

## **TISS SVE special project: Skill training of Nomadic and Denotified Tribes youth in Delhi slums**

### **Quarterly Report for the month of 16<sup>th</sup> March to 15<sup>th</sup> June**

Unemployment among Nomadic/DNT (Denotified Tribes) is rampant. This community was marked as criminal during the British Raj but got denotified from this stigma in 1952. However, these families were deprived of their traditional sources of livelihood during this period which directly impacted the child socialization process. It became difficult for families to sustain themselves and hence the children had to work as well. Currently, the children are mostly involved into labour work and vend traditional craft items which are not sufficient for their day to day needs. Education among girls is not given any importance and early marriage is a very common phenomenon. NT/DNT population is facing an identity crisis as well as they are shifting from their traditional occupations to new white collared occupations. Some of them are successful but those who do not reach the graduate level face major problems, as they cannot go back to their traditional professions and are not able to adapt to modern system and opportunities as well. The life of the present youth is becoming complicated leading them to criminal activities.

Vocational training is very important because it will not only train people to earn their livelihood but also boost their hereditary skills and capabilities which will overall build the nation. They need hand holding and regular tracking which will help them solve their difficulties since they don't have any inherited atmosphere of schooling and mainstream study and since they are nomadic by nature they don't have a habit of living in one place and doing the same set of activities for very long time. It requires constant counselling. Tata Institute of Social Sciences- School of vocational education has taken up this special project of skill training for Nomadic and Denotified Tribes with an advanced approach. It's one step ahead in the development of this community. The project is being implemented with the help of following partners- APAR INDIA, ACTIONAID, Common Wealth Educational Media Centre For Asia (CEMCA) and National Skill Development Cooperation (NSDC).

The project initiated from 16<sup>th</sup> March 2018. For the first 15 days recruitment and administration work took place along with community meetings at Kasturba Nagar.

From 4<sup>th</sup> April 2018 TISS SVE team started Life skill, Soft skill training to youth of Nomadic and Denotified Tribes. The team successfully completed 8 batches with 145 students in Bhatti Mines & Kasurba Nagar which also included an Employability Quotient test, its analysis and distribution of certificates on the basis of their aptitude and opportunities available.

First batch of soft skill training took place in Bhatti Mines which was attended by 25 participants. Various activities and games were played with participants to impart life skills and soft skills training to them.

Soft skills are personal attributes that enhance an individual's interactions, job performance and career prospects. The ability to communicate through the spoken and written word is a necessity in nearly every industry and in every workplace. Soft skills are what accompany the hard skills and develop a well-groomed expert workforce.

Each training started with a rapport building session where trainer introduced herself/himself to the participants and vice-versa. Registration forms were filled by the participants on the first day. This was followed by a session on JOYFUL LEARNING where, with help of fun activities like wrist press, participants were taught the importance of having fun in the work they do. Third activity for the day included a brief session on basics of FIRST AID (First Aid is immediate treatment given to an injured person before the doctor arrives) which can help them in any emergency situation. The participants were taught in details about T.O.T.A.P.E.S which is as follows:

- T- Talk
- O- Observe
- T- Touch
- A- Active movement
- P- Passive movement
- E- Elevate
- S- Stop

First Day training concluded with session on SAFE ENVIRONMENT which covered the topics of-when to trust someone, Good touch, Bad Touch, Physical Hazardous what needs careful observations, and how can someone make you emotionally unsafe.

On the second day of soft skills training the counsellor visited along with the trainers. The day started with review of the 1<sup>st</sup> day training. Followed by Mukhbandi Activity, where participants found out about various job professions in a fun way. The game allows the learners to relax and come together as a group, have fun, and begin the discussion about jobs.

The participants were then asked to appear for Employability Test (Annexure-1; Questionnaire). The Test was developed along with CEMCA.

The concept of the Employability Quotient test was based on STEPS rule which is-

- S-Self Management
- T-Team Work
- E- Enterprising
- P- Problem Solving
- S- Speaking and listening

On the basis of this test, participants were given Report card of the employability test and certificate on the 4<sup>th</sup> day of training where they were allotted the domain of the training from the given three- Housekeeping, Mobile Repairing and Computer Networking & Hardware.

Second day training concluded with an activity called 'News Channel' where participants observed what skills real workers used at work and learnt the core employability skills 'STEPS' that all employers want.

Third Day and Fourth Day of training was related to the basics of Skill training. The following topics were covered- What is communication, communication process, importance of communication, types of communication (Verbal & Non-Verbal), barriers of communication (Personal, psychological, & Physiological), and Extempore. On the fourth day of training students came across with frequently asked questions during interviews All the participants who appeared for the Employability Test were given report card and those who qualified according to the criteria (S.C,18 years above and 10<sup>th</sup> Class Pass) were given certificate according to the opportunity available to them.





During the four days of soft skills training it was observed that the Youth at Bhatti Mines and Kasturba Nagar are very enthusiastic to grab new opportunities due to lack of infrastructure and resources. Their present status remains either unemployed or involved in daily wage labour. Few challenges were faced in these areas especially by Mobilisation teams. In Bhatti Mines travelling was one of the major issues as the area has no connectivity with Metro and is almost 12k.m from the nearest metro station. It is on the border of Haryana and since it is an outcasted area; infrastructure is not developed i.e. roads, electricity, drainage, educational institutes, public transport. At both Bhatti Mines and Kasturba Nagar, it was difficult to mobilise people as they were not ready to believe based on their previous experiences, that skill training along with employment will be given to them FREE of cost and that too in their own area. Developing trust in the community at the initial stage was an issue but once the first centre at Bhatti Mines got started people developed faith in the project. Another challenge was that since it is a special project for Nomadic Tribes so it was required for youth to submit their caste certificate which was not available. Thirdly NCR State government is not issuing caste certificate (Nomadic Tribes/DNT) and on top of that they have included such community people under SCST.

Mr R.K Jain and Mr Apar from APAR India visited Bhatti Mines on 12<sup>th</sup> April, 2018 for the community meeting with the youth and community leaders. Ms Sanjogita from CEMCA visited Bhatti Mines on 18<sup>th</sup> April,2018 to be part of the soft skill training, first employability test was conducted on the same day.

Mr Sushant Aggarwal from ACTION AID visited Bhatti Mines on 30<sup>th</sup> April,2018 to be part of the inauguration ceremony. An Intern from Action Aid visited Bhatti Mines twice in the month of May to be part of the soft skills training.





S.NO	BATCH	TRAINING VENUE	DATE OF START TRAINING	DATE OF END TRAINING	TOTAL NO. OF STUDENT	NO. OF SELECTED STUDENT	NOT SELECTED STUDENT
1	1 <sup>st</sup>	BHATTI MINES	17-04-2018	20-04-2018	25	7	17
2	2 <sup>nd</sup>	BHATTI MINES	24-04-2018	27-04-2018	26	11	11
3	3 <sup>rd</sup>	KASTURBA NAGAR	25-04-2018	28-04-2018	28	14	14
4	4 <sup>th</sup>	BHATTI MINES	03-05-2018	06-05-2018	13	4	9

5	5 <sup>th</sup>	KASTURBA NAGAR	05-05-2018	08-05-2018	22	15	7
6	6 <sup>th</sup>	BHATTI MINES	21-05-2018	24-05-2018	30	10	26

In the month of April and May total 144 participants were trained in the soft skills training out of which 59 qualified for the skill development training based on the given criteria- NT/DNT(SC), ABOVE 18 YEARS OF AGE AND 10TH CLASS PASS.

First Skill Development Centre was inaugurated on 30<sup>th</sup> April, 2018 at Vivekanand School Bhatti Mines in the presence of Smt. Mahesh Tanwar (Counsellor Bhatti Mines), Shri Bhram Singh Tanwar, Prof.Medha Somaiya (TISS-SVE), Dr.Perna Sharma (TISS-SVE),Shri Sushant Aggarwal (ACTIOAID),Shri.Dilip Kumar and Shri R.K Jain/Shri.Apaar Jain Apar India



**Monthly Review Meeting:**

Monthly review meeting was conducted by Prof Medha Somaiya in the presence of Mr.R.K Jain, Mr.Apaar jain and team in the month of June to visualize the proper functioning of the project, identifying the drop outs, addressing their reasons and smooth functioning of the project.

**Future Plan:**

- One soft skill training at Bhati Mines
- One soft skill training at Kasturba Nagar
- Inauguration of domain training center at Kasturba Nagar
- Mobilization at Adivasi Basti
- Continuous mobilization at Kasturba Nagar and Bhati Mines

Monthly follow up of the participants by the Counsellor (Annexure- II)