

# Holistic Care and Employment Training for Youth in dysfunctional Indian families

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# About the Project Partners

## The Malian Foundation

The Malian Foundation is a not-for-profit organization which provides products and services catering to the needs of charitable causes worldwide. Causes supported by the Malian Foundation are wide ranging in the spirit of the Foundation's aims of "sharing our hopes and living our dreams". Examples include dog shelters, churches, universities and multi-national organizations. The Foundation operates two programs, the Empowering Communities Program and the Consulting Services Program, both of which are offered without charge. The Empowering Communities Program of the Foundation focuses on the common issues surrounding non-profit organizations such as volunteer management, fundraising, fiscal management, strategic planning and donor relations. To assist clients better manage these issues, management and software tools are provided. The Consulting Services Program compliments the products and services offered within the Empowering Communities Program by providing 'one on one' assistance to charitable organizations.

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## The Goodwill Social Work Centre

The Goodwill Social Work Centre, a professional social work organization deeply committed to the development of children, youth and women was founded by a professionally trained Social Worker in November 1981. It is located in the temple city of Madurai, India with the prime objective of performing a wide spectrum of roles in the development of children, youth and women and undertaking a comprehensive action through professional approach with a preventive, curative and rehabilitative perspective. It aims at utilizing positively the scientific methods of Social Work for problem identification, problem solving and problem prevention for the multifaceted development of children, youth and women who are at a disadvantage.

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## About the Project

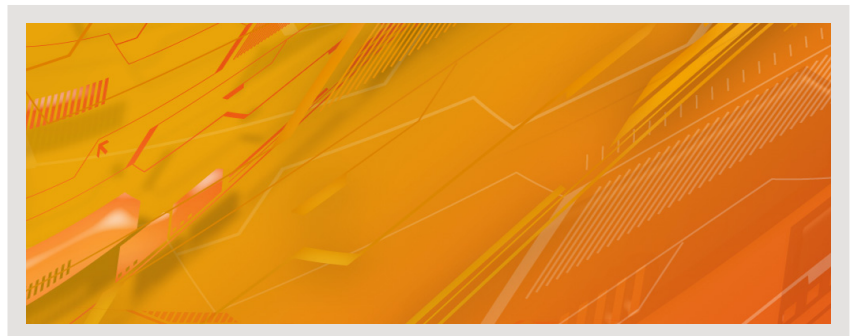
The Goodwill Social Work Centre in conjunction with the Malian Foundation Consulting Services Program proposes to undertake a development education program to empower poor and disadvantaged male and female youth in the age group of 15-25 in dysfunctional families with non-formal employment training skills and life enrichment education for their sustainable development in Madurai, South India. It will adopt a holistic approach for offering youth centered services and preventive support services to the families of the youth.

### Aim

To help empower poor and disadvantaged male and female youth in dysfunctional families with vocational skills and lifelong learning skills for their sustainable development.

### Objectives

- ❖ To provide accessible training and skills development for poor and disadvantaged youth for job creation as a means of poverty reduction.
- ❖ To help the youth understand the lifelong, sequential process of determining self and career identity.
- ❖ To offer preventive family support services to the families of youth to improve the over-all well being of families as they experience normal life-cycle problems
- ❖ To network with local resources systems (Government and Non-Government) in making services and benefits available to youth and their families on a short term and long term basis.



## Project Information

The project is an integral part of the Intensive family preservation programme which has been undertaken since 1991 for supporting children, youth and families as a whole and prevent the families from becoming dysfunctional and to rebuild such families through a spectrum of family support services. As one its activities, the centre has been organising non-formal employment training and life enrichment education for male and female youth for their sustainable development. These transferable skills learned from vocational training namely Two wheeler repairs and motor mechanics for males and tailoring and textiles for females have given them opportunity of properly paid work in the formal sector and continued self employment. Our experiences over past years (1999-2003) have shown that 180 male and female youth from dysfunctional families who were offered vocational training in two wheeler repairs and mechanics and tailoring and textiles are presently being employed. The life enrichment education that was imparted to the youth provided them with opportunities for learning for life, work and the future. The proposed project is a replication of the existing programme being offered to the youth in dysfunctional families in and around Madurai city and its surrounding villages.

### What will the project actually do?

- ❖ Preparing youth for non-employment training in vocational trades namely Maintenance and Repairs of Automobiles (Four wheeler and Two wheeler), Dress making, designing and embroidery, Mobile phone servicing, computer applications and general health care.  
Providing life enrichment education for developing social skills, employability skills, consumer skills, ESOL/ESL special needs of the youth and special issues affecting youth
- ❖ Family support services namely a. crisis intervention and counselling services for stressed families of youth, resourcing (offering information) and advocacy, health promotion programs for youth, job search and placement for youth and eligible family members, youth and family fellowship meetings and a good parenting skills development program.

The non-formal employment training comprises class instructions, practical sessions, field placement training and job placement. Training module for each vocational training has been designed which covers the training content (units of lesson), methodology, duration and contribution to Theory and Practical i.e., Theory (25%), Practical (65%) and Life enrichment education (10%). The methodology will include teaching and demonstration sessions, use of print material, use of audio visual material, use of computer aided techniques, field visits, placement/on the job training and follow up.

### Timetable

The duration of each course varies from 3 to 12 months and the instructional hours for the course will be 2 hours/day/session, which include theory, practical work and life enrichment education. The activity/time schedule will be as follows:

- ❖ Select youth, Development educators/Instructors, curriculum design, and design layout (one month)
- ❖ Vocational training of eleven months duration
- ❖ Project monitoring-end of every month
- ❖ Project evaluation-at the end of the twelfth month

### **What are the possibilities for a multiplier effect?**

The project foresees multiplier effect as the trainees who undergo vocational training and life enrichment education will go back to the community and open/start their own repair shops/service centres/selling units/production units and share their training experiences with the peer groups. They will have opportunities of forming co-operatives (co-employment)/self help groups to start vocation-based units.

### **The People**

The beneficiaries of the project will include young people who are in the age group of 15-25, which are living in poverty, who are with physical or mental disabilities, who are the victims of domestic or other violence, who are semi orphans, who have been rejected or neglected by parents and who have unstable families or come from families with crisis. All the beneficiaries will have opportunities of being consulted and their views and suggestions will be taken into consideration at every stage in project implementation.

### **Monitoring and Evaluation**

Attendance marking of trainees who attend the programme-monthly reporting of the activities performed-holding discussion with the development educators and trainees holding feed back sessions with the participants. Each non-formal employment training and life enrichment education course will be evaluated on a concurrent and terminal basis.

The success of the programme will be measured in terms of the extent of participation of trainees and job placements to be provided for them. The project officers/development educators will be employed in this regard.

The Centre will undertake self-evaluation using an external evaluator from the Jan Shikshan, Ministry of Human resources Development, Government of India. In addition, participatory evaluation will be undertaken. A consolidated evaluation report will be prepared and submitted to the funding organisation. A consolidated evaluation report will be prepared and submitted to the funding organisation.

### **Expected project results**

- ❖ Training areas of needs will be established for the youth and key entrepreneurial skills training for persons working in the informal sector
- ❖ Course program will be developed to suit the needs of the targeted youth
- ❖ Increased access to career information and training for the youth through non-formal employment training
- ❖ Life skills education will be imparted
- ❖ Job placement will be provided
- ❖ Families of the youth will be built and strengthened through family support services
- ❖ All training facilities are community resources and the community in general will benefit from the establishment of non-formal employment training centre.

### **Previous Experience of Goodwill Social Work Centre**

The Goodwill Social Work Centre has had professional and technical expertise and experience in organising Non-formal employment training and life enrichment education for youth belonging to the age group of 15-25 in two and four wheeler repair and motor mechanics and tailoring and textiles for usage in Madurai. The above vocational training comprises class

instructions, practical sessions, field placement training and job placement. More importantly, these training programmes have provided self-employment opportunities for the males and females. The centre has been granted accreditation by Jan Santhan, Ministry of Human resources Development-Governmental of India, for offering vocational courses for young people including dropouts.

## Two year budget

### Direct Project Costs

Project Coordinator Salary	120,000
Four Development Educators and Vocational Instructor Salaries	288,000
Organising five non-employment training courses, two & four wheeler, tailoring, computer applications and mobile phone servicing	1,500,000
Organising Life enrichment education courses for youth per month	84,000
Family support services for families of youth	285,000
Travel allowance for five project staff	120,000
Staff training	25,000
Auditing and consultancy	55,000
<b>Sub Total</b>	<b>2,477,000</b>

### Direct Project Costs

Administrative 10% of salary @ 6240	247,700
Rent of office space	59,850
Electricity / water	60,000
Communication (phone, Internet, postage)	50,000
Insurance	15,000
<b>Sub Total</b>	<b>432,550</b>

<b>Total</b>	<b>2,909,550</b>
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