



Small Beginnings, Large Outcomes

Skill Development & Vocational Training



Odisha Tribal Empowerment & Livelihoods Programme
ST & SC Development Department, Government of Odisha
2nd Floor, TDCCOL Building, Rupali Square, Bhubaneswar - 751 022
www.otelp.org

Published by

Odisha Tribal Empowerment & Livelihoods Programme
ST & SC Development Department, Government of Odisha
2nd Floor, TDCCOL Building, Rupali Square, Bhubaneswar - 751022
www.otelp.org

Content

Sri Dipti Ranjan Gantayat
Sri Om Prakash Rath

Guidance

Sri Susanta Nanda, IFS
Programme Director, OTELP

Photography

OTELP

Documentation & Designed by

Aakar Solutions, Bhubaneswar
www.aakargroup.com

Printed by

Jyoti Graphics
701, Saheed Nagar, Bhubaneswar - 751 007
Tel.: 0674 - 2544209, E-mail : jyotigraphics@gmail.com

Contents

1.	Preface	1
2.	Introduction	1
3.	Why Vocational Training	2
4.	Funding Source	3
5.	Methodology	4
6.	Preparation of Leaflets and Posters in Odia	4
7.	District Level Workshops	5
8.	Eligibility Criteria	6
9.	Counselling	7
10.	Monitoring of the Training Programme	8
11.	Recreation and Exposure of Trainees	8
12.	Exposure of VDC Members and ITDA Staff	9
13.	Achievements	9
14.	Success Stories	
I.	A Ray of Light: Ami Nudruak	10
II.	Gender No Bar: Jasoda Devi	12
III.	In the nick of time : Kunal Digal	14
IV.	Dressing for Success: Member, Malyabanta Posaka Prastuti Kendra, Malkangiri	16
V.	A Stitch In Time: Dyna Raika and Mojesh Raika	18
VI.	A Way Out of Darkness: DEO, STPI Software Company, Berhampur	20
VII.	A Secure Future: Rama Majhi	22
VIII.	Information- A Means To Change: Binod Majhi	24
IX.	Dreams Do Come True: Mangaru Bhatra	26
X.	Building Capacity to Build the District: Member, Malyabanta Bricks	28
XI.	A New Lease of Life: Ashok Pradhani	30
XII.	Breakthrough: Jagabandhu Hial	32
XIII.	The Sky is The Limit: Champa Rapkaka	34
XIV.	Taking The First Steps To Change: Shankar Jani	36
XV.	Driving Ones Way to Succes : Prafulla	38
XVI.	Riding High: Dibakar Badaseth	40
XVII.	Dreaming Big: Padma Charan Nayak	42
XVIII.	From Unemployed to Entrepreneur : Santosh Mishra	44
XIX.	Earning Happiness: Prasanna Raita	46

XX.	Entering a new life : Salman Sabar	48
XXI.	A lifetime of struggle pays off : Saroj Ku. Mallick	50
XXII.	Fighting Despair: Sudhir Raita	52
XXII.	A Better Option : Mahesh Nayak	54

Annexure

I.	No. of candidates Sponsored from OTELP for Vocational Training	56
II.	OTELP Vocational Training-Trained Status	56
III.	OTELP Vocational Training-Placement Status	58
IV.	Vocational Training Programmes and Training Providers in Odisha empanelled by OSFDC	58



Preface

Odisha Tribal Empowerment & Livelihoods Programme (OTELP) is operating in seven South Western Districts of Odisha since 2003-04. The programme is operating in some of the most inaccessible and backward areas of the State. The drop out at the secondary level in many of these villages is alarming. Precisely for this, very little skill base exists in the programme areas to make the young people employable and earn a decent livelihood. ST & SC Development Department Govt. of Odisha has embarked upon an ambitious programme of imparting vocational training to make these young mass employable in the liberalized growing market of India.

With this back drop, OTELP initiated a special drive for vocational training of the unemployed youth in its programme villages in age group of 18 to 35 years. It was meant to be a training to impart specialized skills and knowledge with changed behavioral pattern, essential for successful employment outside their area.

A communication strategy involving IEC material distribution as well as one to one and group communication sessions and family visits were initiated so as to teach the objective of this programme to the target groups. Candidates were identified in different OTELP operational districts and counseled in phased manner on the merits of the programme and subsequently trained on a variety of skills that would either result in their placement or enable them to become entrepreneurs. As on date 10,013 candidates, 70% of them being from Scheduled Tribes, have been sponsored by OTELP to Odisha Scheduled Caste & Scheduled Tribe Development Finance Co-operative Corporation (OSFDC) and other Govt. Organisations for training.

This book contents some of the success stories of this initiative.

Shri Susanta Nanda, IFS
Programme Director, OTELP

Introduction



The high rate of drop out at the secondary level in OTELP Programme areas gives little scope for employment to these young mass as they have no performing skills in the growing liberalized market.

The rural youth invariably migrate to urban areas in search of work due to the scarcity of employment opportunities in their area. Since most of them are illiterate or drop out of school, their pure academic qualification provides limited scope for employability. Rural youth capital is one of the major inputs for the improvement of the quality of life of the rural community. The truth however is different. The majority of rural youth is either unemployed or engaged as agricultural labourers earning a measly 50 to 60 rupees daily and thus making it difficult for them to meet their basic necessities.

Securing dividends from educational progress and demographic change requires effective education and training strategies as well as consistent cross-sector policies. However it is a major challenge for planners to make provision of appropriate opportunities for these people.

Why Vocational Training



O TELP, under the ST and SC Development Department of Government of Odisha, operates in 30 blocks of seven tribal dominated districts to empower the tribal people and enhance their livelihoods by adopting varied livelihood generation measures.

In keeping with the vision of the ST & SC Development Department, O TELP embarked upon a strategy to provide short terms skill development and placement related training programmes for youth from O TELP villages. The training programme has equipped the rural youth of O TELP villages with enough marketable skills and many of them have been capacitated to secure employment in the organized sector or have been able to set up micro enterprises for self-employment. This has created a ripple effect with youth from the adjoining villages demanding vocational training with a view to enhance their employable skill.

Funding Source



Odisha Scheduled Caste and Scheduled Tribe Development Finance Co-operative Corporation Limited (OSFDC), under the ST & SC Development Department, Govt. of Odisha is the nodal agency for this skill development training programme. It not only finances candidates identified by OTELP but also other unemployed ST/SC youth in the age group of 18 to 35 in Odisha.

OSFDC provides three different kinds of training programmes free of cost to deserving candidates. The cost of lodging and boarding and fees payable to suitable empanelled training providers¹ for short term vocational training courses is borne by OSFDC.

Apart from these ST/SC youth, OTELP provides financial support for such training programmes to the General, SEBC and Minorities categories in its operational area. OTELP also arranges for transportation of the candidates to and from the training venue.

The training programme includes skill development, placement related training and pre-recruitment training courses² having duration from 45 hours to 1 year.

1. List of Training Providers is given in Annexure 4.
2. List of Training Programmes is given in Annexure 4.

Methodology

An effective strategy is employed to ensure the success of the training programme. OTELP follows a comprehensive process involving various stake holders throughout the entire training period.

I. Preparation of Leaflets and Posters in Odia

To enhance awareness among the tribal youth about the different vocational training and the employment possibilities available to them, leaflets and posters are printed in Odia and distributed in the field. The leaflets and posters contain information on the educational qualifications required, duration, venues and training providers of the different training programmes. Contact numbers of related staff are also included for aspirants who want more details about the programme.



II. District Level Workshops



District level workshops are conducted on the perspective of various vocational training and placements and also to sensitize the stakeholders. Several workshops are conducted and attended by FNGO representatives, community mobilisers, WDT (Micro Finance) and ITDA staff in each of OTELP operational districts. The participants are oriented on each and every trade and the related placements. The FNGO representatives and other field level functionaries are entrusted with the task of spreading the message through community meetings, leaflets and posters and one to one meetings to collect a database of potential candidates³.

The target is to train ten thousand unemployed youth from OTELPs operational area focussing more on those from inaccessible pockets. The leaflets and posters are distributed in the district level workshops among the field level functionaries to put up on walls in prominent places in the village like the local haat and the village centre and share at common village gatherings so that it will come to the notice of the youth.

3. List of candidates for different Vocational Training Programmes district wise is given in annexure 1.

Eligibility Criteria



Unemployed BPL, ST/SC, SEBC, General and Minorities in the age group of 18 to 35 are eligible for the training programme. Women candidates are especially encouraged to be a part of the vocational training programme. The candidates need to produce requisite documents like caste certificates, BPL certificate, passport size photographs, proof of last educational qualifications and filled in application forms before undergoing training. A comprehensive data base of 10,013 candidates has been prepared and the candidates informed accordingly to take part in the desired training in different training institutions. The financing institution, i.e. OSFDC, has since developed a software for the vocational training programme where the database of candidates can be uploaded and the status of the trainees verified online. All the training providers have now started updating the training status of the respective institutions and one can verify the trainee's status easily.

Counselling

Counselling camps are mandatory for the candidates. The purpose of the counselling is to interact with the candidates and to suggest alternative trades based on the candidates' aptitude and interest. The candidates are also advised to apply for more lucrative trades as per their educational qualification. The documents are verified on the spot before admission to the institutes. Family level counselling is also done to motivate the parents who are unwilling to allow their children to leave their homes. Family counselling is instrumental in encouraging other candidates to join the training institution. It has also been earlier noticed that candidates lack ownership in the training programme and leave the institution during the programme due to their cultural obligations. The counselling session enhances the candidates' confidence and motivates them to leave their homes for the duration of the training programme. Camps are organized at locations suitable to candidates from all parts of the district. OTELP conducts the counselling camps in each district and the same is followed by community mobilizers and WDT (Micro finance) later. The training providers also counsel the candidates with support from OTELP staff at the village level.



Monitoring of the Training Programme

The trainees are monitored frequently after they are enrolled in the training institutions. The welfare of the candidates is given equal importance along with the quality of the training. The training institutions also look after the health of the trainees. Monthly visits are made by officials of OTELP to interact with the trainees and monitor the training workshops. The training providers also appraise OTELP of the progress made by the candidates from time to time.



Recreation and Exposure of Trainees

The trainees are taken on visits to places of interest like Puri, Konark, Dhauligiri, etc. OTELP provides after hours recreation facilities in these institutions by distributing both indoor and outdoor sports and games equipment (i.e. volley ball, football, cricket, chess, carrom and ludu) for the boys and girls participating in the programme. The trainees take part in annual sports events organized by the training provider.



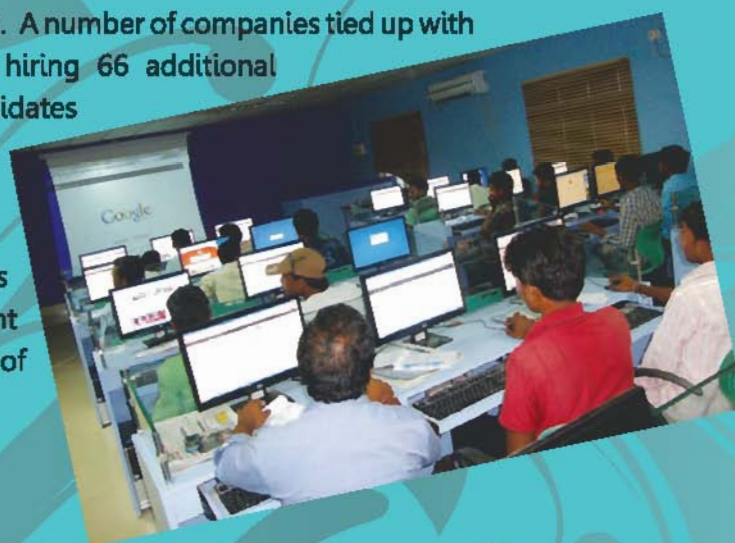
Exposure of VDC Members and ITDA Staff

OTELP conducts exposure visits of ITDA staff to the training institutions to impress upon them the need for vocational training for unemployed youth. VDC members of different watershed areas are also encouraged to visit these institutions, get an idea about the effectiveness of the programme and spread the message in the community so that other community members allow their children to enroll in these training institutions.



Achievements

As of now 2034 candidates have been trained from OTELP operational areas in different trades and 1015 of them have already been employed for a monthly remuneration ranging from Rs. 5000 to Rs. 7000. A number of companies tied up with the training providers will be hiring 66 additional candidates while 219 of the candidates trained in driving are driving private vehicles and earning a monthly salary of Rs. 5000. The table⁴ shows the status of trainees who have completed different training programmes till the end of March 2013.



4. Status of trainees who have completed different training programmes by end of March 2013 is given in Annexure 2.



"I am now getting Rs 8000/- per month and I have a driving license. Earlier this would have been a day dream for me but thanks due to the co-operation of OTELP staff. It is now a

reality"



Ami Nudruak



A Ray of Light

Ami Nudruak, a tribal youth from Dakadhimiri village, Muniguda block is truly inspiring. Ami and his family lived a wretched existence as they depended solely on daily wages and agriculture as a source of livelihood. Even though they had a 2 acre plot in the uplands, if distribution of rainfall was irregular then the production of paddy was too little to feed the family.

Ami was keen to learn driving. With no formal education and no other skill to his name Ami knew that, the only way out of his pitiful existence was to learn driving and find a steady job. He knew that this would be the only way that he could provide food and other necessities for his family. But he had no financial resources to either go to a driving institute or to pay for a driving license.

That is when OTELP staff came to Ami's area to talk about their skill building and vocational training programme. They told the community about how they planned to provide uneducated tribal youth with the necessary skills to earn a better livelihoods and Ami jumped at the opportunity to join the driving training programme.

Ami was trained at Mousumi Social and Charitable Trust at Bhubaneswar with financial aid from OTELP. He soon received a driving license to drive light vehicles free of cost, and now works with Vedanta at Lanjigarh as a driver for a monthly salary of Rs. 8000.

Ami Nudruka has not only shown the tenacity and courage to rise from his former status to his present position, but has also paved the way for other rural tribal youth to join a multitude of skill development and vocational courses on offer. He is now an example to other unemployed youth who want for opportunity to better their quality of life.



"All girls in our village should earn like me. Every girl has the ability to work and they should be given the opportunity as OTELP has given me. My success is sure to motivate others to join the vocational training"



Jasoda Devi



Gender No Bar

Jasoda Devi, a 23 year old tribal is an amazing young lady. Jasoda lost her father when she was a child and the family consisting of her mother, two sisters and a brother had to go through immense hardship. They had little money and nowhere to go. Jasoda stayed home and helped her mother with the household chores.

Later on when she was older, her brother's wife made life a hell for this young woman. Despite the odds Jasoda survived and now holds a position in a firm providing security services.

Jasoda's lucky break came when she heard about OTELPs vocational training programmes and expressed her willingness to take part in it. As she was interested in the security services training and was physically fit for the trade, she decided to join the programme. When the counselling for security guard training was organised in Gajapati district by Kalinga Career Academy, Jasoda immediately jumped at the opportunity, joined the counselling camp and was selected immediately.

Jasoda went on to be admitted in a month long training programme. All expenses were borne by OTELP. She learnt about security, fire fighting, first-aid and behavioural change in the training. She now feels better equipped to work in an organization and infinitely more confident in her abilities with her newly found skills.

On completing the training, Jasoda was placed in Kalinga Career Academy and earns a monthly stipend of Rs. 3500. The company has assigned her to guard the very premises she trained in, namely East Engineering College. She is happy, confident and proud that she can earn an income just as well as any man. She supports her ailing mother and looks after her own needs as well.

Jasoda's story is a call to other tribal girls to come forward and take responsibility for their own future.



"Getting to earn a salary is great, but having fun at work is even better. I have visited a lot of places in Odisha in the last one year that I am working. For a person like me it would never have been possible if OTELP had not selected me for this training programme"



Kunal Digal



In the Nick of Time

Kunal Digal is the son of Dubraj Digal and Emogini Digal. He hails from the village of Sirtiguda in Kandhmal district. Kunal has three brothers of which the eldest one stays at home while the second works and the third studies. Kunal is the youngest.

The family has a small patch of land to cultivate crops but the income from it is not sufficient to sustain the family the whole year through.

Kunal's father managed to have his son Kunal finish his +2 though the boy was unable to finish his graduation. He stayed at home for a while. Later on he got 6 months training on Data Entry Operator at Centurion University (CUTM), Jatani.

Now he earns Rs. 7800 a month and can enter 315 bits of data per day as biometric operator. He will finish his first year at his job in 2013. In the meanwhile, he has travelled around Odisha quite a bit and is happy to have done so. Previously he would not have had the opportunity to see unknown places in Odisha.

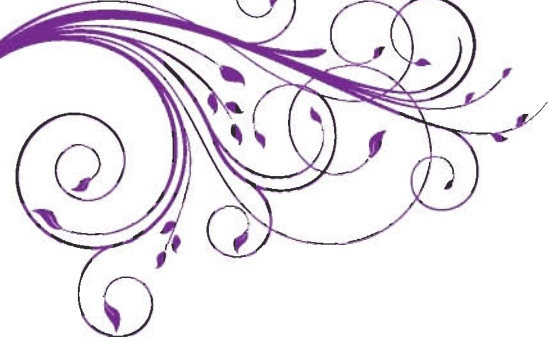
Moreover he holds an Adhar card, has opened an account in Axis Bank and has an ATM card as well. He is happy and grateful for the help he received from OTELP so that he could better his standard of living and live a richer life in the process.



"Women in our district and of our community rarely get a chance to work with respect. We work as labourers and are treated badly by our employees. This step will definitely give other women from our community an idea of how to learn a trade so that they too can live with dignity like



Member,
Malyabanta Posaka
Prastuti Kendra,
Malkangiri



Dressing for Success

In order to enhance the basic skills of tribal women in tailoring, OTELP Malkangiri proposed to impart training to 70 tribal youth in seven blocks, or 10 members per block, from OTELP areas. The candidates have studied till the 8th to 9th standard and were either whiling away their time or engaged in household chores. Initially 42 women were trained at the Government ITI in Malkangiri. Subsequently 28 more women were identified and also received training. After successful completion of the training, each trainee was provided with a sewing machine, a motor, toolkit and other material by OTELP.

Thus came about the formation of the Malyabanta Posaka Prastuti Kendra. The group is engaged in preparing the uniforms for government schools and Anganwadi centres. A bank account has been opened in the name of the organization and also individual accounts for each member so that they can share the profits equally. As of December 2012, seven Malyabanta Posaka Prastuti Kendras have been established at the 7 respective block headquarters and inaugurated by the District Collector, Malkangiri.

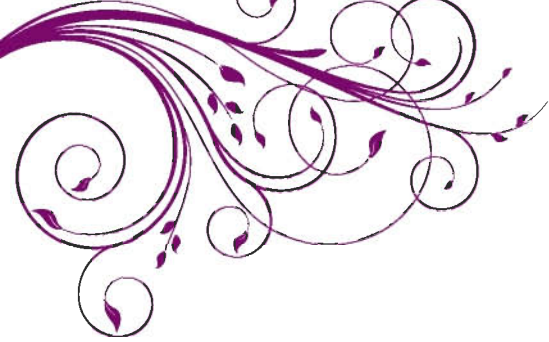
The district administration has provided a Government building to each of these Kendras to run their business and the ICDS is instructed to place their orders with these Kendras. Advances have since been released to these units to supply uniforms to pre-school students.



We are proud to be standing on our own feet as self-sufficient, useful individuals. We are extremely thankful to OTELP for bringing us from a village and teaching us how to live and earn in a big



Dyna Raika
&
Mojesh Raika



A Stitch in Time

Dyna and Mojesh Raika are two tribal youth from Pumasahi village of Gajapati district. Neither of them was employed and neither had as yet heard about the vocational training made available through OTELP. They did not lack interest but lacked the skills and know-how to become employable. Moreover, they were inhibited and afraid of the outside world and failed to apply for the OTELP training programmes initially. That is when JITM in Parlakhemundi came to their block (Mohana) and told them about the tailoring training programme they were offering and counseled them on how to join it. After the counselling session both decided to join the tailoring programme as they felt it would give them sufficient skills to earn a livelihood.

Thereafter, they underwent a 48 day training programme that included besides tailoring, other soft skills like communication, marketing and decision making. The programme also focussed on individual development and topics that varied from personal hygiene and sanitation to stress management and inter-personal relationships.

This comprehensive training module helped boost their sense of self-esteem and raised their confidence. Immediately after completing the course, Dyna and Mojesh got jobs as Sales-Executive and Master Tailor respectively in a cloth company called Julli Enterprise in New Delhi. Each of them is currently earning a sum of 5000 rupees per month excluding food and accommodation.



"Young people in our area do not have too many ways of earning a living. Very few of the people of our community study and those who study do not have the necessary personality or communication skills to find a job. This is the first time that so many of us have been selected to work as something other than unskilled workers."



Data Entry Operator,
STPI Software Company,
Berhampur



A Way Out of Darkness

Nuagada and Mohana Blocks of Gajapati are infamous for naxal activities. The youth living here are ill informed and have limited or no scope for self improvement. The launch of OTELPs programme in these remote pockets of Gajapati has brought with it the first rays of hope to the people of these blocks.

OTELP identified 23 Soura tribal youth and selected them to attend the Data Entry Operator training programme at JITM, Paralakhemundi. Six months later, these trainees were brimming with new found ability and confidence. All six have subsequently found a post at STPI, a soft ware company in Berhampur. They are each earning Rs. 5000 per month and are thankful to OTELPs Skill Building and Vocational Programme for bringing hope and light to their lives.



"This small initiative of security guard training has brought happiness and generated career options not only for me but also for others in my village. I am now motivating other unemployed youth in my village to pursue the course and live a better life"



Rama Majhi



A Secure Future

The Vocational Training initiative of OTELP helped Rama Majhi, a young tribal youth from Kudikima village of Gajapati district enroll in the security guard training programme. Until then he was mainly dependent upon daily wages and on farming his own land. The income of Rs. 11,500 per annum that he made was not sufficient to meet the basic requirements of the six members in his family.

Though Rama Majhi was initially uninterested in taking part in any vocational training, OTELP personnel motivated him enough to attend the course. Majhi joined the one month skill development programme. To enhance his skills Rama Majhi and other participants like him underwent courses on personality development for behavioural change and hindi speaking classes for better communication skills. Majhi was also provided with a dress code, an identity card and a certificate.

Moreover the security guard training improved the participants' communication and information technology skills which is a requirement for all service provider companies.

In Rama Majhi's case, his one month training programme was both motivational and a wonderful success and he was soon employed as a security guard in the "G Next Company" at Bhubaneswar. He now earns Rs. 4500 per month out of which he sends Rs. 3000 to his family and keeps the remaining for necessities like food and accommodation.

Majhi's story is a huge motivation to other tribal youth in the area who believe that their life has reached a dead end. It gives them the power to dream and to make their dreams a reality.



"I am grateful to
OTELP for their help.
They have changed
my life for the better"



Binod Majhi



Information- A Means to Change

In today's day and age, information is a powerful tool. This especially holds true for those people or communities who live in remote areas where there is no technology whatsoever. In such a scenario, disseminating information is a laborious task and it is a herculean task for NGOs and government initiatives like OTELP to reach out to people in these places.

Binod Majhi from Maliguda village in Koraput district could never have changed his life for the better had he not got information about the House Wiring training programme from FNGO- LAVS. The initiative was supported by OTELP and the ST & SC department.

Binod's father was a small farmer and his mother a housewife. Binod took to helping his father on their land. Unable to complete his studies due to financial constraints, he began to seek employment. However no job was forth coming since he lacked the knowledge and the skills. It was then that he heard about OTELPs House Wiring Training and decided to join it. After the completion of the training, which he underwent at the multi-disciplinary Training Centre of the Khadi Village Industries Commission in Bhubaneswar, he returned to his village and began to take up small electrical works like fixing electrical boards, installing plugs, holders and TV antennas, repairing fans, etc.

His training gave him the confidence to start his own little business and along with one of his friends Binod purchased some instruments and set up his own unit. In the meantime, Binod also got the opportunity to do house-wiring work for BPL (Below Poverty Line) households under the BRGF scheme and it turned out to be a very lucrative source of income for him.

Binod was not merely satisfied with what he had learnt thus far. He wanted to learn more and so he trained in mobile repairing. Once again OTELP supported him in this three month course. After completing the mobile repairing course, Binod's confidence rose even further and he applied for a loan to open a small Electrical and Mobile repairing shop at Pottangi. In the meantime, he had also applied for a post in NALCO at Damanjodi in Koraput and was selected for the job. His monthly salary is a handsome sum of Rs. 7000.

Binod along with his family now stay at Damanjodi.

“OTELP and the ST&SC Development Department have been a blessing to our family”.

Binod's Parents



"I had never visited any of the big towns. When I was asked to go to Bhubaneswar for training, I was very hesitant. But OTELP staff answered all my queries with patience and put all my fears to



Mangaru Bhatra



Dreams Do Come True

Poverty hasn't deterred Mangaru Bhatra, a 20 year old tribal youngster, from dreaming big. Someday he dreams of purchasing his own tractor and building a pucca house in place of the thatched house he now lives in. Mangaru Bhatra can hope to see his dreams come true because of OTELP.

Mangaru Bhatra was on the lookout for employment. Though he had completed his 10th standard, it was of little use. Sometimes he worked as a helper to the driver of a Bolero vehicle and sometimes he drove a tractor in his village. His lack of driving skills and a license did not allow him to get a permanent job. When he was out of work he would join his father and his three brothers in cultivating the 4 acres owned by his father but due to out-dated agricultural techniques and over-dependence on the monsoons, the output from the land was not sufficient for the family and they had to depend on daily wages, MGNREGA and on other private works to supplement the meager amount they earned.

Then he was contacted by OTELPs staff, who informed him about the driver training programme at Mousumi Charitable Trust, Bhubaneswar. Mangaru had never been to Bhubaneswar and was afraid to go there but OTELPs staff helped him overcome his fears and he went ahead with the training. On completion of his training he received his driving license and now has a regular job driving a tractor. Mangaru's father is happy that his son is a successful driver and sees a bright future for his son. Mangaru on his part is happy that he has the ability to get a permanent job which can feed his family.



"We have not only received training in brick making but have also been provided an opportunity to transform our learning into generating an income. The 11 members of our unit are now able to look after the needs of our families"



Member
Malyabanta Bricks



Building Capacity to Build the District

In Malkangiri district 14000 IAY houses have been sanctioned for the poor tribal people but have not yet been completed due to non availability of bricks in the locality. The District Collector came up with a brilliant suggestion of identifying unemployed youth and train them in the brick making process.

A total of 185 youth were identified and trained in brick making at the Government ITI in Malkangiri for a period of 50 days. The trainees were encouraged and assisted to form Malyabanta Bricks, a brick making unit at the block level. ESSAR Company of Chitrakonda extended its support and supplied the District with twenty machines which were then distributed to this group of youths.

All the IAY beneficiaries have been instructed to purchase bricks for the construction of uncompleted IAY houses from this unit. Besides the unit has been linked to other construction works that require brick like the Mother Chick Unit, Mandaps, Boundary walls, etc.

The brick production unit at Kiang has 11 tribal youth as member from OTELP operational areas of Mathili block. The unit was inaugurated by General Secretary of FNGO-ODC on December 2012. Presently about 10000 bricks are ready for the construction of various night shelters.



"Without this training,
I would have been a
wanderer in my
village. The training
has shown me a way
to learn and use my
learning in earning a
livelihood"



Ashok Pradhani



A New Lease of Life

Ashok Pradhani is a tribal student from Tuangpadar village in Kalahandi district. He is one among few tribal youth in his locality who has finished his Intermediate. He wanted to pursue his higher education but was unable to complete his graduation due to financial constraints. He left college to look for alternative course of life which would provide him a good source of income but was unable to find one.

After his father's sad demise he took the entire responsibility of his family on his young shoulders and remained involved in his family affairs. Meanwhile the vocational training drive organized by OTELP touched his village and Ashok enrolled himself in the six months Data Entry Course at ITC, NARLA. However he could not complete it as he had to return home for certain emergencies and remained idle for the next three months. It is rare that fortune knocks twice but in Ashok's case this was true. He was informed about the chance for continuation of the DEO course at Centurion University in Jatani. Pradhani along with five other participants moved to Jatani and completed the course in January, 2013.

During the training period he upgraded his skills in the field of communication, behavioural change, data entry and graphic design. Followed by this, he was selected, through merit in the campus selection, to be positioned at Customer care unit run by Aditya Birla Group, Kolkata. He received a starting monthly salary of Rs. 6000. Five other participants, namely Maheshwar Majhi, Bhisma Majhi, Urmila Naik, Krushna Harijan and Jaydhar Naik, who also joined the Data Entry programme were also successful and now earn Rs. 4000/- a month.

Ashok Pradhani is the first to acknowledge that the training programme has really given him a new lease of life.



"Now I have got a source of income which will help me to reduce the burden of my family members"



Jagabandhu Hial



Breakthrough

Jagabandu Hial hails from Chatikana village in Rayagada district. His father Judhister Hial who is a small farmer had to go through great difficulty to educate his son but he was determined to do it. Jagabandu Hial completed his HSC and even got admission in Makarma College at Bissam Cuttack but unfortunately failed in junior college. Jagabandhu was very disappointed as he felt that he had let down his parents who had strived hard and sacrificed much to get him a decent education. His confidence was at an all time low and he had no idea what he wanted to do. It was at this critical juncture that he got the opportunity to go in for the vocational training programme initiated by OTELP and FNGO - AKSUSS.

Jagabandhu completed his vocational training in Computer Hardware at Hari Telematic Private Limited and received a certificate stating that he had completed the course. On the basis of the certificate, Jagabandu was able to get a job at a company called Nigam Info Solution Private Limited in Bhubaneswar. To get an idea of how tough the ordeal was we need to know that prior to getting the job Jagabandhu had never been outside his village but then had to adjust to working and staying in a big city like Bhubaneswar.

Currently Jagabandhu is the highest income earner in his family. His parents are elated that their efforts have not gone to waste and that their son is now able to earn an income that will support them. All their sacrifices have not been in vain.



"At first my parents were hesitant to allow me to go for the training. After a lot of pleading they agreed. Today they are proud of me. I too am happy that I have finally broken the myth that girls of my village cannot go out and work in a dignified position. In fact Janumati and me have achieved more than most of the boys in our village."



Champa Rapkaka



The Sky is the Limit

It is hard enough for tribal girls to get a decent education but it is still tougher for tribal girls to get a job. One major reason is that the school is usually located at a distance from the student's village making it difficult for a student to go to school. Parents are also reluctant to send the girl child out of their own village to another village.

This is true in the case of Champa Rapkaka a young tribal girl from a remote village called Gumkudi in Rayagada district. Champa passed her 6th standard but due to the unavailability of a school in her own village she dropped out soon after.

Champa lives in a large family consisting of six members who make their livelihood out of daily labour and collection of NTFP. Champa was determined to do something instead of following in her family's footsteps. However, as luck would have it there was a dearth of opportunities in her village.



In 2009 OTELP started their livelihood programme in her village and Champa's luck changed. Various types of exposure training and programmes were organised and the villagers were convinced to send their girl children outside their village following the awareness programme.

With the help of Centurion University, OTELP and FNGO - USO, a counselling programme on vocational training was held in Champa's village. Champa managed to convince her family to let her join the vocational training on garment construction and designing at Centurion University, Rayagada. She along with a friend Janumati Gagernaga joined the training,

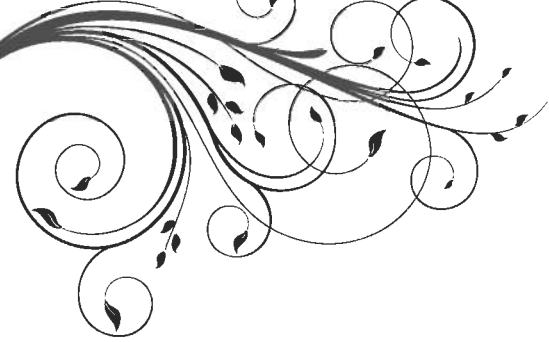
On completing her month long training, Champa and her friend were posted in a company in Bangalore, Karnataka for a monthly salary of Rs. 4000 each along with accommodation. Both girls have come a long way from their simple yet wretched life in the village. Today they are two self-sufficient young tribal girls, capable of standing on their own feet and are proud of their achievement.

Champa's mother says that she misses her daughter but concedes that when her daughter calls her and says that she is fine and earning Rs. 4500 per month, she forgets her sadness and is happy for her daughter. She is glad that her daughter has escaped the fate of the other girls in the village who still work as labourers.




"Although I was considered for the training, I did not possess the required certificates and did not know from where to get them. ITDA and IRDMS Staff helped me to get the documents and trained me to use my passion to earn an income."


Shankar Jani



Taking the First Steps to Change

Shankar Jani is 19 years old. He passed his 7th standard exams before dropping out of school. He hails from the village of Kangumajhiguda in Nabarangpur district. His father Kamal Lochan Jani owns three and a half acres of cultivable land but the income from it is insufficient for the family to live in. Like many other tribal families their livelihood depends on agriculture and daily labour. Shankar Jani had a passion for driving. Although he tried his hand at driving various vehicles, without proper driving skills and a license he remained unemployed.

When OTELP started its intervention, it prepared a data base of unemployed youth. Shankar Jani's name was at the forefront of this list. The regular meetings and awareness programmes conducted by ITDA and FNGO - IRDMS helped build trust in Shankar & his family and he decided to participate in the counselling meeting for vocational training held in November 2012. Post counselling, Shankar proposed his name for the driving training programme.

Shankar had never collected his education or caste certificate from the Tahasildar. When he realised the importance of these documents he arranged to get all supporting documents and was facilitated in his endeavors by ITDA and FNGO staff. He then went on to join the two month driving programme from February to April 2012 at Mousumi Charitable Trust in Chandrasekharpur, Bhubaneswar. He completed his training successfully and came back with a driving license.

Soon after the training he got a job at Umerkote in Nabarangpur. He drives a privately owned four wheeler that transports passengers and earns a monthly sum of Rs. 3500 along with free lodging and boarding.



"Today I am a respected member of the community. The money I am able to earn has lightened my burdens to a great extent."



Prafulla Gamango



Driving Ones Way to Success

Sialilat village in Koraput district with its steep slopes and mountainous terrain is one of the least accessible villages from among OTELPs watershed programme under FNGO Vikas. The people in the village here earn their livelihood as daily wage earners and through NTFP collection.

For 19 year old Prafulla of Sialilat, life was immensely tough and Prafulla would have found it hard pressed to escape dire poverty had it not been for the timely intervention of OTELP. Born to a wage earning labourer family, he managed to study till the 7th class, before being forced to give up his studies and assist his father in labour work. When his father took ill, Prafulla became the primary wage earner in the family. Adding to his woes was an unmarried sister whom he had to care for. Prafulla was plagued with worries and struggling to make ends meet when OTELP stepped in and gave him a ray of hope.

OTELPs Paralekhamundi personnel made Prafulla aware of the skill development training provided for youth such as himself. Since then on there was no looking back for Prafulla. He underwent a two month driving training programme at Mousumi Charitable Organisation in Bhubaneswar. Having undergone this programme, he received his driving license with which he could utilise his skill for good use. After returning home he sought employment as a driver and managed to land a job at Chandragiri driving a TATA Magic car with registration number OD-07-0668.

Presently he earns a monthly remuneration of Rs. 3000/-. After working as a driver for 6 months he has managed to get his sister married and even contributed a princely sum, by his standards, of Rs.12,000/- towards the marriage expenses. He now sends home a sum of 2000 rupees every month enabling his family to lead a better life.



Riding High

Dibakar Badaseth is 26 years old, married and hails from the village of Kotagarh, Kandhamal. His occupation was agricultural, but as is the case with most tribal families, the source of income from agriculture was insufficient. He was in search of a more reliable source of living but found none.

When he heard about the vocational training held by OTELP, he joined their counselling camp in his village. The required documents were verified and found to be correct and OTELP officials interacted with him and convinced him to join the driving training institute in Bhubaneswar for a period of two months. Dibakar agreed to their suggestion and he went to Bhubaneswar for the programme. After he completed the course he was given a completion certificate and a Light Motor Vehicle driving license.

Dibakar says that the day he earned his driving license was the most memorable day in his life. As of now, Dibakar drives a tractor in his village and earns Rs. 3000 per month. His family is extremely happy to see that he has an assured source of income and that he no longer has to depend primarily on agriculture to feed his family.

Dibakar says that he always impressed by drivers of vehicles and wanted to become one. But his lack of driving skills and a driving license restricted his ability to become one. He acknowledges that it was OTELP who saw to it that he got the required training and a driving license too.



"I soon found out that there were no jobs for someone with my qualifications in my district. It was not possible for me to go out and search for a job. I am glad that I have managed to get a good job that is so near my village"



Padma Charan Nayak



Dreaming Big

Padma Charan Nayak hails from Keshraguda, Kotagarh in Kandhamal district. Nayak's father is a farmer. Fortunately his father managed to educate both Padma Charan and his sister. His sister is doing her B.A while Padma Charan himself completed his graduation from Panchayat College, Phiringia under Behrampur University. He went on to do his MBA in Marketing Management.

Padma was ambitious and keen to find himself a good job, but like so many other educated youth he found that opportunities were not forthcoming despite his educational qualifications. It was then that Padma Charan heard through a friend about OTELP giving youngsters the opportunity to enroll in a 15 day BPO training programme. He immediately seized upon the opportunity and was soon admitted in GIACR Engineering College, Rayagada for BPO training.

On completion of the training, Padma attended the first campus selection that was held by Tata Consultancy Services for placements in the BPO sector but was unfortunately not selected. In fact no one from the entire group was selected by TCS. Then, Harsha Trust a non-governmental organisation working in Odisha for the development of tribal people held a campus interview. Padma Charan attended the interview with other candidates and was selected to the position of Project Officer with a monthly salary of Rs. 8000. Padma Charan is immensely pleased that he got the job and especially one in his own district. His parents too are happy for their son.

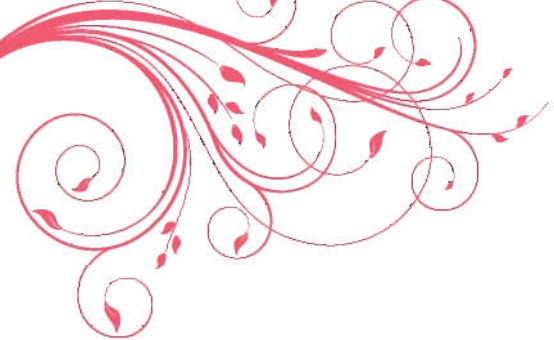
Padma Charan is still working for Harsha Trust. Grateful for the opportunity given him by OTELP, he now motivates and creates awareness about OTELPs vocational training among other tribal youth and hopes it will bring positive changes in their lives as well.



"At first I never thought that I could be my own boss. But when I started receiving work, I knew that I need to upgrade my skills. Fortunately I was selected for additional courses and am now self reliant."



Santosh Mishra



From Unemployed to Entrepreneur

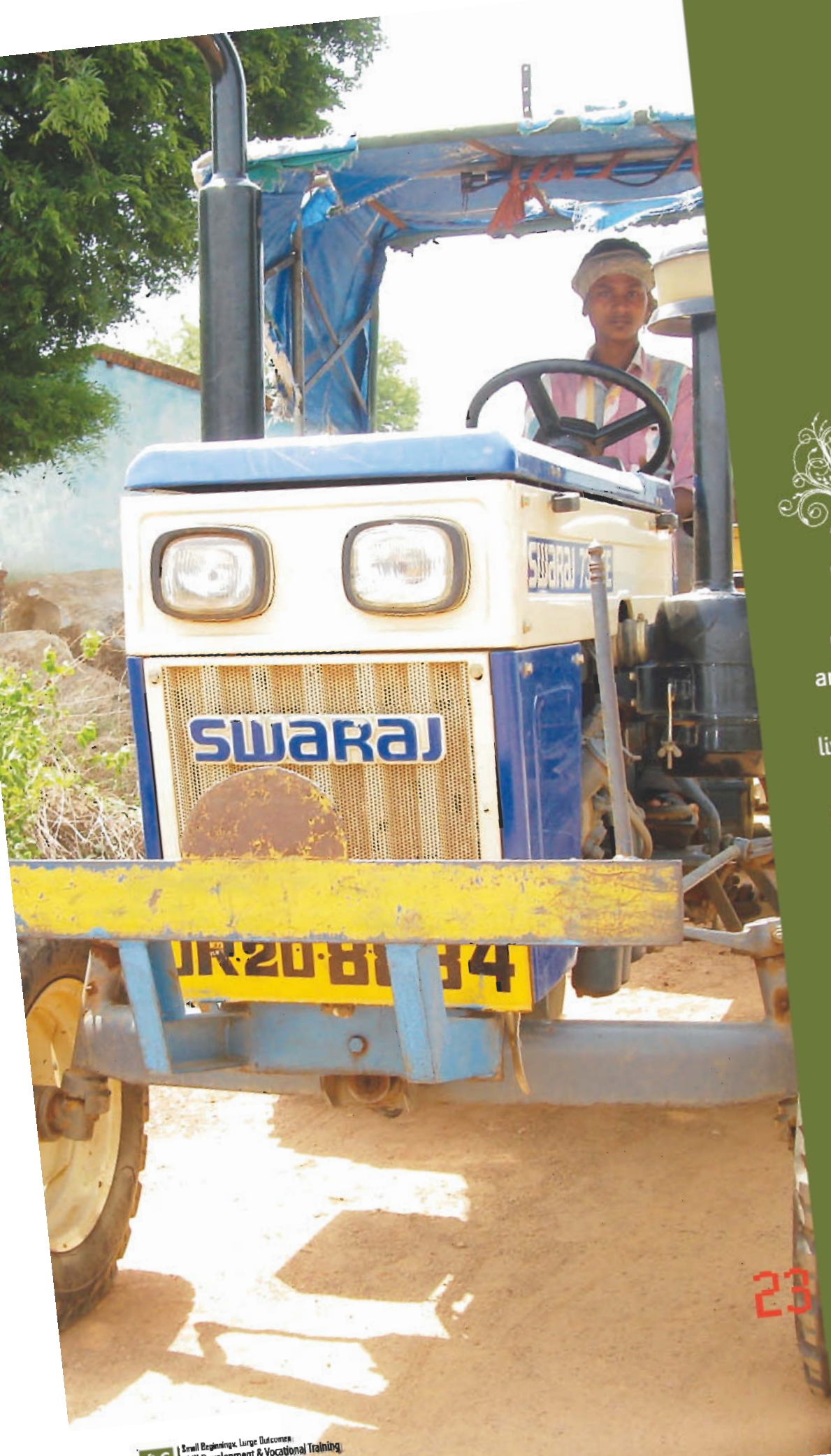
Santosh Mishra belongs to Maliguda Village of Pottangi Block in Koraput District. An only son, he has two sisters, Santosh completed his intermediate in Pottangi College and is now continuing his Graduation. In 2011- 2012 Santosh heard about the house wiring course offered at KVIC in Bhubaneswar. Sensing an opportunity he joined the course and after completing it, he returned to his village.

With new found confidence in his abilities other villagers entrusted him with small house wiring projects in the village. So Santosh purchased the required electrical instruments and material and started his own business. His parents reposed confidence in him by supporting him in his enterprise.

During his counselling session, Santosh displayed a keen interest in mechanical work like electrical, mobile repairing besides house wiring so he was automatically selected by OTELP, for further training on Mobile Repairing at Hari Telematics in Bhubaneswar.

Now armed with multiple skills and with the confidence reposed in him by the training he has expanded his horizons and broadened his reach to other villages of Pottangi block. His business includes services like mobile repairing, house wiring and switch board fitting, installing new TV antenna connections, repairing fans and other electrical appliances and earns him a income of Rs 3000/- to 3500/- per month.

He has also applied to the Bank for a loan to set up an electrical shop in the marketplace. The family members are very happy as is Santosh with the support shown by OTELP and FNGO- LAVS, and his ability to earn a sustained income through private enterprise.



"My parents named me Prasanna, which means one with a pleasing personality, and it is only now that I have been able to live upto my name. My work has not only bought a lot of joy for my family but also recognition of my worth in society"



23

Prasanna Raita



Earning Happiness

During Skill Building and Vocational Training Programme under OTELP and FNGO - SWWS II, an unemployed youth from Majhisahi village in Gajapati was identified for driving training. The Soura tribal youth was a 7th class dropout and was enrolled in the driving training programme at Mousumi Charitable Trust in Bhubaneswar and after a rigorous two months of training was given his driving license.

This was the beginning of Prasanna Raita's career enabling him to acquire a new skill which in turn facilitated him gaining a job as a tractor driver in his local area. Today Prasanna drives a tractor with registration No. OR-20-8854 and earns a monthly remuneration of Rs. 3000. This salary supports him and the 5 other members of his family as well.

Till now not given much importance by his family, Prasanna finds himself an earning member who is looked upto by society. The skill he has gained has not only empowered him financially but also earned him self esteem.



"My parents sacrificed a lot to educate me. I don't know how much longer they could have afforded to fund my education. I am thankful to OTELP for stepping in at the correct time and showing me the way to earn enough to feed my family"



Salman Sabar



Entering A New Life

Salman Sabar is now entering a new life. He was selected by OTELP to pursue the Data Entry Operator Course and is now handsomely placed earning a princely sum, by his standards, of Rs. 7800 per month.

Salman's story is not much different from others in his village. Born to a small farmer family in the remote village of Lambakiari in Kandhamal district he had limited options of finding gainful employment till OTELPs intervention. His large family consists of his parents and two siblings. The elder brother works as a mason while the second brother helps his father, farming the small patch of land.

Despite his poverty Salman's father ensured that atleast one of his sons was educated. Towards this end he sent Salman to school and later to Chandiput Government College to finish his junior college. It was during this time that Salman was selected and trained by OTELP as a DEO for a period of 6 months.

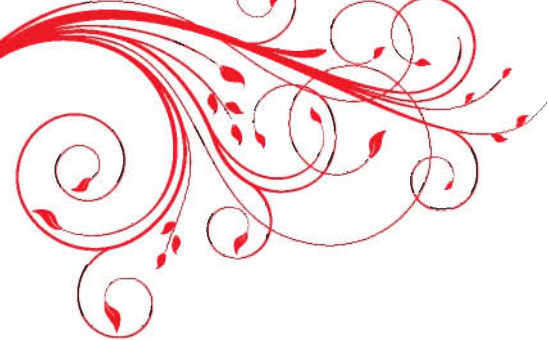
Today he works as a Biometrics Operator engaged in the preparation of Aadhar Cards. From his salary he is able to send his family Rs. 5000 every month making life a whole lot easier for them. Now his father no longer has to fear the vagaries of the monsoon or depend on the fickle harvest to feed the family. They are happy at his good fortune as is Salman.



"My father is overjoyed and blesses OTELP every day for giving me the opportunity to find a job. He has struggled to educate us often going without a lot of thing to pay for us. It's a great feeling to be able to contribute my share to the home."



Saroj Ku. Mallick



A Lifetime of Struggle Pays Off

Saroj Kumar Mallick hails from the village of Kalingi in Kalahandi district. His father Motosa Mallick is a small farmer while his mother is a housewife. Saroj Kumar is the youngest of four children. The eldest brother is a farmer while the second brother is a teacher. The third brother has a small shop in the village. While things are now on track for the family it was not always so.

His father used to cultivate the land and harvest barely enough to feed the family for 3 to 4 months in the year. The rest of the time he had to search for employment as a daily labourer and when he failed to find any work the family went hungry. Through all this his father managed to educate his children. While the eldest choose to remain a farmer and cultivate the fields the second found gainful employment as a teacher. The third was encouraged by the family to start a small business. It was now upto twenty-two years old Saroj Kumar to prove himself. He successfully completed his graduation but was yet to find some way of putting it to good use.

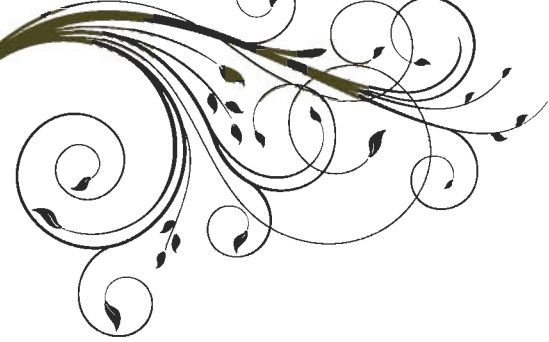
Then Saroj heard of OTELPs Data Entry Operator programme. OTELP trained him as well as ensured that he got a job as a biometric operator for the Aadhar Card programme. He now earns a monthly salary of Rs. 7800 per month out of which he sends his family Rs. 2500. While the income is a welcome relief, what Saroj most enjoys about the job is the opportunity to meet new people every day.



"Those 60 days of the training programme were the most hopeful days in my life"



Sudhir Raita



Fighting Despair

Sudhir Raita of Purnasahi village in Gajapati district was unemployed and depressed. He had little to be optimistic about given that he lived with five other members of his family, all of whom depended either on daily wages or agriculture for sustenance. The family's total annual income was a paltry sum of Rs. 12,500. In short, they were very poor.

Very often it requires a small effort to raise a person from the depths to the heights and in Sudhir Raita's case OTELPs Vocational Training programme was for him the way out of his misery.

Post counselling Sudhir was enrolled in the 2 month driving training course at Mousumi Charitable Trust, Bhubaneswar. He did not have to spend a single paisa on anything as his accommodation too was financed by the ST & SC Development Department of Odisha. At the end of the training session OTELP enabled him to claim his driving license.

His new found skills helped get Sudhir gain employment at Chandragiri and today Sudhir drives a TATA Magic four-wheeler with the registration number, OR 20-3132 and receives a monthly income of rupees 3500.

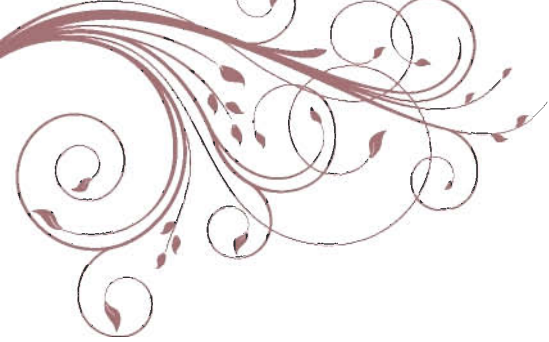
It was indeed, a happy and proud moment for this Soura tribal youth; a moment to be savoured forever; a rise from depression to joyous victory. Today, Sudhir is a happy young man and is very grateful to OTELP personnel for having opened him a door to a brighter future.



"I learned so many things and rectified many of my mistakes during the training. It also helped build my confidence to be a good driver"



**Mahesh Nayak,
Pandraguda Village,
Khairput Block,
Malkangiri**



A Better Option

Driving is the perfect occupation for most tribal uneducated youth who have to depend on agriculture and daily labour for a living. They can find a job near their village or if they have sufficient funds, can buy a vehicle to transport people in these remote areas where regular transportation is not available.

Pandraguda is a small village in Khairput block of Malkangiri. The 88 households in this village are either from tribal or OBC communities. Most of village youth are uneducated and migrate to other states to earn an income. Implementing agency HARMONY organized a series of training and exposure programmes to enable the villagers to think of an alternative source of income. Four unemployed youths, (Arjun Muduli, Mukunda Muduli, Mahesh Nayak and Sujan Challan), were motivated and inspired to join OTELPs skill up gradation programme and decided to enroll themselves in the driving training programme. They undertook the rigorous 2 months residential training at Mousumi Charitable Trust in Bhubaneswar.

As these boys were from a secluded background, the training concentrated on boosting their confidence and developing their personality, besides providing them with the requisite skills to drive a variety of vehicles. The candidates themselves were overjoyed with the opportunity and the driving license both of which they received free of cost.

One of the candidates, Mahesh, had a little experience with vehicles before joining the programme but even he was astonished at the number of finer points that was explained to him during the course. Seeing the transformation in him his elder brother, Gupta Nayak helped him to avail of a loan from the local bank and buy a TATA Magic passenger vehicle.

Today Mahesh drives the vehicle locally from Govindpalli to Guma on a daily basis. His earnings range from Rs.3000/- to Rs. 3500/- per month. Both the brothers are happy and credit OTELP and HARMONY with the achievement.

Annexure-1

No. of candidates Sponsored from OTELP for Vocational Training				
ITDA	ST	SC	OTHERS	TOTAL
Nawarangpur	935	349	309	1593
Th.Rampur	354	162	57	573
Gunupur	1467	401	302	2170
Malkangiri	621	77	27	725
Koraput	1390	192	341	1923
Palarakhemundi	1419	25	16	1460
Balliguda	1010	388	171	1569
Grand Total	7196	1594	1223	10013

Annexure-2

OTELP Vocational Training - Trained Status		
ITDA	Trades	No. of Candidates Trained
Nawarangpur	Domestic BPO	10
	Desktop and Laptop Maintenance	36
	Driving	73
	Security Guard	7
	Data Entry Operator	35
	Tailoring	12
	Total	173
Gunupur	Domestic BPO	1
	Desktop and Laptop Maintenance	14
	Driving	15
	Electrical and Electronic Home Appliances	6
	Tailoring	51
	Mobile repairing	3
	Welding	33
	Electrician	21
Total	144	

Th.Rampur	Tailoring	11
	Driving	8
	Total	19
Malkangiri	Driving	9
	Tailoring	85
	Brick Making	178
	Mason	230
	Grafter	30
	Petty Contractor	39
	Total	571
Koraput	Security Guard	55
	Driving	35
	Mason	7
	Desktop and Laptop Maintenance	22
	Electrician	53
	Electrical and Electronic Home Appliances	14
	Tailoring	123
	Petty Contractor	83
	Total	392
Paralakhemundi	Security Guard	34
	Driving	72
	Data Entry Operator	36
	Tailoring	75
	Fitter	26
	Mobile repairing	2
	Electrician	59
	Domestic BPO	12
	Nursing	16
	Mason	2
	Total	334
Balliguda	Data Entry Operator	150
	Fitter	49
	Welding	60
	Desktop and Laptop Maintenance	12
	Domestic BPO	15
	Driving	75
	Electrician	15
	Tailoring	25
	Total	401
	Grand Total	2034

Annexure-3

O TELP Vocational Training - Placement Status	
ITDA	No. of Candidates Placed
Nawarangpur	82
Th.Rampur	11
Gunupur	62
Malkangiri	392
Koraput	192
Palarakhemundi	113
Balliguda	163
Grand Total	1015

Annexure-4

Vocational Training Programmes and Training Providers in Odisha empanelled by OSFDC			
Name of the Training Programme	Duration of the Training programme	Name of the Training Institution	Educational Qualification
Basic Machining	6 months	CIPET, Bhubaneswar	10 th pass and above
Electrical Maintenance	6 months	CIPET, Bhubaneswar	10 th pass and above
Welding & Fabrication technology	6 months	CIPET, Bhubaneswar	8 th Pass and above
Plastic Processing Operator (PPO)	6 months	CIPET, Bhubaneswar	10 th pass and above
Certificate Course in Basic Machining	1 year	CTTC, Bhubaneswar	10 th class
Certificate Course in Machine Operation	1 year	CTTC, Bhubaneswar	8 th pass
Certificate Course in Welding	6 months	CTTC, Bhubaneswar	8 th pass

Advance Diploma in computer Hardware & Network Management	3 months	CTTC, Bhubaneswar	+2 in any stream
Laptop Repair & Maintenance	2 months	CTTC, Bhubaneswar	+2 in any stream
Plumbing	3 months	CTTC, Bhubaneswar	School drop out
Motor Cycle Repair & Maintenance	3 months	CTTC, Bhubaneswar	School drop out
Refrigerator & Air condition Repair	3 months	CTTC, Bhubaneswar	School drop out
BPO	4 months	IDCOL, Software Ltd., Bhubaneswar	10 th /+2
Sales and Marketing	4 months	IDCOL, Software Ltd., Bhubaneswar	10 th /+2
Garment Construction technique (GCT)	4 months	ATDC, Bhubaneswar	10 th pass
Mobile Phone Repairing	3 months	Institute of Entrepreneurship Development, Bhubaneswar	10 th pass
Motor Cycle Repairing	3 months	Institute of Entrepreneurship Development, Bhubaneswar	8 th pass
AC & Refrigerator Repairing	3 months	Institute of Entrepreneurship Development, Bhubaneswar	8 th pass
Leaf cup plate making	3 months	Institute of Entrepreneurship Development, Bhubaneswar	School drop out
Phenyl & candle making Detergent making, liquid soap making	3 months	Institute of Entrepreneurship Development, Bhubaneswar	School drop out
Welding & Fabrication	6 months	Centurion university of Technology & Management, Bhubaneswar	5 th pass

Data Entry Operator	6 months	Centurion university of Technology & Management, Bhubaneswar	10 th pass
Industrial Helper/ Fitter / Mechanist.	6 months	Centurion university of Technology & Management, Bhubaneswar	10 th pass
Electrician	6 months	Gram Tarang,BBSR	8 th pass
Welding	6 months	Gram Tarang,BBSR	5 th pass
D.E.O	6 months	Gram Tarang,BBSR	10 th pass
Pre-sanitary Inspector, Bhubaneswar	6 months	All India Institute of Local Self Govt	+2 pass
Diploma in Local Secretariat Governance	6 months	All India Institute of Local Self Govt, BBSR	+2 pass in any stream
Mobile Repair	6 months	ET & T, Cuttack	Under Matric
Computer Hardware	6 months	ET & T,Cuttack	Under Matric
Electrical	6 months	ET & T,Cuttack	Under Matric
Diploma in Banking & Business (DBB)	1 months	NIIT,Bhubaneswar	Graduation
Certificate Programme in MIS and Accounting package.	2 months	NIIT,Bhubaneswar	12 th
Certificate Programme in Sales & Marketing	2 months	NIIT,Bhubaneswar	12 th Pass
Certificate Prog. In Desk Top Publishing	2 months	NIIT,Bhubaneswar	12 th Pass
Certificate In Retail Skill	3 months	India Skills (Manipal University),Bhubanewar	10 th Pass
Certificate In House Keeping Operation	3 months	India Skills (Manipal University),Bhubanewar	8 th Pass
Certificate in Food & Beverage Service	3 months	India Skills (Manipal University),Bhubanewar	10 th pass
Certificate in Front Office Operation	3 months	India Skills (Manipal University),Bhubanewar	12 th
Certificate in Work Place skills Multimedia	3 months	India Skills (Manipal University),Bhubanewar)	10 th pass

Hardware & Networking	3 months	DATAPRO,Pujamandap Chhaka, Bolangir	10 th /Inter
Diploma in Financial Accountancy	3 months	DATAPRO,Pujamandap Chhaka, Bolangir	10 th Class
Customer Relation Manager	1 1/2 months	DATAPRO,Pujamandap Chhaka, Bolangir	B.Com
Certificate in Computer Application	1 1/2 months	DATAPRO,Pujamandap Chhaka, Bolangir	Inter/Degree
Certificate in Web Technology	6 months (480 hrs)	AISECT, Sidhibinayak Apartment, Jagatsingpur	10 th
Certificate in C++	6 months	AISECT, Sidhibinayak Apartment, Jagatsingpur	12 th
Certificate in Officer Automation & Internet	3 months	AISECT, Sidhibinayak Apartment, Jagatsingpur	10 th
Certificate in Application Software	3 months	AISECT, Sidhibinayak Apartment, Jagatsingpur	10 th
Certificate in Data Entry Operator	3 months	AISECT, Sidhibinayak Apartment, Jagatsingpur	10 th
Certificate in Desktop publishing	3 months	AISECT, Sidhibinayak Apartment, Jagatsingpur	10 th
Certificate in Computer Hardware Engineering	3 months	AISECT, Sidhibinayak Apartment, Jagatsingpur	10 th
Certificate in Networking Technology	6 months	AISECT, Sidhibinayak Apartment, Jagatsingpur	12 th
IT & IT Enabled Skill Dev. Course	3 months	AISECT, Sidhibinayak Apartment, Jagatsingpur	12 th
IT Enabled Retail Mangement Course	4 months (600 hrs)	AISECT, Sidhibinayak Apartment, Jagatsingpur	10 th
Cutting & TailoringEmbroidery	4 months (400 hrs)	AISECT, Sidhibinayak Apartment, Jagatsingpur	10 th
Bee Keeping	4 months (420 hrs)	Prakalpa,Keonjhar	8 th Pass
Manufacture of Envelop	4 months (210 hrs)	Prakalpa,Keonjhar	5 th Pass
Driving of Light Motor Vehicle	3 months (200 hrs)	Prakalpa,Keonjhar	5 th Pass
Medical Attendant	2 months (80 hrs)	Prakalpa,Keonjhar	5 th Pass

Domestic BPO	2 months	Mousumi Social and Charitable Organization , Bhubaneswar	8 th pass
Computer (Desktop & Laptop) Maintenance	5 months	Kailnga Institue of Social Sciences ,Bhubaneswar	10 th
Mobile Repairing Data Entry Operator	3 months (300 hrs)	Hari Telematics Pvt. Ltd, Bhubaneswar	10 th Pass
Computerise Accounting Programme	3 months (300 hrs)	Hari Telematics Pvt. Ltd, Bhubaneswar	10 th Pass
Digital Photo Printing & Machine Operating	3 months (300 hrs)	Hari Telematics Pvt. Ltd, Bhubaneswar	10 th Pass
Technician	6 months (200 hrs)	Semotics Computer Academy,Udala,Mayurbhanj	+2
Mobile Repairing	6 months (200 hrs)	Semotics Computer Academy,Udala,Mayurbhanj	+2
P.C. Assembly Service & Network	6 months (240 hrs)	Semotics Computer Academy,Udala,Mayurbhanj	10 th
Mobile repair	3 months (120 hrs)	Semotics Computer Academy,Udala,Mayurbhanj	10 th
Computer Accounting	3 months (120 hrs)	Semotics Computer Academy,Udala,Mayurbhanj	10 th
Computer Hardware & Networking	3 months	Jan Shikshan Sansthan, Puri	8 th Pass
Helper to Hospital & Nursing Home (Hospitality)	3 months	Jan Shikshan Sansthan, Puri	8 th Pass
Plumbing Driving -Cum- Mechanic	4 months	Jan Shikshan Sansthan, Puri	8 th Pass
Welding & Fabrication	3 months	Jan Shikshan Sansthan, Puri	8 th Pass
Mobile Repairing	4 months	Nilachal Seva Pratisthan, Kanas,Puri	8 th Pass
Plumber	4 months	Nilachal Seva Pratisthan, Kanas,Puri	8 th Pass
Welding & Fabrication	4 months	Nilachal Seva Pratisthan, Kanas,Puri	8 th Pass
Driver-Cum- Mechanic	4 months	Nilachal Seva Pratisthan, Kanas,Puri	10 th Pass

Mech. Auto Electrical & Electornics	6 months	Maa Mahhighariani Industiral Training Centre, Rayagada	8 th Pass
Tailoring	6 months	Maa Mahhighariani Industiral Training Centre, Rayagada	8 th Pass
Data Entry Operator	4 months	Maa Mahhighariani Industiral Training Centre, Rayagada	8 th Pass
House Wiring	6 months	Maa Mahhighariani Industiral Training Centre, Rayagada	8 th Pass
Repair of Home Appliance	6 months	Maa Mahhighariani Industiral Training Centre, Rayagada	8 th Pass
Mobile Repairing	6 months	Maa Mahhighariani Industiral Training Centre, Rayagada	10 th Pass
Medical Laboratory Technician	6 months	Maa Mahhighariani Industiral Training Centre, Rayagada	8 th Pass
X-Ray Technician	6 months	Maa Mahhighariani Industiral Training Centre, Rayagada	8 th Pass
Nursing Assistant	6 months	Maa Mahhighariani Industiral Training Centre, Rayagada	8 th Pass
Electrician	1 year	Maa Manikeswari Smt. Susila Devi Institue of Nursing Education (SINE), Rayagada	12 th Pass
Welder	1 year	Maa Manikeswari Smt. Susila Devi Institue of Nursing Education (SINE), Rayagada	10 th Pass
House Wiring	1 year	Maa Manikeswari Smt. Susila Devi Institue of Nursing Education (SINE), Rayagada	10 th Pass

Repair & Overhauling of Motor Cycle	6 months	MITS Institute of Polytechnic, Rayagada	10 th Pass
Automotive Repair (4 wheeler)	6 months	MITS Institute of Polytechnic, Rayagada	8 th Pass
Wall Painter	6 months	MITS Institute of Polytechnic, Rayagada	8 th Pass
Fitter	6 months	MITS Institute of Polytechnic, Rayagada	5 th Pass
Electrician	6 months	MITS Institute of Polytechnic, Rayagada	5 th Pass
Welder	4 months	MITS Institute of Polytechnic, Rayagada	5 th Pass
House Wiring	6 months	Kashipur Industiral Training Centre,Rayagada	10 th Pass
Welder	6 months	Kashipur Industiral Training Centre,Rayagada	10 th Pass
House Wiring	6 months	Kashipur Industiral Training Centre,Rayagada	8 th Pass
Security Guard/ Security	6 months	Kashipur Industiral Training Centre,Rayagada	8 th Pass
Repair of Electrical Appliances	6 months	Maa Mahurikalia Insustiral Training Centre (MMITC), Ganjam	8 th Pass
House Wiring/ Elec. Wiring	6 months	Maa Mahurikalia Insustiral Training Centre (MMITC), Ganjam	8 th Pass
Office & Accounts & Tally .9	1 months	Kalinga Career Academy, Bhubaneswar	8 th Pass
DTP Screen printing & SEPD	6 months	Royal ITI, Bhubaneswar	10 th
Computer Hardware & SEPD	6 months	Royal ITI, Bhubanewar	8 th
Data Entry Operator	3 months	Institute of Information studies (IIS),BBSR	10 th
Driving	3 months	Institute of Information studies (IIS)	8 th
Mobile repairing	3 months	Institute of Information studies (IIS)	8 th

Repair of Electrical Appliances	6 months	NARLA ITC, Kalahandi	10 th
House Wiring	3 months	INFONET TECHNOLOGY ITC, Kalahandi	8 th
Mobile Repairing	3 months	INFONET TECHNOLOGY ITC, Kalahandi	10 th
Security Guard	6 months	Sikhya Bharati Trust, Baikunthnath Institute of Engg. & Tech. Banki	8 th
Plumber	6 months	Sikhya Bharati Trust, Baikunthnath Institute of Engg. & Tech. Banki	8 th
Data Entry Operator	6 months	Sikhya Bharati Trust, Baikunthnath Institute of Engg. & Tech. Banki	8 th
DTP	1 month	Security Skills Council Ltd., Choudwar	10 th
Computer Hard ware	4 months	Security Skills Council Ltd., Choudwar	8 th Pass
Mobile Repairing	6 months	Santoshi Infotec Computer Centre, Nabarangpur	10 th
Welding	6 months	Santoshi Infotec Computer Centre, Nabarangpur	10 th
Automobile Machanic	6 months	Santoshi Infotec Computer Centre, Nabarangpur	10 th
IT-DCA	4 months	Santoshi Infotec Computer Centre, Nabarangpur	10 th
IT-Tally	3 months	Upasana Education Trust, Bhubaneswar	8 th
Plumbing & Sanitary work	3 months	Upasana Education Trust, Bhubaneswar	10 th
2 Wheeler Repairing	6 months	Koshal Infotec. Pvt. Ltd, Bargarh	10 th
Brooms Binding	3 months	Koshal Infotec. Pvt. Ltd, Bargarh	+2

Carpentry & furniture making	150 days	JANA SHIKSHAN SANSTHAN, BHUBANESWAR	5 th
Mushroom Cultivation	130 days	JANA SHIKSHAN SANSTHAN, BHUBANESWAR	5 th
Telecom equipment	2 months	JANA SHIKSHAN SANSTHAN,	Illiterate/Neoliterate
Operation & Maintenance	6 months	JANA SHIKSHAN SANSTHAN,	Illiterate/Neoliterate
Communication Skill Development programme (complimentary).	3 months	JANA SHIKSHAN SANSTHAN,	Illiterate/Neoliterate
Organic Farming & Mushroom Cultivation	120 Hrs	The Associated Chambers of Commerce & Industry of India, New Delhi. (ASSOCHAM)	10 th onwards
Liquid Soap and Phenyl Making	30 Hrs (30 to 45 days)	The Associated Chambers of Commerce & Industry of India, New Delhi. (ASSOCHAM)	10 th onwards
Carpentry and Furniture Making (Module-I & II)	90 days (3 months)	Jan Shikshan Sansthan, Nuapara	Illiterate
IT & IT Enabled Skill Dev. Course	30 days (1month)	Jan Shikshan Sansthan, Nuapara	Illiterate
IT Enabled Retail Management Course	180 days (6 months)	Jan Shikshan Sansthan, Nuapara	Illiterate
Para Mdical/Nursing Asst. / Nutrition Asst.	4 months	AISECT,Balasore	10 th
Engineering	4 months	AISECT,Balasore	10 th
Leather Services	3 to 6 months	IL & FS Multi Skils School	8 th pass or fail
Auto Mechanic	1 to 2 Months	IL & FS Multi Skils School	8 th pass or fail or ITI
Mobile Repair/ Electronics	1 to 2 Months	IL & FS Multi Skils School	8 th pass or fail or ITI
Computer Hardware Course	1 to 2 Months	IL & FS Multi Skils School	8 th pass or fail or ITI

MS Office	1 to 2 Months	IL & FS Multi Skills School	8 th pass or fail or ITI
DTP Management Course	1 to 2 Months	IL & FS Multi Skills School	8 th pass or fail or ITI
MS Office	3 months	Society for Information Technology Dev. Sundargarh	10 th
Computer Hardware Course	3 months	SITD, Rourkels	10 th
DTP Management Course	3 months	SITD, Rourkels	10 th
MS Office	3 months	SITD, Boriguma	10 th
Computer Hardware Course	3 months	SITD, Boriguma	10 th
DTP Management Course	3 months	SITD, Boriguma	10 th
Repair and Maintenance of Cellular Phone	3 months	SITD, Jajpur (IMWT), Computer Education, Jajpur	10 th
Accounting	3 months	SITD, Jajpur (IMWT), Computer Education, Koraput	10 th
Desk Top Publishing	3 months	SITD, Jajpur (IMWT), Computer Education,	10 th
Diploma in Computer Application	4 months	Santuka Associates Pvt. Ltd., Mayurbhanj	8 th
Electrical Technician	6 months	Santuka Associates Pvt. Ltd.	12 th
Beauty Culture & Health Care	3 months	Santuka Associates Pvt. Ltd.	8 th
Weaving Training	6 months	Jan Shikshan Sansthan, Bolangir	5 th
Diploma in Computer Application	6 months	Jan Shikshan Sansthan, Bolangir	Literate
DTP	6 months	Jan Shikshan Sansthan, Bolangir	Literate
Repairing of Home Appliance	6 months	Pallivaikas Seva Samity,	No Specific Qualification

Driving & Repairing of Two/Three Wheeler	6 months	Academy of Computer Education (ACE),	10 th
Tally	3 months	Prihanka Institute of Vocational Education, Angul	8 th Pass
Mobile Repairing	3 months	Prihanka Institute of Vocational Education, Angul	8 th Pass
Plumbing	3 months	Prihanka Institute of Vocational Education, Angul	8 th Pass
Repair & Maintainance of Celluar Phone	3 months	Prihanka Institute of Vocational Education, Angul	10 th Pass/+2
Certificate in Retail Skill	3 months	Prihanka Institute of Vocational Education, Angul	10 th Pass
Repairing & Maintenance of Celluar Phone	3 months (300 hrs)	Mukti, Gandhi Mandir Road, Dhenkanal	8 th
Computer Application	3 months (300 hrs)	Mukti, Gandhi Mandir Road, PO/ Dist- Dhenkanal	10 th
Certificate in Computer hardware Engineering (CCHE)	1 1/2 months (180 hrs)	Mukti, Gandhi Mandir Road,	10 th
Certificate in Mobile and telephone Instrument repairing (CMATIR)	3 months (300 hrs)	MISSION, Town Planning Colony, Dhenkanal	10 th Pass
Desktop Publishing	3 months (300 hrs)	MISSION, Town Planning Colony, Dhenkanal	10 th Pass
BPO	6 months	AISECT Computer Education, Biramitrapur	12 th
Business Training	3months	AISECT Computer Education, Biramitrapur	10 th
Form Worker carpenter	45 days	Human Development Foundation, Bhubaneswar	8 th
Bar Bender and Steel Fixer	30 days	Human Development Foundation, Bhubaneswar	12 th

Mason	3 months	L & T Construction Skills and Training, Cuttack	5 th Pass and above
Sewing Machine Operation	3 months	Gram Tarang, Bhubaneswar	5 th Pass and above



```
Var_REFDEDED = RsMaster.Fields("REFDEDED")  
Var_REFDEDDPS = RsMaster.Fields("REFDEDDPS")  
Var_REB_OFF = RsMaster.Fields("REB_OFF")
```

```
Var_NetBEFDUEDT = (NVL(RsMaster.Fields("Arr_bd")) + NVL(RsMaster.Fields  
("arr_ed")) + NVL(RsMaster.Fields("arr_othr_chg")) + NVL(RsMaster.Fields("arr_sur_chg")) +  
Var_NewBD + Var_NEWED + Var_NEWDPS + Var_NEWOTH) - RsMaster.Fields("reb_off")  
Var_NetAFTDueDT = NVL(RsMaster.Fields("Arr_bd")) + NVL(RsMaster.Fields  
("arr_ed")) + NVL(RsMaster.Fields("arr_othr_chg")) + NVL(RsMaster.Fields("arr_sur_chg")) +  
Var_NEWED + Var_NEWED + Var_NEWDPS + Var_NEWOTH
```

```
Var_BILLBASIS = RsMaster.Fields("BILLBASIS")  
Var_NOOFMONTHS = RsMaster.Fields("NOOFMONTHS")  
Var_Reb_DT = RsMaster.Fields("REB_DT")  
Var_DUE_DT = RsMaster.Fields("DUE_DT")  
Var_ISSUE_DT = RsMaster.Fields("ISSUE_DT")  
Var_BILLPERIOD = RsMaster.Fields("BILLPERIOD")
```

```
var_BILLSERIALNO = 0
```

```
var_OLDCSTS_CD = RsMaster.Fields("OLDCSTS_CD")  
var_BILL_MTH = RsMaster.Fields("BILL_MTH")  
var_REMARKS = RsMaster.Fields("REMARKS")
```

```
var_MACHINE_SRL_NO = 0  
var_MTR_READER_ID = 0
```

```
var_MTR_READER_NAME = RsMaster.Fields("MTR_READER_NAME")
```

```
var_REB_OYT = 0 'RsMaster.Fields("REB_OYT")  
var_REB_RTSWHT = 0 'RsMaster.Fields("REB_RTSWHT")  
var_DOM_SPLREB = 0 'RsMaster.Fields("DOM_SPLREB")
```

```
var_ENGCHG_OLDTRF = RsMaster.Fields("ENGCHG_OLDTRF")  
var_FIXCHG_OLDTRF = RsMaster.Fields("FIXCHG_OLDTRF")  
var_ED_OLDTRF = RsMaster.Fields("ED_OLDTRF")
```

```
var_NEWBD_OLDTRF = 0  
var_NEWED_OLDTRF = 0  
var_NEWDPS_OLDTRF = 0  
var_NEWOTH_OLDTRF = 0
```

```
var_REFBLBD_OLDTRF = RsMaster.Fields("REFBLBD_OLDTRF")
```

```
var_REFBLED_OLDTRF = RsMaster.Fields("REFBLED_OLDTRF")
var_REFBLDPS_OLDTRF = RsMaster.Fields("REFBLDPS_OLDTRF")
var_REFDEDBD_OLDTRF = RsMaster.Fields("REFDEDBD_OLDTRF")
var_REFDEDED_OLDTRF = RsMaster.Fields("REFDEDED_OLDTRF")
var_REFDEDDPS_OLDTRF = RsMaster.Fields("REFDEDDPS_OLDTRF")
var_REB_OFF_OLDTRF = RsMaster.Fields("REB_OFF_OLDTRF")
```

```
var_NETBEFDUEDT_OLDTRF = 0
var_NETAFDUEDT_OLDTRF = 0
var_REB_HOSTEL = 0
var_MAX_DEMD = 0
```

```
var_RECONN_CHARGE = RsMaster.Fields("RECONN_CHARGE")
var_ARR_RECONN_CHARGE = RsMaster.Fields("ARR_RECONN_CHARGE")
```

```
RsPostBillProcess.Fields("CONS_REF") = Var_CONS_REF
    RsPostBillProcess.Fields("SDO_CD") = var_SDO_CD
    RsPostBillProcess.Fields("BINDER") = var_BINDER
    RsPostBillProcess.Fields("ACC_NO") = var_ACC_NO
    RsPostBillProcess.Fields("METERNO") = Var_METERNO
    RsPostBillProcess.Fields("MTRINSTL_DATE") = Var_MTRINSTL_DATE
    RsPostBillProcess.Fields("METERTYPE") = var_METERTYPE
    RsPostBillProcess.Fields("MF") = Var_MF
    RsPostBillProcess.Fields("INITIAL_RED") = Var_INITIAL_RED
    RsPostBillProcess.Fields("FINAL_RED_OLDMETER") =
Var_FINAL_RED_OLDMETER
    RsPostBillProcess.Fields("OLDMETER_STAT") = Var_OLDMETER_STAT
    RsPostBillProcess.Fields("CSTS_CD") = Var_Csts_Cd
    RsPostBillProcess.Fields("CUR_METER_STAT") = Var_CUR_METER_STAT
    RsPostBillProcess.Fields("CURRRDG") = Var_CURRRDG
    RsPostBillProcess.Fields("CUR_RED_DT") = Var_CUR_RED_DT
    RsPostBillProcess.Fields("BILLING_DEMAND") = var_BILLING_DEMAND
    RsPostBillProcess.Fields("NEW_TRF_CD") = var_NEW_TRF_CD
    RsPostBillProcess.Fields("BILL_UNITS") = var_BILL_UNITS
    RsPostBillProcess.Fields("ENGCHG") = Var_ENGCHG
    RsPostBillProcess.Fields("FIXCHG") = Var_FIXCHG
```

```

RsPostBillProcess.Fields("METERRENT") = Var_METERRENT
RsPostBillProcess.Fields("ED") = Var_ED
RsPostBillProcess.Fields("NEWBD") = Var_NewBD
RsPostBillProcess.Fields("NEWED") = Var_NEWED
RsPostBillProcess.Fields("NEWDPS") = Var_NEWDPS
RsPostBillProcess.Fields("NEWOTH") = Var_NEWOTH
RsPostBillProcess.Fields("REFBLUNITS") = var_REFBLUNITS
RsPostBillProcess.Fields("REFBLBD") = var_REFBLBD
RsPostBillProcess.Fields("REFBLED") = var_REFBLED
RsPostBillProcess.Fields("REFBLDPS") = var_REFBLDPS
RsPostBillProcess.Fields("REFDEDUNITS") = Var_REFDEDUNITS
RsPostBillProcess.Fields("REFDEDBD") = Var_REFDEDBD
RsPostBillProcess.Fields("REFDEDED") = Var_REFDEDED
RsPostBillProcess.Fields("REFDEDDPS") = Var_REFDEDDPS
RsPostBillProcess.Fields("REB_OFF") = Var_REB_OFF
RsPostBillProcess.Fields("NETBEFDUEDT") = Var_NetBEFDUEDT
RsPostBillProcess.Fields("NETAFTDUEDT") = Var_NetAFTDueDT
RsPostBillProcess.Fields("BILLBASIS") = Var_BILLBASIS
RsPostBillProcess.Fields("NOOFMONTHS") = Var_NOOFMONTHS
RsPostBillProcess.Fields("REB_DT") = Var_Reb_DT
RsPostBillProcess.Fields("DUE_DT") = Var_DUE_DT
RsPostBillProcess.Fields("ISSUE_DT") = Var_ISSUE_DT
RsPostBillProcess.Fields("BILLPERIOD") = Var_BILLPERIOD
RsPostBillProcess.Fields("BILLSERIALNO") = var_BILLSERIALNO
RsPostBillProcess.Fields("OLDCSTS_CD") = var_OLDCSTS_CD
RsPostBillProcess.Fields("BILL_MTH") = var_BILL_MTH
RsPostBillProcess.Fields("REMARKS") = var_REMARKS
RsPostBillProcess.Fields("MACHINE_SRL_NO") = var_MACHINE_SRL_NO
RsPostBillProcess.Fields("MTR_READER_ID") = var_MTR_READER_ID
RsPostBillProcess.Fields("MTR_READER_NAME") =

```

```
var_MTR_READER_NAME
```

```

RsPostBillProcess.Fields("REB_OYT") = var_REB_OYT
RsPostBillProcess.Fields("REB_RTSWHT") = var_REB_RTSWHT
RsPostBillProcess.Fields("DOM_SPLREB") = var_DOM_SPLREB
RsPostBillProcess.Fields("ENGCHG_OLDTRF") = var_ENGCHG_OLDTRF
RsPostBillProcess.Fields("FIXCHG_OLDTRF") = var_FIXCHG_OLDTRF
RsPostBillProcess.Fields("ED_OLDTRF") = var_ED_OLDTRF
RsPostBillProcess.Fields("NEWBD_OLDTRF") = var_NEWBD_OLDTRF
RsPostBillProcess.Fields("NEWED_OLDTRF") = var_NEWED_OLDTRF
RsPostBillProcess.Fields("NEWDPS_OLDTRF") = var_NEWDPS_OLDTRF
RsPostBillProcess.Fields("NEWOTH_OLDTRF") = var_NEWOTH_OLDTRF
RsPostBillProcess.Fields("REFBLBD_OLDTRF") = var_REFBLBD_OLDTRF
RsPostBillProcess.Fields("REFBLED_OLDTRF") = var_REFBLED_OLDTRF

```

```
RsPostBillProcess.Fields("REFBLDPS_OLDTRF") = var_REFBLDPS_OLDTRF  
RsPostBillProcess.Fields("REFDEDBD_OLDTRF") = var_REFDEDBD_OLDTRF  
RsPostBillProcess.Fields("REFDEDED_OLDTRF") = var_REFDEDED_OLDTRF  
RsPostBillProcess.Fields("REFDEDDPS_OLDTRF") =
```

var_REFDEDDPS_OLDTRF

```
RsPostBillProcess.Fields("REB_OFF_OLDTRF") = var_REB_OFF_OLDTRF  
RsPostBillProcess.Fields("NETBEFDUEDT_OLDTRF") =
```

var_NETBEFDUEDT_OLDTRF

```
RsPostBillProcess.Fields("NETAFTDUEDT_OLDTRF") =
```

var_NETAFTDUEDT_OLDTRF

```
RsPostBillProcess.Fields("REB_HOSTEL") = var_REB_HOSTEL  
RsPostBillProcess.Fields("MAX_DEMD") = var_MAX_DEMD  
RsPostBillProcess.Fields("RECONN_CHARGE") = var_RECONN_CHARGE  
RsPostBillProcess.Fields("ARR_RECONN_CHARGE") =
```

var_ARR_RECONN_CHARGE