

The answer to each of the questions asked by you follows in bold:

1) What % of youth who enter the CSWC program get jobs?

In the last six months, we have been able to place approximately 80% of 'graduating' trainees

How % of those who get jobs remain employed for greater than the 1st year on average?

Do not have a number for that, since it is not easy to keep track of them all as they change locations as well as mobile numbers and don't use e-mail for personal communications. However, the general sense we have is that the majority remain employed, though they may change jobs often.

2) We were a bit confused if you have funding for 27 youth (from the CDCs) that are in programs running currently? Can you clarify what you currently have funding for?

We have funding for the programs currently:

- a. running in the Center / Satellite Center,
- b. running in partnership with other NGOs, as also
- c. for those planned in partnership with other Vocational Training Providers
- d. We have capacity at our centre to increase the number of students but we do not have funding to provide for that.

3) Is it correct to assume that you are now FCRA certified and in a position to accept funding from the US?

Our FCRA application has been with the authorities for quite some time. We have been told by the contact person in the system that everything is in order and that we can expect the approval to come through any day.

4) On avg, how long does it take for the students of your program to get jobs?

Most get placed within two months of completion of the program. Only those who have an exam to take, or some other reason to wait before starting full time work remain out of work by the end of 2 months.

5) What is the rationale / history behind charging students Rs 800 as fees - why not a different amount say Rs 500?

Firstly, I need to clarify that the fee is Rs. 850, not Rs.800 – you will notice the error in calculation – $100+250*3 = 100+750= 850$ – a silly oversight!!!

The youth that we target for the vocational training programs typically belong to families with a monthly income ranging around Rs.5000. They cannot afford to pay more than Rs.250 per month. In 2009 when we felt that we had established our credentials with the community in terms of placements, we did try to increase the fees to Rs.500 but found it very difficult to get enrollments. The perception in the community is also that 'free' courses must be of low quality and we feel that a nominal charge, calculated against the typical family income provides a sense of investment in the training.

Budget related questions:

1) It appears that you are requesting funding for 6.5 months which would imply approx 2 CSWC programs (assuming the length of each program is 13 weeks) in the year - is this assumption correct? Does this mean that you plan to have only 2 such programs in the whole year or would you be raising another round of funding the rest of the year? If you are planning to have 2 programs in the year, can you please elaborate on why you plan to restrict the frequency to 2? Are the programs planned to occur back to back or staggered?

This actually is for 4 programs – 2 rounds of 2 programs each, one in the morning and one in the afternoon.

We already have committed funding for:

- a. 6 programs from Barclays Shared Services - started in December 2010, should end by June 2011**
- b. 4 programs from Accenture - due to start around March, should end by August 2011**
- c. 12 programs from Maruti Suzuki - started in November 2010, should end by May 2011.**

We are discussing a further 15 programs with Maruti - likely to start in February, and to end by September 2011.

We hope to get the funding from Asha and start the programs in April, so they will end by November 2011.

We thought we would ask Asha for a small amount to start with, and go back for more once we'd demonstrated performance!!!! However, if Asha is open to going through with the funds required till March 2012, we would be more than happy to add at least another round of 2 programs.

2) Is the budget proposal for Rs 5.32 lakhs after taking into account the program fee you expect to collect from the students? If not, please provide us with an estimate of the amount you expect to collect from the students as fees (I recall you mentioning that not all students end up paying the fees)

No, actually the fees, has not been deducted from the 'ask'. We have followed the practice of adding the fees to our general fund, which we need for conducting other free activities like Career Guidance Workshops for youth in our communities.

It is also true that not all students pay the full fees. We waive in some really deserving cases, particularly in case of girls. Also, a few end up not paying the last installment.

As such, we would expect to collect around Rs.50,000 (75% of 68,000) from 80 trainees

3) The group wanted clarification on a specific line item in the budget called "Community Mobilization team salary and travel expenses" - we were a bit unclear on what exactly this expense is for (we did read a mention on what the community mobilization team does - we will appreciate some more background on this expense item and what is the rationale behind the 10 day salary, also what does "per round"

mean - it is the same as per program? The next item (with banners / ladoos) refers to 2 rounds - so we were a little confused on what you mean.

Community Mobilization is a process of maintaining contact with families of youth in the communities around our center and to mobilize them to enroll in training programs. Various different strategies and programs need to be adopted. These include:

- **Door-to-door surveys to know the profile of the community in terms of number, age, education, etc of youth, occupations, income etc. of parents..**
- **Regular contact and discussions, as well as street-corner presentations for changing their mindsets :**
 - **convincing parents to let girls work and become independent,**
 - **to influence their sons to think in terms of long term careers rather than just doing any work that pays money,**
 - **convincing boys to get trained and work rather than just hanging around playing cricket or watching TV.....**
 - **convincing girls about the increasing number of 'safe' opportunities for work**
- **Tracking young people in terms of the timing of their finishing school exams, and availability to start training....**
- **Organizing stalls in markets, melas, around Masjids/ Gurdwaras/ Mandirs in communities around our base community to spread the message and attract youth from a wider area.**

In short, we simultaneously do work having slow, long-term impact as well as for immediate mobilisation for enrollment in programs.

10 days per round of two programs (one in the morning and one in the afternoon) is an apportionment of the time of the team, based on our past experience of the team's ability to get enrollment for programs.

Visiting a family with ladoos to distribute to neighbors after a kid gets a job, is part of the same effort at building up appreciation for steady employment.

The catchment area for the CDC is approximately 6km x 10km.