

## Vocational training leading directly to jobs in the open labour market

India – Youth4Jobs Foundation

### SUMMARY OF PROJECT

The project provides a 45-day vocational training and a one-week traineeship for young people with disabilities living in rural areas. The training schedule was designed in cooperation with companies and future employers together with persons with disabilities. The project also collaborates with stakeholders like Government, Associations of Persons with Disabilities, Communities, etc., to create inclusive working places.

### QUOTE

*“I was always rejected for employment as companies told me they had to make too many adjustments for me. Today I work for a major company that is so happy with my work that I have been promoted to supervisor. I never dreamt I would stand on my own feet one day, earning a decent salary.”*

—Venaktesh, speech and hearing impaired

### FACTS & FIGURES

- Over the last three years some 7,800 candidates were trained (40% female), and 70% of whom were placed in organized sector jobs.
- 20 vocational training centres in eight states are dedicated to youth with disability.
- More than 150 companies have hired persons with disability for the first time.

### PROBLEMS TARGETED

Some 70% of the Indian population live in rural areas, and persons with disabilities have no access to vocational training facilities. This results in higher levels of unemployment, higher incidences of poverty, and greater social exclusion when compared to the rest of the population. The situation is worse for girls and young women, who are kept hidden at home for fear that they will harm the reputation of the family.

## SOLUTION & METHODOLOGY

The project offers a 45-days vocational training for young men and women with speech, hearing, and vision disabilities between the ages of 18 and 20 living in rural areas. The curriculum offers basic modules on English, life skills, soft skills, and computer knowledge, as well as industry-specific modules depending on the requests of the participants and the availability of jobs. Training is followed by a traineeships and placements in organized sector jobs. If the supervisors are satisfied with the candidates' performance, they are usually formally hired as regular full-time employees. During this period candidates also gain clarity of what kind of jobs they like and are suited for. The candidates are sent as trainees to companies such as McDonald's Restaurants, Hyper City, and Samsung where they put into practice all that they learned in the training centre. This on-job training also gives the responsible managers a chance to observe the candidates, and understand the challenges and needs of people with disabilities first hand. The project works with these managers to identify ways to accommodate the candidate in the workplace.

## OUTLOOK & TRANSFERABILITY

The model is easily replicable and scalable with the potential for modification in various geographies. The project started with one training centre in Hyderabad, and after the template was finished 18 more centres were set up in other states. The key aspects of the project are (1) that it is process driven with customization as per the particular disability; and (2) that it includes robust training modules. In 2016 and 2017, the plan is to train another 4,000. Going forward, pilot vocational training centres are proposed for youth with mental disabilities. Customized solutions are now being offered to organizations such as Google, Ford, and Valeo to integrate young people with disabilities into their workforce.

Photo: Yes

## CONTACT

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