

CSR IMPACT ASSESSMENT REPORT

Skill Development Programme

CSR project for imparting industry responsive skill development to needy and unemployed youth as per the industry need.

Implemented through M/s. Aspire Disruptive Skill (ADS) Foundation
Financial Year 2023 – 24

Prepared For

Gujarat Energy Limited (GEL) (Erstwhile Gujarat Gas Limited)

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Glossary of Key Terms

ADS Foundation	M/s. Aspire Disruptive Skill (ADS) Foundation
BRSR	Business Responsibility and Sustainability Report – SEBI-mandated sustainability disclosure framework for listed companies
CSR	Corporate Social Responsibility
EWS	Economically Weaker Section
FGD	Focus Group Discussion
GITCO	Gujarat Industrial and Technical Consultancy Organisation Limited
GEL	Gujarat Energy Limited
KII	Key Informant Interview
MUDRA	Pradhan Mantri Mudra Yojana – GOI scheme providing micro-loans up to ₹10 lakh to non-corporate small enterprises
NCVET	National Council for Vocational Education and Training – apex regulatory body for vocational education in India
NSQF	National Skills Qualifications Framework – India's national competency-based qualifications ladder (Levels 1–10)
OECD-DAC	Organisation for Economic Co-operation and Development
ODOP	One District One Product – GOI initiative promoting local manufacturing specialities
QP	Qualification Pack – NSQF-aligned competency standard for a specific job role, defined by Sector Skill Councils
SDG	Sustainable Development Goals
SDI	Skill Development Institute, Ahmedabad – ONGC-promoted premier vocational training facility
SSC	Sector Skill Council
ST	Scheduled Tribe
SC	Scheduled Caste
ToT	Train the Trainer

1 EXECUTIVE SUMMARY

Gujarat Energy Limited (GEL), as part of its Corporate Social Responsibility (CSR) initiatives, implemented a comprehensive Skill Development Programme during FY 2023–24 through Aspire Disruptive Skill (ADS) Foundation. The programme was aimed at enhancing employability and livelihood opportunities for unemployed and economically weaker youth across multiple states including Gujarat, Rajasthan, Madhya Pradesh, Haryana, and Punjab.

The impact assessment has been conducted by GITCO Limited in accordance with Rule 8(3) of the Companies (CSR Policy) Rules, 2014, using a mixed-method approach involving primary survey of 130 beneficiaries, stakeholder consultations, and review of project documentation. The assessment evaluates the programme across training delivery, employment outcomes, income improvement, and social impact.

1.1 Project Overview & Statutory Compliance

This report presents an independent impact assessment of the skill development initiative funded by Gujarat Energy Limited (GEL) to enhance the employability of marginalized youth.

Project Attribute	Details
Project Title	CSR Skill Development Programme
Funding Organization	M/s. Gujarat Energy Limited (GEL)
Implementing Agency	M/s. Aspire Disruptive Skill (ADS) Foundation
Independent Assessor	M/s. Gujarat Industrial and Technical Consultancy Organisation (GITCO) Limited
Total Sanctioned Budget	₹1,53,19,940

The assessment is conducted pursuant to Rule 8(3) of the Companies (CSR Policy) Rules, 2014, which mandates an independent evaluation for qualifying projects. The intervention sought to bridge specific skill gaps in the Oil & Gas and allied sectors, transforming "at-risk" youth into industry-ready professionals through NSQF-aligned certification.

1.2 Scope of Implementation vs. Actual Execution

While the project was conceptualized as a multi-trade intervention, the assessment reveals a significant programmatic deviation from the formal engagement agreement.

Planned Scope vs. Actual Implementation

Planned Job Roles (As per agreement)	Actual Implementation Finding
Pipe Fitter – Oil & Gas	Training was predominantly concentrated in Plumbing and Pipe Fitting.
Industrial Welder – Oil & Gas	No delivery observed for Industrial Welding roles.
Assistant Plumber – General	Successfully executed as a primary training focus.
Women Empowerment (Entrepreneurship)	Non-Achievement: 0% female participation recorded.

1.3 Training Structure & Implementation

The programme was delivered for approximately 1-month residential training, combining classroom sessions, practical exposure, industrial visits, soft skills, and certification. It covered the full cycle from mobilization to placement support, executed in FY 2023–24 through a milestone-based approach ensuring structured delivery.

1.4 Geographical Reach & Social Inclusion

The programme was implemented across five states, with a higher concentration of beneficiaries in Gujarat, Punjab, and Haryana. Despite this, the initiative demonstrated strong outreach to marginalized communities, with Scheduled Caste (26.81%) and Scheduled Tribe (30.53%) beneficiaries collectively accounting for over 57% of total participation. However, a critical gap was observed in terms of gender inclusion, as no female participation was recorded, representing a significant deviation from the programme's women empowerment mandate.

1.5 Training Performance

A total of 524 candidates were trained, out of which 511 appeared for assessment and 504 successfully passed, with one additional candidate clearing through re-examination, resulting in a certification rate of approximately 96.4%. While overall performance remains strong, higher dropout rates were observed in Dungarpur and Hoshiarpur, indicating the need for strengthened mobilization and candidate screening strategies in these regions.

1.6 Trainer Quality

15 CVs of trainer were made available for review, the trainer pool comprising ITI/CITS-qualified professionals with relevant industry experience, as evidenced by the high certification rates achieved.

1.7 Overall Training – Beneficiary Response

The programme reports very high beneficiary satisfaction, with the majority rating it as "Very Satisfied" and most others as "Satisfied." Instances of moderate satisfaction are minimal, and dissatisfaction is negligible. Beneficiaries also show a strong willingness to recommend the programme, supported by positive feedback on trainer effectiveness and practical training quality.

1.8 Livelihood & Economic Outcomes

Prior to training, 81% of beneficiaries were unemployed or students. Post-training, approximately 49% transitioned into job roles ranging from unskilled to semi-skilled, while 51.5% remains not employment. This indicates that the programme has facilitated a partial shift towards economic participation; however, the overall impact is constrained by the prevalence of informal employment and limited job stability.

1.9 Income Impact

The programme led to a notable shift towards higher income brackets, particularly in the ₹10,000 – ₹20,000+ range, alongside a decline in lower income categories (below ₹5,000). However, much of the increase in higher income levels is driven by informal sector engagement, which may limit income stability over time.

1.10 Social Impact

The programme generated strong positive social outcomes, with 89% of beneficiaries reporting improved confidence, 70% experiencing enhanced social recognition, and 64% noting increased family respect. These results indicate a meaningful improvement in self-worth, social standing, and overall personal development.

1.11 SDG Alignment

The programme demonstrates alignment with multiple Sustainable Development Goals, including SDG 1 (No Poverty) through income improvement, SDG 4 (Quality Education) with 524 candidates trained, SDG 8 (Decent Work) by enabling workforce entry, and SDG 10 (Reduced Inequalities) with over 57% SC/ST participation. However, a critical gap remains in SDG 5 (Gender Equality), as no female participation was recorded.

1.12 Evaluation Summary (OECD-DAC)

The programme demonstrates high relevance, coherence, and efficiency, reflecting strong alignment with development priorities and effective resource utilization. Effectiveness is rated moderate to high, supported by strong training outcomes, while the overall impact remains moderate due to limitations in employment quality. Sustainability is assessed as moderate to low, primarily due to gaps in placement support and long-term follow-up mechanisms.

Outcome Score Interpretation: Score: 3.65 / 5
Rating: Moderate

1.13 Key Challenges

The programme faced several critical challenges, including a deviation from the approved multi-trade scope, with no implementation of welding training. A significant gap was observed in gender inclusion, with zero female participation, undermining the programme’s empowerment objectives. Additionally, weak placement linkages and limited post-training support have constrained sustainable employment outcomes.

1.14 Strategic Recommendations

Area	Recommendation	Priority
Programme Design	Introduce multi-trade delivery & extend duration	High
Gender Inclusion	Targeted mobilization & women-focused training	High
Livelihood	Strengthen placement systems & industry linkages	Medium
Monitoring	Implement digital MIS & tracking	Medium

1.15 Summary

The programme demonstrates strong performance in training delivery, certification outcomes, and social impact, particularly for marginalized groups. However, gaps in gender inclusion, trade diversification, and employment linkages limit its overall effectiveness. Addressing these areas will be critical to achieving sustainable and scalable livelihood outcomes.

2 PROJECT OVERVIEW

2.1 Introduction of the Project

Gujarat Energy Limited (GEL), as part of its Corporate Social Responsibility (CSR) initiatives, has undertaken a skill development program aimed at enhancing employability and livelihood opportunities for needy and unemployed youth. The initiative is aligned with national priorities of skill development and employment generation, particularly focusing on industry-relevant vocational training across multiple sectors.

To implement this initiative, GEL partnered with Aspire Disruptive Skill Foundation (ADS), a leading vocational training organization with significant experience in executing large-scale skill development programs across India. ADS focuses on transforming unemployed youth into “Day 1 Job Ready Professionals” through structured, industry-aligned training modules and placement-oriented programs.

The project was conceptualized to bridge the skill gap in key industrial sectors and provide structured training, certification, and employment opportunities to youth, thereby contributing to inclusive economic development and social upliftment.

2.2 Introduction about GITCO

GITCO Limited (Gujarat Industrial and Technical Consultancy Organization) was established in 1978 as a premier technical consultancy organization promoted by GMDC, GIIC, GIDC, GSFC, SIDBI, and nationalized banks. GITCO brings extensive expertise in CSR impact assessments, skill development evaluations, techno-economic studies, and third-party inspections across multiple sectors. GITCO has been appointed by GEL as the independent assessment agency in accordance with Rule 8(3) of the Companies (CSR Policy) Rules, 2014.

2.3 Appointment of ADS by GEL

GEL formally appointed Aspire Disruptive Skill Foundation (ADS) as the implementing agency for executing the skill development project under its CSR program. The engagement is governed through a formal agreement executed between both parties as on December 08, 2023.

As per the agreement:

- ADS was entrusted with end-to-end implementation of the project including mobilization, training, certification, and reporting.
- The total CSR contribution approved by GEL for the project is ₹1,53,19,940, with a clear milestone-based disbursement structure.
- ADS is responsible for:
 - Curriculum design aligned with industry requirements
 - Deployment of trainers, infrastructure, and training facilities
 - Conducting assessments and certification (including third-party agencies)
 - Monitoring, reporting, and timely completion of the project
- The project is to be implemented strictly as per agreed scope, with no variation permitted without prior approval of GEL.
- ADS is required to maintain proper records, submit utilization certificates, and provide periodic progress reports.
- The project completion timeline was defined up to 31st March 2024, along with submission of completion report and utilization certificate.

Overall, ADS acted as a specialized implementation partner responsible for delivering measurable outcomes under GEL’s CSR mandate.



2.4 About the Implementing Agency – (ADS)

Aspire Disruptive Skill Foundation (ADS Foundation) is a vocational training and skill development organization incorporated under Section 8 of the Companies Act, 2013. The organization is engaged in delivering industry-oriented skill development programs with a focus on enhancing employability among unemployed, underprivileged, and rural youth across India.

As per data provided, ADS has been actively involved in imparting technical skill training across multiple. The organization has developed a strong implementation framework combining classroom training, hands-on practical exposure, and industry-aligned curriculum to ensure job readiness of candidates.

2.5 Scope of the Project

2.5.1 Beneficiaries & Training Programs Covered

The GEL-funded programme covered training of 500 candidates across four job roles, with a total approved budget of ₹1,53,19,940/- (per candidate cost: ₹25,966/-). All courses were NSQF-aligned (Level 3–4) and designed for candidates with qualifications ranging from below 10th standard to ITI/Diploma holders.

Sr.	Skill Trade / Job Role	Sector
1	Pipe Fitter – Oil & Gas	Oil & Gas / Energy
2	Industrial Welder – Oil & Gas	Manufacturing / Engineering

3	Assistant Plumber – General	Construction / Infrastructure
4	Women Empowerment through Skill & Entrepreneurship	Cross-Sector / Self-Employment

2.5.2 Training Structure

- Duration: ~1 month training program
- Mode: Residential training with hands-on practical exposure
- Includes:
 - Classroom + practical training
 - Industrial visits
 - Soft skills training
 - Assessment and certification

2.5.3 Implementation Components

- Mobilization of candidates
- Skill gap analysis and demand mapping
- Curriculum design as per industry requirements
- Training delivery with infrastructure and trainers
- Assessment (including third-party agencies)
- Certification and placement support

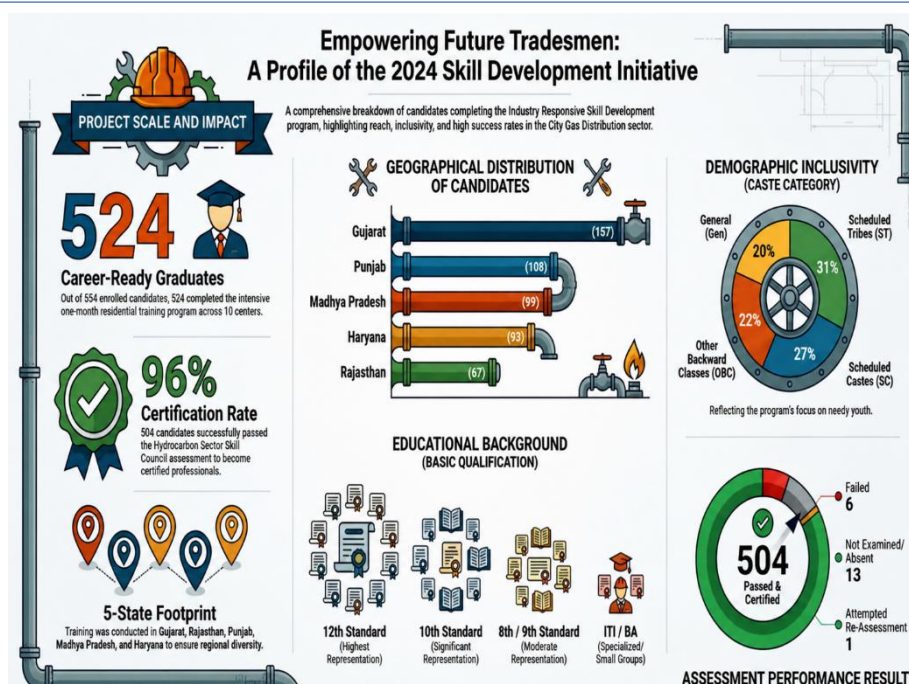
2.5.4 Project Time

- Project approval and agreement execution: FY 2023–24
- Project implementation period: During FY 2023–24
- Training duration (per batch): ~1 month
- Overall project completion deadline: 31st March 2024
- Post-completion requirement:
 - Submission of completion report
 - Submission of utilization certificate certified by Chartered Accountant

The project followed a milestone-based execution and fund disbursement structure, ensuring accountability and performance tracking.

2.6 Beneficiary Profile

The candidate selection by ADS reflects a well-targeted and execution-oriented approach, focusing on employable youth from semi-skilled backgrounds and economically weaker sections. The program demonstrates strong alignment with industry needs, particularly in the Oil & Gas and plumbing sectors.



- Majority candidates belong to the 18–30 years age group, representing young and entry-level workforce.
- Participation is predominantly male, with no involvement of female candidates.
- Educational background mainly includes 10th pass, 12th pass, ITI, and diploma holders, suitable for technical training.
- Candidates are drawn from diverse social categories (SC/ST/OBC/General), ensuring inclusive outreach.
- Training focused on industry-relevant trades such as Pipe Fitter and Plumbing (Oil & Gas sector).
- Beneficiaries were mobilized from multiple states, primarily semi-urban and rural regions.
- The program achieved high training completion rates, indicating strong engagement and retention.
- Most candidates successfully pass the assessments, resulting in a very high certification success rate.
- Majority candidates are unemployed youth seeking entry-level jobs, reflecting strong employability orientation.

2.7 Alignment with CSR Schedule VII (Companies Act, 2013)

The skill development initiative undertaken by Gujarat Energy Limited (GEL) and implemented by Aspire Disruptive Skill Foundation (ADS) demonstrates strong alignment with the provisions of Schedule VII of the Companies Act, 2013, which governs eligible CSR activities. The project has been conceptualized and executed with a clear focus on enhancing employability, livelihood generation, and socio-economic development, thereby fulfilling multiple clauses under the above-mentioned Schedule.

At its core, the project focuses on imparting industry-relevant vocational training to unemployed and underprivileged youth, particularly in trades such as pipe fitting and plumbing aligned with the Oil & Gas sector. This directly falls under the ambit of promotion of education, including special education and employment-enhancing vocational skills as specified in Schedule VII. The structured training approach—comprising classroom sessions, hands-on practical exposure, industry visits, and certification through Sector Skill Councils—ensures that beneficiaries acquire both theoretical knowledge and practical competencies required for employment.

Further, the project aimed to contribute for livelihood enhancement and economic empowerment, which is a key objective under CSR regulations. By targeting youth from economically weaker sections and equipping them with job-ready skills, the initiative facilitates income generation and reduces unemployment. The focus on creating a skilled workforce for industry demand, especially in the City Gas Distribution and allied sectors, ensures that the training translates into real employment opportunities, thereby supporting sustainable livelihood outcomes.

The initiative also aligns with the broader objective of eradicating poverty and promoting inclusive development, as it primarily benefits candidates from rural, semi-urban, and underserved regions across multiple states. The mobilization of candidates from marginalized communities and diverse social categories (SC/ST/OBC/General) reflects an inclusive approach, contributing to equitable access to skill development opportunities.

In addition, the project was partial aligned with the objective of promoting gender equality and women empowerment. While the current participation of women is Nil due to the nature of trades.

The geographical spread of the project across states such as Gujarat, Rajasthan, Madhya Pradesh, Haryana, and Punjab further supports rural development and regional balance, another important aspect under Schedule VII. By establishing training centers in non-urban locations and mobilizing candidates locally, the project contributes to the development of human capital in regions that often have limited access to structured skill training.

Additionally, the project aligns with national priorities such as the Skill India Mission, by creating a pool of trained and certified manpower in sectors with high employment potential. The linkage with the Oil & Gas sector also provides an indirect contribution towards environmentally sustainable energy systems, as it supports the development of skilled workforce in the clean fuel (natural gas) ecosystem.

In summary, the project demonstrates comprehensive alignment with CSR Schedule VII through the following key contributions:

- Promotion of vocational education and skill development among unemployed youth
- Enhancement of employability and livelihood opportunities
- Support towards economic empowerment and poverty reduction
- Inclusion of marginalized and socially diverse beneficiary groups
- Contribution to rural development and regional inclusivity
- Support to industry demand and national skill development priorities

Overall, the initiative qualifies as a well-structured and aligned CSR intervention, delivering measurable social impact while adhering to the statutory framework prescribed under the Companies Act, 2013.

The skill development initiative undertaken by ADS under the CSR mandate of Gujarat Energy Limited represents a structured and outcome-oriented intervention aimed at enhancing employability among underserved youth. The project is designed with a strong focus on industry alignment, practical training, and certification, ensuring that beneficiaries are equipped with relevant skills for immediate employment. With a targeted outreach of ~ 500 candidates across multiple states, the program contributes meaningfully to livelihood generation and workforce development. Overall, the project reflects a well-conceived CSR intervention with the potential to create sustainable socio-economic impact through skill development and employment generation.

3 ASSESSMENT METHODOLOGY

3.1 Primary Objectives

The Impact Assessment has been carried out to generate an independent, evidence-based evaluation of the CSR skill development intervention.

The study aims to:

- Assess the extent to which the programme achieved its intended outputs, outcomes, and targets in line with the MoU and CSR approvals.
- Evaluate the relevance, quality, and effectiveness of the training curriculum, delivery approach, trainer capability, and assessment systems.
- Analyse employment and livelihood outcomes attributable to the training, including placement rates, income improvements, and self-employment generation.
- Examine the programme's reach and impact on vulnerable groups, particularly tribal youth and economically weaker sections (EWS).
- Generate evidence-based insights, SDG-aligned impact indicators, and actionable recommendations to strengthen CSR reporting and inform future programme design.
- Fulfil the statutory requirement under Rule 8(3) of the Companies (CSR Policy) Rules, 2014 for independent impact assessment.

3.2 Evaluation Framework

The assessment is structured around the six internationally recognised OECD-DAC evaluation criteria,

Evaluation Framework for Skill Development Programme

The evaluation of the skill development programme is structured across six key criteria, each designed to assess performance and outcomes.

Relevance examines whether the programme effectively addressed existing skill gaps. This includes assessing its alignment with industry demand, appropriateness of trade selection, targeting of beneficiaries, and contribution to broader Sustainable Development Goals (SDGs).

Coherence evaluates how well the intervention aligns with and complements other initiatives within the sector.

Effectiveness focuses on the extent to which the programme achieved its intended outputs. Key aspects include enrolment levels, completion rates, certification outcomes, efficiency of batch administration, and adherence to agreement requirements.

Efficiency assesses whether resources were utilized optimally to achieve results. This involves analysing adherence to project timelines, utilisation of fund and overall achievement.

Impact looks at the broader changes brought about in the lives of beneficiaries. It captures outcomes such as employment generation, income enhancement, gender empowerment, social inclusion, and overall community development.

Sustainability considers the longevity and scalability of programme outcomes. It examines post-placement retention, opportunities for career progression, and alignment with the long-term strategic priorities of GEL.

3.3 Overall Approach

The impact assessment of the skill development project implemented by Aspire Disruptive Skill Foundation (ADS) under the CSR initiative of Gujarat Energy Limited (GEL) has been carried out using a mixed-method approach, combining quantitative outcome measurement with qualitative assessment. This approach ensures that the findings are data-driven and relevant for assessing the effectiveness of the project.

The assessment is based on multiple data sources, including primary survey of beneficiaries, stakeholder consultations, and secondary data review. The objective is to evaluate the project across the entire value chain mobilization, training delivery, assessment, certification, and post-training outcomes such as employment and income improvement.

Data collection and analysis have been undertaken through the following streams:

Sr. No.	Method	Purpose	Respondents / Sources
1	Structured Beneficiary Survey	Quantitative assessment of training outcomes, employment status, and income changes	Sampled beneficiaries
2	Key Informant Interviews (KIIs)	Understanding programme design, implementation challenges, and institutional perspective	ADS management, trainers
3	Focus Group Discussions (FGDs)	Capturing qualitative insights on beneficiary experience, satisfaction, and social impact	Groups of trained candidates
4	Telephonic Survey	survey of placement status, income levels, and job retention	Placed candidates and employers (where feasible)
5	Document Review	Study of project records and compliance with agreed scope	MoU, completion report, batch data, attendance, certification records

3.3.1 Sampling Design

The assessment is based on a representative sample of beneficiaries selected from the total trained candidates under the project. A stratified sampling approach has been adopted to ensure proportional representation across key parameters such as:

- Geographic location
- Social category and demographic profile

- Trade / job role (Pipe Fitter, Plumber, etc.)

The sample size (n = 130) has been selected to provide a statistically reasonable representation of the overall beneficiary population, ensuring reliability of findings at the programme level.

The sampling approach enables:

- Balanced representation across regions
- Inclusion of different beneficiary segments
- Reduction of sampling bias

3.3.2 Scope of Assessment

The scope of the impact assessment covers the entire project lifecycle, including:

- Candidate mobilization and selection process
- Training delivery (infrastructure, curriculum, trainers)
- Skill assessment and certification
- Placement facilitation and employment outcomes
- Post-training impact on income, skills, and livelihood

The assessment geographically covers multiple project locations across states such as Gujarat, Rajasthan, Madhya Pradesh, Haryana, and Punjab, where training programs were conducted.

The assessment focuses on evaluating the project across the following key dimensions:

- Output Indicators: Number of candidates trained, certified, and placed
- Outcome Indicators: Employment status, income enhancement, skill improvement
- Qualitative Impact: Confidence, social mobility, job readiness
- Implementation Effectiveness: Quality of training delivery and stakeholder engagement

Both quantitative analysis (survey data) and qualitative insights (interviews and FGDs) have been used to derive conclusions.

3.4 Limitations of the Study

While due care has been taken to ensure robustness of the assessment, certain limitations exist:

- The assessment relies significantly on primary data collected from beneficiaries, including employment status and income levels, which are self-reported and may be subject to recall bias or response bias.
- In the absence of complete and verifiable employer database/details, independent employer verification could not be undertaken comprehensively, and therefore placement outcomes are primarily based on beneficiary responses and information provided by the implementing agency.
- Certain project-related information, including training delivery details, trainer qualifications, and operational aspects, has been relied upon as provided by Aspire Disruptive Skill Foundation (ADS), and independent third-party validation of the same has not been carried out.
- The assessment is based on a sample of beneficiaries, and therefore findings for the overall population are inferred based on sample trends and available project records.
- The study captures outcomes approximately 24 months post-training in this duration the employment status would have changed significantly. Hence, long-term sustainability of employment and income levels would require further longitudinal tracking.
- A portion of trained candidates could not be reached or surveyed due to migration, change in contact details, or non-responsiveness, which may have a marginal impact on representativeness.

4 IMPLEMENTATION ASSESSMENT

The implementation assessment of the skill development project has been carried out to evaluate key aspects such as training infrastructure and facilities, quality of trainers, relevance of course curriculum, and completion rates, and the certification process. For, assessment purpose, visit to Dahod training center was carried out. The other training session centers were temporary (as informed by ADS foundation) and hence not available during the time of assessment.

Since the training activities under the project were completed around March 2024, the assessment is primarily based on secondary data and documentation provided by Aspire Disruptive Skill Foundation (ADS), including the completion report, and related project documents. In addition, discussions with ADS representatives and selective validation through interactions with sampled beneficiaries, wherever feasible, have been undertaken to authenticate the information. Accordingly, the observations presented in this section are based on a combination of document review, stakeholder inputs, and limited primary verification, considering the post-completion stage of the project.

4.1 Programme Reach and Enrolment

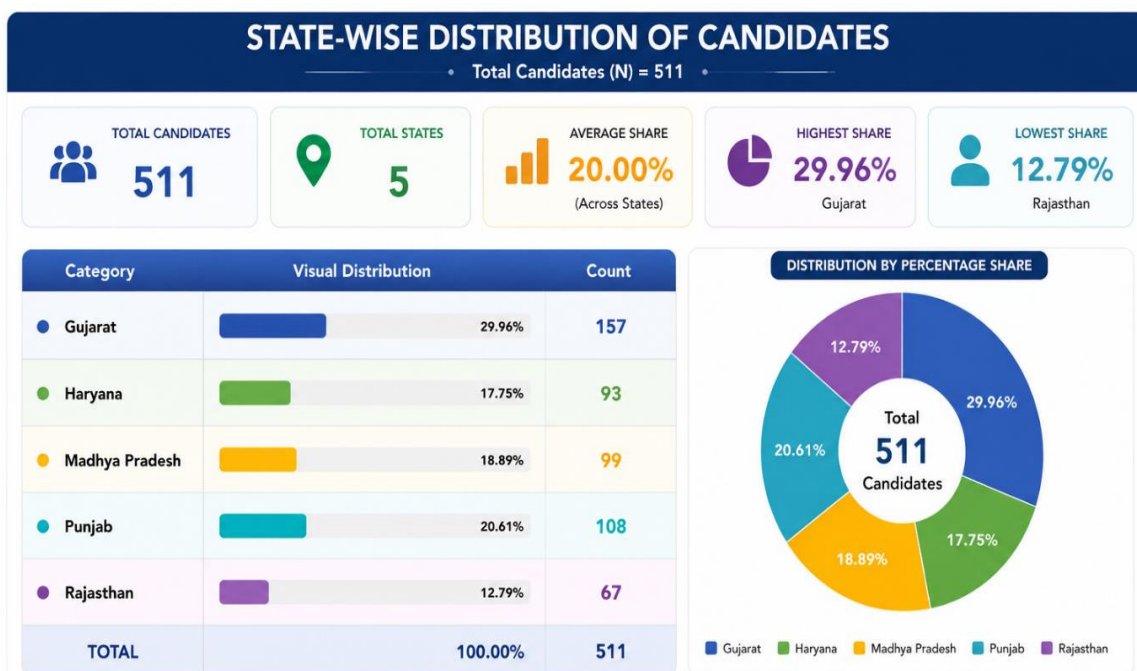
4.1.1 Geographical Reach of the Project

The skill development project demonstrates a wide geographical outreach, covering multiple states across North, West, and Central India. The training centres were strategically located to ensure accessibility to candidates from diverse regions, particularly semi-urban and rural areas.

4.1.1.1 State-wise Distribution

A total of 511 candidates were trained across multiple states. The state-wise distribution of candidates based on training center location is as follows:

State-wise Beneficiary Distribution (n = 511, candidates assessed for exam)



- Gujarat accounts for the highest concentration of training, reflecting proximity to sponsor operations (GEL).
- Strong presence in Punjab and Haryana, indicating expansion beyond core geography.
- Coverage in Madhya Pradesh and Rajasthan highlights outreach to central and tribal regions.
- Overall, the project has achieved multi-state penetration, reducing regional concentration risk.

4.1.2 Social (Caste) Coverage of the Project

The project reflects strong inclusion of candidates from diverse social categories, particularly those belonging to economically and socially weaker

Social Cast	No. of Candidate*	In Percentage
Gen	102	19.96%
OBC	116	22.70%
SC	137	26.81%
ST	156	30.53%
Total	511	100.00%

* Based on No. of Candidates has under taken the Exam

- A significant 57% of beneficiaries belong to SC/ST categories, indicating strong outreach to marginalized communities.
- Inclusion of OBC candidates (~23%) further strengthens social diversity.
- Participation from the General category ensures balanced representation across all segments.
- The high proportion of SC/ST candidates suggests that the project is effectively aligned with inclusive development and social equity objectives under CSR.

The project demonstrates a well-balanced and inclusive outreach, both geographically and socially, with implementation across multiple states and strong participation from semi-urban and rural regions. The distribution of candidates indicates effective mobilization, particularly in Gujarat, Punjab, and Madhya Pradesh, while also ensuring presence in other regions. From a social perspective, the high representation of SC/ST and OBC categories reflects a strong focus on marginalized and economically weaker sections, aligning well with CSR objectives. Overall, the project has successfully achieved broad-based coverage and equitable access to skill development opportunities, enhancing its impact in addressing regional skill gaps and promoting inclusive growth.

It is noted that no women candidates have been trained under the project, despite inclusion of women-focused training components in the agreed scope. This indicates that the intended coverage under women empowerment initiatives has not been achieved.

4.2 Course curriculum relevance

As per the engagement agreement executed between Gujarat Energy Limited (GEL) and Aspire Disruptive Skill Foundation (ADS), the project scope envisaged delivery of skill training across multiple job roles including Pipe Fitter – Oil & Gas, Industrial Welder – Oil & Gas, Assistant Plumber – General, and Women Empowerment programs. However, based on review of the completion report, training records, and discussions with ADS, it is

observed that the training delivered under the project has been predominantly focused on Plumbing and Pipe Fitting trades for all candidates.

The selected trades are relevant to the City Gas Distribution (CGD) sector and align with industry requirements for entry-level technical manpower. However, the implementation reflects a deviation from the originally envisaged multi-trade scope of the engagement, with training being concentrated in a limited set of trades.

Accordingly, while the curriculum delivered is industry-aligned and relevant, the intended diversification of training across multiple job roles, as per the agreement, has not been fully achieved. The curriculum design and content are aligned with NSQF.

From a relevance perspective, the curriculum delivered remains technically appropriate and industry-aligned, particularly for entry-level roles in the Oil & Gas and infrastructure sectors (Plumber Helper).

4.3 Attendance & Completion rates

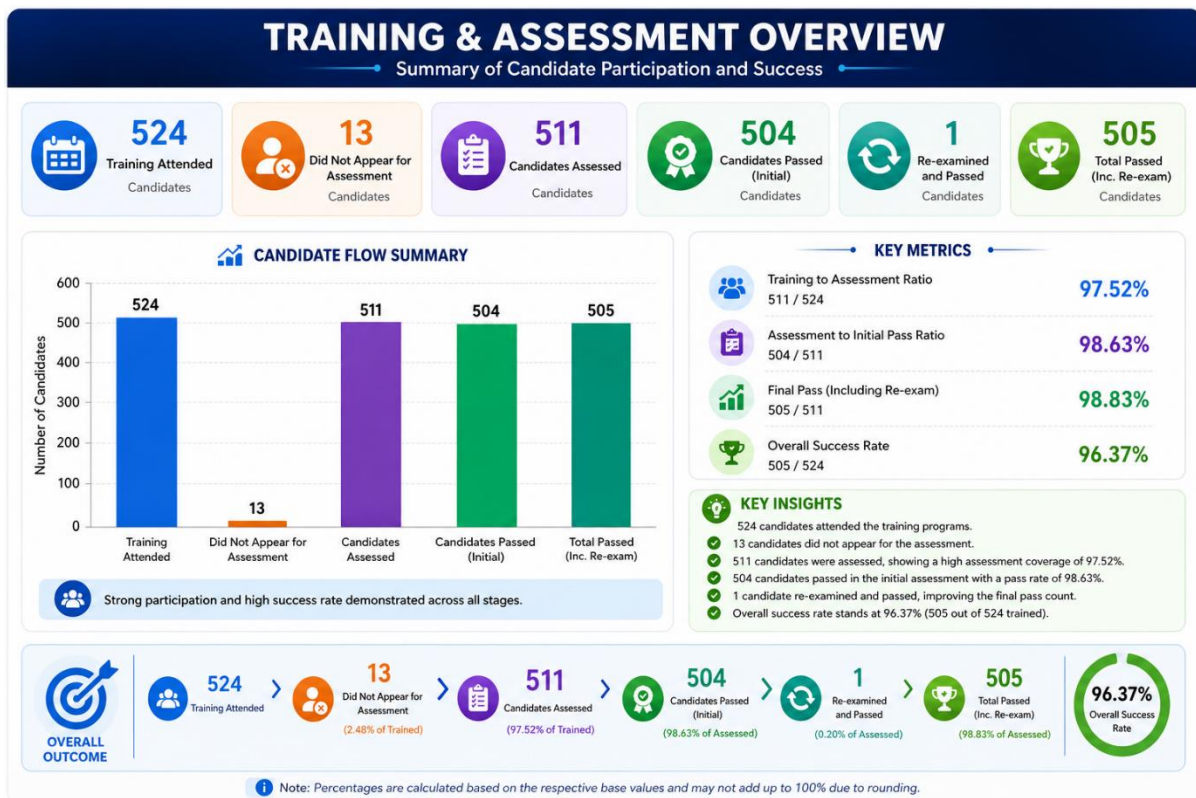
The attendance and completion performance of the training program implemented by ADS has been assessed based on batch-wise data submitted for 20 training batches. The analysis indicates a high level of candidate retention and successful completion, reflecting effective training delivery and overall engagement of beneficiaries across locations.

States	Sum of Enrolled Trainees	Sum of Dropout	Sum of Completed	Sum of not appeared in Exam	Sum of Exam Given	Sum of Passed + Re-examined	Sum of Failed	Pass %
Gujarat	163	6	157	5	152	150	2	95.54%
Haryana	93	0	93	2	91	89	2	95.70%
Madhya Pradesh	100	1	99	4	95	95	0	95.96%
Punjab	115	7	108	1	107	106	1	98.15%
Rajasthan	83	16	67	1	66	65	1	97.01%
Grand Total	554	30	524	13	511	505	6	96.4%

Key Observations

- Total candidates enrolled under the program: 554
- Total dropouts: 30 candidates
- Total candidates completed training: 524
- Appeared in Exam: 511
- Overall Completion Rate: ~94.6%
- Overall Dropout Rate: ~5.4%
- Majority of batches achieved 100% completion, indicating strong attendance and engagement
- Dropouts are limited and concentrated in few batches, rather than being widespread
- Higher dropouts observed in:
 - Dungarpur batches
 - Hoshiarpur (Batch-1)
 - Morva (Hadaf)
- Assessment performance is also strong:
 - Training attended by: 524
 - Did not appear for assessment: 13

- Candidates Assessed: 511
- Candidates Passed: 504
- Reexamined and passed: 1
- Pass Rate: ~96.4%, considering total candidate of 524 has attended the training
- Minimal failure and re-assessment cases indicate:
 - Effective training delivery
 - Adequate preparation of candidates



The project demonstrates strong performance in terms of attendance and completion, with a high completion rate of approximately 95% and minimal dropout levels. The consistency across most batches indicates effective implementation and candidate engagement. While a few locations show relatively higher dropouts, these are isolated cases and do not materially impact the overall performance. The high certification success rate further reinforces the effectiveness of the training program. Overall, the attendance and completion outcomes are robust and satisfactory, reflecting positively on the implementation quality of the project.

4.4 Quality of Trainer

The assessment of trainer quality has been carried out based on the CVs of 16 trainers provided by M/s Aspire Disruptive Skill Foundation (ADS), along with supporting information shared during discussions. In addition, a primary survey of trainers was undertaken, wherein responses were received from 7 out of the total 16 trainers, and the findings from the same have been analyzed and discussed in the subsequent section.

The evaluation focuses on key parameters such as educational qualification, technical certification, relevant trade experience, and prior training/instructional exposure. As the assessment is undertaken post completion of training (March 2024), reliance has been placed on the credentials and experience details furnished by ADS, without independent third-party verification.

The combined analysis of document review and limited primary feedback from trainers aims to determine the overall suitability and effectiveness of trainers for delivery of skill-based vocational training under the project.

Data of Trainers & Staff (Based on CVs Provided by ADS)

Sr.	Name	Age	Location	Qualification	Experience
1	Ajay Kumar	35	Himachal Pradesh	ITI + CTI	~5+ yrs (Trainer + Plumbing work)
2	Ankush Kumar	27	Himachal Pradesh	ITI + CITS (Welder)	~3–4 yrs (Industry + Trainer)
3	Bipin Kumar Maurya	24	Uttar Pradesh	ITI + CITS (Plumber) + BA	~1–2 yrs (Trainer + field)
4	Brijesh Kumar Jaiswal	35	Bhopal	M.Tech (Electrical)	Academic/technical background
5	Charan Singh	42	Haryana	ITI + Instructor Certificate	~10+ yrs (Instructor + field)
6	Chirag Minocha	40	Gujarat	MBA (Petroleum)	~14+ yrs (BPCL + Training exposure)
7	Gajendra Shukla	29	Bhopal	ITI + Diploma + B.Sc	~3–4 yrs (Technician/Teaching)
8	Gaurav Kumar	35	Uttarakhand	B.Tech Electrical	~8+ yrs (Lecturer)
9	Harpinder Singh	37	Punjab	Diploma Mechanical	~1+ yr (ITI Instructor)
10	Jignesh Solanki	27	Gujarat	Diploma + ITI	Limited experience
11	Kanhaiya Kumar	28	Bihar	B.Tech + PG Tool Engg	Technical background
12	Mayank Bhuriya	30	Gujarat	ITI (Plumber)	Limited
13	Piyush Patel	35	Gujarat	B.Tech Mechanical	~2+ yrs industry
14	Ramabhilash	28	Uttar Pradesh	ITI + CITS (Plumber)	Trainer experience
15	Vishal Kaundal	22	Himachal Pradesh	ITI (Plumber)	~2 yrs field exp

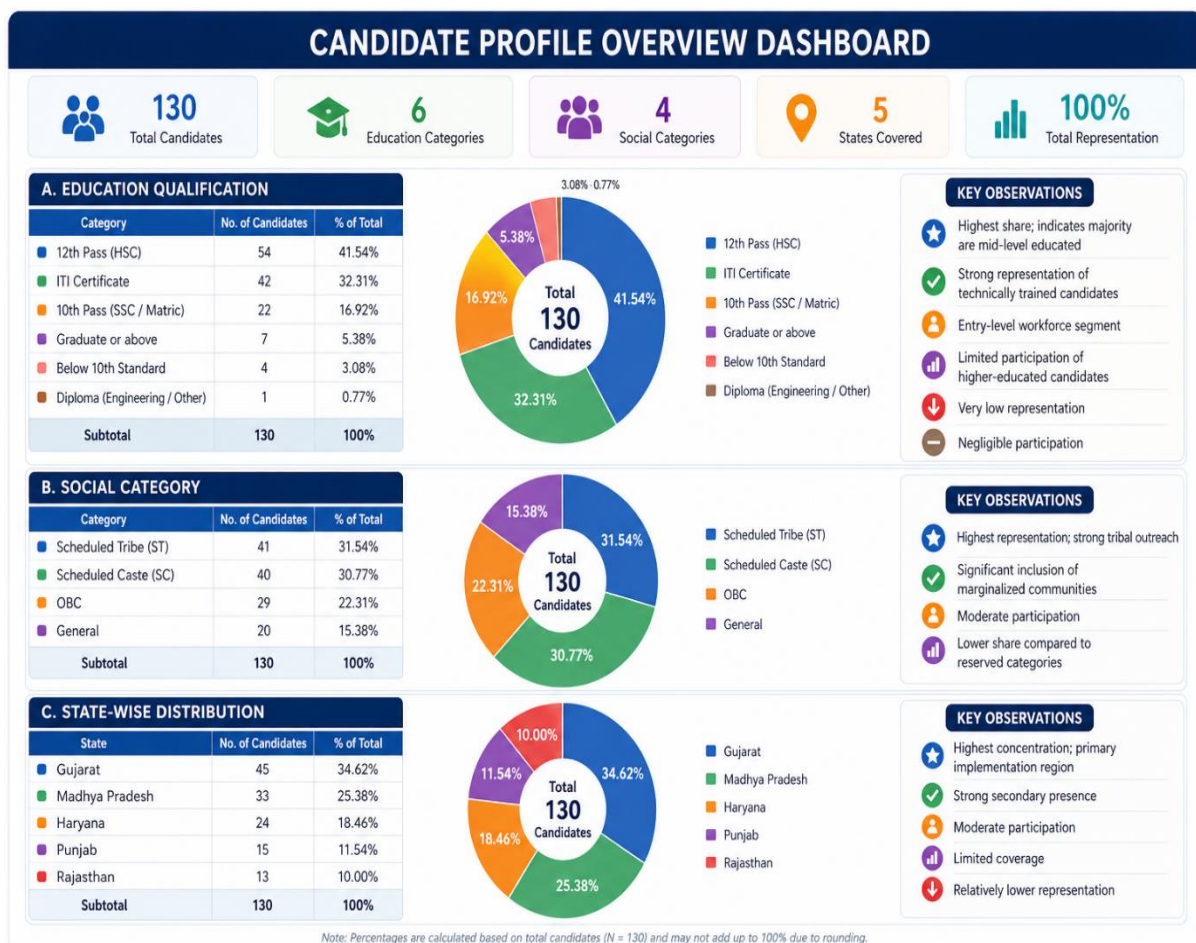
- Majority of trainers possess ITI / CITS / CTI qualifications in relevant technical trades
- Presence of certified instructors enhances credibility of training delivery
- Several trainers have hands-on field experience in plumbing, welding, and related sectors
- Inclusion of candidates with industry exposure (Oil & Gas / Electrical / Mechanical) adds practical relevance
- A mix of academic, industry, and training backgrounds is observed in the trainer pool
- High completion and pass rates indicate overall effectiveness of trainers in delivering the curriculum.

5 DETAILED FINDINGS AND OBSERVATIONS

The detailed findings of the impact assessment are based on primary survey responses collected from 130 beneficiaries through structured questionnaires. The analysis focuses on evaluating training effectiveness, beneficiary satisfaction, social impact, and overall programme outcomes. The findings presented below are derived from quantitative responses supported by qualitative feedback wherever relevant.

5.1 Beneficiary Profile & Inclusion (Survey)

The profile of surveyed beneficiaries has been analysed based on responses received from 130 candidates. The analysis covers key demographic attributes such as age, social category, educational background, and gender composition, to assess the inclusiveness and target alignment of the project.



Social Inclusion: The findings highlight strong inclusivity, with SC/ST candidates comprising 62.31% of the sample. This underscores the program’s success in reaching historically marginalized and underprivileged communities.

Geographical Distribution: The sample indicates a higher concentration of participation from Gujarat (34.62%), followed by Madhya Pradesh and Haryana, suggesting a regional clustering of implementation efforts. While this pattern is likely indicative of the broader dataset, it also points to an opportunity for greater geographic diversification in future program phases. Additionally, it is noteworthy that candidates from Rajasthan and Punjab showed limited engagement in the survey process despite multiple follow-up attempts, which may have influenced regional representation in the sample.

Based on the sampled data, the program appears to be well-targeted towards economically and socially vulnerable youth with moderate educational backgrounds, enabling employment-oriented skill development. The sample-driven insights provide a reliable directional understanding of program outcomes across the total 511 assessed candidates.

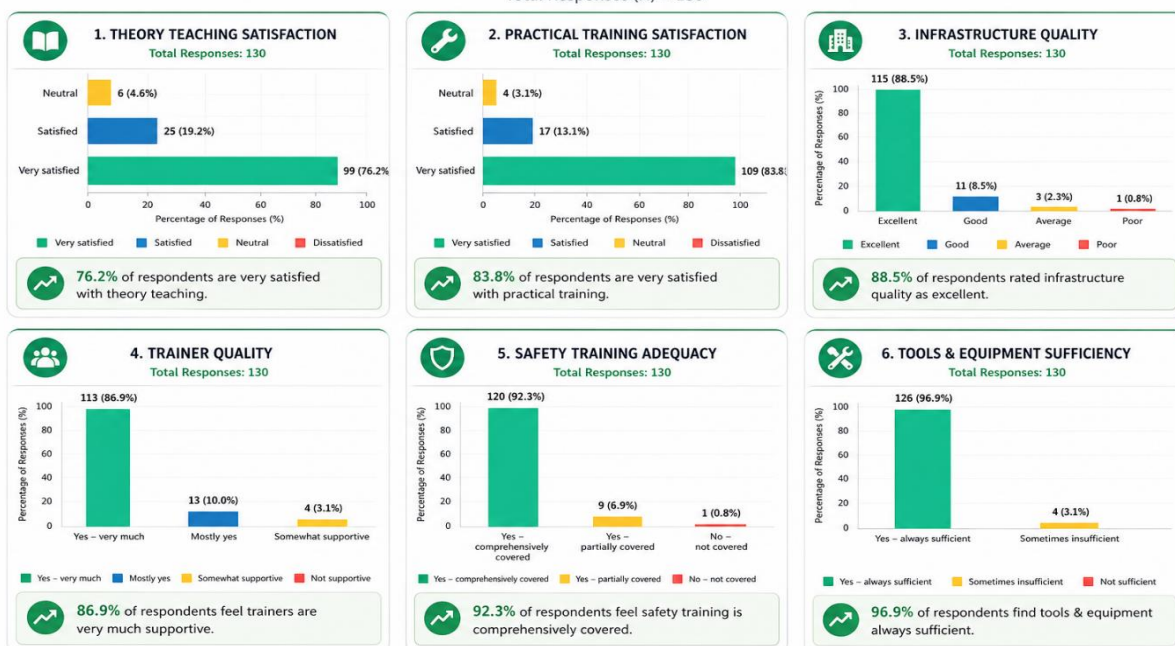
5.2 Training Quality and Beneficiary Satisfaction

The assessment of training quality and beneficiary satisfaction has been carried out based on responses received from 130 beneficiaries through the primary survey. Overall, the feedback indicates a high level of satisfaction with the training programme, reflecting effective delivery, relevant curriculum, and positive learning experience. The training appears to have been well-received across locations, with beneficiaries appreciating both the practical orientation and trainer support.

In terms of training quality, beneficiaries have generally rated the programme positively, particularly with respect to clarity of instruction, hands-on learning, and usefulness of the skills imparted. The training methodology, which included a combination of classroom sessions and practical exposure, has contributed to better understanding and skill acquisition. The responses suggest that the training was relevant to job requirements and helped in improving confidence and readiness for work.

TRAINING FEEDBACK SUMMARY DASHBOARD

Total Responses (N) = 130



Note: Percentages may not add up to 100% due to rounding.

- Majority of beneficiaries (111 responses) have given an overall satisfaction rating of 5 (Very Satisfied)
- A smaller proportion rated the programme as 4 (Satisfied)
- Limited responses fall under moderate satisfaction (rating 3)
- Negligible or no responses indicate dissatisfaction (rating below 3)
- A large majority of beneficiaries have indicated willingness to recommend the programme to others
- Positive feedback received regarding trainer support and practical training components

Key Observations

- High satisfaction levels indicate effective training delivery and programme acceptance
- Strong emphasis on practical training has enhanced learning outcomes
- Trainers are perceived as supportive and approachable, contributing to positive experience
- Training content is considered relevant and useful for employment
- Minimal dissatisfaction suggests overall quality consistency across batches
- Positive recommendation trend reflects high credibility and beneficiary trust
- Scope exists to further enhance training through:
 - Increased duration or advanced modules
 - Additional practical exposure in real work environments

The feedback reflects that the training has been well-structured, relevant, and effectively delivered, contributing positively to skill development and employability.

5.3 ADS Support During and Post Training

The support provided by Aspire Disruptive Skill Foundation (ADS) during and after the training programme has been assessed based on beneficiary feedback, review of project documentation, and discussions with the implementing agency. The evaluation focuses on the extent of institutional support extended across the training lifecycle, including mobilization, training delivery, assessment, and post-training facilitation.

During the training phase, ADS appears to have provided structured and organized support mechanisms to ensure smooth execution of the programme. Beneficiaries reported that adequate arrangements were made in terms of training facilities, learning materials, and trainer accessibility. In addition, mobilization efforts such as awareness campaigns, counselling sessions, and enrolment support contributed to effective participation and attendance.

Summary of Responses

Sr. No.	Parameter	Findings	Insights
Pre - Training			
1	Pre-Training Counselling & Guidance	Majority responded Yes	Indicates effective mobilization and orientation support by ADS
2	Clarity of Course Objectives	Majority responded Yes	Reflects clear pre-enrolment communication and expectation setting
3	Grievance / Feedback Mechanism	Majority reported Available	Suggests basic support systems were in place during training

4	Placement Assistance by ADS	~32 received direct job placement; ~5 via job fairs/referrals; ~43 received no support; ~46 found jobs independently, 4 not relied.	Indicates limited and inconsistent placement support, with high reliance on self-placement
Post - Training			
5	Post-Training Communication	67 reported continued engagement; 63 reported no follow-up	Reflects partial and inconsistent post-training engagement
6	Time Taken to Secure Employment	Mixed responses (immediate to delayed)	Suggests absence of a structured and timely placement pipeline
7	Employment in Trained Trade	Majority working in semi-skilled trade, but not always via ADS	Indicates strong skill relevance, but weak institutional linkage to employment
8	Entrepreneurship Support	Some candidates showed interest/initiation	Reflects emerging but limited focus on self-employment pathways
9	Additional Support Required	Demand for placement support, advanced training, tools assistance	Highlights critical gaps in post-training handholding and career progression support

From an operational perspective, ADS facilitated key components such as:

- Candidate mobilization and screening
- Training delivery with necessary infrastructure and tools
- Coordination of skill assessment and certification through Sector Skill Councils
- Basic administrative and logistical support during training

Post-training support, however, presents a relatively mixed outcome based on beneficiary responses. While ADS has initiated placement facilitation efforts, including communication with industry stakeholders and sharing candidate profiles, the extent of structured placement support appears to be limited and not uniformly experienced by all beneficiaries. Some candidates reported receiving guidance for employment opportunities, while others indicated the need for stronger support in securing jobs.

Further, limited evidence was observed regarding:

- Systematic post-placement tracking
- Structured follow-up mechanisms with candidates
- Entrepreneurship or self-employment support (tools, finance linkage, mentorship)

Observations

ADS has provided structured support during the training phase, contributing to effective programme implementation and high completion rates. Post-training support activities such as placement facilitation have been undertaken; however, structured mechanisms for placement support, continuous engagement with beneficiaries, and facilitation of sustainable livelihood opportunities are not evident from the available information and survey.

5.4 Post-Training Employment and Livelihood Outcomes

5.4.1 Pre and Post Employment Status of Candidates (Based on Sample Survey)

5.4.1.1 Employment Status Before Training

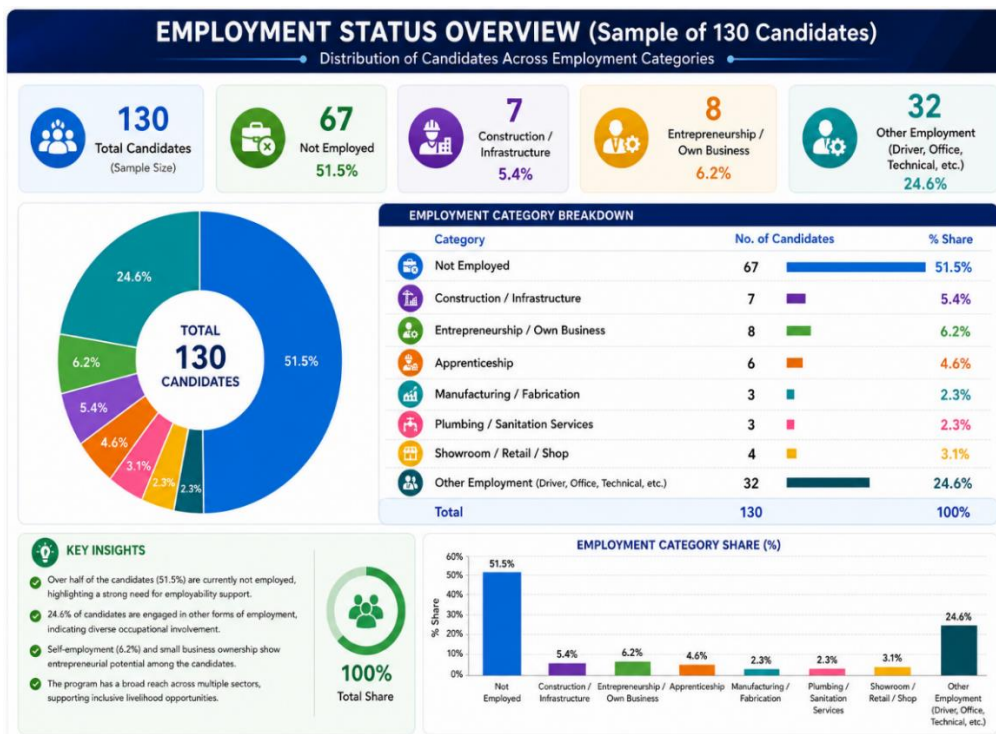
The analysis of employment status has been carried out based on responses received from 130 beneficiaries to assess the change in employment conditions before and after the training programme. This comparison provides insights into the real impact of the training on employability and livelihood generation.

Category	No. of Candidates	% Share
Student (Not Working)	79	~60.8%
Unemployed	27	~20.8%
Daily Wage / Labour	7	~5.4%
Agriculture / Farm Work	6	~4.6%
Others (informal / small jobs)	11	~8.4%
Total	130	100%

- A significant majority (~81%) of candidates were either students or unemployed, indicating lack of income-generating engagement
- A small portion was engaged in low-income and informal activities such as daily wage labour and agriculture
- Overall, the baseline reflects limited employability and dependence on informal or no income sources

5.4.1.2 Employment Status After Training

Details of the employment status of the surveyed beneficiaries is as follows:

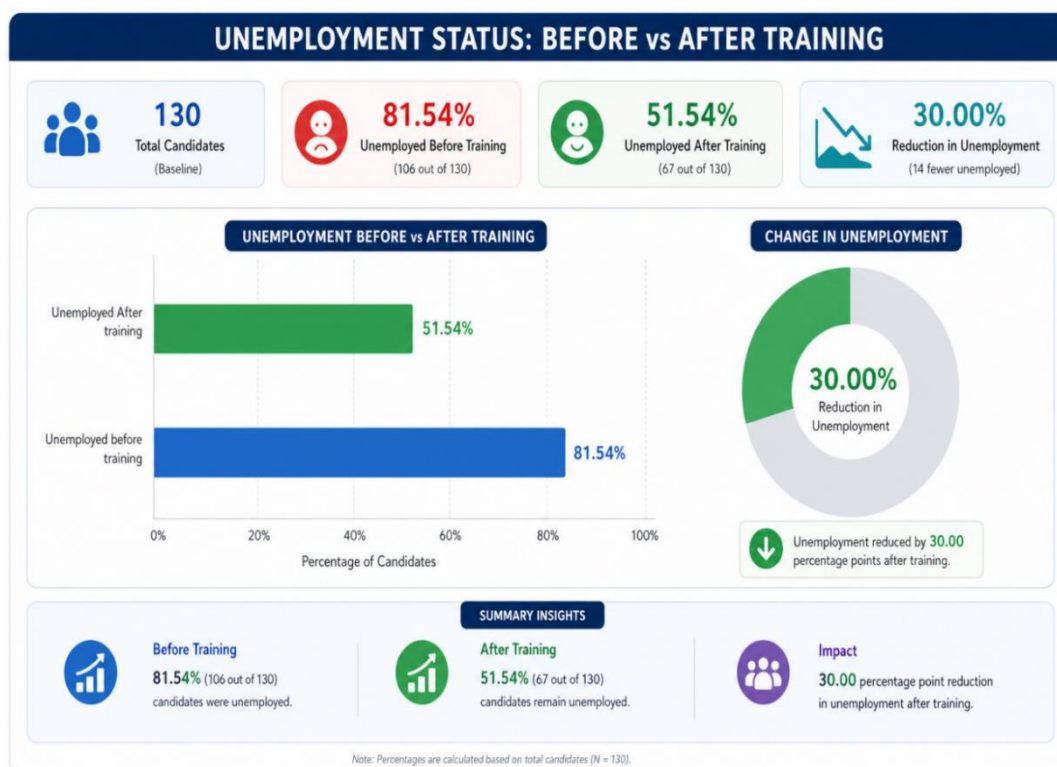


The dashboard summarizes employment outcomes of 130 surveyed candidates, indicating that 51.5% remain unemployed, highlighting the need for stronger placement support and job linkages.

Among those employed, 24.6% are engaged in diverse roles, while 6.2% have pursued self-employment. Limited participation in construction, apprenticeships, and other sectors suggests moderate industry absorption.

5.4.1.3 Unemployment Status Pre & Post

The details of unemployment status before and after training is given below:



- Pre-training dependency reduced: Students & unemployed reduced from ~81% to ~51%
- Candidates' have shifted to:
 - Construction and Infrastructure sector
 - Apprenticeships
 - Self-employment / small businesses
- Post-training candidates are more aligned with technical and vocational skills set
- Entrepreneurship generation: ~6% candidates engaged in own business / self-employment
- Residual unemployment: A significant proportion (~51%) still remains unemployed or not engaged

Challenges Faced by Beneficiaries

Beneficiaries highlighted certain constraints:

- Limited availability of local job opportunities
- Dependence on migration for better employment
- Lack of:
 - Placement support post training
 - Access to tools / capital for self-employment

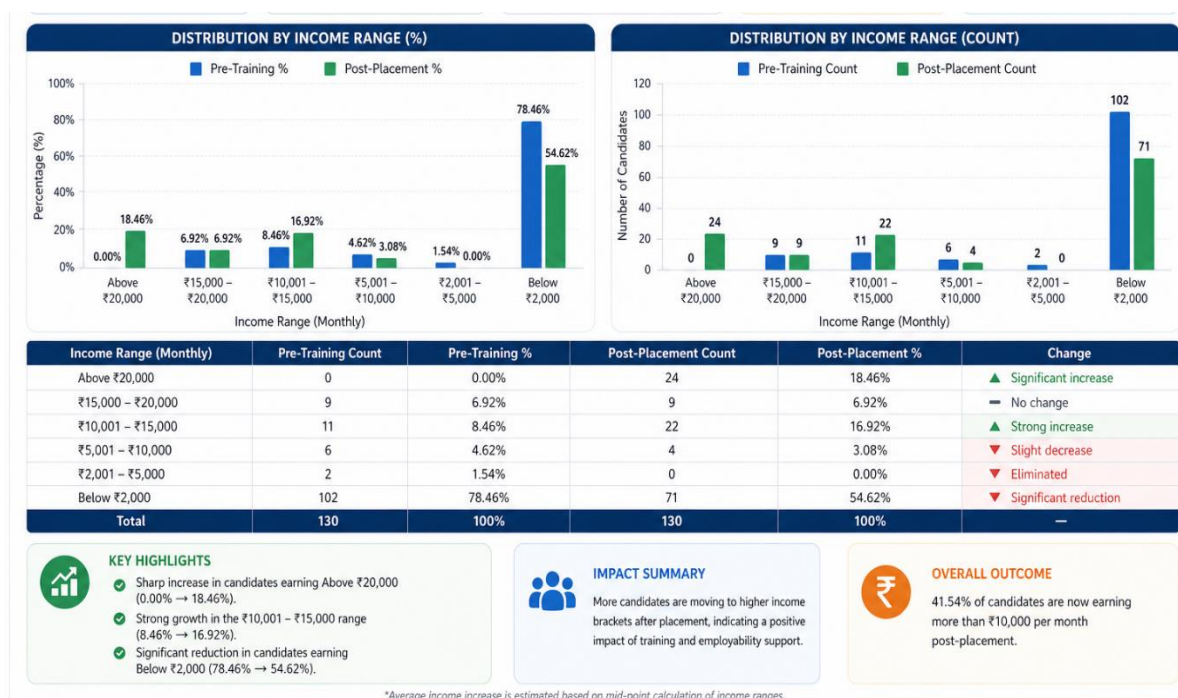
Observations

The comparison of pre and post training employment status indicates that the programme has contributed to improving employability and facilitating entry into the workforce for a section of beneficiaries. While there is a clear positive shift in employment patterns, the overall impact remains moderate, with a significant proportion of candidates yet to secure stable employment. This highlights the need for stronger placement support and sustained post-training engagement to enhance livelihood outcomes.

5.5 Income Enhancement and Economic Impact

The income profile of beneficiaries has been analysed based on responses from 130 candidates to assess the impact of training on earning capacity and livelihood improvement. The comparison of pre- and post-training income levels provides a clear indication of economic mobility achieved through the programme.

Income Distribution – Pre vs Post Training



*Count n=130

- A substantial reduction in low-income category (<₹2,000) from 78.46% to 54.62% indicates a clear shift out of extreme low-income conditions.
- The emergence of high-income group (>₹20,000) from 0% to 18.46% reflects strong upward mobility for a segment of beneficiaries.
- The ₹10,000–₹15,000 category has doubled, indicating movement into stable entry-level skilled employment.
- The ₹2,000–₹5,000 segment has been eliminated, suggesting beneficiaries have moved to higher earning brackets.
- Slight decline in ₹5,000–₹10,000 range indicates transition of candidates into higher income bands rather than stagnation.
- The ₹15,000–₹20,000 category remains unchanged, indicating limited movement within upper-mid income segment .
- The significant increase in the number of beneficiaries earning above ₹20,000 per month is largely driven by those engaged in informal trades.

The income analysis clearly demonstrates that the programme has contributed to enhancing earning capacity and enabling upward economic movement among beneficiaries. While a notable proportion has transitioned into higher income brackets, a significant share still remains in the low-income category, indicating that the overall impact, though positive, is moderate in terms of widespread income transformation. Strengthening placement support and job stability would be critical to achieving sustained income growth.

5.6 Enhancement in Confidence, Family Respect and Social Recognition

The impact of the training programme extends beyond economic outcomes, contributing significantly to the personal and social development of beneficiaries. Based on responses from 130 surveyed candidates, improvements have been observed in self-confidence, family respect, and social recognition, reflecting the broader social impact of skill development interventions.

Response Category	Confidence Level (No.)	Confidence Level (%)	Family Respect (No.)	Family Respect (%)	Social Recognition (No.)	Social Recognition (%)
No Change	4	3.08%	19	14.62%	15	11.54%
Somewhat Improved	10	7.69%	27	20.77%	24	18.46%
Yes – Greatly Improved	116	89.23%	83	63.85%	91	70.00%
Not Applicable	0	0.00%	1	0.77%	0	0.00%
Total	130	100%	130	100%	130	100%

A significant 89% of beneficiaries reported improved confidence, indicating strong personal development outcomes following the training. Additionally, ~64% experienced enhanced family respect, while ~70% reported better social recognition, reflecting improved acceptance and standing within their communities.

Only a minimal proportion of candidates reported no noticeable change, suggesting a broad-based positive impact of the program. The comparatively higher improvement in confidence highlights that personal transformation often precedes social validation.

Overall, the findings demonstrate that the program has delivered meaningful social impact, contributing not only to employability but also to enhanced self-worth, dignity, and societal recognition among beneficiaries.

5.7 Overall Satisfaction of Training

The overall satisfaction of the training programme has been assessed based on responses received from 130 beneficiaries through the primary survey. The feedback reflects beneficiaries’ perception regarding various aspects of the training, including quality of teaching, practical exposure, infrastructure, trainer support, and overall experience. The responses indicate a generally high level of satisfaction, suggesting that the training programme has been effective in meeting the expectations of participants.

Sr. No.	Parameter	Findings	Insight
1	Overall Satisfaction (1–5 Scale)	Majority rated 5 – Very Satisfied (~111); some rated 4 (~12); few rated 3 (~7)	Reflects very high overall satisfaction, with negligible dissatisfaction levels
2	Quality of Theory (Classroom) Training	Predominantly Satisfied/ Very Satisfied	Indicates effective conceptual delivery and clarity in classroom sessions

Sr. No.	Parameter	Findings	Insight
3	Quality of Practical Training	Predominantly Satisfied/ Very Satisfied	Highlights a strong hands-on and skill-oriented approach
4	Trainer Knowledge & Support	Majority reported Yes / Highly Satisfied	Demonstrates trainer competence, approachability, and supportive engagement
5	Availability of Tools & Materials	Majority reported Adequate/ Sufficient	Suggests well-equipped training environment with minimal resource gaps
6	Infrastructure (Classroom/Workshop)	Majority rated Good/ Satisfactory	Indicates a conducive and functional training infrastructure
7	Clarity of Course Content	Majority found it Easy to Understand	Reflects a well-structured and learner-friendly curriculum design
8	Attendance & Participation	Majority attended all sessions	Shows high engagement, discipline, and learner interest
9	Willingness to Recommend Programme	Majority responded Yes/ Definitely Yes	Demonstrates strong programme credibility and positive beneficiary experience

The feedback indicates consistently high satisfaction across all training parameters, with particular qualified trainers, practical exposure, and learner engagement. The results reinforce the program’s effectiveness in delivering a well-rounded, high-quality training experience with strong acceptance among beneficiaries.

5.8 Trainer Feedback Analysis

The assessment of trainer perspectives has been carried out based on primary responses received from 7 trainers out of a total of 16 engaged under the programme. The analysis aims to capture insights on training delivery, adequacy of curriculum, infrastructure, challenges faced, and suggestions for improvement. While the response coverage is limited, it provides valuable first-hand inputs from trainers directly involved in programme implementation.

Sr. No.	Parameter	Findings	Insights
1	Involvement in Training Delivery	Majority involved for the full duration; few partial	Confirms strong trainer engagement and direct involvement in programme delivery
2	Designation / Role	Predominantly Technical Trainers; some Coordinators	Indicates a technically driven training structure with limited administrative layering
3	Overall Programme Rating (1–5)	Majority rated 5 (Excellent); few rated 4	Reflects high trainer satisfaction and confidence in programme effectiveness
4	Perceived Programme Effectiveness	Described as Good, Very Effective, Skill-oriented	Demonstrates positive perception of training outcomes and relevance
5	Adequacy of Training Duration	Suggestions to increase duration	Indicates current duration may limit depth of skill acquisition
6	Practical Training Adequacy	Recommendations for more hands-on exposure	Highlights the need to strengthen practical components
7	Placement Support Feedback	Suggestions to improve placement mechanisms	Reinforces gap in post-training employment linkages, consistent with beneficiary feedback
8	Key Suggestions for Improvement	Focus areas include: longer duration, enhanced practical training, stronger placement support	Identifies priority areas for programme strengthening and impact enhancement

Observation

Trainer feedback reflects high satisfaction with programme delivery and outcomes, particularly in terms of skill development. However, consistent recommendations around training duration, practical exposure, and placement support highlight key areas for improvement. Addressing these gaps will be essential to enhance programme effectiveness and employment outcomes.

6 SDG QUANTITATIVE INDICATOR MATRIX

SDG Quantitative Indicator Matrix is a structured framework used to map project outcomes to specific UN Sustainable Development Goals (SDGs) using measurable (quantitative) indicators. The same is placed below;

SDG Goal	SDG Target	Indicator	Project Outcome	Impact Assessment
SDG 4 – Quality Education	Enhance relevant skills for employment	Number of candidates trained	~524 candidates trained	Strong contribution to youth skill development and employability
SDG 4 – Quality Education		Certification success rate	~96% pass rate	Reflects effective training delivery and learning outcomes
SDG 8 – Decent Work & Economic Growth	Promote full and productive employment	Candidates employed / self-employed	Notable improvement in employability	Demonstrates positive employment generation impact
SDG 8 – Decent Work & Economic Growth	Reduce youth unemployment	Reduction in unemployed youth	Significant reduction post-training	Supports increased workforce participation
SDG 8 – Decent Work	Promote entrepreneurship	Candidates in self-employment	Limited but emerging presence	Indicates growing entrepreneurial potential
SDG 1 – No Poverty	Reduce poverty levels	Increase in income levels	Majority reported income improvement	Contributes to livelihood enhancement and poverty reduction
SDG 10 – Reduced Inequalities	Promote social inclusion	SC/ST beneficiary representation	~60%+ participation	Demonstrates strong inclusion of marginalized communities
SDG 10 – Reduced Inequalities		Geographic outreach	Coverage across 5 states	Promotes regional inclusivity and outreach
SDG 5 – Gender Equality	Ensure women’s participation	Female beneficiary participation	0% participation	Critical gap in gender inclusion
SDG 17 – Partnerships for Goals	Strengthen partnerships	CSR partnership implementation	GEL–ADS collaboration executed	Reflects an effective public-private partnership model

Observation

The project demonstrates strong alignment with key SDGs, particularly in the areas of skill development, employment generation, and social inclusion. Quantitative outcomes such as the training of over 500 candidates,

high certification rates, and improved income levels indicate meaningful progress toward enhancing employability and livelihood opportunities, especially among marginalized communities.

The initiative also reflects notable success in fostering inclusive development, with substantial representation from SC/ST groups and expanded geographic outreach. Additionally, the collaboration between GEL and ADS highlights the effectiveness of partnership-driven implementation models.

However, the absence of female participation represents a significant limitation. This gap constrains the project’s alignment with gender equality objectives and underscores the need for more inclusive beneficiary targeting and programme design in future interventions.

Overall, while the project delivers measurable and positive development outcomes, addressing gender inclusion will be critical to achieving more comprehensive alignment with the SDG framework

7 OUTCOME SCORECARD AND OECD-DAC ASSESSMENT

7.1 Outcome Scorecard

7.1.1 Methodology

The Outcome Scorecard has been developed to quantitatively assess the performance of the project across key impact dimensions. Each parameter is assigned a weight based on its importance, and a score (1–5) based on observed outcomes from data, survey responses, and analysis.

Outcome Scorecard Table

Sr. No.	Parameter	Indicator	Weight (%)	Score (1–5)	Weighted Score	Remark
1	Skill Development	Completion & certification rate (~95–96%)	20%	5	1.00	Demonstrates strong training delivery and learning outcomes
2	Employment Generation	Placement and livelihood outcomes	25%	3	0.75	Indicates moderate employment conversion, largely informal in nature
3	Income Improvement	Increase in beneficiary income	15%	3	0.45	Shows positive but modest income gains
4	Social Inclusion	SC/ST/OBC participation (~60%+)	15%	5	0.75	Reflects strong outreach to marginalized communities
5	Gender Inclusion	Female participation	10%	1	0.10	Highlights a critical gap in gender inclusion
6	Training Quality & Satisfaction	Beneficiary satisfaction levels	10%	5	0.50	Indicates high satisfaction and positive training experience
7	Post-Training Support	Placement support & follow-up	5%	2	0.10	Reveals limited structured post-training engagement

Outcome Score Interpretation: Score: 3.65 / 5

Rating: Moderate

The project demonstrates strong performance in training delivery, inclusion, and satisfaction, while employment sustainability, gender inclusion, and post-training support remain key limiting factors.

7.2 OECD-DAC Assessment

The project has been evaluated using the globally recognized framework of the OECD under the OECD DAC.

OECD-DAC Evaluation Summary

Criteria	Assessment Level	Detailed Evaluation
Relevance	High	The programme effectively addresses youth unemployment and skill gaps, particularly among rural and marginalized communities. The focus on plumbing is well-aligned with industry demand, especially in infrastructure and CGD sectors.
Coherence	High	Strong alignment with CSR Schedule VII, Skill India Mission, and SDGs (4, 8, 10). A notable gap exists in SDG 5 (gender inclusion).
Efficiency	High	The programme demonstrates efficient resource utilization, with training delivered within a short duration (~30 days) while maintaining high completion rates and streamlined implementation.
Effectiveness	Moderate to High	High completion (~96) and satisfaction levels reflect strong training delivery. However, employment outcomes remain uneven, limiting overall effectiveness.
Impact	Moderate	The initiative has generated positive outcomes in skill development, income improvement, and social confidence. However, the overall impact is constrained by informal employment and modest income gains.
Sustainability	Moderate to Low	Limited placement support, weak post-training engagement, and dependence on informal employment reduce the long-term sustainability of outcomes.

The project demonstrates high relevance, efficiency, and coherence, supported by strong training delivery and inclusive outreach. Effectiveness is moderate to high, driven by strong completion and satisfaction levels. However, impact and sustainability remain moderate, primarily due to limited structured employment support, informal nature of jobs, and absence of long-term engagement mechanisms.

The combined Outcome Scorecard and OECD-DAC assessment indicate that the project has achieved strong results in skill development, inclusion, and beneficiary satisfaction, reflecting effective implementation during the training phase. However, the translation of training into sustainable livelihood outcomes remains moderate, constrained by limited placement support, informal employment conditions, and absence of structured post-training engagement. Additionally, the complete absence of female participation represents a significant gap in achieving inclusive development objectives.

8 OBSERVATION AND RECOMMENDATIONS

8.1 Observation

The assessment indicates that the CSR Skill Development Programme implemented by Gujarat Energy Limited (GEL) through Aspire Disruptive Skill (ADS) Foundation has been largely effective in delivering vocational training to targeted beneficiaries, particularly youth from economically weaker and marginalized backgrounds. The programme demonstrates strong operational execution in terms of training delivery, beneficiary reach, and financial utilisation, with high completion (94.6%) and certification rates (96.4%) indicating effective implementation capacity. The initiative has also achieved meaningful social and economic outcomes, including improved income distribution, enhanced confidence, and significant participation from SC/ST communities (57.34%), reflecting a positive contribution toward inclusive development.

However, the programme exhibits critical gaps in adherence to the approved scope and outcome optimisation.

The key challenges observed are as follows:

- Deviation from Training Scope
- Absence of Female Participation
- Limited Placement Support
- Weak Post-Training Engagement
- Informal Employment Patterns
- Inconsistent Income Growth
- Short Training Duration (~30 Days)
- Migration Dependency
- Lack of Advanced / Refresher Training

Overall, the programme demonstrates strong implementation capability and positive short-term outcomes, but falls short of achieving its comprehensive objectives due to gaps in scope deviation, gender inclusion, and sustained livelihood support.

RECOMMENDATION

The following recommendations are derived from the assessment findings and are structured to enhance the effectiveness, inclusiveness, and sustainability of the skill development programme. These are organised into four thematic areas: Programme Design, Social Inclusion, Post-Training Support, and Monitoring & Evaluation.

8.2 Programme Design and Curriculum

Sr. No.	Recommendation	Rationale	Priority
1	Align training delivery with approved multi-trade scope (Pipe Fitter, Welder, Plumber, etc.)	Current implementation is largely limited to plumbing/pipe fitting, deviating from the agreed multi-trade framework, thereby restricting programme scope and impact	High
2	Introduce trade diversification across batches and locations based on industry demand	Limited trade exposure reduces employment opportunities and beneficiary choice, necessitating a more demand-driven approach	High
3	Extend training duration to 4–6 weeks for candidates with lower educational backgrounds	The existing ~30-day duration may constrain depth of learning and skill proficiency, particularly for less-educated candidates	Medium

Sr. No.	Recommendation	Rationale	Priority
4	Integrate structured modules on life skills, financial literacy, and workplace readiness	Beneficiary feedback highlights gaps in job preparedness and soft skills, which are critical for sustained employment	Medium
5	Strengthen practical exposure through advanced hands-on and on-site training	Enhanced practical training will improve job readiness, confidence, and early-stage employment retention	High

Insights

The recommendations emphasize strengthening training quality, expanding scope, and improving employability outcomes. Prioritizing trade diversification and practical exposure, alongside supportive skill-building modules, will significantly enhance the programme’s effectiveness and long-term impact.

8.3 Social Inclusion and Gender

Sr. No.	Recommendation	Rationale	Priority
1	Ensure inclusion of women candidates with clearly defined participation targets	Absence of female participation reflects a deviation from CSR commitments and programme scope, necessitating targeted inclusion measures	High
2	Design women-focused training modules (e.g., entrepreneurship, light technical trades)	Tailored modules can enhance participation and align with women empowerment objectives, improving accessibility and relevance	High
3	Develop targeted mobilization strategies for women, especially in rural and tribal areas	Current mobilization efforts are largely male-centric, limiting outreach and enrolment of women candidates	High
4	Establish a safe and supportive training environment (separate facilities, grievance mechanisms)	Provision of gender-sensitive infrastructure and safeguards is essential to ensure sustained participation and retention of women	Medium

Insights

Addressing gender inclusion requires a targeted and structured approach, combining policy alignment, tailored training design, and enabling infrastructure. Strengthening these areas will be critical to achieving inclusive growth and fulfilling CSR commitments.

8.4 Post-Training Support and Livelihood Outcomes

Sr. No.	Recommendation	Refined Rationale	Priority
1	Establish a structured placement cell within ADS Foundation with defined industry linkages	Current placement support is limited and inconsistent, necessitating a dedicated mechanism to streamline employment facilitation	High
2	Develop formal partnerships with industry stakeholders (contractors, CGD companies, EPC firms)	Strengthening industry tie-ups will create a robust employment pipeline and improve job conversion rates	High
3	Implement a 3–6-month post-training follow-up and tracking system	Limited post-training engagement highlights the need for structured tracking to ensure sustained employment outcomes	High
4	Introduce pre-placement modules (soft skills, safety, workplace readiness)	Addresses gaps in job readiness, adaptability, and retention, particularly in early employment stages	Medium
5	Provide toolkits / starter kits for self-employment candidates	Enables smoother transition into independent livelihood opportunities and entrepreneurship	Medium
6	Facilitate access to credit schemes (e.g., MUDRA) and local contractor networks	Improves financial access and market linkage, enhancing sustainability of self-employment initiatives	Medium

Insights

Strengthening placement systems, industry partnerships, and post-training engagement is critical to improving employment outcomes. A balanced focus on wage employment and self-employment support will enhance the programme’s long-term sustainability and impact.

8.5 Monitoring, Evaluation, and Reporting

Sr. No.	Recommendation	Refined Rationale	Priority
1	Implement a digital MIS system for real-time tracking of training, assessment, and placement data	Current reliance on partner-provided data limits real-time visibility, necessitating a centralized digital tracking system	Medium
2	Introduce structured beneficiary feedback mechanisms at multiple stages (mid- and end-training)	Enables continuous quality improvement and timely identification of gaps in training delivery	High

9 CONCLUSIONS

The assessment indicates that the programme achieved strong results in scale, completion, and certification, along with measurable improvements in confidence, social recognition, and income, particularly among SC/ST beneficiaries. High completion (94.6%) and certification rates (96.4%) for 505 candidates out of 524 reflect effective training delivery and a positive beneficiary experience.

However, these gains are offset by key implementation gaps. Industrial Welding training was not conducted, and no women were enrolled, despite both being part of the approved scope. These deviations reduce inclusivity and programme breadth and were undertaken without formal approvals.

While 49% of beneficiaries out of 130 are engaged in employment post-training ranging from semi-skilled to informal, hence the outcomes remain moderate, with a large proportion still seeking work. Limited placement support and lack of structured follow-up further constraint’s long-term livelihood outcomes.

In summary, the programme demonstrates strong delivery and initial impact, but requires improvements in scope adherence, gender inclusion, trade diversification, and employment linkages to achieve its full potential and ensure sustainable outcomes.

Site Visit

Location Chhapri, Dahod – for Survey



