Trainers Training Programme on EMPLOYABILITY, ENTREPRENEURSHIP & LIFE SKILLS for Trainers of Jan Shikshan Sansthan (JSS)

Programme Duration – 26/12/2022 to 30/12/2022 Location– Kanpur, Uttar Pradesh Sponsored By



Organized By



Organized By: The National Institute for Entrepreneurship and Small Business Development (NIESBUD)

Sponsored By: Ministry of Skill Development and Entrepreneurship (MSDE), Government of India

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1. INTRODUCTION

There has been a great deal of emphasis on developing entrepreneurship in the country to promote first generation entrepreneurs. Realizing the effective role of entrepreneurship in the process of industrialization in the developed countries, India and others developing nations viewed this as an effective measure to develop entrepreneurship to promote national production, balanced regional development, and dispersal of economic power and provide better employment opportunities.

It was stressed by researchers that the economic backwardness of a region might be attributed largely to inadequacy of the supply of entrepreneurship in the region. If this deficiency can be removed by developing entrepreneurship, the problem of unemployment will be solved and the region will be able to compete with the rest of the country. Moreover, it is a fact that the youth (18-35 ages) contribute Forty percent (40%) of the total population of India. Therefore, it is important to encourage youth to take up entrepreneurship as a career for the growth and development of the country. Over the past few years, the government through various ministries has launched various skill development training programmes in the Country and tried to develop and enhance the skills of youth, so that they may be easily getting the employment in the market. The 2009 Skill and Entrepreneurship Development Policy clearly specified that skills-related training should become outcome-focused and linked to jobs and employability.

The vision of the national policy is over all human resource development and outcome in the form of enhancing their skills and ability according to the demand of industries. This will enhance the employment opportunities for the youth of the country. But again the question arises as the employability scenario; to how much skill youths can be observed by the Industries or by market. The Ministry of Skill Development and Entrepreneurship (MSDE) is acting as a catalyst in developing and enhancing the Skill of the youths according to the need of the industries.

Under this mission, the Ministry of Skill Development and Entrepreneurship has taken the initiative of promoting and spreading the Entrepreneurship Culture by including Entrepreneurship in the Skill training Programmes. NIESBUD has been conducting the Trainers Training Programmes on Employability, Entrepreneurship and Life skills for the trainers of NSDC/ SSDM/ Polytechnics/ ITIs on a regular basis and has received an overwhelming response from the participants.

The Scheme of Jan Shikshan Sansthan (JSS) scheme under Ministry of Skill Development & Entrepreneurship is implemented through NGOs with 100% grants from the Government of India. The mandate of the scheme is to provide vocational skills in non-formal mode to non-literate, neo-literates, persons with rudimentary level of education upto 8th and school dropouts upto 12th standard in the age group of 15-45 years. The priority groups are women, SC, ST, minorities and other backward sections of the society. JSSs are reaching to the unreached areas to cater the needs of the poorest of the poor.

The Ministry of Skill Development and Entrepreneurship has taken the initiative for creating entrepreneurial climate in the Jan Shikshan Sansthan's through organising Trainers Training

Programme for the JSS Trainers, and Entrepreneurship Development Programme for JSS Trainees followed by mentoring and handholding to trainees who have strong desire to pursue entrepreneurial opportunities. The efforts in this direction will yield a positive result in promoting entrepreneurship in future within the skill ecosystem.

The ToT developed by NIESBUD for the JSS trainers is an attempt to orient trainers on Entrepreneurship. The purpose of the ToT is to build the capacity of the trainers, so that they will be able to encourage, guide, and motivate the Trainees from the very initial stages of the program towards entrepreneurship & self-employment.

The outcome of this training will be that the JSS Trainers will enhance their skill on entrepreneurship and will be able to give proper Counseling and guidance to the students who want to set up their enterprises.

2. OBJECTIVES

The objectives of this training programme were:

- To impart Knowledge on Entrepreneurship;
- To impart Knowledge on Entrepreneurship;
- To upgrade the knowledge and skills of the participants on Entrepreneurial Motivation;
- To acquaint the participants about entrepreneurial opportunities;
- To make aware the participants about the entrepreneurial support ecosystem;
- To impart knowledge about basic management skills;
- To impart knowledge to participants on selecting the suitable entity for their enterprise;
- To impart knowledge and skills to participants on essential elements required for preparation of project report.

3. COURSE CONTENTS

Micro Lab	Characteristics of an Entrepreneur	Entrepreneurial Motivation
Interaction with successful Entrepreneur	Life Skills/ Employability Skills	Business Opportunities Identification
Entrepreneurship Support Eco- System	Market Survey	Digital marketing & Usage of social media for business promotion
Types of Enterprises	Entrepreneurial Accounting	Entrepreneurial Taxation
Procedure and Formalities for Bank Finance/	Regulatory Compliances for Small Businesses	Field Visit
	Enterprise Management	

4. PROGRAMME METHODOLOGY

The programme methodology comprised of lecture, discussions, exercises, case studies and assignments. The training methodology employed a Facilitated Learning Approach. It was a mix of facilitator led courses which had in-house and practical activities along with self-learning sessions.

In summation, each session included the following:

- Lecture
- In-session Activities
- Power Point Presentations
- Simulations and Exercise
- Assessment

5. TARGET GROUP AND BATCH SIZE

The target group for the training programme comprised of Trainers of Jan Shikshan Sansthan from Uttar Pradesh. A total number of 54 trainers participated in the programme. Participants of the programme hailed from Kanpur, Uttar Pradesh.

6. DURATION

The training programme was held from 26^{th} Dec. $2022 - 30^{\text{th}}$ Dec 2022. It commenced at 10 A.M. every day and ended at 5P.M.

7. PROGRAMME SCHEDULE

Trainers Training Programme on EMPLOYABILITY, ENTREPRENEURSHIP & LIFE SKILLS for

Trainers under JSS, Schedule for 5 Days									
	Day 1 (26/12/2022)								
10:30-12:00pm	Entrepreneurship	The session objective was to introduce the concept of Entrepreneur, Entrepreneurship and Enterprise to the participants.							
12:00-01:30pm	Entrepreneurial Motivation	The session objective was to upgrade the knowledge and skills of the participants on characteristics of an entrepreneur. The session was aimed to help the participants to understand the different characteristics through various behavioral exercises and case studies.							
01:30-2:00 pm		Lunch Break							
02:00-04:00pm	Employability and Life Skills	Entrepreneurial Motivation was taken as first session on second day of the training programme. Entrepreneurship motivation is a practical laboratory consisting of scientifically design behavioral exercises where participant get an opportunity to analyze self through learning from feedback approach, and also get the opportunity to manage oneself. The behavioral exercises on entrepreneurial motivation in Individual and group motivate the participants to take up entrepreneurship as a career.							
	Day	/ 2 (27/12/2022)							
10:30-12:00pm	Business Opportunity Identification	The session objective was to empower the trainees with the knowledge and skill which will help them to conceive business idea. This session helps the participant to upgrade their knowledge and skills on how to identify available business IDEA and transform it into an opportunity.							

12:00-01:30pm	Entrepreneurship Support Ecosystem	The session objective was to upgrade the knowledge and skills of the participants on entrepreneurship support eco system. The session aimed to help the participants to understand the role of entrepreneurship support and enabling ecosystem for promoting Entrepreneurship in the country.
01:30-2:00 pm		
02:00-04:00pm	Interaction with Successful Entrepreneur	S uccessful entrepreneur will share experience of their entrepreneurial journey with the trainees along with the challenges faced by them and how they overcame the challenges and started the enterprise successfully.
	Day	/ 3 (28/12/2022)
10:30-12:00pm	Elements of Business Management	The session aims to equip participants with the knowledge and skills necessary to develop a robust business plan that effectively communicates their business concept, objectives, strategies, and financial projections.
12:00-01:30pm	Elements of Financial Management	The objective of a session on the elements of financial management is to provide participants with a comprehensive understanding of the key components and principles of effective financial management within a business or organization. The session aims to equip participants with the knowledge and skills necessary to make Informed financial decisions, optimize resources, and achieve financial stability and growth.
01:30-2:00 pm		Lunch Break
02:00-03:00pm	Business Communication	The session objective was to enable participants to communicate clearly and with impact, by improving their verbal and non-verbal communication style, as well as enhancing interpersonal skills.
03:00-04:00pm	Market Survey	The session aimed to help the participants to understand the different methods of market survey for starting an enterprise. The session objective was to upgrade the knowledge and skills of the participants on concepts of marketing and market survey.
	Day	/ 4 (29/12/2022)
10:30-12:00pm	Types of Enterprises	The session objective was to upgrade the knowledge and skills of the participants on types of enterprises. The session aimed to help participants understand different types of legal entity which may be formed for running and starting an enterprise.

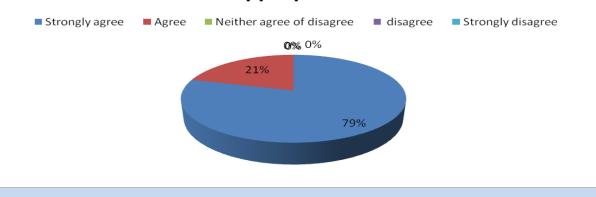
12:00-01:30pm	Banking and Funding	The session objective was to upgrade the knowledge and skills of the participants on procedure and formalities for bank finance as well as preparation of Business Plan. The session aimed to help participants in gaining knowledge on step-by-step procedure and formalities which are required for seeking loan from the banks or financial organization. The session also aimed to help participants to understand different components of business plan and the methodology for its preparation.		
01:30-2:00 pm		Lunch Break		
02:00-04:00 pm	Business Plan Preparation	The session aimed to help participants to understand different components of business plan and the methodology for its preparation.		
	Da	y5 (30/12/2022)		
10:30-12:00 pm	Enterprise Management	The session aimed to help the participants to understand the different steps of enterprise management which helps to manage vital day-to- day processes such as inventory management, accounting, human resources and customer relationship management.		
12:00-01:30 pm	Field Visit	The participants, who want to start their boutique, beauty parlor, café and acahar factory, have done field visit in their relevant areas.		
01:30-2:00 pm		Lunch Break		
02:00-04:00pm	Feedback & Assessment	Participants will go online assessment. The assessment was of 30-minute duration in which the participants were administered with Multiple choice questions based on the course syllabus. The participants submitted their assessment for online evaluation of their responses. The participants were provided with online link for registering their feedback about the overall conduct of the training programme. The action plan for taking the programme forward for facilitating outcome was discussed with the participants so that the mentoring and handholding support may be provided to the participants in an effective manner for establishment of their enterprises.		

8. FEEDBACK OF PARTICIPANTS

1. The duration of the Training Programme was Appropriate

	Agree	Disagree	Strongly Agree	Strongly Disagree	Neither Agree nor Disagree
The duration of the Training Programme was Appropriate	11	0	43	0	0

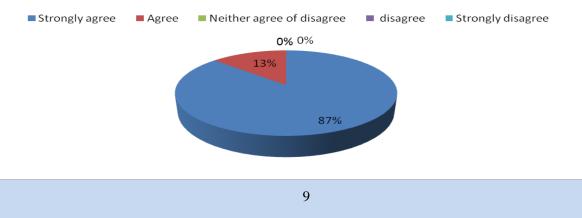
The duration of the training programme was appropriate



2. All the topics covered during the programme were relevant and useful

	Agree	Strongly Agree	Strongly Disagree	Neither Agree nor Disagree
All the topics covered during the programme were relevant and useful	7	47	0	0

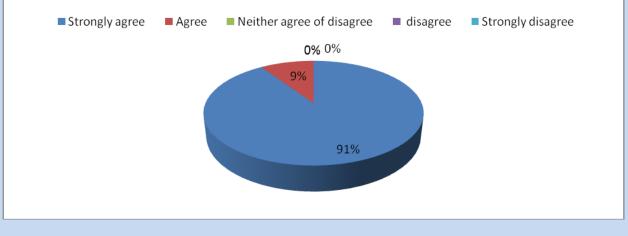
All the topic covered during the programme were relevent and useful



3. The examples shared in lectures were effective in increasing your understanding of the course

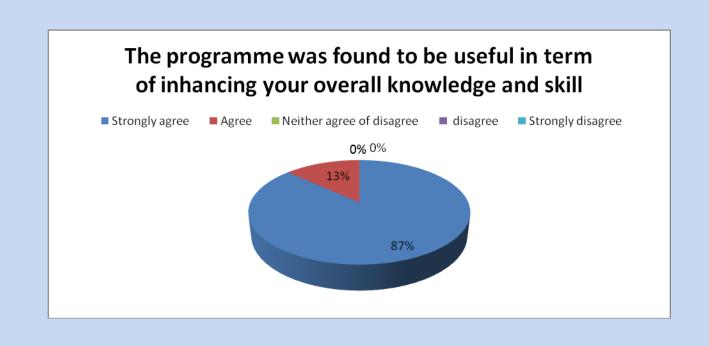
	Agree	Disagree	Strongly Agree	Strongly Disagree	Neither Agree nor Disagree
The examples shared in lectures were effective in increasing your understanding of the course	5	0	49	0	2

The example share in lectures wer effective in increasing your understanding of the course



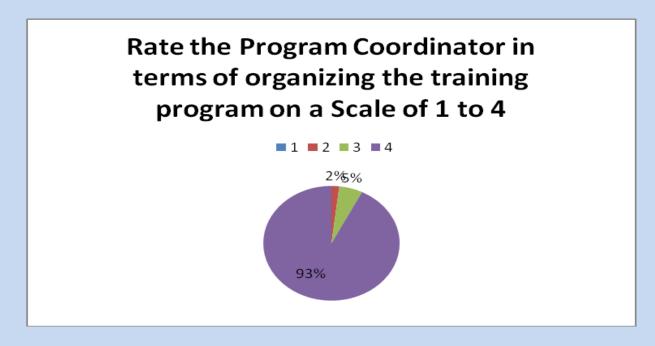
4. The program was found to be useful in terms of enhancing your overall knowledge and skills.

	Agree	Disagree	Strongly Agree	Strongly Disagree	Neither Agree nor Disagree
The program was found to be useful in terms of enhancing your overall knowledge and skills.	7	0	47	0	0



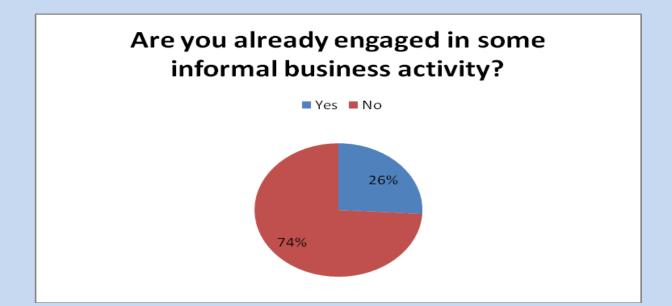
5. Rate the Program Coordinator in terms of organizing the training program on a Scale of 1 to 4, where, 4=Excellent, 3=Very Good, 2= Good & 1 = Average

	1	2	3	4
Rate the Program Coordinator in terms of organizing the training program on a Scale of 1 to 4	0	1	3	50



6. Are you already engaged in some informal business activity?

	Yes	No
Are you already engaged in some informal business activity?	14	40



9. LIST OF PARTICIPANTS

S. NO.	STATE / UT	JSS	NAME	Designation	GENDER	CONTACT NO.	EMAIL ADDRESS
1	UP	JALAUN	NASREENBANO	ASST. PROGRAMME OFFICER	FEMALE	XXXXXX8168	jss_jalaun@yahoo.co.in
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4	UP	JALAUN	APARNA	MASTER TRAINER	FEMALE	XXXXXX2974	jss_jalaun@yahoo.co.in
5	UP	JALAUN	NAJIYAPARVEEN	MASTER TRAINER	FEMALE	XXXXXX3252	jss_jalaun@yahoo.co.in
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16	UP	GORAKHPUR	MINA	RESOURCE PERSON	FEMALE	XXXXXX8768	meena88875@gmail.com
17	UP	GORAKHPUR	NITYA	RESOURCE PERSON	FEMALE	XXXXXX8768	nitya887@gmail.com
18	UP	SIDDHARTH NAGAR	KAHKASHABANO	INSTRUCTOR	FEMALE	XXXXXX9110	kahkashabano2001@gmail.com
19	UP	SIDDHARTH NAGAR	KHUSHI	INSTRUCTOR	FEMALE	XXXXXX1580	khu272153@gmail.com

20	UP	SIDDHARTH NAGAR	NISHAKUMARI	INSTRUCTOR	FEMALE	XXXXXX4296	nishakumari1996@gmail.com
21	UP	KAUSHAMBI	DHARMENDRA	RESOURCE PERSON	MALE	XXXXXX2894	dharmend312@gmail.com
22	UP	GORAKHPUR	RANJANA SINGH	RESOURCE PERSON	FEMALE	XXXXXX0747	ranjanasingh001@gmail.com
23	UP	SIDDHARTH NAGAR	SANJEEV KUMAR GUPTA	ACCOUNT OFFICER	MALE	XXXXXX7527	skguptasdr@gmail.com
24	UP	PRAYAGRAJ	VIJAYENDRA MISHRA	ASST. PROGRAMME OFFICER	MALE	XXXXXX2671	love.princeqwee@gmail.com
25	UP	GORAKHPUR	HIMANSHU CHAND	FIELD CO-ORDINATER	MALE	XXXXXX5272	Himuabvp@gmail.com
26	UP	GORAKHPUR	CHANDAN MISHRA	ACCOUNTANT	MALE	XXXXXX0746	Mchandan915@gmail.com
27	UP	KAUSHAMBI	SWATI	RESOURCE PERSON	FEMALE	XXXXXX8682	mishraswati4284@gmail.com
28	UP	UNNAO	SAROJANI	RESOURCE PERSON	FEMALE	XXXXXX2702	Sarojanid549@gmail.com
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30	UP	FATEHPUR	GAURAV SINGH YADAV	TRAINER	MALE	XXXXXX2067	gauravsinghyadavftp@gmail.com
31	UP	KAUSHAMBI	DIKSHA	RESOURCE PERSON	FEMALE	XXXXXX8550	dikshakesharwani6379@gmail.com
32	UP	PRAYAGRAJ	SANJAY SINGH	PROGRAMME OFFICER	MALE	XXXXXX1724	sanjaysinghyashi@gmail.com
33	UP	SULTANPUR	PRAVEEN KUMAR SINGH	PROGRAMME OFFICER	MALE	XXXXXX3333	praveensinghvatsa@gmail.com
34	UP	FATEHPUR	KAILASH SINGH	PROGRAMME OFFICER	MALE	XXXXXX0835	kailashftp56@gmail.com
35	UP	FATEHPUR	KANCHAN GUPTA	TRAINER	FEMALE	XXXXXX1112	kg1871366@gmail.com
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42	UP	FATEHPUR	ARATI	TRAINER	FEMALE	XXXXXX1461	aratiyadavyadav62@gmail.com
43	UP	KAUSHAMBI	ROOBI DEVI	RESOURCE PERSON	FEMALE	XXXXXX2659	rubipayal25@gmail.com
44	UP	RAI BARELI	RAGINI	RESOURCE PERSON	FEMALE	XXXXXX6388	rinkubajpai999@gmail.com
45	UP	FATEHPUR	AKASH SINGH	TRAINER	MALE	XXXXXX7003	akashsingh222969@gmail.com
46	UP	RAI BARELI	KIRAN DEVI	RESOURCE PERSON	FEMALE	XXXXXX5987	shivapatel6044@gmail.com
47	UP	UNNAO	DHANANJAYSINGH	FIELD ASST.	FEMALE	XXXXXX0375	Dhananjaytirupati64@gmail.com
48	UP	RAI BARELI	BEENAYADAV	RESOURCE PERSON	FEMALE	XXXXXX2157	beenayadav493@gmail.com
49	UP	JALAUN	NAJIS KHAN	MASTER TRAINER	FEMALE	XXXXXX8420	jss_jalaun@yahoo.co.in
50	UP	RAI BARELI	AKRITI SINGH	RESOURCE PERSON	FEMALE	XXXXXX2120	1priyasingh3333@gmail.com
51	UP	UNNAO	SANIYA KHATOON	RESOURCE PERSON	FEMALE	XXXXXX9980	Mugahalgirl4@gmail.com
52	UP	UNNAO	ASHA PANDEY	RESOURCE PERSON	FEMALE	XXXXXX1049	Ashapandeyunnao@gmai.com
53	UP	UNNAO	BHARTI DEVI	RESOURCE PERSON	FEMALE	XXXXXX5881	Bhartirawat8318@gmail.com
54	UP	UNNAO	SONAMVERMA	RESOURCE PERSON	FEMALE	XXXXXX1097	Vsonam530@gmail.com

10. ASSESSMENT OF THE PARTICIPANTS						
SL. NO.	TRAINEE NAME	TRAINEE CODE (LIKE: NS23- XXXXX)	MOBILE NO.	SCORE		
1	GAURAV SINGH YADAV	NS22-120051	XXXXXX2067	38 / 60		
2	VINOD KUMAR MISHRA	NS22-119967	XXXXXX7422	42 / 60		
3	NASREEN BANO	NS22-119951	XXXXXX8168	44 / 60		
4	SANJEEV KUMAR GUPTA	NS22-120011	XXXXXX7527	40 / 60		
5	KAILASH SINGH	NS22-120061	XXXXXX0835	36 / 60		
6	NIKHIL KUMAR	NS22-119952	XXXXXX4255	46 / 60		
7	DHARMENDRA	NS22-120009	XXXXXX2894	40 / 60		
8	ARAJUNNISHA	NS22-119964	XXXXXX9471	36 / 60		
9	SUSHAMA SINGH	NS22-119959	XXXXXX4190	40 / 60		
10	BHARTI VERMA	NS22-119953	XXXXXX6217	44 / 60		
11	HIMANSHU CHAND	NS22-120019	XXXXXX5272	44 / 60		
12	VIJAYENDRA MISHRA	NS22-120013	XXXXXX2671	44 / 60		
13	NAJIS KHAN	NS22-120123	XXXXXX8420	44 / 60		
14	SWATI	NS22-120041	XXXXXX8682	40 / 60		
15	DIKSHA PANDEY	NS22-120081	XXXXXX5443	38 / 60		
16	SANJAY SINGH	NS22-120054	XXXXXX1724	46 / 60		
17	JEETENDRA KUMAR VISHWAKARMA	NS22-119958	XXXXXX2793	40 / 60		
18	ROOBI DEVI	NS22-120096	XXXXXX2659	46 / 60		
19	UMA DEVI	NS22-120066	XXXXXX6143	44 / 60		
20	VIVEK SINGH	NS22-119965	XXXXXX7328	34 / 60		
21	AKASH SINGH	NS22-120107	XXXXXX7003	36 / 60		
22	DIKSHA	NS22-120053	XXXXXX8550	46 / 60		
23	NAJIYA PARVEEN	NS22-119956	XXXXXX3252	44 / 60		
24	RANJANA SINGH	NS22-120010	XXXXXX0747	38 / 60		
25	APARNA	NS22-119955	XXXXXX2974	44 / 60		
26	SADHANA SRIVASTAVA	NS22-119963	XXXXXX3925	40 / 60		
27	SANGEETA	NS22-119966	XXXXXX5864	38 / 60		
28	NISHAKUMARI	NS22-120007	XXXXXX4296	38 / 60		
29	KHUSHI	NS22-120005	XXXXXX1580	38 / 60		
30	PARVATI VERMA	NS22-120080	XXXXXX6822	40 / 60		
31	ARATI	NS22-120088	XXXXXX1461	42 / 60		
32	CHANDANMISHRA	NS22-120034	XXXXXX0746	46 / 60		
33	ROSHANI DEVI	NS22-119969	XXXXXX2137	38 / 60		
34	VIBHAPANDEY	NS22-120073	XXXXXX5946	36 / 60		
35	KAHKASHA BANO	NS22-119977	XXXXXX9110	40 / 60		

			1	
36	MEENA	NS22-119975	XXXXXX8768	34 / 60
37	SONAM VERMA	NS22-120183	XXXXXX1097	40 / 60
38	RAMJAS	NS22-119971	XXXXXX2137	42 / 60
39	NITYA	NS22-119976	XXXXXX8768	38 / 60
40	ANJANA SAHANI	NS22-120065	XXXXXX0980	48 / 60
41	ARADHANA	NS22-119973	XXXXXX8768	36 / 60
42	RAGINIBAJPAI	NS22-120099	XXXXXX6388	46 / 60
43	AKRITISINGH	NS22-120124	XXXXXX2120	46 / 60
44	BEENAYADAV	NS22-120116	XXXXXX2157	46 / 60
45	SANIYA KHATOON	NS22-120127	XXXXXX9980	38 / 60
46	BHARTI DEVI	NS22-120170	XXXXXX5881	38 / 60
47	KANCHAN GUPTA	NS22-120063	XXXXXX1112	42 / 60
48	RUBY	NS22-120047	XXXXXX4701	46 / 60
49	KIRAN DEVI	NS22-120109	XXXXXX5987	38 / 60
50	ASHA PANDEY	NS22-120146	XXXXXX1049	42 / 60
51	SAROJANI	NS22-120045	XXXXXX2702	38 / 60
52	PRAVEEN KUMAR SINGH	NS22-120058	XXXXXX3333	38 / 60
53	ANIL KUMAR SINGH	NS22-120076	XXXXXX7422	38 / 60
54	DHANANJAY SINGH	NS22-120115	XXXXXX0375	44 / 60

11. ATTENDANCE OF THE PROGRAMME

	S. No.	er the Participants	Mobile No	JSS Name	26-12-22	27-12-22	28-12-22	29-12-22	30-12-22
	1	Ruby	8318724701	Gorakhpur				Ruby	Ruby
	2	Himanshu Chand	7897385272		Ruby	Ruby	Ruby		Himonshu
	3	Mina	9519898768		Himanshy Charl	Himanshy Chay	10 million thread	Himanshy	and the second sec
	4	Nitya	9793986887		Ment	Mupa	NITVA	Melpe	MityA
	5	Aradhana	7459898815	Gorakhpur	NITYA	NITYA	1 1 1 1 1 1	NityA	ARADHAN
	6	Chandan Mishra	7905840746		ARADHANA		ARADHANA		
ł	Aug. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.	Anjana Sahani	6388560980	annpu	Chandran	Chundan	chandan	chunden	chund
F		Najiya parveen	9555471751		Anymasahan;	Angana Sahoni		AzanaSchoni	Aujana Soho
4	-	Aparna	8787232974		Weijy gasween	Najiyakova	Neityakan	Wiji ya Pasweep	Najiya anv
1	0 1	Najis Khan	6394736399		Abaeme	Apaoma	Abasine	Abaoma	Abarme
1	1 6	Bharti Verma	9120276217		Nappy	Naytens	Naght-	Neights	Nogths
12	2 N	likhil Kumar		Jalaun	Bharli	Pharti	Charli	Pharti	Phard
13	N	asreen Bano	8090114255	Jalaun	Mind.	Ling	My	MAL	mart
14	100	ma Devi	7275318168		ND	(B)	Da	(R)	NH
15	-	pobi Devi	8299716143	Kaushambi	Uma Deki	Uma Della			
16		ati	9839112659	Kaushambi	Ruby	Rube Moral	Uma Devil	Uma Polli	Ungo-Devi
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Attendance sheet of participants in ToT on Employability Entrepreneurship and Life Skill at NSTI Kanpur

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12. IMAGES OF THE PROGRAMME

Shri L.P. Bhatt, Chief Consultant, NIESBUD, Dehradun Inaugurated the Trainers Training Programme on Employability, Entrepreneurship and Life Skills for the JSS trainers



A CLASS ROOM VIEW



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