

A STUDY
ON
**Impact of Skill Development Programs on Youth Employment by Ambuja
Foundation SEDI Nagaur**

Dissertation Synopsis submitted to:

IIHMR University, Jaipur.



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Masters in Development

Management

2023-25

Organization: Ambuja

Foundation

under the Mentorship of

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Introduction

The Ambuja Foundation founded the Skill & Entrepreneurship Development Institute (SEDI) in Nagaur, Rajasthan, in 2009 with the goal of empowering rural youth by offering them comprehensive skill development programs. The economy of Nagaur, which is located on the edge of the Thar Desert between Jodhpur and Bikaner, has historically been centered on tourism, agriculture, and spices. Understanding the need for varied job options, SEDI Nagaur provides training in a range of fields, such as retail, banking, and data entry, to give young people skills that meet industry standards.

The study's focuses on SEDI Nagaur trainees, their experience finding and keeping a job, and their employment status after training.

Literature Review

Global and National Context:

Research on vocational education and its contribution to global unemployment reduction.
Examine how SEDI Nagaur compares with Indian government skill initiatives such as PMKVY and Skill India Mission.
CSR in Skill Development: How corporate foundations, such as the Ambuja Foundation, can help close skill gaps.
How SEDI Nagaur stacks up against other skill development institutions supported by CSR.
SEDI-Specific Studies: Examining any reports on employer feedback and placement trends at SEDI Nagaur.
Finding research gaps in the long-term effects of SEDI on employment.

Conceptual Framework

Essential Ideas & Theories: Employability → Sustainable Livelihoods → Skill Development.

Human Capital Theory: SEDI Nagaur's training improves economic productivity and workforce preparedness.

Demand-Supply Gap: SEDI Nagaur ensures employability by designing its courses in response to local industry demand.

The Framework's SEDI Nagaur Model:

Seven trades training → Employment in industries → Higher incomes → Economic advancement.

Research Gaps

- There is less data on SEDI Nagaur alumni's long-term professional development.
- There is a need to research on the effectiveness of soft skills training in job placements.
- It is necessary to research employers' opinions regarding the hiring of SEDI graduates in industries.
- There is no comparative analysis with other Rajasthan's skill development programs.

Research Questions

1. To what extent does SEDI Nagaur's training model help young people find work?
2. How many students who receive training at SEDI Nagaur are placed and retained in their jobs?
3. What are the challenges must SEDI Nagaur graduates overcome to find stable employment/ Job?
4. How satisfied companies from the trainees of SEDI Nagaur?
5. What are the students' post-training challenges and success stories?

Objectives of the Study

To evaluate how SEDI Nagaur's training affects young people's employment.
To examine trainees' career development, pay ranges, and placement statistics.
To research the difficulties that students encounter after training.
To get input from businesses that employ SEDI Nagaur graduates.
To make recommendations for ways to enhance SEDI's hiring and training procedures.

Methodology

Mixed-Method (qualitative and quantitative) research design.

• **Primary Data Collection: Interviews & Surveys:** Current trainees and SEDI Nagaur alumni.

Companies employing graduates of SEDI Nagaur.

Placement officers and trainers.

Discuss success stories and challenges with SEDI Nagaur alumni and the efficacy of skill development curricula with SEDI trainers.

• **Secondary Data Collection:** Employer feedback surveys, student records, and placement reports from SEDI Nagaur.

Alumni from various graduating batches are chosen to provide comparative analysis.

Tools for Data Analysis: Employment trend descriptive statistics.

A comparison of employment status before and after training.

Thematic analysis of interview-based qualitative data.

Hypothesis:

Skill development programs at SEDI Nagaur enhance the employability of rural youth by providing industry-relevant training.

Soft skills training at SEDI Nagaur improves students' confidence, communication abilities, and workplace readiness.

The employment rate of SEDI Nagaur graduates is higher compared to non-skilled or informally trained youth in the region.

SEDI Nagaur's training programs contribute to higher job retention and career growth for its trainees.

Employers prefer hiring SEDI Nagaur graduates due to their industry-aligned technical and soft skills training.

Trainees who receive both technical and soft skills training at SEDI Nagaur have better job performance than those trained only in technical skills.

Placements from SEDI Nagaur are influenced by factors such as trade selection, market demand, and employer partnerships.

Graduates of SEDI Nagaur experience significant income growth after completing skill development training.

Challenges such as limited job opportunities, workplace adaptation, and mobility constraints affect post-training employment outcomes.

SEDI Nagaur's approach to vocational training can serve as a model for other skill development programs in Rajasthan.

SEDI Nagaur's training programs significantly improve youth employment rates.

Employers show a **higher preference for hiring SEDI Nagaur graduates** compared to non-SEDI-trained individuals.

SEDI Nagaur's **skill development programs contribute to higher income levels** among employed youth.

Plan of Analysis

Descriptive Analysis:

Placement, retention rates pre-covid (2019-20) to post-covid (2024-25)

Employment results by trade (which trades have better placements?).

Comparative Analysis:

A comparison between SEDI Nagaur and other Rajasthan skill-development initiatives.

Thematic Analysis:

Success stories, which are case studies of employed trainees.

Analysis of Employer Feedback:

Employment patterns and industry contentment with graduates of SEDI Nagaur.

Tentative Chapter Plan

Chapter 1: Overview

- A summary of Nagaur, Rajasthan's youth unemployment rate.
- SEDI Nagaur's contribution to job creation and skill development.

Chapter 2: Literature Review

- Research on Rajasthani and Indian vocational training programs.
- The effect on employability of CSR-driven programs such as SEDI Nagaur.

Chapter 3: Conceptual Framework

Demand-Supply Gap & Human Capital Theory in Relation to SEDI Nagaur.

Chapter 4: Methods of Research

- Gathering information from employers, alumni, and SEDI trainees.
- Methods of analysis and sampling.

Chapter 5: Analysis of Data and Conclusions

- Employment outcomes and placement trends for graduates of SEDI Nagaur.
- The difficulties in hiring candidates with SEDI training and employer satisfaction.

Chapter 6: Conclusion and Suggestions

- Important conclusions about the effects of SEDI Nagaur on youth employment.
- Policy suggestions to enhance SEDI's industry connections, job placements, and training.

References:

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<https://www.nsdindia.org>

<https://www.pmkvyofficial.org/>

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