

Impact Assessment Report

“CSR Project for Skill Development Training programme for SC/ST/OBC/PWD/Women & EWS of society for 2500 candidates across the country”

Submitted to:

Power Finance Corporation Limited

Submitted By:

**Indian Institute of Social Welfare
& Business Management**

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ACKNOWLEDGEMENT

We would like to express our sincere gratitude to the concerned officials of Power Finance Corporation Limited (PFC) for their unwavering support and confidence in entrusting us with the important task of conducting an impact assessment study on the “CSR Project for Skill Development Training programme for SC/ST/OBC/PWD/Women & EWS of society for 2500 candidates across the country”.

A special thanks to the team of personnel of the CIPET: IPT Bhubaneswar, CIPET: CSTS Bhubaneswar, CIPET: CSTS Balasore, CIPET: CSTS Haldia & CIPET: CSTS Aurangabad for their invaluable assistance and cooperation were instrumental in the successful completion of this project. We are also deeply indebted to all the stakeholders such as students, trainees, teachers, trainers, ex-students & other key-industry persons. Their valuable feedback played a pivotal role in shaping our understanding of the project's impact and effectiveness. Our special thanks to R. Jeevan Ram, Manager (Skill Development), CIPET Head Office, for his immense cooperation and guidance throughout this impact assessment study.

Finally, we would like to acknowledge the tireless efforts and dedication of our colleagues. Their unwavering support and collaboration were essential in ensuring the timely and successful completion of this impact assessment study.

Dr. ARINDAM DUTTA
Principal Investigator

Prof. SANDIP GHOSH
Co Principal Investigator

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I. EXECUTIVE SUMMARY

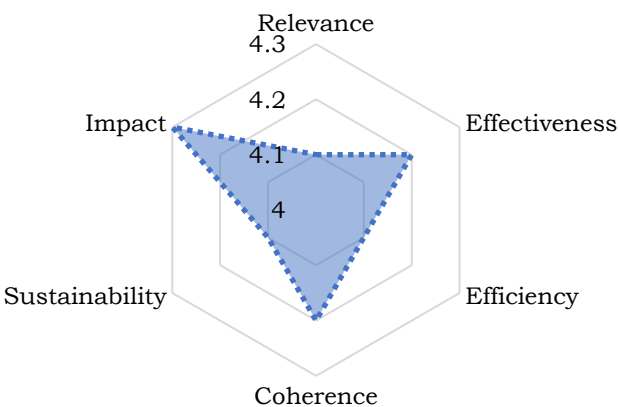
The CSR initiative titled "Skill Development Training to Underprivileged & Unemployed Youth" was a nationwide project sponsored by Power Finance Corporation (PFC) and executed by the Central Institute of Petrochemicals Engineering & Technology (CIPET). This initiative aimed to bridge skill gaps among economically disadvantaged youth in India, particularly in the petrochemical and plastics sectors, by offering structured vocational training. The overarching goals included enhancing employability, providing industry-relevant technical knowledge, and creating career opportunities for the youth to secure sustainable livelihoods.

The trainings conducted across various CIPET centres in India, the project provided free training, accommodation, and meals to the participants. The curriculum combined 80% practical training with 20% theoretical instruction, covering subjects like injection moulding, blow moulding, and machine operation, essential for entry-level roles in diverse sectors. Beneficiaries came predominantly from rural backgrounds, with many lacking formal higher educations. Through strategic partnerships and close monitoring, CIPET centres facilitated high placement rates, with 90–100% of participants securing positions in relevant industries post-training. Additionally, CIPET provided follow-up support to ensure smooth workplace transitions for trainees.

The impact assessment, conducted by the Indian Institute of Social Welfare & Business Management (IISWBM), evaluated this program's success through both quantitative and qualitative methods. Data was collected through interviews, surveys, and focused group discussions with trainees, trainers, and industry stakeholders. The assessment measured key outcomes in areas such as relevance to industry demands, effectiveness in skill enhancement, and the program's efficiency in resource utilization. Overall, the program demonstrated high relevance to the employment needs of the petrochemical and plastics industries and significantly enhanced the employability of participants. Sustainability was achieved as trainees gained skills with lasting value, positioning them for long-term career growth.

The project’s success, however, identified areas for improvement, including further expansion of training facilities and refining the curriculum to match emerging industry needs. Overall, this CSR initiative by PFC was instrumental in empowering youth through vocational skills, ultimately supporting social upliftment and contributing to the nation's skilled workforce.

OECD IMPACT ASSESSMENT RESULT



OECD Impact assessment rating result	
Relevance	4.1 out of 5
Effectiveness	4.2 out of 5
Efficiency	4.1 out of 5
Coherence	4.2 out of 5
Sustainability	4.1 out of 5
Impact	4.3 out of 5

1. BACKGROUND OF PROJECT

Name of the project	CSR Project for Skill Development Training programme for SC/ST/OBC/PWD/Women & EWS of society for 2500 candidates across the country
Project Cost	INR 15 Cr

Background

After the Independence era, the Central Institute of Petrochemicals Engineering & Technology was established (CIPET) in 1968, to train people in the plastics industry and to meet the growing demand for skilled workers in our country. Since then, this institute has been constantly meeting the human resource needs of this country for growing science and technology. It also supports its mission by creating a skilled workforce for the country. CIPET's mission is aligned with the goal of the National Policy on Skill Development to develop a skilled nation.

Power Finance Corporation (PFC) took the initiative to fund and conduct a CSR initiative at CIPET in different locations. Through this assessment, we have depicted how this training centre has impacted the youth's life by creating a skilled workforce for society as well as the country besides meeting its goal and mission.



Project Overview: The CSR initiative titled *"Skill Development Training to Unemployed & underprivileged Youth"* aims to provide technical and vocational training to underprivileged youth in petrochemicals and plastics engineering fields. The project is executed by the Central Institute of Petrochemicals Engineering & Technology (CIPET) across India and sponsored by Power Finance Corporation (PFC) as a part of its corporate social responsibility (CSR) commitment. The primary goal is to enhance employability among unemployed youth by equipping them with specialized skills in petrochemicals and related industries. The training is structured to address both theoretical and practical aspects, helping participants gain competencies in a field with growing industrial demand.

Target Beneficiaries: The project focuses on unemployed youth, primarily from economically disadvantaged sections, enabling them to access career opportunities that were previously inaccessible due to skill gaps or financial constraints.



Components of impact assessment

Training Relevance: Evaluate if the training curriculum aligns with the current demands of the petrochemical and plastics industry.

Beneficiary Skill Enhancement: Assess improvements in skill levels among trainees before and after the program.

Employability: Measure the impact on employability, including job placements or income-generating opportunities resulting from the training.

Satisfaction and Feedback: Gather direct feedback from trainees regarding the quality, content, and overall experience of the training.

Infrastructure and Resources: Review the adequacy of the facilities, tools, and materials provided during the training sessions.

Implementation Efficiency: Analyse the effectiveness of the training implementation and any administrative aspects that support or hinder program success.

Expected outcome of the assessment

Validation of CSR Investments: Provide PFC with transparent, data-backed insights into the project's success and areas requiring intervention.

Beneficiary Empowerment: Empower youth by providing them with skills that improve their employment potential and socio-economic standing.

Enhanced Stakeholder Engagement: Strengthen relationships between PFC, CIPET, and communities by demonstrating a commitment to sustainable and meaningful CSR projects.

Strategic Insights for Future Initiatives: Offer data to guide future CSR projects, ensuring they are need-based, impactful, and aligned with industry demands.

Location Covered for assessment:



Name of CIPET Centre	Number of stakeholders Covered
CIPET BALASORE	70
CIPET BHUBANESHWAR I	93
CIPET BHUBANESHWAR II	35
CIPET IMPHAL	76
CIPET HALDIA	117
CIPET AURANGABAD	27

2. RESEARCH METHODOLOGY

Objective of assessment

1. To assess the impact of the skill development training for improvement in skillset, employability & overall livelihood of the unemployed youth.
2. To assess the relevance of the learnings materials of the given training with respect to the current job requirements.

Methodology

To examine the impact of the CSR Project, a hybrid methodology was used, using both qualitative and quantitative research techniques for data collecting. Using these tools, the team interacted with recipients and other stakeholders.

Following data collection and analysis, the important data results were compiled into a consolidated report for management review. PFC supervised this investigation. We also employed a feedback mechanism to offer an overall overview of the implementation's efficacy and efficiency in terms of producing the targeted project outcomes with reference input.



OECD Framework

The deliverables of the study cover the following:

- Impact Assessment of the “Skill development training at CIPET” funded by PFC as their CSR initiative.
- Case Studies from trainees who have gone through the training.
- Short videos of trainees, trainers and geo-tagged photographs.

Sampling

A random sampling method is used for the selection of random subset of trainees from a larger set of trainees. Here, each member of the trainee group has an equal chance of getting selected for the assessment. The details of interaction held by IISWBM assessment team with CIPET trainees & officials with dates of visits and other details are given in the table.

Scope of work

- To assess the impact of the training on the unemployed youth with at least a sample size of 250 trainees. (10% of the total 2500 trainees)
- To assess the impact of training according to all the stakeholder's point of view.

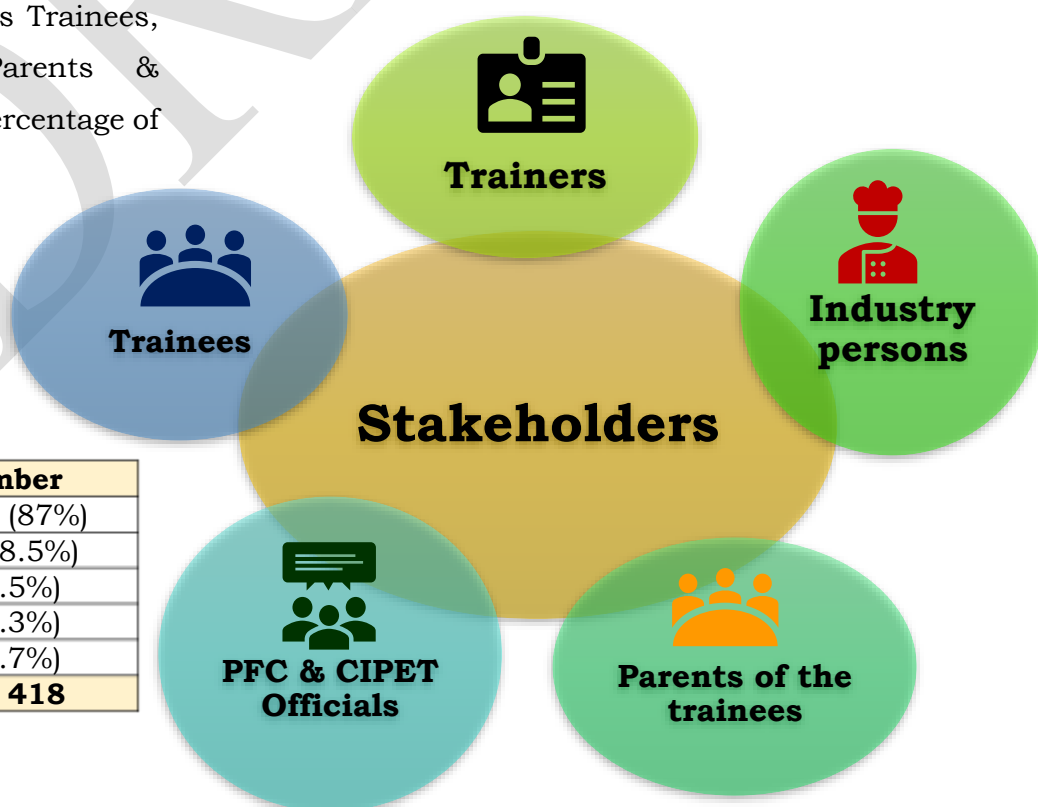
Research design

Name of the Project	“CSR Project for Skill Development Training programme for SC/ST/OBC/PWD/Women & EWS of society for 2500 candidates across the country”
Project Partner	Central Institute of Petrochemicals Engineering & Technology (CIPET)
Research Methodology	Descriptive Research Design
Sampling Technique	Random purposive Sampling
No of stakeholders covered	418
Qualitative method	Focused Group Discussion, Key Informative Interview, Stakeholder's Engagement

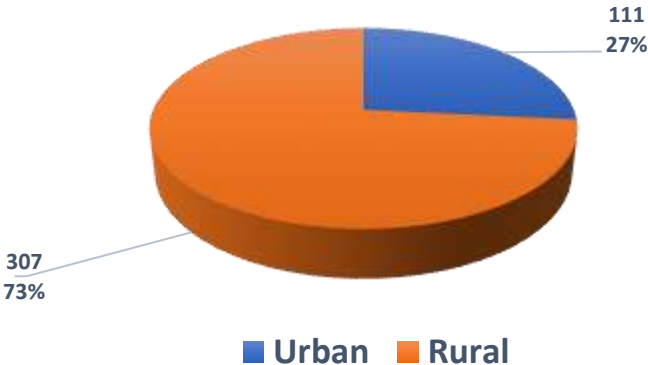
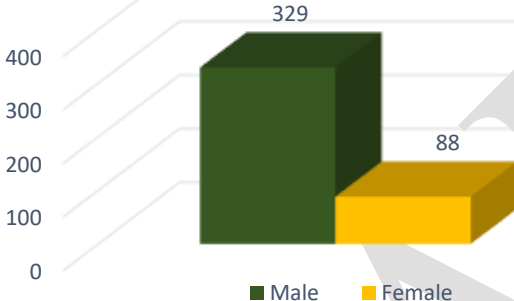
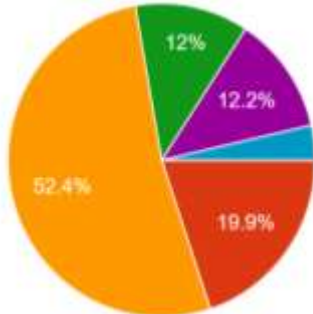
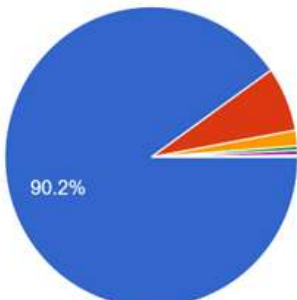
Stakeholder's Covered:

The stakeholders covered are in no of 418 & they are divided into 5 major categories such as Trainees, Trainers, Officials, Parents & Industry persons. The percentage of which is as follows.

Stakeholders	Number
Trainees	364 (87%)
Trainers	36 (8.5%)
Officials	6 (1.5%)
Parents	5 (1.3%)
Industry persons	7 (1.7%)
Total Sample size: 418	



Various strata results:

PLACE OF RESIDENCE	<u>Trainees are from areas</u>  <table><tr><th>Area</th><th>Count</th><th>Percentage</th></tr><tr><td>Urban</td><td>111</td><td>27%</td></tr><tr><td>Rural</td><td>307</td><td>73%</td></tr></table>	Area	Count	Percentage	Urban	111	27%	Rural	307	73%	Comment: Among all the trainees (418) 307 of them belongs to the rural areas which consists of almost 73% of the total sample size.												
Area	Count	Percentage																					
Urban	111	27%																					
Rural	307	73%																					
GENDER	 <table><tr><th>Gender</th><th>Count</th></tr><tr><td>Male</td><td>329</td></tr><tr><td>Female</td><td>88</td></tr></table>	Gender	Count	Male	329	Female	88	Comment: The 78% of total respondents are male which is 329 in number & rest 88 respondents are female.															
Gender	Count																						
Male	329																						
Female	88																						
AGE	 <table><tr><th>Age Group</th><th>Count</th></tr><tr><td>10-25 years</td><td>322</td></tr><tr><td>26-50 years</td><td>94</td></tr></table>	Age Group	Count	10-25 years	322	26-50 years	94	Comment: The 322 (77%) out of total respondents are below 26 years.															
Age Group	Count																						
10-25 years	322																						
26-50 years	94																						
EDUCATION	 <table><tr><th>Education Level</th><th>Count</th><th>Percentage</th></tr><tr><td>8th</td><td>0</td><td>0%</td></tr><tr><td>10th</td><td>83</td><td>19.8%</td></tr><tr><td>12th</td><td>219</td><td>52.4%</td></tr><tr><td>Diploma</td><td>50</td><td>12%</td></tr><tr><td>Graduation</td><td>51</td><td>12.2%</td></tr><tr><td>Above Graduation</td><td>15</td><td>3.6%</td></tr></table>	Education Level	Count	Percentage	8th	0	0%	10th	83	19.8%	12th	219	52.4%	Diploma	50	12%	Graduation	51	12.2%	Above Graduation	15	3.6%	Comment: Mostly trainees like to join the course after completing 12th or Diploma. Although 10th pass students also consider this training for skill development.
Education Level	Count	Percentage																					
8th	0	0%																					
10th	83	19.8%																					
12th	219	52.4%																					
Diploma	50	12%																					
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FAMILY INCOME	 <table><tr><th>Family Income Level</th><th>Count</th><th>Percentage</th></tr><tr><td>Below 3 Lakh</td><td>377</td><td>90.2%</td></tr><tr><td>3 to 7 Lakh</td><td>29</td><td>6.9%</td></tr><tr><td>7 to 10 Lakh</td><td>7</td><td>1.7%</td></tr><tr><td>10 to 12 Lakh</td><td>2</td><td>0.5%</td></tr><tr><td>12 to 15 Lakh</td><td>2</td><td>0.5%</td></tr><tr><td>Above 15 Lakh</td><td>1</td><td>0.2%</td></tr></table>	Family Income Level	Count	Percentage	Below 3 Lakh	377	90.2%	3 to 7 Lakh	29	6.9%	7 to 10 Lakh	7	1.7%	10 to 12 Lakh	2	0.5%	12 to 15 Lakh	2	0.5%	Above 15 Lakh	1	0.2%	Comment: The trainees are mostly coming from the lower income section of the society. 97% of them have income level below 7 lakhs.
Family Income Level	Count	Percentage																					
Below 3 Lakh	377	90.2%																					
3 to 7 Lakh	29	6.9%																					
7 to 10 Lakh	7	1.7%																					
10 to 12 Lakh	2	0.5%																					
12 to 15 Lakh	2	0.5%																					
Above 15 Lakh	1	0.2%																					

3. Action Plan & Visits

Serial No.	Date	Activities Performed
1	12.09.2024	<u>Developing a Strategy</u> Minutely studied every detail about the project and developed a comprehensive suitable strategy for visiting CIPET Centres.
2	17.09.2024	<u>Response Design & Collection</u> Demographic details were identified& discussed with officials. A Google form was created and circulated to the CIPET Centres.
3	22.09.2024	<u>Discussion about training & visit</u> The discussion with Mr. Jeevan Ram about the visits Discussion with PFC officials for the documentation required.
4	10.10.2024	<u>Primary discussion meeting with PFC</u> The discussion happened about deliverable outcomes from the visits & setup of S:O:P s was done.
5	16.10.2024	<u>Visit: CIPET Imphal</u> The CIPET: CSTS Imphal was Visited by Dr. Arindam Dutta & Prof. Sandip Ghosh. They had several beneficiary interviews, stakeholder discussion & focused group discussion. Case studies are also taken for detailed study. <u>CIPET OFFICIALS:</u> Mr. Imo Thiyam (Joint Director & Head) Mrs. R K Seila Devi (Assistant Technical Officer)
6	17.10.2024	<u>Visit: CIPET centres at Bhubaneswar</u> The CIPET: IPT Bhubaneswar & CIPET: CSTS Bhubaneswar was visited by Mr. Arindam Hazra & Mr. Nirmalya Roy. They had several beneficiary interviews, stakeholder discussion & focused group discussion. Case studies are also taken for detailed study. <u>CIPET OFFICIALS:</u> Mr. P. K. Sahoo (Director & Head) (IPT Bhubaneswar) Dr. P. C. Padhi (Chief manager technical) (IPT Bhubaneswar) Dr. A. K. Mahapatra (Manager technical) (IPT Bhubaneswar) Dr. Swarnalata Sahoo (Technical Officer) (IPT Bhubaneswar) Mr. B. P. Sahoo (Director & Head) (CSTS Bhubaneswar) Mr. J. K. Das (Chief technical officer) (CSTS Bhubaneswar) Mr. G. G. Charan (Asst. Technical Officer) (CSTS Bhubaneswar) Mr. S. S. Sahoo (Asst. Technical Officer) (CSTS Bhubaneswar)
7	18.10.2024	<u>Visit: CIPET centre at Balasore</u> The CIPET: CSTS Balasore was visited by Mr. Arindam Hazra & Mr. Nirmalya Roy. They had several beneficiary interviews, stakeholder discussion & focused group discussion. Case studies are also taken for detailed study. <u>CIPET OFFICIALS:</u> Mr. K. K. Mohapatra (Director & Head) Mr. Rahul Yadav (Asst. Technical Officer) Mr. Manoj Debnath (Asst. Technical Officer)
8	22.10.2024	<u>Visit: CIPET centre at Haldia</u> The CIPET: CSTS Haldia was visited by Mr. Arindam Hazra & Mr. Nirmalya Roy. <u>CIPET OFFICIALS:</u> Mr. Pankaj Mishra (Director & Head) Mr. Priyank Adwani (Asst. Technical Officer)
9	24.10.2024	<u>Meeting: CIPET centre at Aurangabad</u> The officials had a meeting with Mr. Arindam Hazra. <u>CIPET OFFICIALS:</u> Mrs. Mousam Choudhury (Senior Technical Officer)

CIPET - IMPHAL



Figure 1: Trainees



Figure 2: Trainers



Figure 3: Teachers



Figure 4: Training Session



Figure 5: Meeting Session



Figure 6: Trainees



Figure 7: Trainers



Figure 8: Teachers



Figure 9: Training Session



Figure 10: Meeting

CIPET - IPT & CSTS BHUBANESWAR

CIPET - BALASORE



Figure 11: Trainees



Figure 12: Trainers



Figure 13: Teachers



Figure 14: Training Session



Figure 15: Meeting Session

CIPET - HALDIA



Figure 16: Trainees



Figure 17: Teachers



Figure 18: Training Session



Figure 19: Discussion Session

4. IMPACT ASSESSMENT

Basic Project Details:	Project Cost	INR 15 Cr
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Detailed analysis based on OECD Framework:

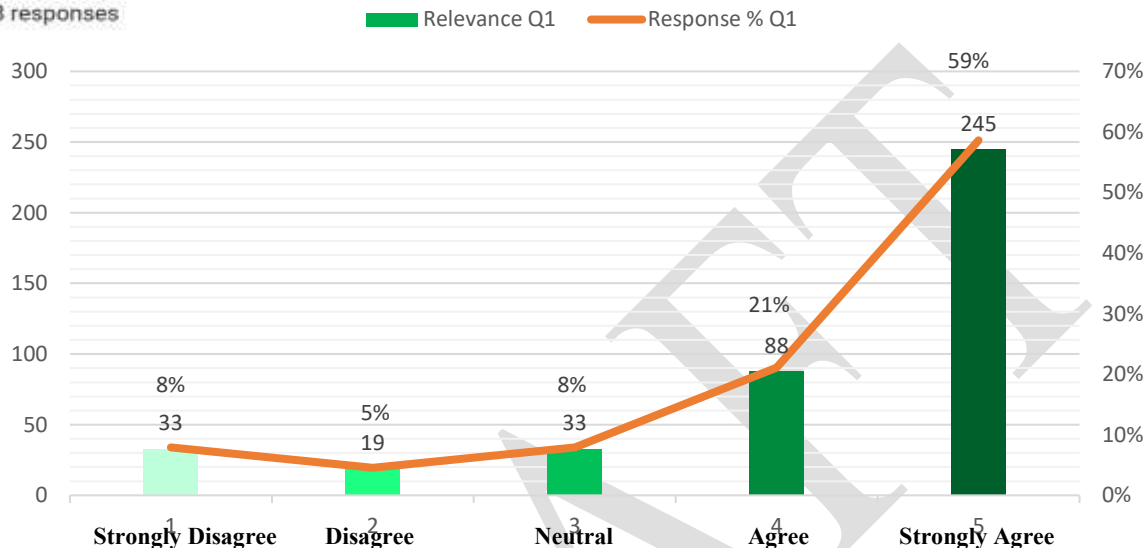
1 Star – STRONGLY DISAGREE, 2 Star – DISAGREE, 3 Star – NEUTRAL, 4 Star – AGREE, 5 Star – STRONGLY AGREE

RELEVANCE: ★★★★★ 4.1/5

Question 1:

To what extent do you find this training program relevant to your current career goals and skill development?

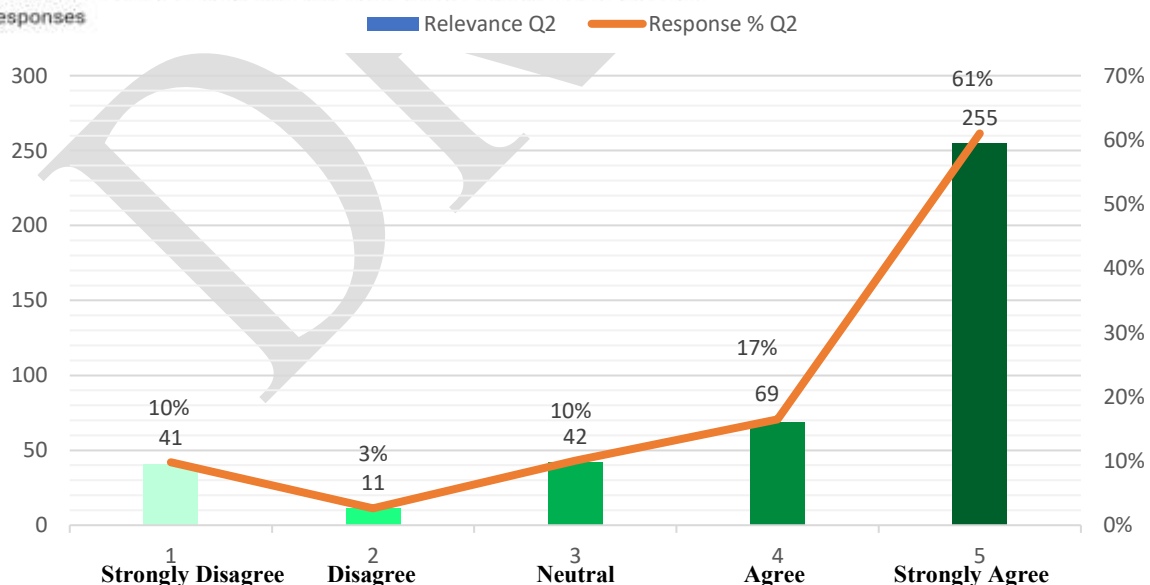
418 responses



Question 2:

How relevant do you think this training program was in complementing your educational qualifications and preparing you for future job opportunities?

418 responses



Explanation: Justification of arguments Supporting or Against the criteria

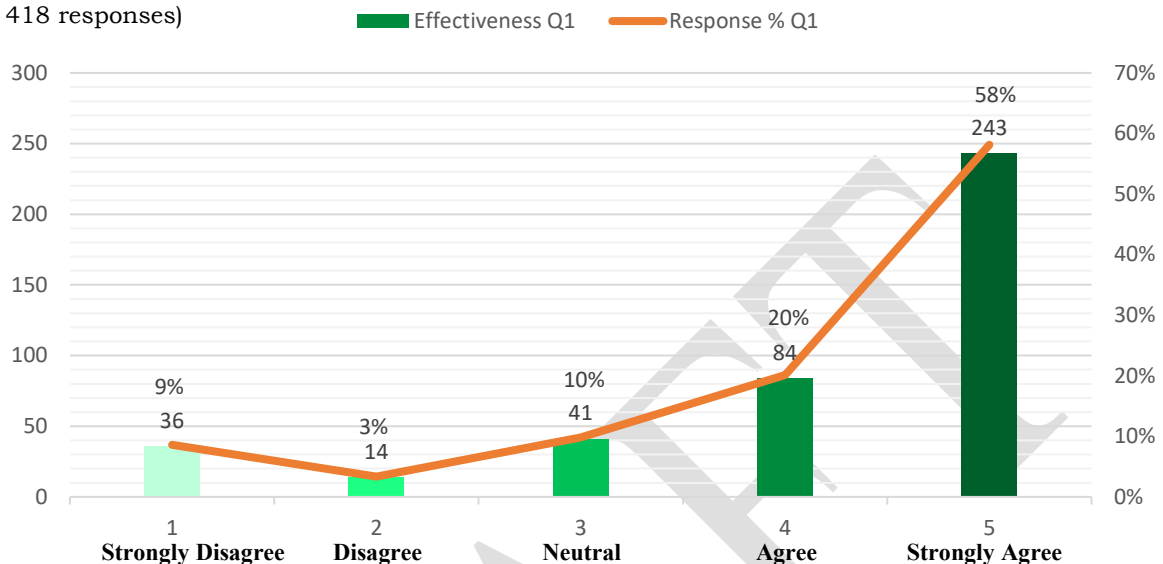
The petrochemicals or plastics industry is growing rapidly & there is a clear gap between demand and supply of the skilled workforce. The trainees joining the programme are very much focused towards their career goals in the plastic industry & after the training they find the programme very much relevant. So, this course is very much relevant to the current market/industrial conditions.

EFFECTIVENESS: ★★★★★ 4.2/5

Question 1:

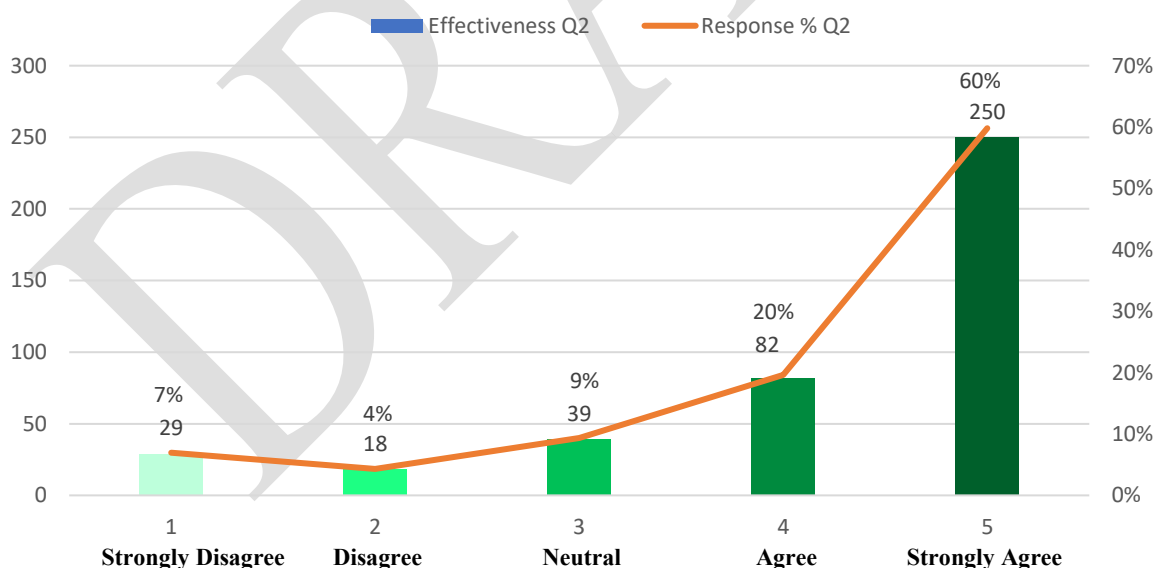
To what extent has the training effectively enhanced your practical skills in your area of specialization?

(Total 418 responses)



Question 2:

How effective was the training in increasing your employability and job market readiness?
(Total 418 responses)



Explanation: Justification of arguments Supporting or Against the criteria

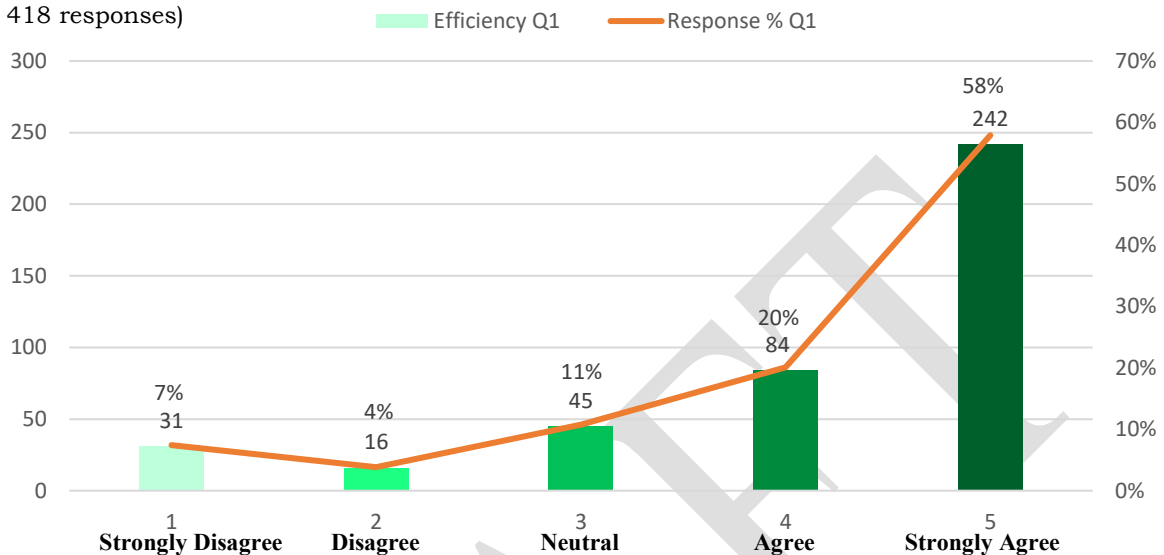
The students are diploma holders or 12th standard pass outs lacking in skill for employability. The teachers are playing a major role to identify the skill gaps in the students. They are also providing the required skill training for the students. The results are evident with the students mostly saying that these skill developments are very helpful for them. Therefore, the course is very much effective.

EFFICIENCY: ★★★★★ 4.1/5

Question 1:

How efficiently did the practical training provided align with the skills demanded by employers in the job market?

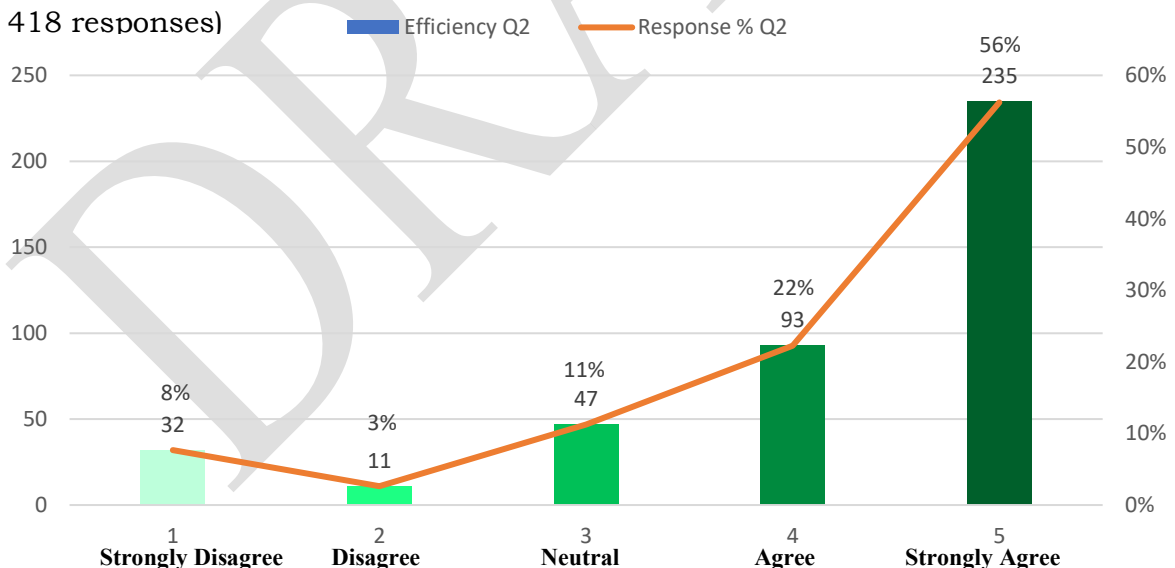
(Total 418 responses)



Question 2:

How would you rate the overall efficiency of the training program in terms of quality of instruction, resources, and time management?

(Total 418 responses)



Explanation: Justification of arguments Supporting or Against the criteria

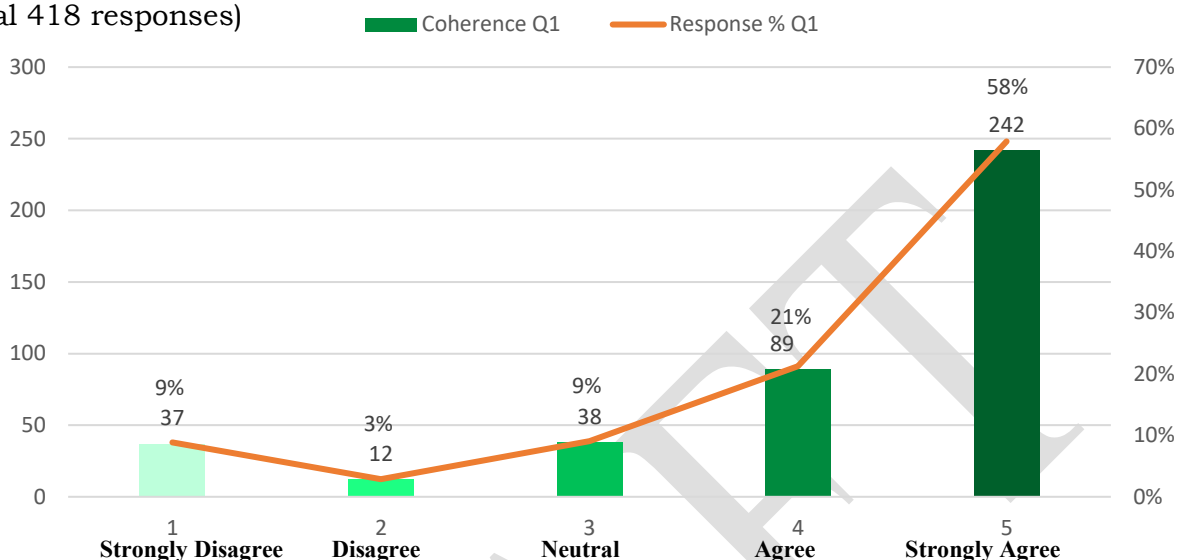
The 80% practical training & 20% theory classes rule is most appropriate according to stakeholders. The theoretical cases give the basic understandings & the practical classes provide the first-hand experiences to operate the complicated industry standard machines. Most of the trainees expressed that they have been trained in practical classes just like real life operating conditions. So, according to all the stakeholders the training is very efficient for the training of unskilled workforce.

COHERENCE: ★★★★★ 4.2/5

Question 1:

How coherent do you find the training content in relation to the objectives of skill development for underprivileged and unemployed youth?

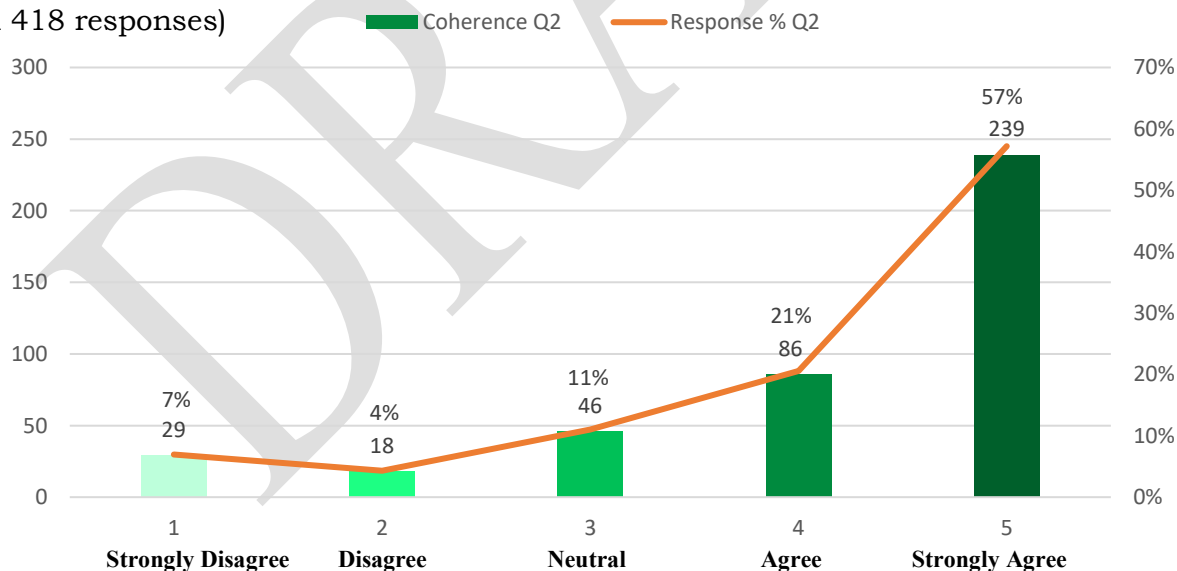
(Total 418 responses)



Question 2:

How well did the specific program you attended align with your career goals and the objectives of the skill development initiative?

(Total 418 responses)



Explanation: Justification of arguments Supporting or Against the criteria

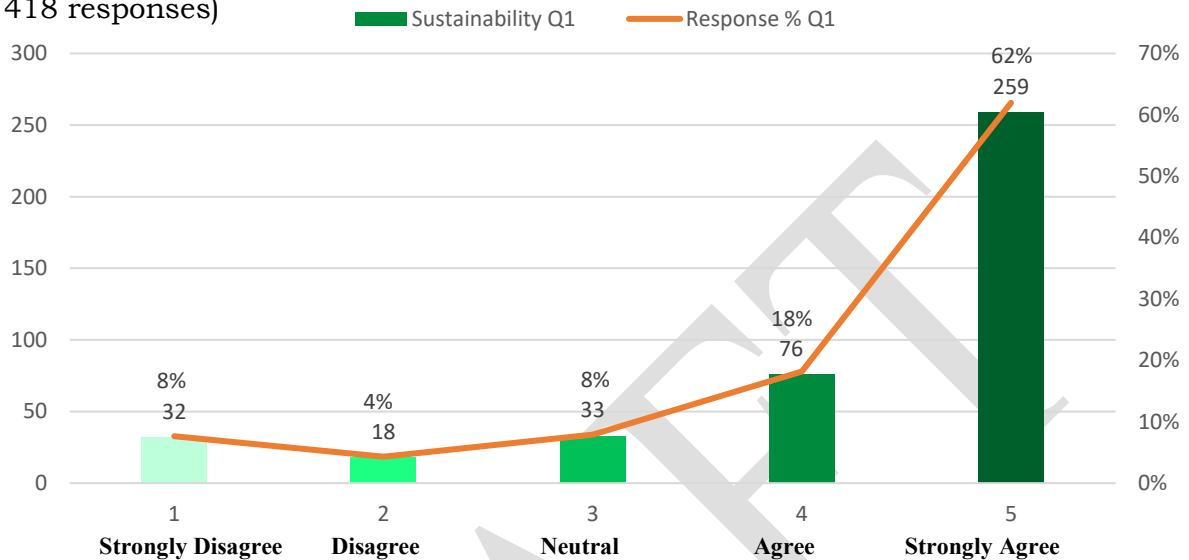
The training programs are mostly based on demands of the current market trends. The industry people highly rate these programs for the skilling of the labour force. The gap that Indian shop level skilled workforce supply has is the basic target of this course is to fulfil. So, as per the workers working in the industry after taking this skill development course, the training is in match and coherent to the needs of the industry.

SUSTAINABILITY: ★★★★★ 4.1/5

Question 1:

How sustainable do you believe the skills and knowledge gained from the training will be in contributing to your long-term career development and future job prospects?

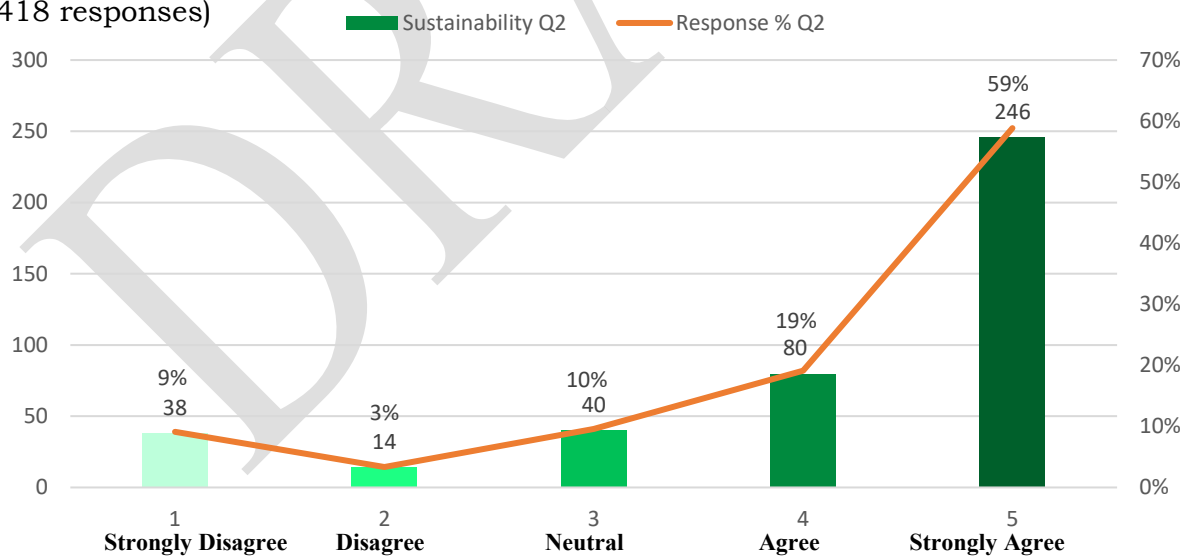
(Total 418 responses)



Question 2:

To what extent do you believe the knowledge and skills you gained will have a lasting impact on your ability to secure and sustain employment?

(Total 418 responses)



Explanation: Justification of arguments Supporting or Against the criteria

The skill development training's course is designed such a way that it matches with the current industry standards. Also, the course is updated time to time to remain in line with the ever-changing skill demand of the market. It is inferred from the respondents that the skills gained from the training program will be having long term sustainability to their career and future job prospects.

IMPACT:

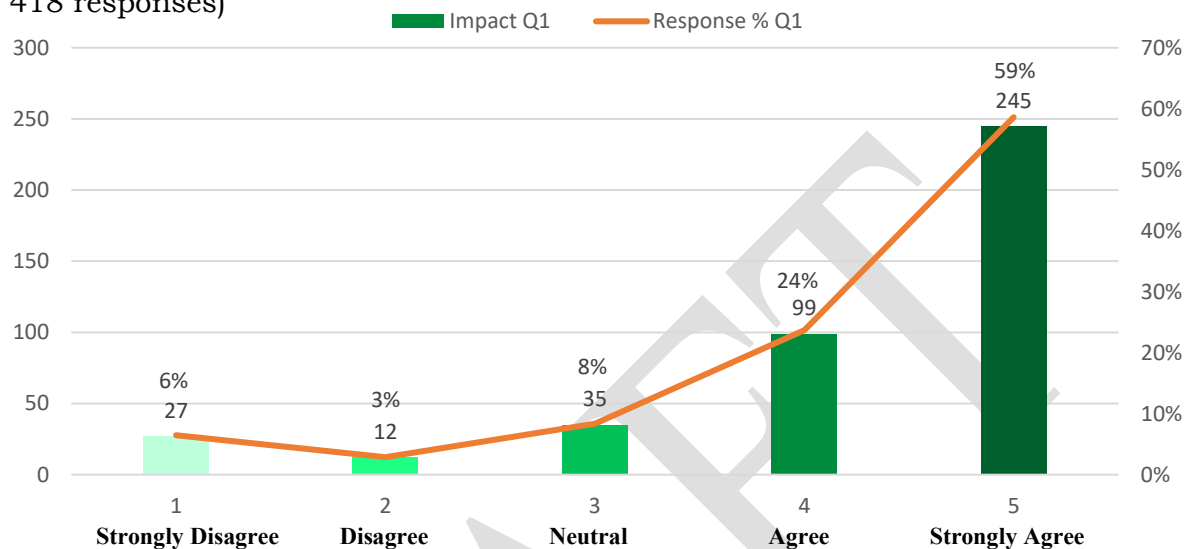


4.3/5

Question 1:

How significantly has this training impacted your career prospects & overall employability, particularly as a member of an underprivileged group?

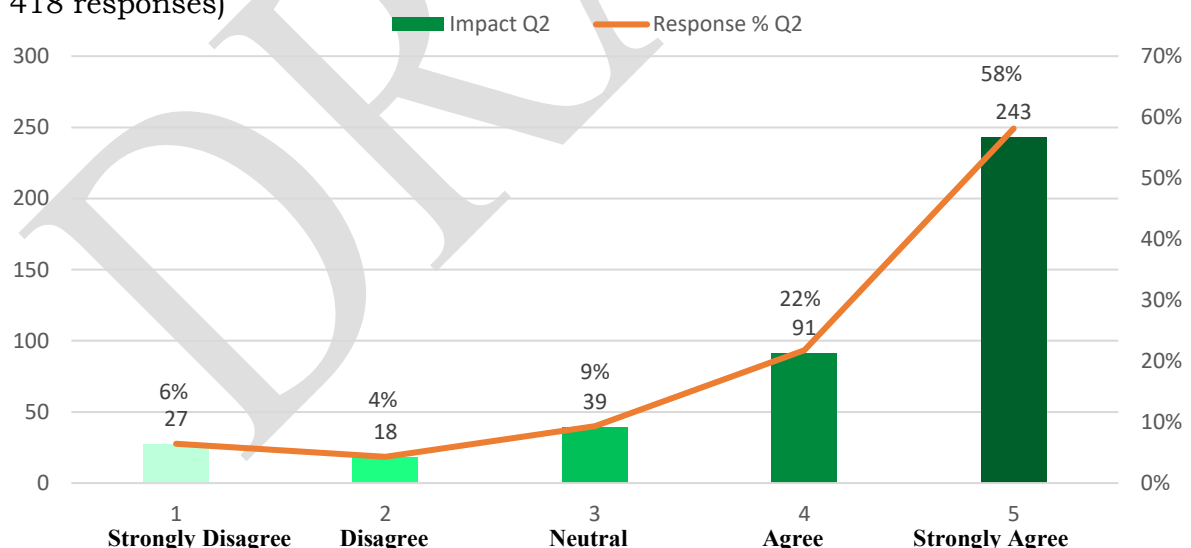
(Total 418 responses)



Question 2:

How much do you think the skill development training has positively impacted your chances of securing a job in the current job market?

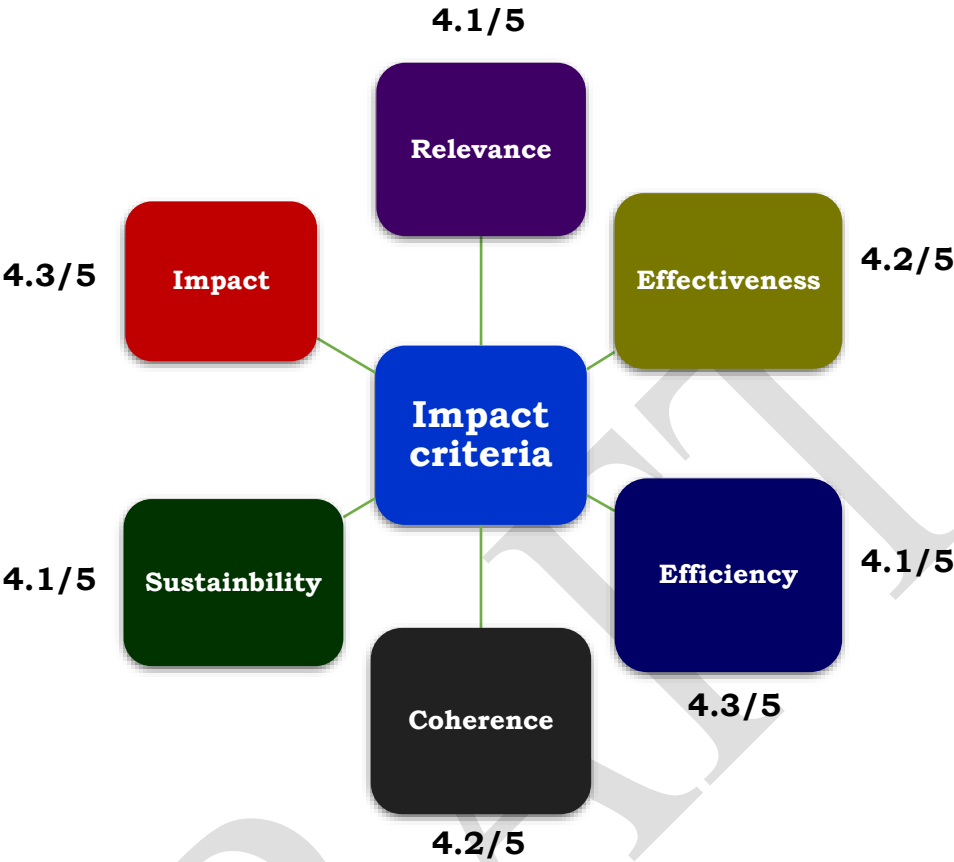
(Total 418 responses)



Explanation: Justification of arguments Supporting or Against the criteria

Most of trainees came from a underprivileged background or unemployed background. Their living standards were very much poor before the training. This course helped them to get employed & become job-ready. Also, some of the students opted for higher studies & achieved great success in professional life. So, the impact of the training in terms of career and employability is very strong ensuring good prospects for livelihood and sustenance.

Overview of OECD Ratings:



Overall Impact Rating: 8/10 ★★★★★★★★☆☆

Outcome from the trainees	Understandings																																	
418 responses <table><tr><th>Rating</th><th>Count</th><th>Percentage</th></tr><tr><td>1</td><td>24</td><td>5.7%</td></tr><tr><td>2</td><td>11</td><td>2.6%</td></tr><tr><td>3</td><td>13</td><td>3.1%</td></tr><tr><td>4</td><td>11</td><td>2.6%</td></tr><tr><td>5</td><td>30</td><td>7.2%</td></tr><tr><td>6</td><td>13</td><td>3.1%</td></tr><tr><td>7</td><td>24</td><td>5.7%</td></tr><tr><td>8</td><td>51</td><td>12.2%</td></tr><tr><td>9</td><td>46</td><td>11%</td></tr><tr><td>10</td><td>195</td><td>46.7%</td></tr></table> Least ImpactfulVery Impactful	Rating	Count	Percentage	1	24	5.7%	2	11	2.6%	3	13	3.1%	4	11	2.6%	5	30	7.2%	6	13	3.1%	7	24	5.7%	8	51	12.2%	9	46	11%	10	195	46.7%	The overall training course has impacted significantly. The CSR activity had been implemented in a very structured manner. However, there are scopes for further improvement as signified.
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2	11	2.6%																																
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5. CASE STUDIES



STUDENT

My name is Ashutosh Behara. Inspired by my brother, who received training at CIPET and is now successfully employed abroad, I decided to enroll in this program. CIPET provides excellent facilities, including free accommodation, meals, and uniforms, along with top-quality training. I aspire to work in a foreign country as well, and the dedicated support from my teachers and trainers has been instrumental in nurturing this ambition. Their relentless efforts toward ensuring 100% placement for trainees are highly commendable and motivate us to excel.



OFFICIAL

Hi, I'm K. K. Mohapatra, the "Director & Head" of CIPET: CSTS – Balasore. The skill development course supported by PFC focuses on Level 4 training in two key sectors: the rubber sector and the petrochemical sector. In the petrochemical domain, we offer specialized courses in plastic product manufacturing, processing, and tooling. Each batch comprises 30-40 students, with the eligibility criterion being a 10th pass, and the course duration is six months.

Our training facilities are equipped with real industrial machines, enabling hands-on practical experience for students. Additionally, we provide hostel facilities, safety gear, and work on enhancing students' communication skills to better prepare them for employment.

Graduates of the program typically secure placements in the plastic downstream sectors, and we ensure a smooth transition by monitoring their progress for 3-4 months post-placement. The program has achieved an impressive placement rate of 90% to 100%, underscoring its effectiveness in empowering students with the skills needed for sustainable employment.



TEACHER

I'm Dr. Swarnata Sahoo, Head of the skill development training & looking for skill development with the other activities also. At CIPET Bhubaneswar, we focus on holistic skill development alongside other core activities. As a STAR institute, our operations encompass Skill Development (S), Technical Activities (T), Academics (A), and Research (R). Our primary objective is to provide employment opportunities for economically disadvantaged and unemployed youth through specialized skill development training.

We prioritize training students from rural areas of Odisha, many of whom have limited proficiency in English and Hindi. To address this, we include language training in our programs, equipping students with the basic language skills needed to operate effectively in industrial environments. This training is essential for proper handling of instruments and understanding industry-specific processes.



TRAINER

Hi, I'm a skill development trainer at CIPET: IPT Bhubaneswar giving training for M&D technology. As a skill development trainer at CIPET: IPT Bhubaneswar, I provide training in M&D (Manufacturing and Design) technology. The course has a duration of six months and offers a well-structured balance between theoretical knowledge and practical application.

The theoretical component ensures that students grasp the foundational concepts of M&D technology with ease, while the practical sessions provide hands-on experience, equipping them with the skills needed to excel in real-world scenarios. This program, supported by PFC, represents a significant initiative for upskilling and empowering students, preparing them for industry-specific roles.



STUDENT

I have learned about the program through my brother, who had secured a placement after completing the course. I can explain that the training has helped me upgrade my skills and acquire new knowledge, including blow molding, injection molding, and computer operation. Additionally, I can mention that the program offers placement opportunities every six months and that the teachers are cooperative, helpful, and provide excellent guidance. Aside from the skill development, I can also highlight the benefits of receiving free uniforms and meals as part of the program. I have been benefited significantly from the CIPT Program.



PARENT

I am expressing my sincere gratitude to CIPET for providing my daughter with the opportunity to undergo a 6-month skill training program in "Machine Operating Injection Modelling." Prior to this training, Sabitri had to discontinue her formal education after the 10th standard. However, thanks to the Odisha PFC, she was able to enroll in this program.

The training has not only equipped her with essential technical skills but has also boosted her confidence. She has been thoroughly engaged in the learning process, gaining in-depth knowledge of the subject matter and its practical applications within the Society.

We are incredibly grateful for this transformative experience. It has opened new doors for my daughter's future and empowered her to contribute meaningfully to society.



STUDENT

I, Sabitri Kishan, am deeply grateful to PFC for giving me the opportunity to participate in the 6-month skill development course on 'Machine Operating Injection Moulding.' Having discontinued my formal education after the 10th standard, this training has been transformative, equipping me with vital technical skills and significantly enhancing my confidence.

I am highly satisfied with the quality of the training and the knowledge I have gained. I am now eager to utilize these skills to contribute meaningfully to the Odisha Development Travel Society and further my personal and professional growth.



TRAINER

As a trainer at CIPET, I take immense pride in being part of a program dedicated to empowering young individuals with practical, industry-relevant skills. Our courses are designed to cater to students who have completed their SSC, HSC, or graduation, providing them with a clear pathway to a brighter future.

With 70% of the curriculum focused on hands-on training, we ensure our students gain the practical expertise needed to thrive in industrial roles. By developing a skilled workforce, we not only support individual career success but also contribute to the broader growth of the industrial sector.



TEACHER

I'm Kajal Sau, Domain trainer of Plastic Process and Technology. I am proud to be part of the PFC's initiative to train the next generation of skilled professionals. The program focuses on Machine Operator Injection Modelling, where we delve into the intricacies of plastic processing theories, material science, and safety protocols. We are committed to providing hands-on training and technical guidance to our students, empowering them to excel in the plastic product manufacturing industry.

Beyond technical skills, we emphasize personal development. Through personality development workshops, we equip our trainees with the essential soft skills to succeed in their professional and personal lives. Upon course completion, we assist them in securing employment opportunities and even starting their own ventures. By providing comprehensive training and support, we aim to create a skilled workforce that contributes to the growth of the industry.

6. CONCLUSION

The "Skill Development Training to Underprivileged & Unemployed Youth" CSR initiative by Power Finance Corporation, executed by CIPET, successfully addressed the critical need for skill development among economically disadvantaged youth in India. By offering vocational training specifically tailored to the petrochemical and plastics sectors, the program significantly improved employment prospects for participants and many of whom secured stable positions in various industries.

The impact assessment highlighted the program's achievements in terms of industry relevance, operational efficiency, and sustainability of outcomes. Trainees, primarily from rural backgrounds, gained hands-on experience with industry-standard equipment, facilitating their transition from training to employment. Feedback from stakeholders including trainees, trainers, and industry representatives underscored the program's effectiveness in bridging the skills gap and thereby enhancing participants' socio-economic conditions. The initiative achieved substantial reach with over 90% of trainees finding employment, thus demonstrating the tangible impact of CSR investments on social mobility.

However, the impact assessment also identified potential areas of improvements. Expanding facilities, updating the curriculum to align with emerging industry trends, and increasing engagement with female trainees were areas recommended for future focus.

In conclusion, this CSR initiative by PFC not only fulfilled its objectives but also exemplified a robust model for skill development programs. The program's focus on sustainable, industry-aligned training, coupled with post-training support, has made it a valuable contribution to India's vocational education landscape. By empowering youth and enhancing employability, PFC and CIPET have set a commendable precedent in CSR-driven skill development that aligns with both industry demands and social welfare.



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