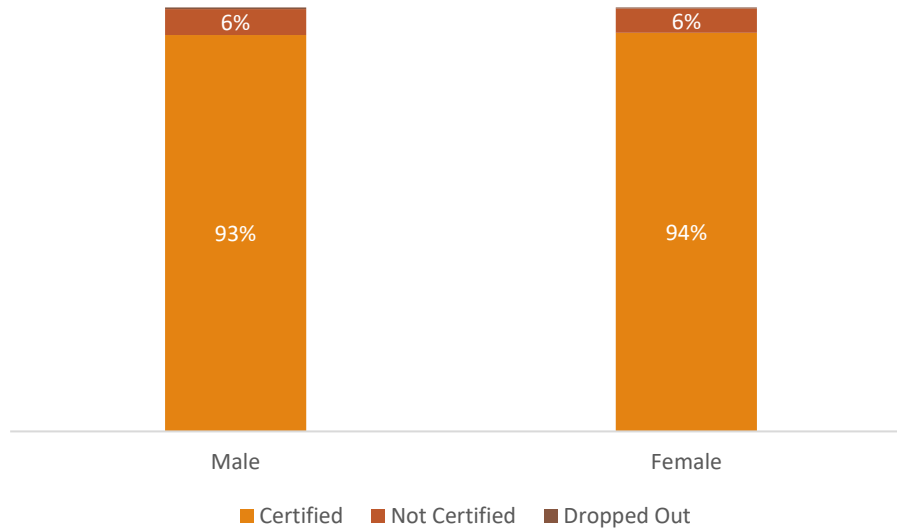


FIGURE 89: PERCENTAGE OF CERTIFIED BENEFICIARIES GENDER WISE

Q. What is your Certification status now?

Number of respondents:979

93% male and 94% female beneficiaries mentioned that they were certified.

Impact assessment for Weavers and Artisans

14.2.2.1 Certification impact

All the certified beneficiaries were further asked if the certification has impacted them.

The following chart district wise certification impact on the beneficiaries:

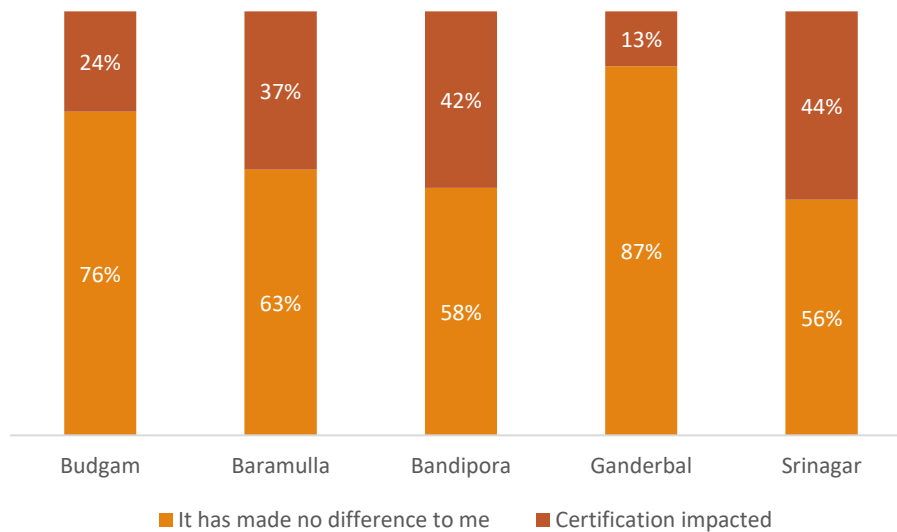


FIGURE 90: IMPACT OF RPL CERTIFICATE DISTRICT WISE

Q. In what ways has the certificate benefited you?

Number of respondents:907

The highest percentage of beneficiaries who mentioned that certification has benefited them is from Srinagar, followed by 42% Bandipore. Most of the beneficiaries across all the districts mentioned that the certification didn't make any difference to them, the highest percentage is from Ganderbal (87%), followed by Budgam (46%).

Impact assessment for Weavers and Artisans

The following chart gender wise certification impact on the beneficiaries:

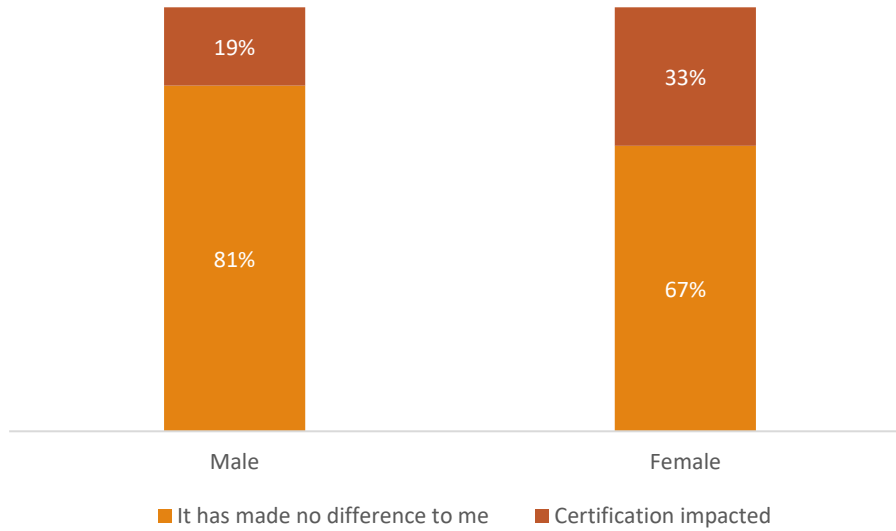


FIGURE 91: IMPACT OF RPL CERTIFICATE GENDER WISE

Q. In what ways has the certificate benefited you?

Number of respondents:907

33% female beneficiaries mentioned that certification has impacted them, while 81% male beneficiaries mentioned that certification hasn't made any difference to them.

14.2.2.2 Certification benefit

All the beneficiaries who mentioned that certification has impacted them were asked what benefit they have gained through it.

The following chart the benefits of RPL program received by the beneficiaries after undergoing the certification district wise:

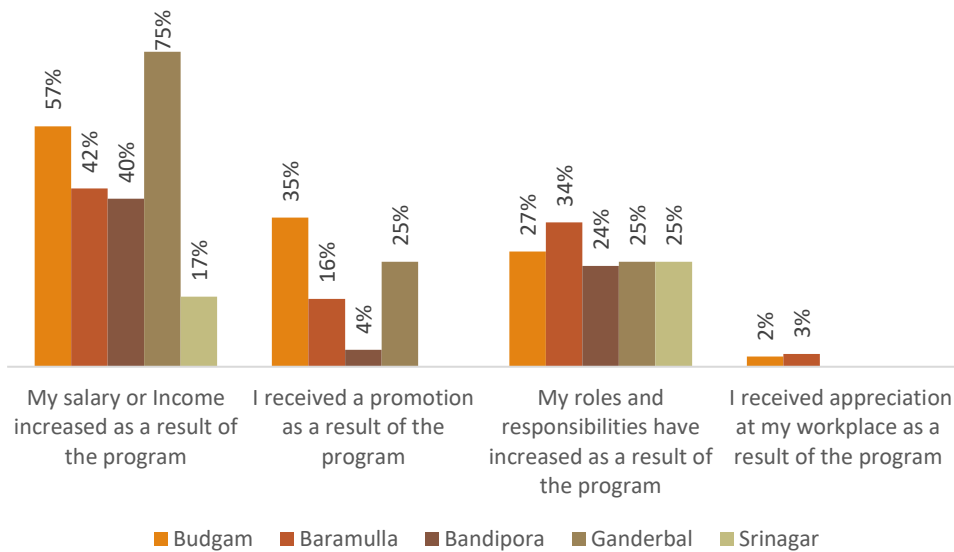


FIGURE 92: BENEFIT OF RPL CERTIFICATE DISTRICT WISE

Q. If impacted, please choose from the options?

Number of respondents:274

The highest percentage of beneficiaries mentioned an increase in their salary/income is from Ganderbal (75%), followed by Budgam (57%). Some percentage of beneficiaries also reported to receive a promotion after undertaking the RPL program, the highest percentage of them is also from Budgam (35%). The highest percentage of beneficiaries whose roles and responsibilities have increased post RPL certification is from Baramulla (34%). 2% beneficiaries from Budgam and 3% from Baramulla mentioned they received appreciation at their workplace.

Impact assessment for Weavers and Artisans

The following chart the benefits of RPL program received by the beneficiaries after undergoing the certification gender wise:

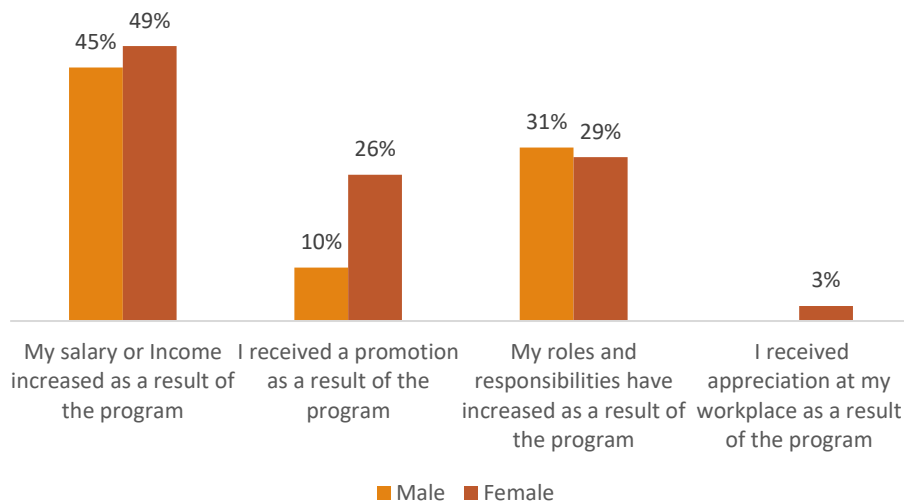


FIGURE 93: BENEFIT OF RPL CERTIFICATE GENDER WISE

Q. If impacted, please choose from the options?

Number of respondents:274

The highest percentage of both male (45%) and female (49%) beneficiaries stated their income increased as a result of undergoing the RPL certification. 31% of the male beneficiaries and 29% of the female beneficiaries reported that their roles and responsibilities have increased after RPL program. 26% of the female beneficiaries stated that they got a promotion.

14.2.2.3 Income level

Beneficiaries who have some rise in their income were further interviewed on their change in income/salary.

The following table shows the percentage of beneficiaries reported change in their income/salary by gender:

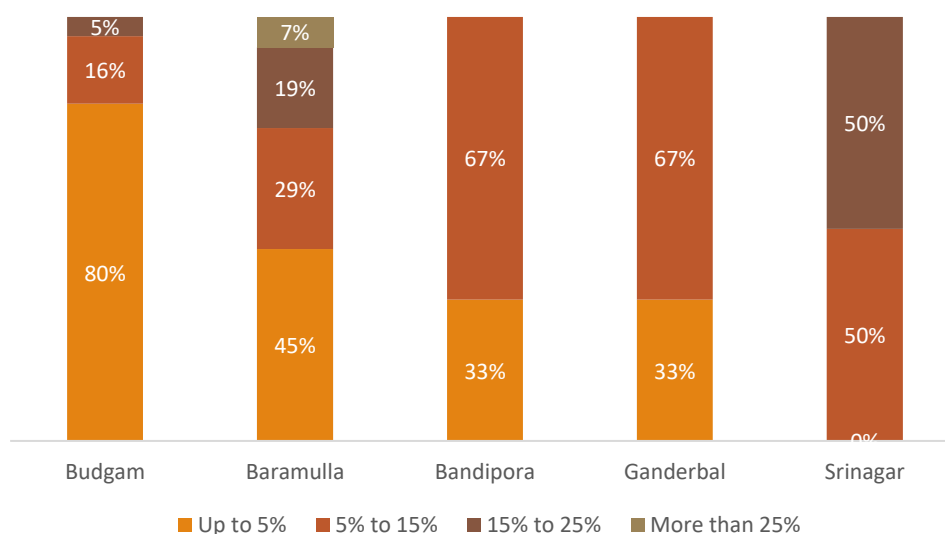


FIGURE 94: CHANGE IN INCOME/SALARY BY DISTRICT

Q What percentage of income/salary has increased after RPL program?

Number of respondents:100

80% of the beneficiaries from Budgam, who got an increment, reported to have a rise up to 5%, followed by 45% from Baramulla and 33% from Bandipora and Ganderbal. 67% of the beneficiaries from Bandipora and Ganderbal had an increase of 5% to 15% after undergoing the certification. The highest percentage of beneficiaries with 15% to 25% is from Srinagar, while more than 25% rise is from Baramulla.

Impact assessment for Weavers and Artisans

The following table shows the percentage of beneficiaries reported change in their income/salary by gender:

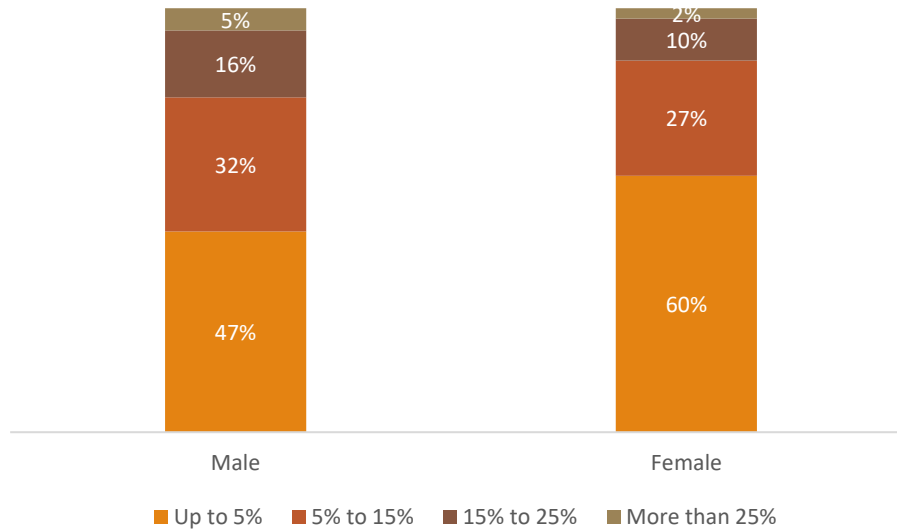


FIGURE 95: CHANGE IN INCOME/SALARY BY GENDER

Q What percentage of income/salary has increased after RPL program?

Number of respondents:100

A majority of the male (47%) and female (60%) beneficiaries stated their income to be increased up to 5% after RPL certification. 5% of the male beneficiaries experienced an increase in their income by more than 25% post-certification, 16% reported the increase by 15% to 25%, and the remaining 32% male beneficiaries stated the raise by 5% to 15%. The majority of the female beneficiaries reported an increase by more than 25%, 27% of the female beneficiaries experienced an increase in their income by 5% to 15% and the other 10% male beneficiaries stated the raise by 15% to 25%.

14.3 Impact on RPL program

14.3.1 About technical knowledge

The following chart shows district wise distribution of percentage of beneficiaries aware about the technical knowledge:

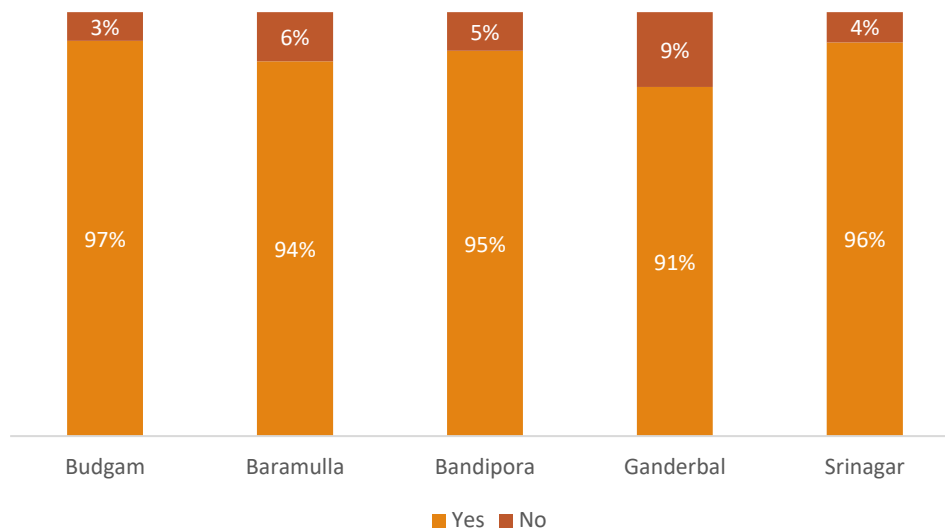


FIGURE 96: AWARENESS TECHNICAL KNOWLEDGE – DISTRICT-WISE

Q. Where you made aware of technical knowledge?

Number of respondents:980

More than 90% of the beneficiaries across all the districts indicated that during the course technical knowledge was imparted.

Impact assessment for Weavers and Artisans

The following chart shows district wise distribution of percentage of beneficiaries aware about the technical knowledge:

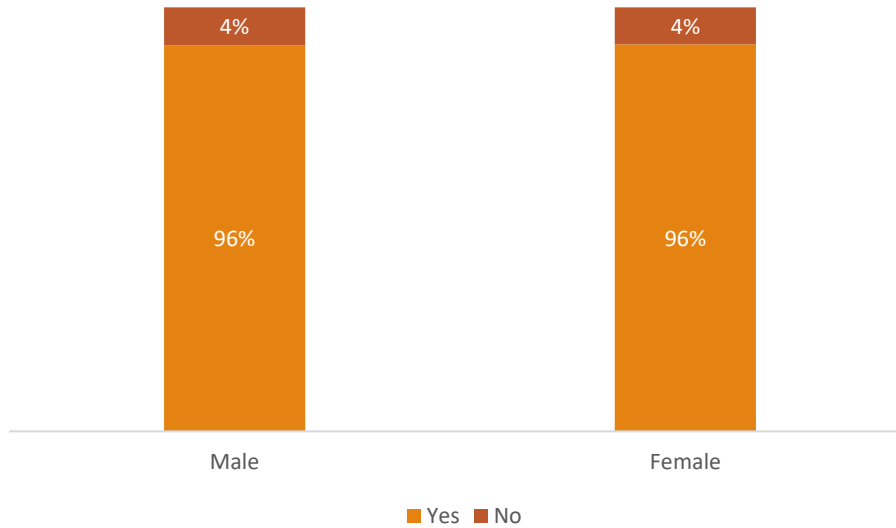


FIGURE 97: AWARENESS TECHNICAL KNOWLEDGE – DISTRICT-WISE

Q. Where you made aware of technical knowledge?

Number of respondents:980

96% male and female beneficiaries indicated that during the course technical knowledge was imparted.

14.3.2 About soft skills

The following chart shows district wise distribution of percentage of beneficiaries aware about soft skills:

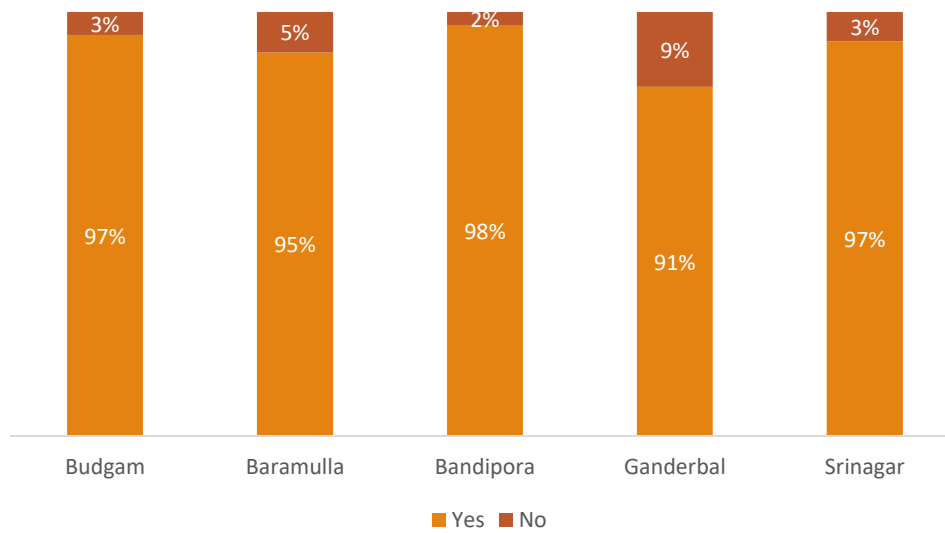


FIGURE 98: AWARENESS ABOUT SOFT SKILLS - DISTRICT-WISE

Q. Where you made aware of soft skills?

Number of respondents:979

More than 90% of the beneficiaries across all the districts indicated that during the course they were made aware of the soft skills.

Impact assessment for Weavers and Artisans

The following chart shows gender wise distribution of percentage of beneficiaries aware about soft skills:

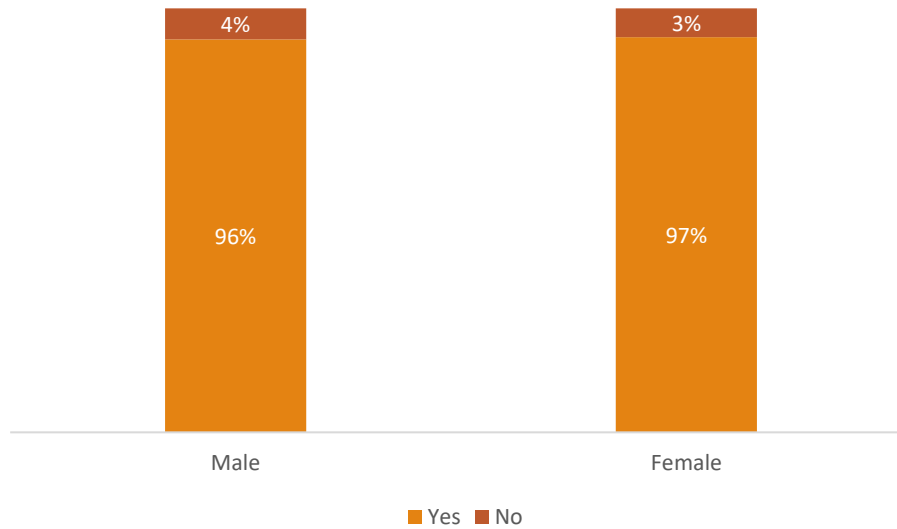


FIGURE 99: AWARENESS ABOUT SOFT SKILLS - GENDER-WISE

Q. Where you made aware of soft skills?

Number of respondents:979

96% male and 97% female beneficiaries across all the districts indicated that during the course they were made aware of the soft skills.

14.3.3 About marketing skills and standardization techniques

The following chart shows the district wise distribution of percentage of beneficiaries aware about marketing skills and standardization techniques:

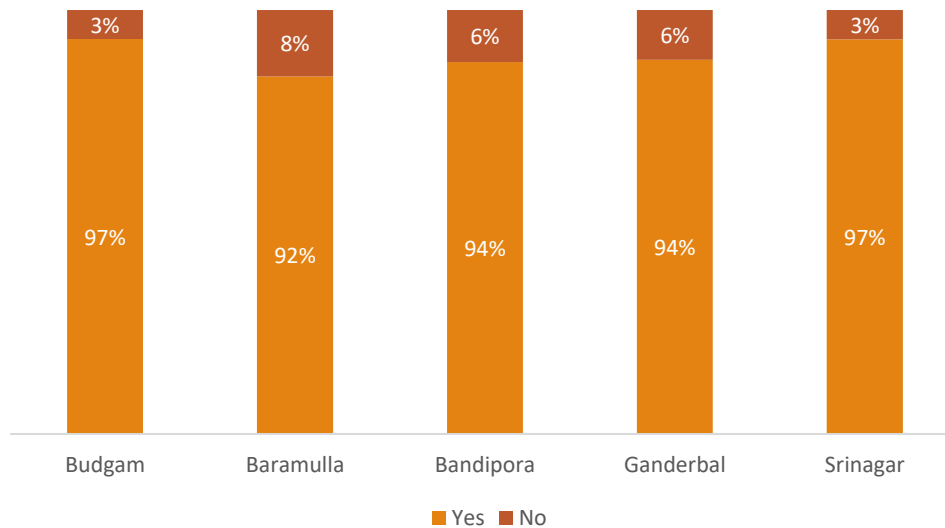


FIGURE 100: AWARENESS ABOUT MARKETING SKILLS AND STANDARDIZATION TECHNIQUES -DISTRICT-WISE

Q. Where you made aware of marketing and standardization skills?

Number of respondents:976

More than 90% of the beneficiaries across all the districts informed that they were made aware about marketing skills and standardization techniques during the program.

Impact assessment for Weavers and Artisans

The following chart shows the gender wise distribution of percentage of beneficiaries aware about marketing skills and standardization techniques:

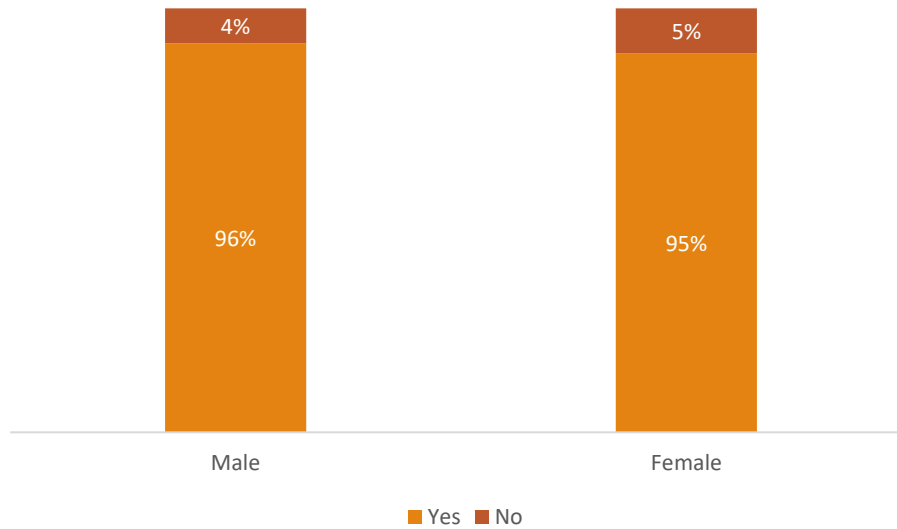


FIGURE 101: AWARENESS ABOUT MARKETING SKILLS AND STANDARDIZATION TECHNIQUES -GENDER-WISE

Q. Where you made aware of marketing and standardization skills?

Number of respondents:976

96% male and 95% female beneficiaries informed that they were made aware about marketing skills and standardization techniques during the program.

14.3.4 About entrepreneurship building

The following chart shows the district wise distribution of percentage of beneficiaries aware about entrepreneurship building:

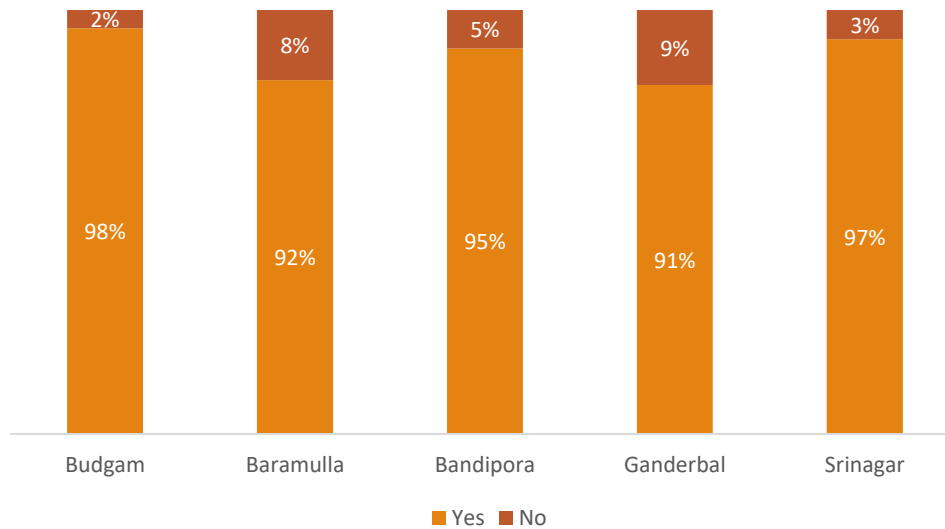


FIGURE 102: AWARENESS ABOUT ENTREPRENEURSHIP BUILDING- DISTRICT-WISE

Q. Where you made aware of entrepreneurship building?

Number of respondents:978

More than 90% of the beneficiaries across all the districts informed that they were made aware about entrepreneurship building during the program.

Impact assessment for Weavers and Artisans

The following chart shows the gender wise distribution of percentage of beneficiaries aware about entrepreneurship building:

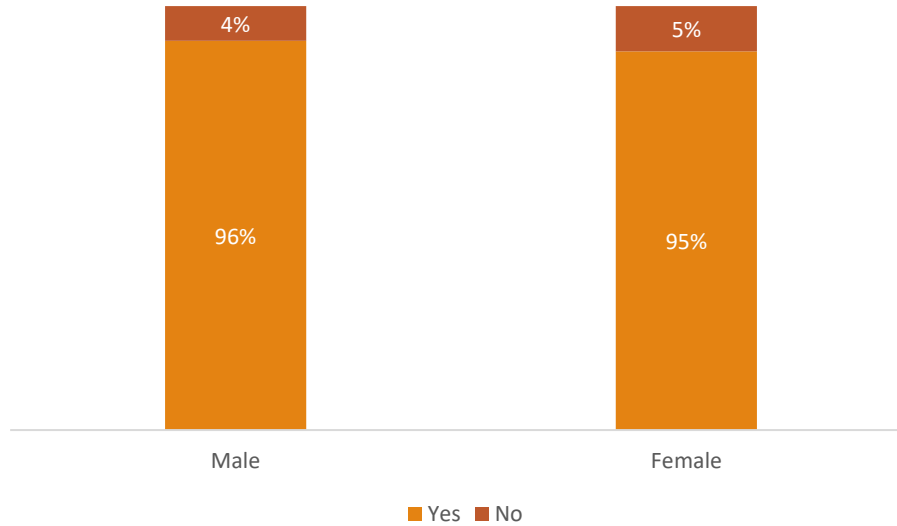


FIGURE 103: AWARENESS ABOUT ENTREPRENEURSHIP BUILDING- GENDER-WISE

Q. Where you made aware of entrepreneurship building?

Number of respondents:978

96% male and 95% female beneficiaries informed that they were made aware about entrepreneurship building during the program.

14.3.5 About innovative and upgraded techniques of making products

The following chart shows the district wise distribution of percentage of beneficiaries aware about innovative and upgraded techniques of making products:

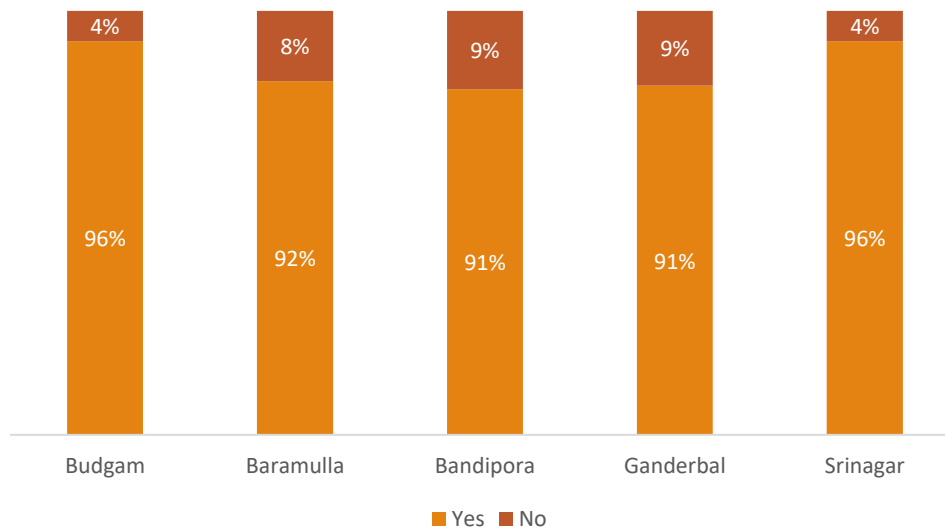


FIGURE 104: AWARENESS ABOUT INNOVATIVE AND UPGRADED TECHNIQUES OF MAKING PRODUCTS -DISTRICT -WISE

Q. Where you made aware of innovative and upgraded techniques of making products?

Number of respondents:975

More than 90% of the beneficiaries across all the districts informed that they were made aware about innovative and upgraded techniques of making products during the program.

14.3.6 Encouragement to take part in external deliberations

The following chart shows the district wise distribution of percentage of beneficiaries aware about Encouraged to take part in external deliberations:

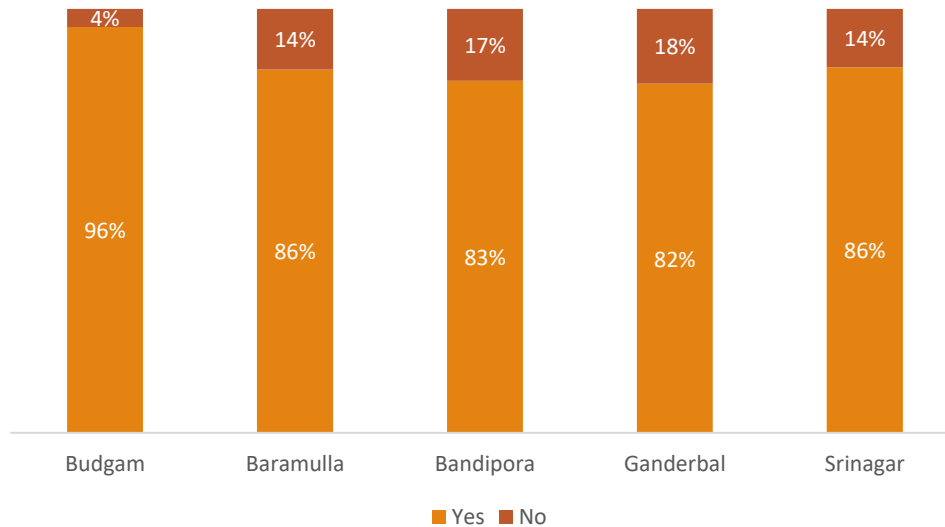


FIGURE 105: AWARENESS ABOUT ENCOURAGED TO TAKE PART IN EXTERNAL DELIBERATIONS – DISTRICT-WISE

Q. Were you made aware of encouraged to take part in external deliberations?

Number of respondents:980

96% of the beneficiaries from Budgam and more than 80% of the beneficiaries in other districts informed that they were encouraged to take part in external deliberations after the program.

Impact assessment for Weavers and Artisans

The following chart shows the gender wise distribution of percentage of beneficiaries aware about Encouraged to take part in external deliberations:

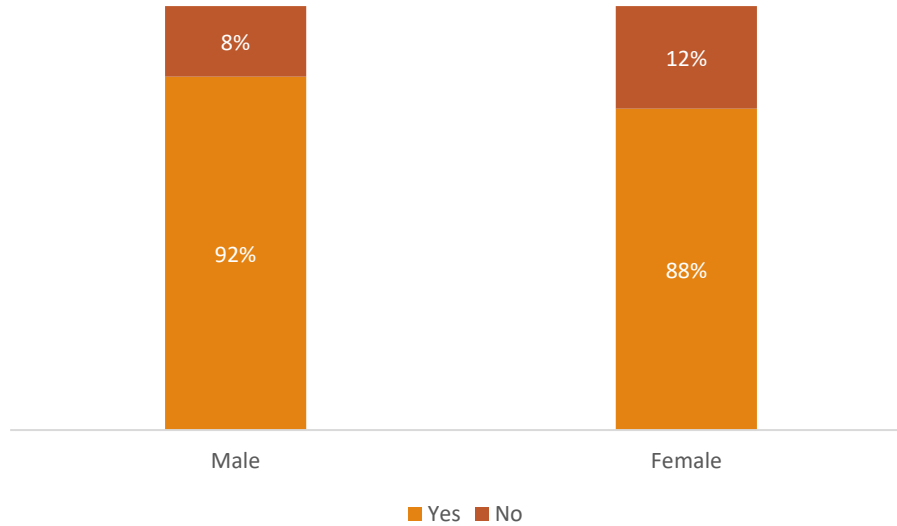


FIGURE 106: AWARENESS ABOUT ENCOURAGED TO TAKE PART IN EXTERNAL DELIBERATIONS – GENDER-WISE

Q. Where you made aware of encouraged to take part in external deliberations?

Number of respondents:980

92% male and 88% female beneficiaries informed that they were encouraged to take part in external deliberations after the program.

14.3.7 Post training industry support

The following chart shows the district wise distribution of percentage of beneficiaries who received post training industry support:

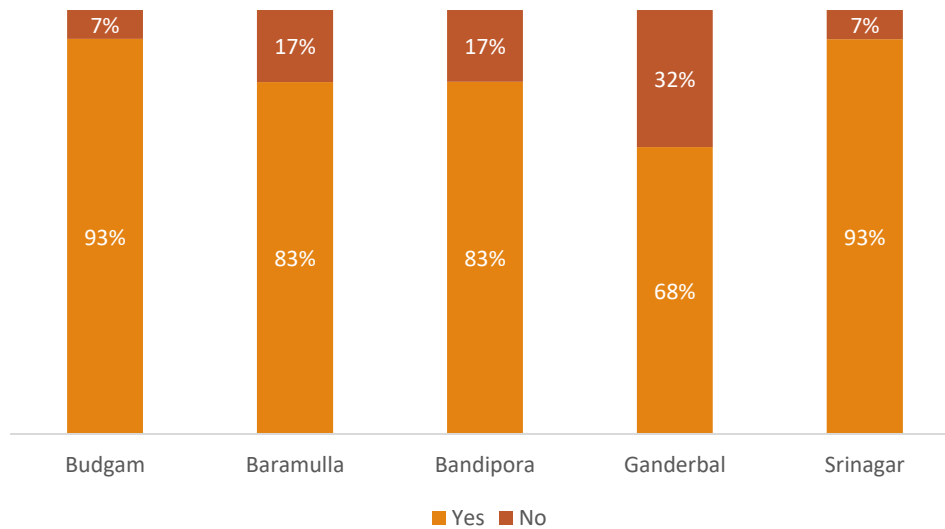


FIGURE 107: BENEFICIARIES RECEIVED POST TRAINING INDUSTRY SUPPORT – DISTRICT-WISE

Q. Was Post-Training Industry Support provided?

Number of respondents:979

Majority of the beneficiaries across all the districts informed that they received post training industry support. The highest percentage of the beneficiaries were from Budgam and Srinagar (93%) and lowest percentage of beneficiaries were from Ganderbal (68%).

Impact assessment for Weavers and Artisans

The following chart shows the gender wise distribution of percentage of beneficiaries who received post training industry support:

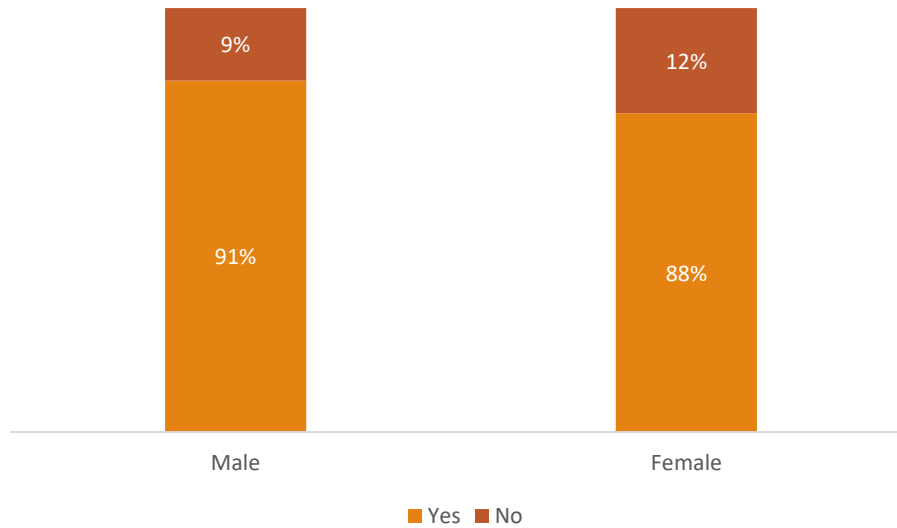


FIGURE 108: BENEFICIARIES RECEIVED POST TRAINING INDUSTRY SUPPORT – GENDER-WISE

Q. Was Post-Training Industry Support provided?

Number of respondents:979

91% male and 88% female beneficiaries informed that they received post training industry support.

14.3.8 Help in backward linkages

The following chart shows the district wise percentage of beneficiaries who mentioned that they received help in establishing linkage:

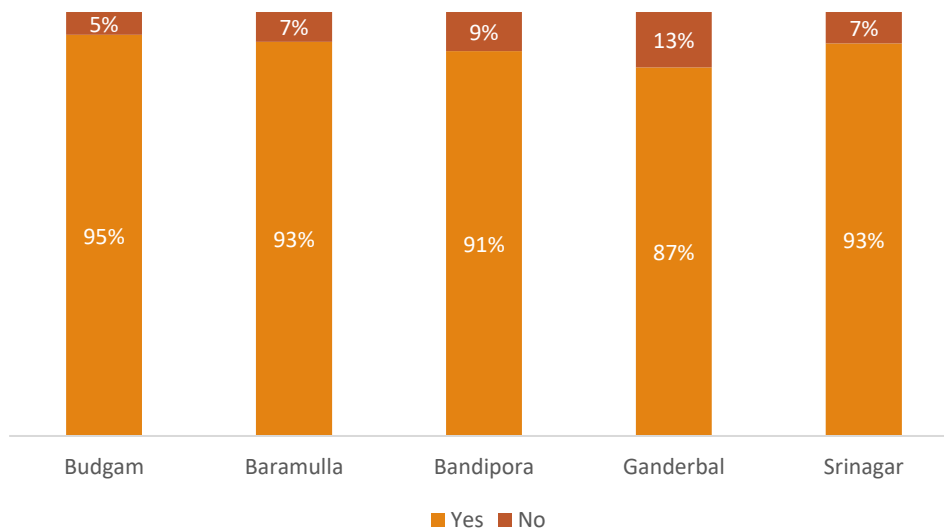


FIGURE 109: BENEFICIARIES RECEIVED HELP IN ESTABLISHING BACKWARD LINKAGES – DISTRICT-WISE

Q. Helped in Institutional linkages such as backward linkages to procure quality material. Number of respondents:864

Majority of the beneficiaries across all the districts have mentioned that they received help in establishing backward linkages to procure quality material. The highest percentage of beneficiaries is from Budgam (95%) and lowest percentage of beneficiaries is from Ganderbal (87%).

Impact assessment for Weavers and Artisans

The following chart shows the gender wise percentage of beneficiaries who mentioned that they received help in establishing linkage:

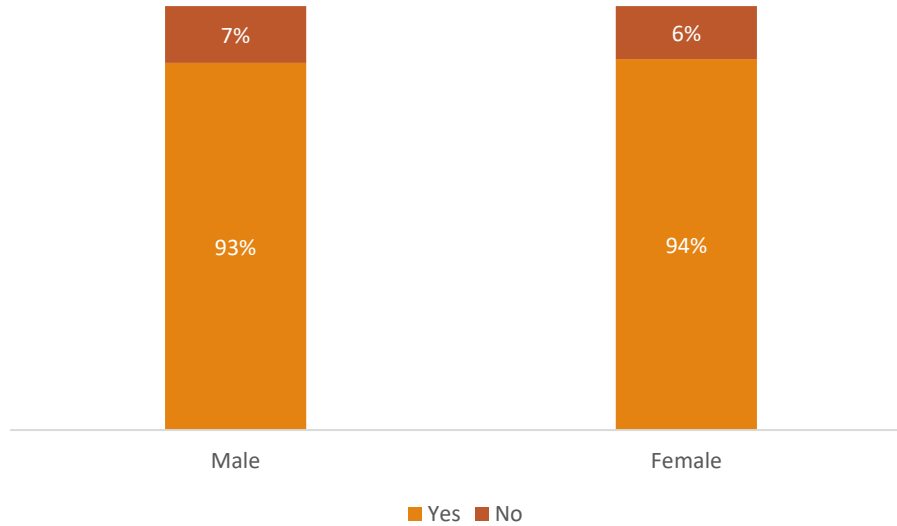


FIGURE 110: BENEFICIARIES RECEIVED HELP IN ESTABLISHING BACKWARD LINKAGES – GENDER-WISE

Q. Helped in Institutional linkages such as backward linkages to procure quality material. Number of respondents:864

93% male and 94% female beneficiaries informed that they received help in establishing institutional linkages such as backward linkages to procure quality material.

14.3.9 Help in forward linkages

The following chart shows the district wise percentage of beneficiaries who mentioned that they received help in establishing linkage:

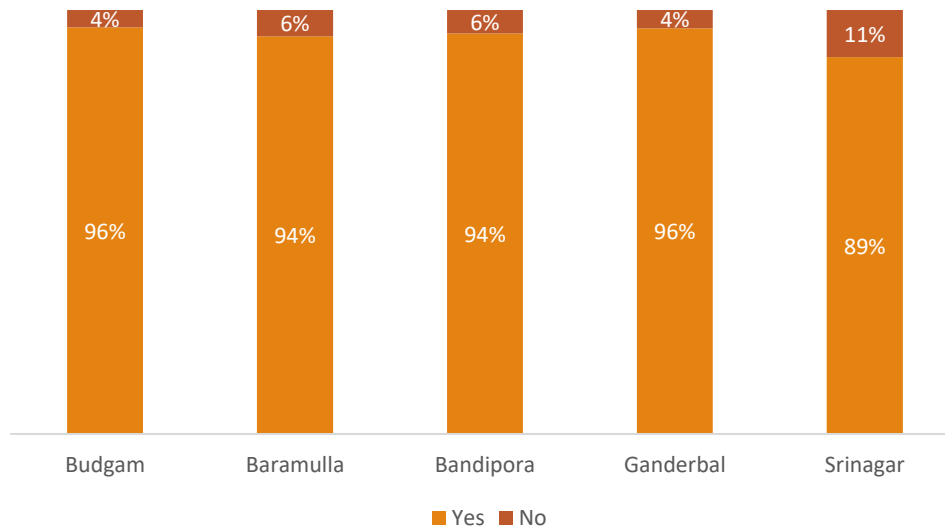


FIGURE 111: BENEFICIARIES RECEIVED HELP IN ESTABLISHING FORWARD LINKAGES – DISTRICT-WISE

Q. Helped in Forward linkages to place your products in market and credit linkages to avail loans etc.

Number of respondents:863

Majority of the beneficiaries across all the district received help in establishing forward linkages to place their products in market and credit linkages to avail loans etc.

Impact assessment for Weavers and Artisans

The following chart shows the gender wise percentage of beneficiaries who mentioned that they received help in establishing linkage:

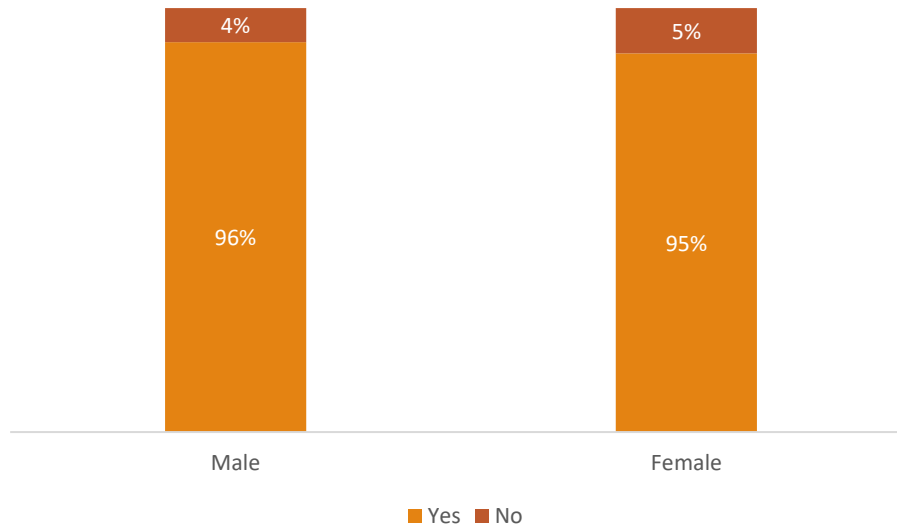


FIGURE 112: BENEFICIARIES RECEIVED HELP IN ESTABLISHING FORWARD LINKAGES – GENDER-WISE

Q. Helped in Forward linkages to place your products in market and credit linkages to avail loans etc.

Number of respondents:863

96% male and 95% female beneficiaries informed that they received help in establishing forward linkages to place their products in market and credit linkages to avail loans etc.

14.3.10 Link with exhibition organizers

The following chart shows the district wise distribution of percentage of beneficiaries who receive help in establishing link with exhibition organizers such EPCH & CEPC:

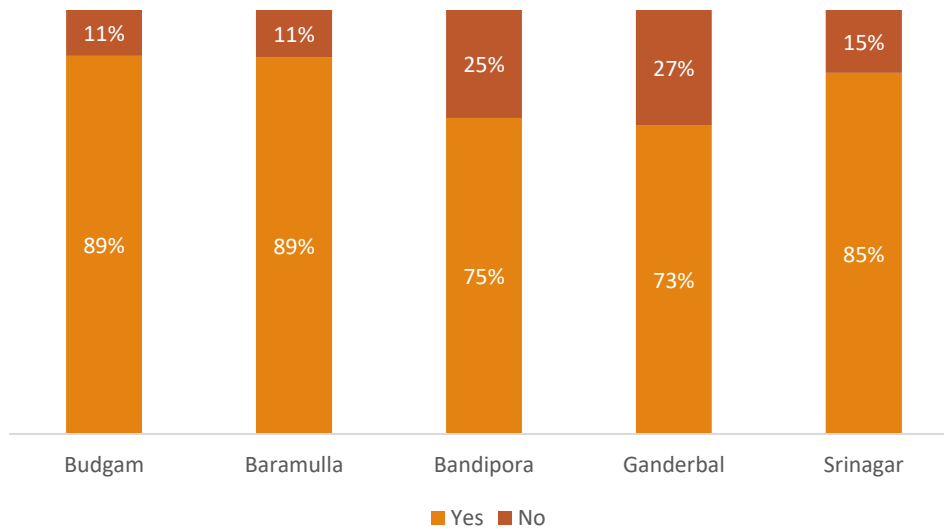


FIGURE 113: BENEFICIARIES ESTABLISHED LINK WITH EXHIBITION ORGANIZERS - DISTRICT-WISE

Q. Helped in establishing link with exhibition organizers such EPCH & CEPC

Number of respondents:866

Majority of the beneficiaries across all the districts informed that they were encouraged to take part in external deliberations after the program. The highest percentages of beneficiaries who didn't receive any help in establishing link were from Ganderbal (27%) followed by Bandipora (25%).

Impact assessment for Weavers and Artisans

The following chart shows the gender wise distribution of percentage of beneficiaries who receive help in establishing link with exhibition organizers such EPCH & CEPC:

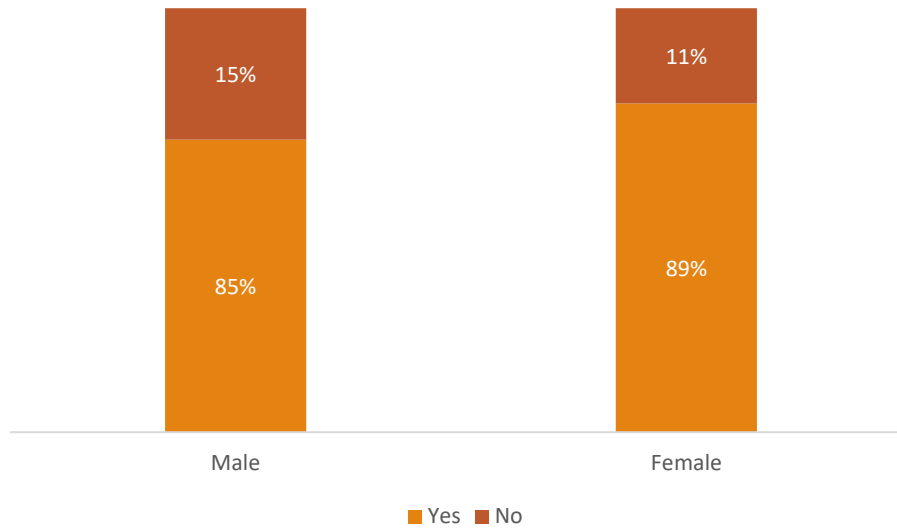


FIGURE 114: BENEFICIARIES ESTABLISHED LINK WITH EXHIBITION ORGANIZERS - GENDER-WISE

Q. Helped in establishing link with exhibition organizers such EPCH & CEPC

Number of respondents:866

85% male and 89% female beneficiaries informed that they received help in establishing link with organizers such as EPCH and CEPC.

14.3.11 Guidance on market and promotion

The following chart shows the district wise distribution of percentage of beneficiaries who received guidance on market and promotion:

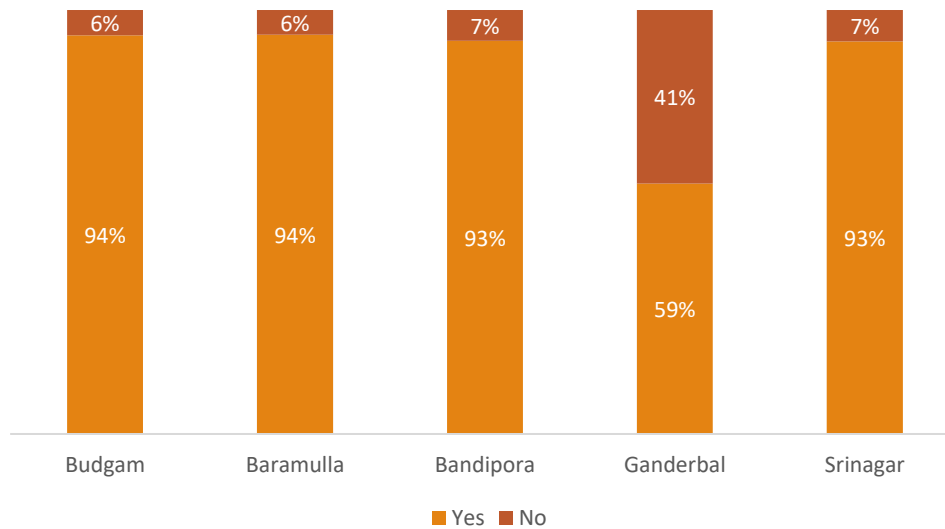


FIGURE 115: BENEFICIARIES RECEIVED GUIDANCE ON MARKET AND PROMOTION – DISTRICT WISE

Q. Guided on market and promotion of your products at domestic and international market through Handicrafts fairs and Exhibitions

Number of respondents:865

Majority of the beneficiaries across all the district informed that they received guidance on market and promotion of their products at domestic and international market through Handicraft fairs and Exhibitions.

Impact assessment for Weavers and Artisans

The following chart shows the gender wise distribution of percentage of beneficiaries who received guidance on market and promotion:

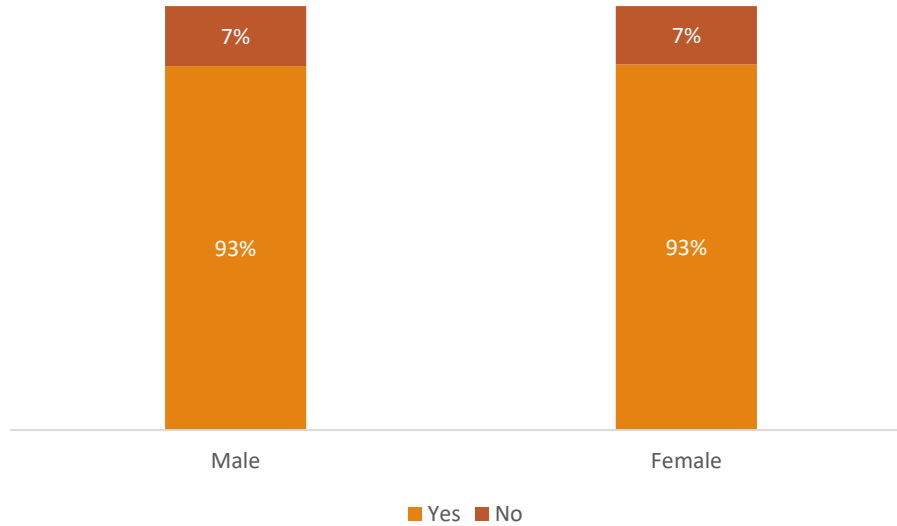


FIGURE 116: BENEFICIARIES RECEIVED GUIDANCE ON MARKET AND PROMOTION – GENDER WISE

Q. Guided on market and promotion of your products at domestic and international market through Handicrafts fairs and Exhibitions

Number of respondents:865

93% of male and female beneficiaries informed that they were guided on market and promotion of their products at domestic and international market through Handicrafts fairs and Exhibitions.

Impact assessment for Weavers and Artisans

14.3.12 E-Commerce linkages

The following chart shows the district wise distribution of percentage of beneficiaries who mentioned that they received helped in facilitating e-commerce linkages:

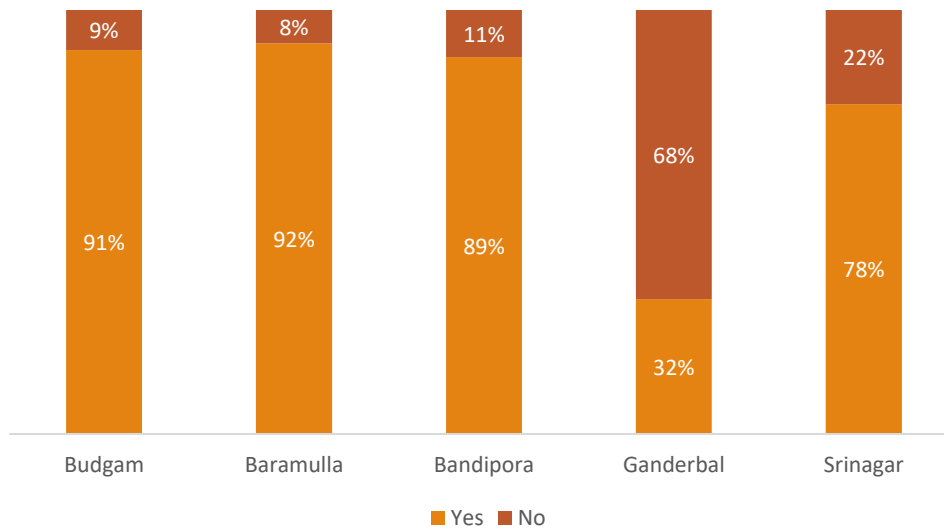


FIGURE 117: BENEFICIARIES ESTABLISHED E-COMMERCE LINKAGES - DISTRICT WISE

Q. Helped in facilitating e-commerce linkages

Number of respondents:864

Majority of the beneficiaries across all the district informed that they received help in facilitation e-commerce linkages, except Ganderbal were majority of the beneficiaries mentioned they didn't receive any help.

Impact assessment for Weavers and Artisans

The following chart shows the gender wise distribution of percentage of beneficiaries who mentioned that they received helped in facilitating e-commerce linkages:

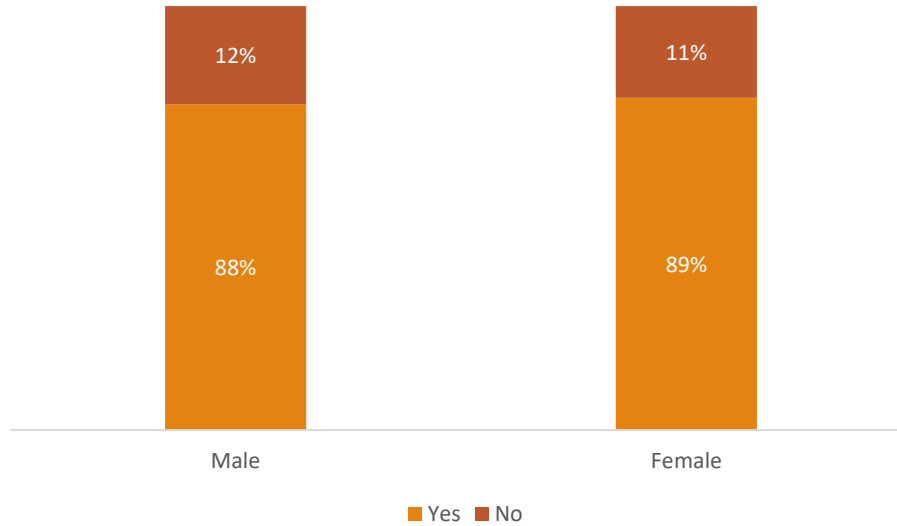


FIGURE 118: BENEFICIARIES ESTABLISHED E-COMMERCE LINKAGES – GENDER-WISE

Q. Helped in facilitating e-commerce linkages

Number of respondents:864

88% male and 8% female beneficiaries informed that they received help in facilitation e-commerce linkages.

14.4 Impact on social well being

14.4.1 Level of savings

The following chart shows the RPL program impact on level of savings district wise:

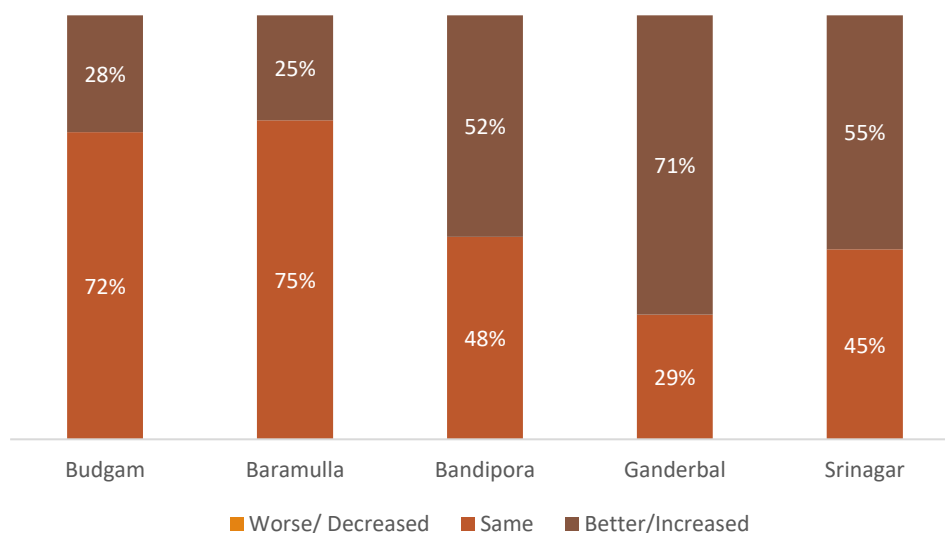


FIGURE 119: IMPACT OF RPL PROGRAM ON LEVEL OF SAVINGS DISTRICT WISE

Q. What has been the change in the following as a result of the program?

Number of respondents:976

The highest percentage of the beneficiaries who have a better level of savings after the RPL program is from Ganderbal (71%), followed by Srinagar (55%) and Bandipora (52%). However, the highest percentage of the beneficiaries reported to have a same level of savings as before the RPL program is from Baramulla (75%), followed by Budgam (72%).

Impact assessment for Weavers and Artisans

The following chart shows the RPL program impact on level of savings gender wise:

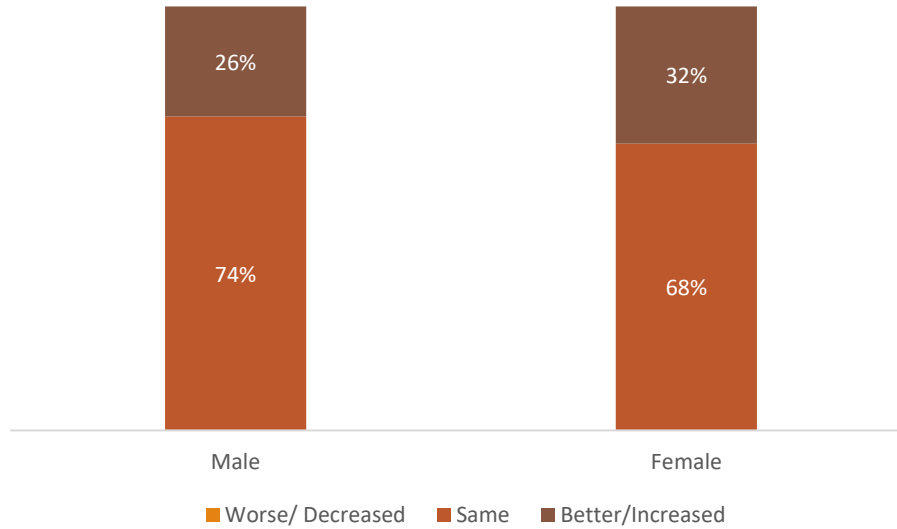


FIGURE 120: IMPACT OF RPL PROGRAM ON LEVEL OF SAVINGS GENDER WISE

Q. What has been the change in the following as a result of the program?

Number of respondents:976

A majority of both male (78%) and female (68%) beneficiaries stated that the level of savings is save even after the RPL program. 26% of male and 32% of female beneficiaries reported their level of savings to better after the RPL program.

14.4.2 Lifestyle

The following chart shows the impact of RPL program on lifestyle district wise:

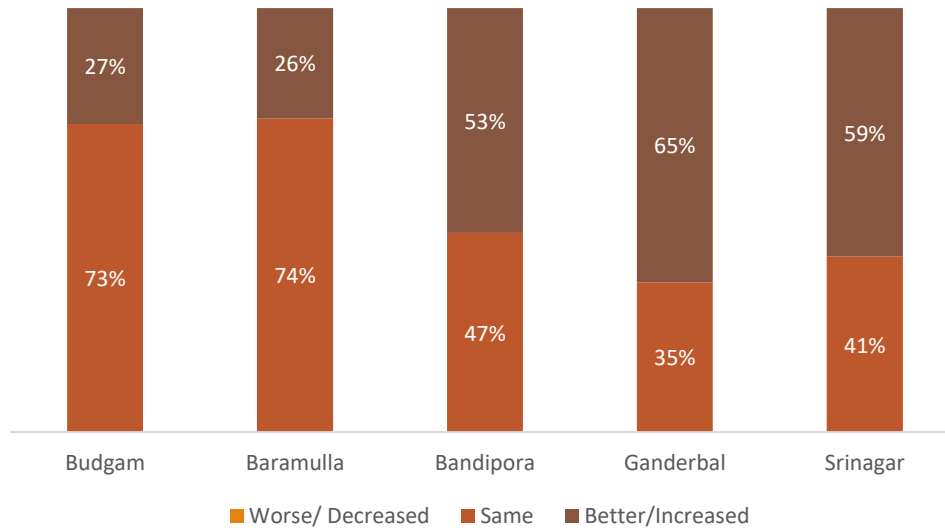


FIGURE 121: IMPACT OF RPL PROGRAM ON LIFESTYLE DISTRICT WISE

Q. What has been the change in the following as a result of the program?

Number of respondents:976

The highest percentage of the beneficiaries who have a better lifestyle after the RPL program is from Ganderbal (71%), followed by Srinagar (55%) and Bandipora (52%). However, the highest percentage of the beneficiaries reported to have a same lifestyle as before the RPL program is from Baramulla (75%), followed by Budgam (72%).

Impact assessment for Weavers and Artisans

The following chart shows the impact of RPL program on lifestyle gender wise:

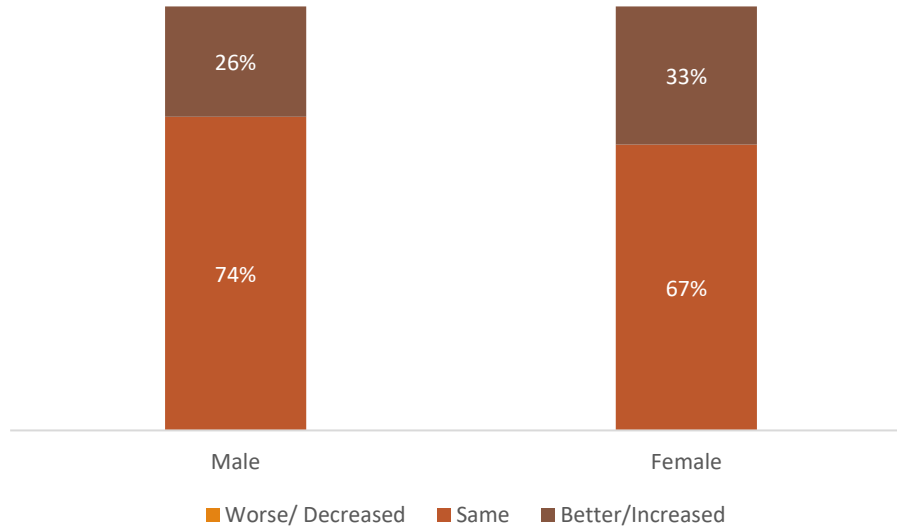


FIGURE 122: IMPACT OF RPL PROGRAM ON LIFESTYLE GENDER WISE

Q. What has been the change in the following as a result of the program?

Number of respondents:976

A majority of both male (74%) and female (67%) beneficiaries stated that the lifestyle is same even after the RPL program. 26% of male and 33% of female beneficiaries reported their lifestyle to better after the RPL program.

14.4.3 Health

The following chart shows the impact of RPL program on health district wise:

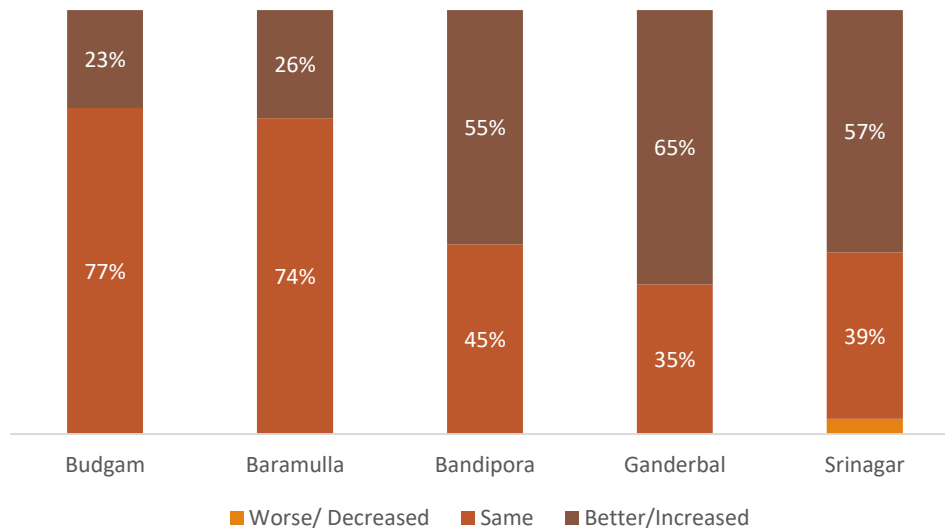


FIGURE 123: IMPACT OF RPL PROGRAM ON HEALTH DISTRICT WISE

Q. What has been the change in the following as a result of the program?

Number of respondents:978

The highest percentage of the beneficiaries who have a better health after the RPL program is from Ganderbal (65%), followed by Srinagar (57%) and Bandipora (55%). However, the highest percentage of the beneficiaries reported to have a same level of savings as before the RPL program is from Budgam (77%), followed by Baramulla (74%).

Impact assessment for Weavers and Artisans

The following chart shows the impact of RPL program on health gender wise:

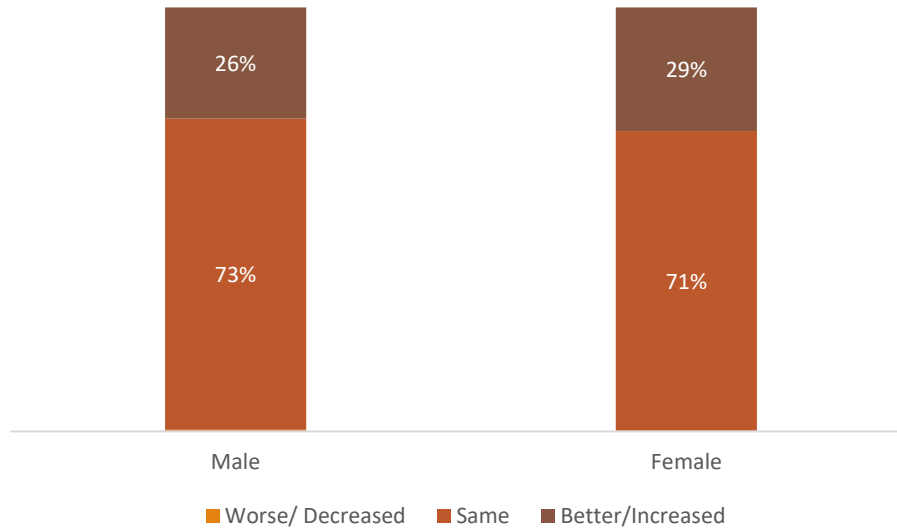


FIGURE 124: IMPACT OF RPL PROGRAM ON HEALTH GENDER WISE

Q. What has been the change in the following as a result of the program?

Number of respondents:978

A majority of both male (73%) and female (71%) beneficiaries stated that the lifestyle is same even after the RPL program. 26% of male and 29% of female beneficiaries reported their lifestyle to better after the RPL program.

14.4.4 Social status

The following chart shows the impact of RPL program on social status district wise:

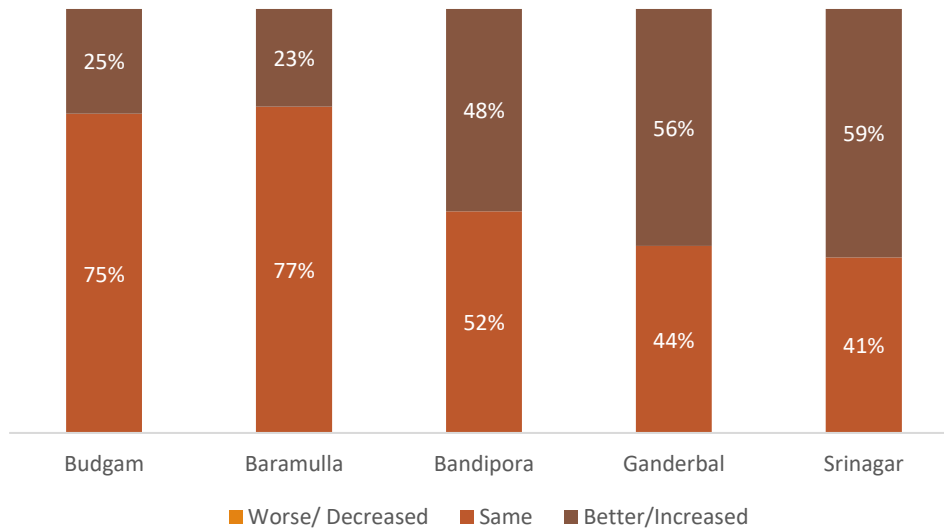


FIGURE 125: IMPACT OF RPL PROGRAM ON SOCIAL STATUS DISTRICT WISE

Q. What has been the change in the following as a result of the program?

Number of respondents:980

The highest percentage of the beneficiaries who have a better social status after the RPL program is from Srinagar (59%), followed by Ganderbal (56%) and Bandipora (52%). However, the highest percentage of the beneficiaries reported to have a same social status as before the RPL program is from Baramulla (77%), followed by Budgam (75%).

Impact assessment for Weavers and Artisans

The following chart shows the impact of RPL program on social status gender wise:

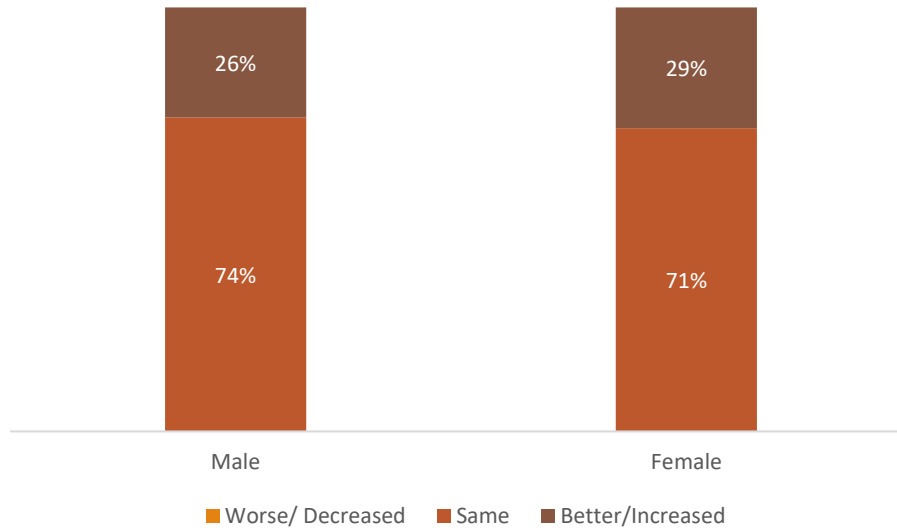


FIGURE 126: IMPACT OF RPL PROGRAM ON SOCIAL STATUS GENDER WISE

Q. What has been the change in the following as a result of the program?

Number of respondents:980

A majority of both male (74%) and female (71%) beneficiaries stated that the social status is same even after the RPL program. 26% of male and 29% of female beneficiaries reported their social status to better after the RPL program.

14.5 Feedback on training institute by beneficiaries

14.5.1 Class rooms

The following chart shows the perception of classroom district wise:

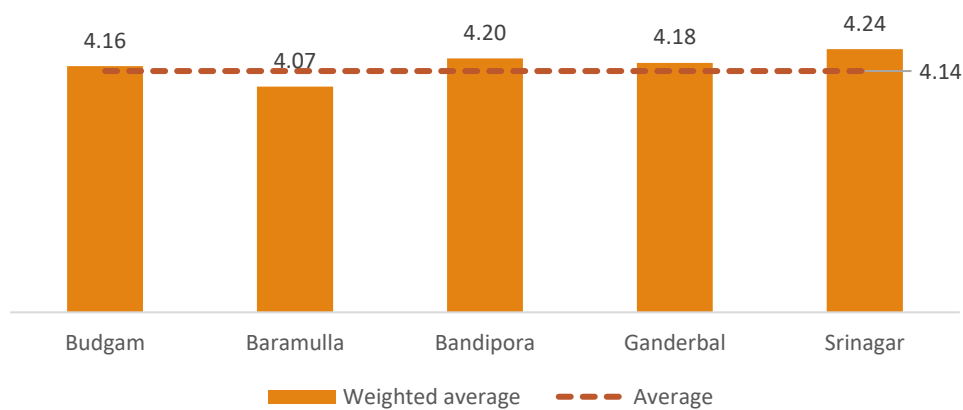


FIGURE 127: IMPACT OF RPL PROGRAM ON CLASSROOM DISTRICT WISE

Q. What has been the change in the following as a result of the program?

Number of respondents:977

Across all the districts the beneficiaries perceived the classroom to be very good and above. The highest rating was received from Srinagar (4.24) followed by Bandipora (4.20). The average rating received from all the states is 4.14.

Impact assessment for Weavers and Artisans

The following chart shows the perception of classroom gender wise:

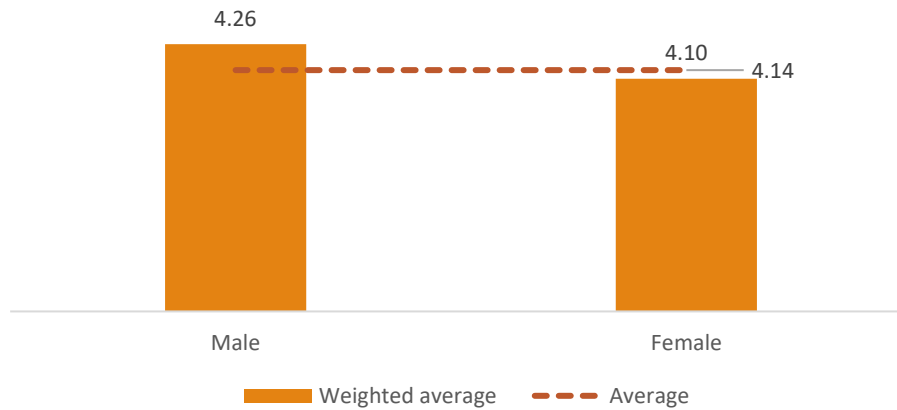


FIGURE 128: IMPACT OF RPL PROGRAM ON CLASSROOM GENDER WISE

Q. What has been the change in the following as a result of the program?

Number of respondents:977

The male and female beneficiaries perceived the classroom used during the RPL program to very good. and above. However, the satisfaction level of the male beneficiaries is slightly higher than the female beneficiaries. The average perception is 4.14.

14.5.2 Trainer quality

The following chart shows the perception of training quality district wise:

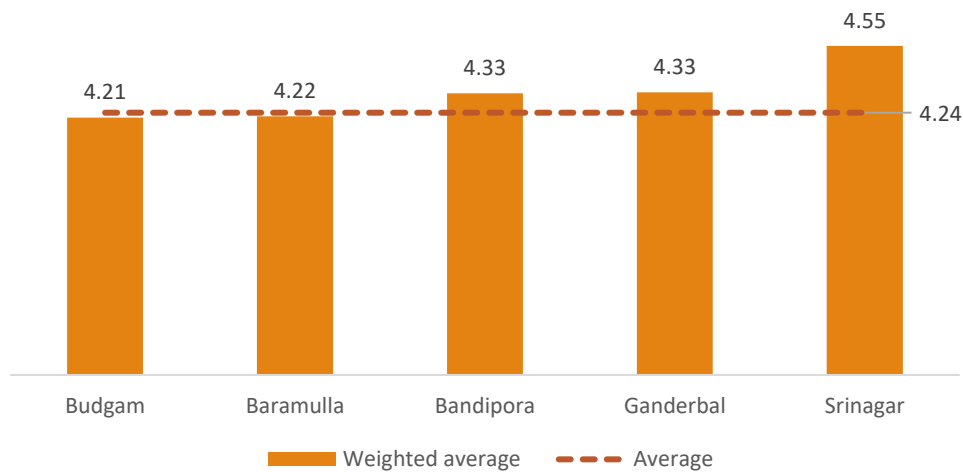


FIGURE 129: IMPACT OF RPL PROGRAM ON TRAINING QUALITY DISTRICT WISE

Q. What has been the change in the following as a result of the program?

Number of respondents:978

Across all the districts the beneficiaries perceived the trainer quality to be very good and above. The highest rating was received from Srinagar (4.55) followed by Bandipora and Ganderbal (4.33). The average rating received from all the states is 4.24.

Impact assessment for Weavers and Artisans

The following chart shows the perception of training quality gender wise:

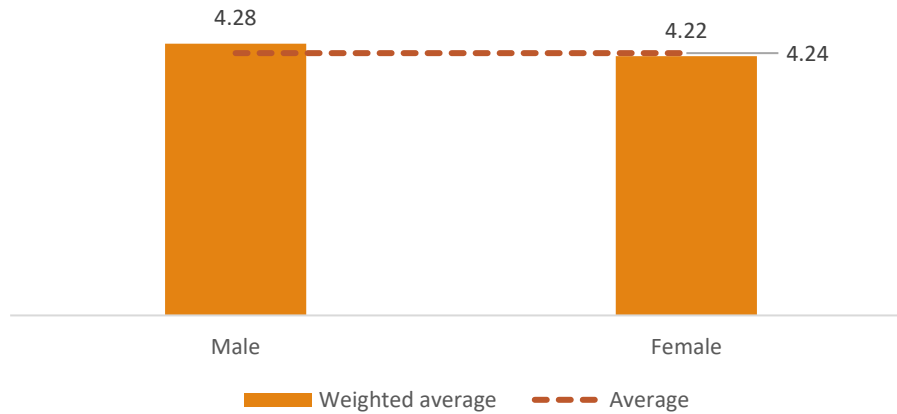


FIGURE 130: IMPACT OF RPL PROGRAM ON TRAINING QUALITY GENDER WISE

Q. What has been the change in the following as a result of the program?

Number of respondents:978

The male and female beneficiaries perceived the trainer quality used during the RPL program to very good. and above. However, the satisfaction level of the male beneficiaries is slightly higher than the female beneficiaries. The average perception is 4.24.

14.5.3 Training material

The following chart shows the perception of training material district wise

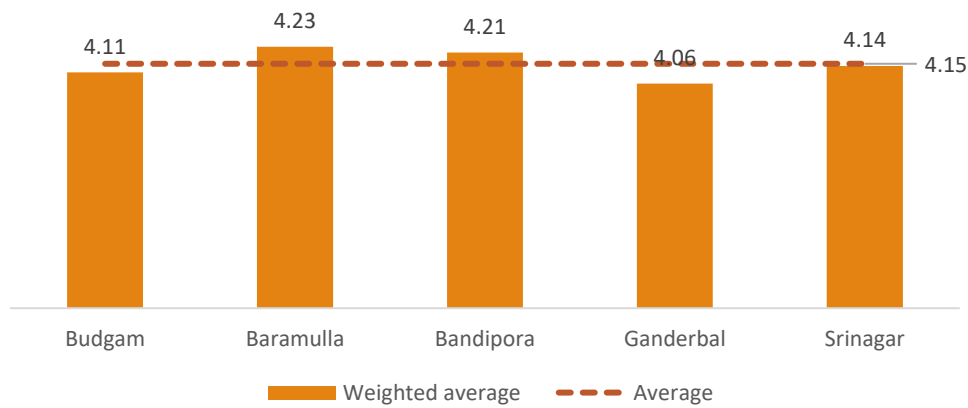


FIGURE 131: IMPACT OF RPL PROGRAM ON TRAINING MATERIAL DISTRICT WISE

Q. What has been the change in the following as a result of the program?

Number of respondents:954

Across all the districts the beneficiaries perceived the training material to be very good and above. The highest rating was received from Baramulla (4.23) followed by Bandipora (4.21). The average rating received from all the states is 4.15.

Impact assessment for Weavers and Artisans

The following chart shows the perception of training material gender wise

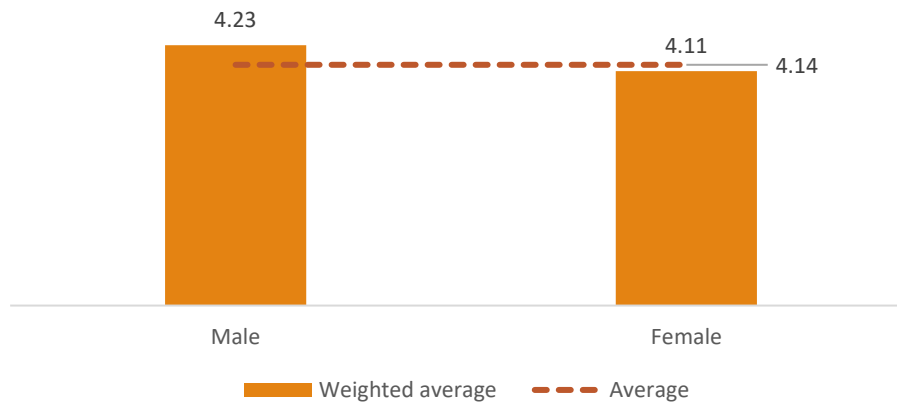


FIGURE 132: IMPACT OF RPL PROGRAM ON TRAINING MATERIAL GENDER WISE

Q. What has been the change in the following as a result of the program?

Number of respondents:954

The male and female beneficiaries perceived the training quality used during the RPL program to very good. and above. However, the satisfaction level of the male beneficiaries is slightly higher than the female beneficiaries. The average perception is 4.14.

14.5.4 Placement

The following chart shows the perception of placement assistance district wise:

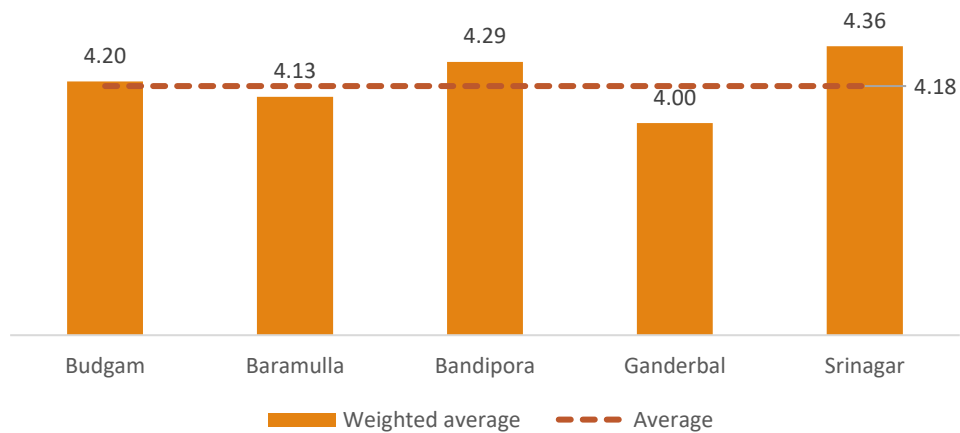


FIGURE 133: IMPACT OF RPL PROGRAM ON PLACEMENT DISTRICT WISE

Q. What has been the change in the following as a result of the program?

Number of respondents:719

Across all the districts the beneficiaries perceived the placement to be very good and above. The highest rating was received from Srinagar (4.36) followed by Bandipora (4.29). The average rating received from all the states is 4.18.

Impact assessment for Weavers and Artisans

The following chart shows the perception of placement assistance gender wise:

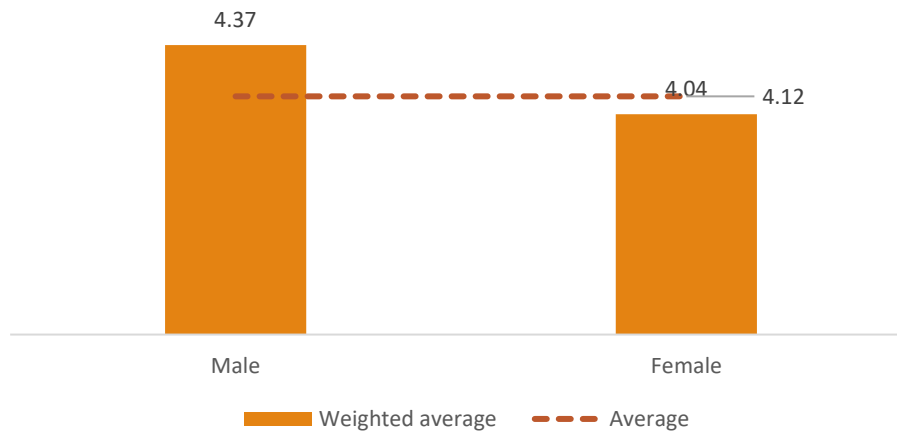


FIGURE 134: IMPACT OF RPL PROGRAM ON PLACEMENT GENDER WISE

Q. What has been the change in the following as a result of the program?

Number of respondents:719

The male and female beneficiaries perceived the placement used during the RPL program to very good. and above. However, the satisfaction level of the male beneficiaries is slightly higher than the female beneficiaries. The average perception is 4.12.

14.6 Impact on workplace

14.6.1 Beneficiary perception on impact on workplace

The following chart shows the impact of RPL on working conditions at workplace district wise:

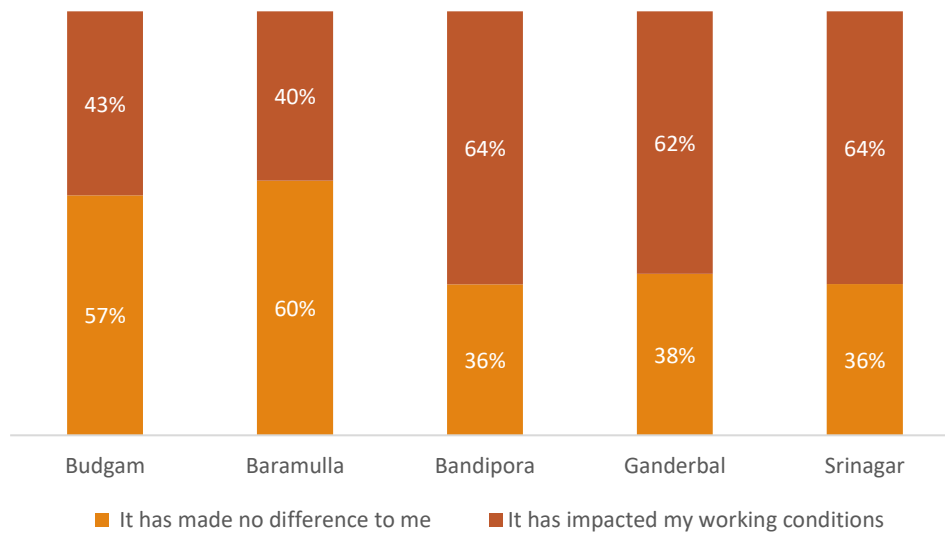


FIGURE 135: IMPACT OF RPL ON WORKPLACE DISTRICT WISE

Q. What impact did the program have on working conditions at your workplace?

Number of respondents:922

60% of the beneficiaries from Baramulla, 57% from Budgam, 38% from Ganderbal, and 36% from Bandipora and Srinagar mentioned that their working conditions have no change after the certification. 64% of the beneficiaries from Bandipora and Srinagar, 62% from Ganderbal, 43% from Budgam and 40% from Baramulla mentioned that their certification had an impact on their working conditions.

Impact assessment for Weavers and Artisans

The following chart shows the impact of RPL on working conditions at workplace gender wise:

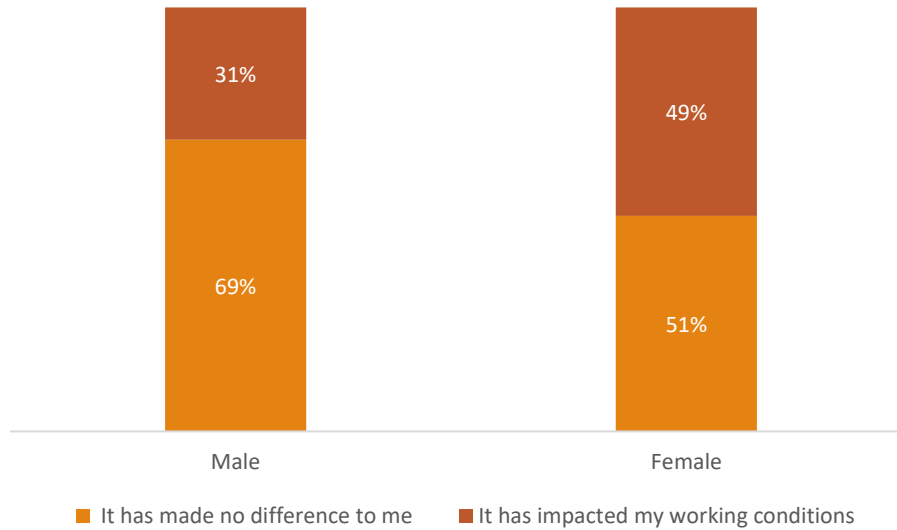


FIGURE 136: IMPACT OF RPL ON WORKPLACE GENDER WISE

Q. What impact did the program have on working conditions at your workplace?

Number of respondents:922

Majority of both male and female beneficiaries mentioned that the certification hasn't impacted their working condition. 49% of the female and 31% of male beneficiaries informed that the certification has positively impacted their working conditions.

14.6.2 Improvement in working conditions

Beneficiaries who reported that RPL have impacted their working condition were further asked about the improvement in their working conditions.

The following chart shows district wise improvement in the working condition at workplace:

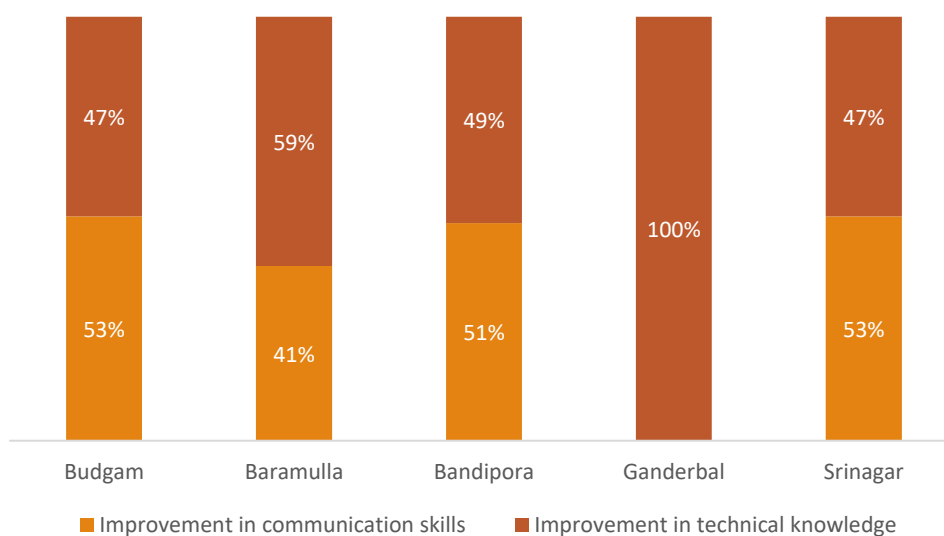


FIGURE 137: CHANGES NOTICED AT WORK PLACE DISTRICT WISE

Q. If impacted, what change did you notice?

Number of respondents:382

100% of the beneficiaries from Ganderbal mentioned that their technical knowledge has improved. While 53% of the beneficiaries from Budgam and Srinagar mentioned that their communication skills have improved as a result of the PRL program.

Impact assessment for Weavers and Artisans

The following chart shows gender wise improvement in the working condition at workplace:

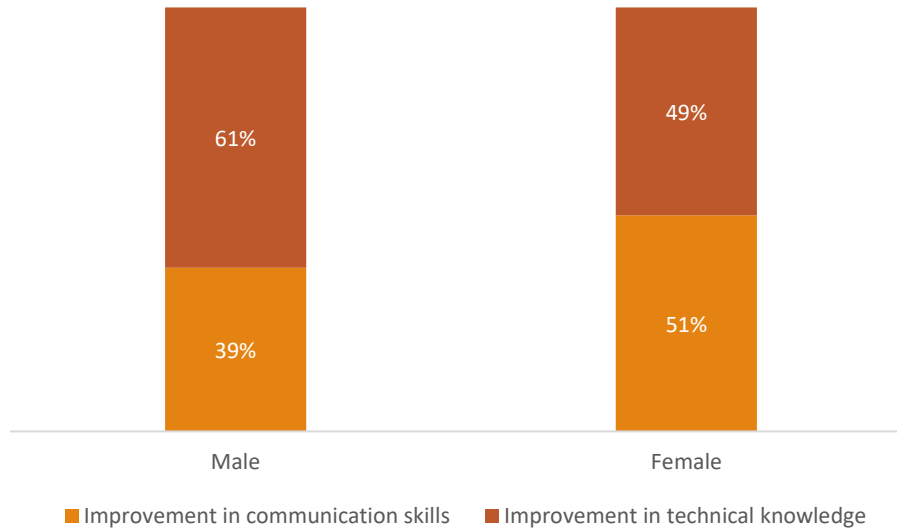


FIGURE 138: CHANGES NOTICED AT WORK PLACE GENDER WISE

Q. If impacted, what change did you notice?

Number of respondents:382

Majority of male (61%) informed that their communication skill shave improved, while 49% of the female beneficiaries have informed the same.

ANNEXURE-2



15 Annexure 2

15.1 Questionnaire for Beneficiaries

Date of survey	
State	
District	
Month and year of RPL training	
Location of training center	
Job role name	
Beneficiary ID	
Name of the beneficiary	
Age	
Gender	<ol style="list-style-type: none"> 1. Male 2. Female
Marital status	
Mobile number	
Did you complete “Weavers and Artisans on Traditional crafts” RPL training?	<ol style="list-style-type: none"> 1. Yes 2. No <p>(Note – If no, then stop the interview and change the candidate)</p>

Impact assessment for Weavers and Artisans

1. Employment status before and after the program											
1.1	What was your Employment status when you started the training? (Select any one of the following)										
	<table border="1"> <tr> <td>1. Employed <i>Note - (Answer Q 8.1, if selected)</i></td> <td><input type="checkbox"/></td> </tr> <tr> <td>2. Self-Employed <i>Note - (Answer Q 8.1, if selected)</i></td> <td><input type="checkbox"/></td> </tr> <tr> <td>3. Unemployed</td> <td><input type="checkbox"/></td> </tr> <tr> <td>4. Student</td> <td><input type="checkbox"/></td> </tr> </table>	1. Employed <i>Note - (Answer Q 8.1, if selected)</i>	<input type="checkbox"/>	2. Self-Employed <i>Note - (Answer Q 8.1, if selected)</i>	<input type="checkbox"/>	3. Unemployed	<input type="checkbox"/>	4. Student	<input type="checkbox"/>		
1. Employed <i>Note - (Answer Q 8.1, if selected)</i>	<input type="checkbox"/>										
2. Self-Employed <i>Note - (Answer Q 8.1, if selected)</i>	<input type="checkbox"/>										
3. Unemployed	<input type="checkbox"/>										
4. Student	<input type="checkbox"/>										
1.2	What is your employment status now? (Select any one of the following)										
	<table border="1"> <tr> <td>1. Employed in the same organization</td> <td><input type="checkbox"/></td> </tr> <tr> <td>2. Employed in a different organization</td> <td><input type="checkbox"/></td> </tr> <tr> <td>3. Self Employed</td> <td><input type="checkbox"/></td> </tr> <tr> <td>4. Unemployed and not looking for a job</td> <td><input type="checkbox"/></td> </tr> <tr> <td>5. Unemployed and looking for a job</td> <td><input type="checkbox"/></td> </tr> </table>	1. Employed in the same organization	<input type="checkbox"/>	2. Employed in a different organization	<input type="checkbox"/>	3. Self Employed	<input type="checkbox"/>	4. Unemployed and not looking for a job	<input type="checkbox"/>	5. Unemployed and looking for a job	<input type="checkbox"/>
1. Employed in the same organization	<input type="checkbox"/>										
2. Employed in a different organization	<input type="checkbox"/>										
3. Self Employed	<input type="checkbox"/>										
4. Unemployed and not looking for a job	<input type="checkbox"/>										
5. Unemployed and looking for a job	<input type="checkbox"/>										

2. Program Motivation											
2.1	Why did you undertake the program? (Select as many options that are applicable)										
	<table border="1"> <tr> <td>1. To improve income</td> <td><input type="checkbox"/></td> </tr> <tr> <td>2. To seek new employment opportunities</td> <td><input type="checkbox"/></td> </tr> <tr> <td>3. To improve subject knowledge</td> <td><input type="checkbox"/></td> </tr> <tr> <td>4. Employer made it mandatory</td> <td><input type="checkbox"/></td> </tr> <tr> <td>5. Others (specify) _____</td> <td><input type="checkbox"/></td> </tr> </table>	1. To improve income	<input type="checkbox"/>	2. To seek new employment opportunities	<input type="checkbox"/>	3. To improve subject knowledge	<input type="checkbox"/>	4. Employer made it mandatory	<input type="checkbox"/>	5. Others (specify) _____	<input type="checkbox"/>
1. To improve income	<input type="checkbox"/>										
2. To seek new employment opportunities	<input type="checkbox"/>										
3. To improve subject knowledge	<input type="checkbox"/>										
4. Employer made it mandatory	<input type="checkbox"/>										
5. Others (specify) _____	<input type="checkbox"/>										

3. About the Program	
3.A.	Mobilization

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3.1. How did you come to know about RPL course/project?

- | | |
|--|--------------------------|
| 1. Training Center | <input type="checkbox"/> |
| 2. Social Media | <input type="checkbox"/> |
| 3. Workplace | <input type="checkbox"/> |
| 4. Mobilizing Agency, other than Training Center | <input type="checkbox"/> |
| 5. Others (specify) | <input type="checkbox"/> |

Answer the following questions in yes or no type		Yes	No
3.B.	Pre-assessment and Counselling		
3.2	Were you made aware of the following?		
a.	Brief about MSDE, skill India program, and processes	<input type="checkbox"/>	<input type="checkbox"/>
b.	Eligibility criteria for appearing for the certification	<input type="checkbox"/>	<input type="checkbox"/>
c.	Benefits of certification and how to avail those benefits	<input type="checkbox"/>	<input type="checkbox"/>
d.	Possible career progression (Vertical and horizontal)	<input type="checkbox"/>	<input type="checkbox"/>
e.	Employment opportunity (both wage and self) with learned skill	<input type="checkbox"/>	<input type="checkbox"/>
3.3	Did you watch the induction video on the program undertaken?	<input type="checkbox"/>	<input type="checkbox"/>
3.4	Did the self–assessment sheet was helpful in identifying skill gaps?	<input type="checkbox"/>	<input type="checkbox"/>
3.C.	Orientation		
3.5	Were you given orientation on the domain, soft skills and entrepreneurship tips, and familiarization with the assessment process and terms?	<input type="checkbox"/>	<input type="checkbox"/>
3.6	Was the batch conducted for 12 days?	<input type="checkbox"/>	<input type="checkbox"/>
a.	12 hours' orientation	<input type="checkbox"/>	<input type="checkbox"/>
b.	60 hours Bridge module	<input type="checkbox"/>	<input type="checkbox"/>
3.7	Did you receive a job role specific kit?	<input type="checkbox"/>	<input type="checkbox"/>
3.8	If yes, did the job role specific kit included the following?		
a.	Standard T-shirt for males and jacket or T-shirt for females	<input type="checkbox"/>	<input type="checkbox"/>
b.	Standard PMKVY cap	<input type="checkbox"/>	<input type="checkbox"/>

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c.	The study material for the job role opted	<input type="checkbox"/>	<input type="checkbox"/>
3.D.	Assessment		
3.8	Did you pass the final assessment?	<input type="checkbox"/>	<input type="checkbox"/>
3.E.	Certification and payout (Answer only if answered yes in Q.3.8)		
3.9	Did you receive the mark sheet?	<input type="checkbox"/>	<input type="checkbox"/>
3.10	Did you receive INR 500?	<input type="checkbox"/>	<input type="checkbox"/>
4.	Certification status after the program		
4.1	What is your Certification status now? <i>(Select any one of the following)</i>		
	1. Certified	<input type="checkbox"/>	
	<i>Note - (Answer Q 5.1 and Q 5.2, if selected)</i>		
	2. Not Certified	<input type="checkbox"/>	
	3. Dropped Out	<input type="checkbox"/>	

Benefits and Impact of the Program			
5.1	<i>(Answer Q.5.1 and Q.5.2 only if selected certified in Q.4.1)</i>		
	In what ways has the certificate benefited you? (Select as many options that are applicable)		
	1.It has made no difference to me	<input type="checkbox"/>	
	2.It has impacted my working and financial conditions*	<input type="checkbox"/>	
5.2	<i>*If impacted, please choose from the below options</i>		
	1. My salary or Income increased as a result of the program	<input type="checkbox"/>	
	2. I received a promotion as a result of the program	<input type="checkbox"/>	
	3. My roles and responsibilities have increased as a result of the program	<input type="checkbox"/>	
	4. I received appreciation at my workplace as a result of the program	<input type="checkbox"/>	
	5. Others (specify)	<input type="checkbox"/>	

5.3	If the answer to the above question for Option 2 is Yes,		

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	What percentage of income/salary has increased after the program? <i>(Select anyone)</i>			
	<input type="checkbox"/> Up to 5%	<input type="checkbox"/> 5% to 15%	<input type="checkbox"/> 15% to 25%	<input type="checkbox"/> More than 25%
5.4	Did you make aware of the following during the certification course?	Yes	No	
a.	About technical knowledge	<input type="checkbox"/>	<input type="checkbox"/>	
b.	About soft skills	<input type="checkbox"/>	<input type="checkbox"/>	
c.	About marketing skills and standardization techniques	<input type="checkbox"/>	<input type="checkbox"/>	
d.	About entrepreneurship building	<input type="checkbox"/>	<input type="checkbox"/>	
e.	About innovative and upgraded techniques of making products	<input type="checkbox"/>	<input type="checkbox"/>	
5.5	After the program did you were encouraged to participate actively in external deliberation?	<input type="checkbox"/>	<input type="checkbox"/>	
5.6	Was Post-Training Industry Support provided?	<input type="checkbox"/>	<input type="checkbox"/>	
a.	Helped in Institutional linkages such as backward linkages to procure quality material.	<input type="checkbox"/>	<input type="checkbox"/>	
b.	Helped in Forward linkages to place your products in market and credit linkages to avail loans etc.	<input type="checkbox"/>	<input type="checkbox"/>	
c.	Helped in establishing link with exhibition organizers such EPCH & CEPC	<input type="checkbox"/>	<input type="checkbox"/>	
d.	Guided on market and promotion of your products at domestic and international market through Handicrafts fairs and Exhibitions.	<input type="checkbox"/>	<input type="checkbox"/>	
e.	Helped in facilitating e-commerce linkages.	<input type="checkbox"/>	<input type="checkbox"/>	

6. Program Impact on social well being				
6.1	What has been the change in the following as a result of the Program?			
		Worse	Same	Better
	1. Level of savings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	2. Lifestyle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	3. Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	4. Social status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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7. Perception of Training Institute							
7.1	On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training institute in terms of the following:						
		Very Bad 1	Bad 2	Average 3	Very Good 4	Excellent 5	N/A
	1. Class Rooms	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	2. Trainer Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	3. Training Material	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	4. Placement Assistance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. Impact on Workplace		
8.1	<i>(Answer only if selected employed or self-employed in Q.1.1)</i>	
	What impact did the program have on working conditions at your workplace?	
	1.It has made no difference to me	<input type="checkbox"/>
	2.It has impacted my working conditions*	<input type="checkbox"/>
8.2	<i>*If impacted, please choose from the below options</i>	
	1.Improvement in communication skills	<input type="checkbox"/>
	2.Improvement in technical knowledge	<input type="checkbox"/>
	3.Improvement in designing to match the current market demand	<input type="checkbox"/>
	4.Others (specify)	<input type="checkbox"/>

DATAWISE® offers a suite of products and solutions suited to the needs of various situations and industries. Solutions provided for one customer are not necessarily suitable for others, and readers are advised to use their own judgment regarding the suitability of these solutions to their business needs.

DATAWISE® 's business analysis services support the full spectrum of clients' needs with services directed mainly at helping companies discover opportunities for improvement through use of analytical capabilities. We offer analytical services in the following areas:

Strategic Analytics: Alignment of strategic intent with actual work, requiring strategic analytics to answer key decision support questions such as whether to enter into a new segment of business or not, whether to reach new customers or not, and other go, no-go decisions.

Behavioral Analytics: Assistance in determining the 'why' and 'how' of a customer behavior (rather than the 'what') in order to ensure that marketing plans yield the desired results through capturing customer events and actions over time and using these stored interactions to determine typical behavior and deviations from that behavior.

Tactical Analytics: Tactical analytics models that we deploy are typically short-term in nature and are focused on answering immediate questions rather than aligning to a longer-term goal.

Predictive Analytics: We created complex multi-dimensional models that collate data generated from several interaction points to create models that enable the prediction of future events to help identify of both risks and opportunities.

DATAWISE® has also developed proprietary analytics models DATTAB®, CREST™, SatisACTual®, and OPTLIOX™ catering to specific customer needs.

