



# **An Impact Assessment Report for CSR Initiatives of the Vocational Skill Training for the Persons with Disabilities**

(Rehabilitation / Skilling / Placement of underprivileged disabled youth)

**Conducted by**



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## Vocational Skill Training for the PwDs

***“Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid.”***

*Albert Einstein*



### Background

In India, the empowerment and skill development of differently-abled youth have become a focal point in the realm of Corporate Social Responsibility (CSR) projects. Recognizing the potential of this untapped demographic, initiatives are emerging to provide them with meaningful engagement in livelihoods. The goal is to not only enhance their employability but also foster inclusivity in the workforce. Skill development programs tailored to the unique abilities and challenges of differently-abled individuals are being implemented to unlock their latent potential.

CSR projects, driven by a commitment to social welfare, are investing in specialized training programs that address the diverse needs of differently-abled youth. These initiatives span a range of industries, from information technology to hospitality to horticulture to handicrafts, ensuring that participants acquire skills that align with their interests and capabilities. By leveraging technology and adaptive learning methodologies, these projects are breaking down barriers and creating an inclusive learning environment.

Moreover, partnerships between corporations, non-profits, and government agencies are enhancing the scope and impact of these initiatives. The collaboration fosters a comprehensive approach that not only imparts technical skills but also emphasizes soft skills, thereby preparing differently-abled youth for the social dynamics of the workplace. In doing so, CSR projects are not only contributing to the economic independence of this demographic but are also fostering a societal shift towards recognizing and embracing diversity. Through these endeavours, India is paving the way for a more inclusive and equitable future, where the talents of differently-abled youth are harnessed for the collective betterment of society.

As a component of its Corporate Social Responsibility (CSR), Titan actively backs initiatives aimed at equipping underprivileged youth with essential skills. One such

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initiative was undertaken by Titan to fund a CSR project for the skill development of differently abled youth in the state of Karnataka with a project value of 1.26 crores.

### A Brief Profile of Implementing Agency-APD

The Association of People with Disabilities (APD) work for the skill development of differently abled youth for their rehabilitation and upskilling to place them in appropriate sectors as per their disabilities. The organization has been working for the last 64 years (since 1959) and focuses on paediatric to geriatric age groups to break the shackles of disabilities. Their 'Life Cycle Approach' facilitates the social awareness and public infrastructure needed to grant specially-abled people the independence they deserve at all stages of their lives. Their major focus is on early intervention and inclusive intervention. APD has served over 700,000+ individuals with disabilities through interventions in healthcare, education, employment, and advocacy, and has sensitised over 1,000,000+ people with special needs. Responding to this commitment, Ability in Disability Association of People with Disabilities (APD) has communicated to Titan its extensive experience and proficiency in orchestrating skill development programs tailored for disabled youth, ultimately facilitating their integration into the workforce. In line with this, APD has expressed a keen interest in providing specific programs, as elaborated subsequently, aligning with the parameters established in the agreement, to implement Titan's CSR activities differently abled with the support of its partner organizations.



**APD Livelihood  
Centre- Horticulture**

Predicated on the assurance and capabilities presented by APD, Titan has entered into an agreement to execute the implementation of skill development programs by APD. These initiatives are delineated in detail hereafter and fall under the umbrella of Titan's skilling initiative known as 'Titan LeAP.' The collaboration reflects Titan's dedication to fostering inclusivity and providing opportunities for skill enhancement, thereby contributing to the empowerment of marginalized youth. This partnership underscores Titan's commitment to making a positive impact on

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society by leveraging its resources and influence to support skill development initiatives that cater specifically to the needs of differently-abled individuals.

Centre for Corporate Social Responsibility of the Indian Institute of Forest Management Bhopal was assigned the task of conducting the impact assessment of the CSR project funded by Titan and executed by APD and its partners.

### Objective of the Impact Assessment

- To study the impact of livelihood interventions funded by Titan and implemented by APD and its partners in the state of Karnataka.
- To identify the gaps in the CSR project implementation/execution, beneficiary's engagement, and stakeholders' consultation process and propose recommendations for improvements.
- To suggest areas of improvement for future CSR projects based on the impact assessment study of these projects

### Approach

Following the EASIER Framework, an Impact assessment of the project was done for its Effectiveness(E), Awareness(A) Sustainability(S), Impact(I), Efficiency(E) and Relevance(R) concerning its contribution to fulfilling the livelihood needs of differently abled beneficiaries.

The EASIER Framework for impact assessment will take into account the extent to which the project has been able to fulfil its stated objectives, efficiently and effectively as well as assess the extent to which the projects have been implemented as planned, to see the direct/indirect impact of CSR projects on the Lives of differently-abled beneficiaries. Besides, it will also evaluate the level of awareness of CSR projects/initiatives amongst the target beneficiaries/ concerned stakeholders. To guarantee the relevance and efficacy of the evaluation process, local conditions and resources shall be taken into consideration.

### Methodology

For gathering qualitative information, a preliminary meeting with Titan CSR officials was held virtually for discussion on project objectives, and receiving project documents and details. It was followed by a post-survey meeting with the Titan CSR team to validate quantitative results. A visit to the APD head office, APD livelihood Centre and partner organization in Bangalore was made for field verification of received secondary information and interaction with key stakeholders (beneficiaries, project implementation agencies and their

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representatives). The Primary and Secondary data were collected from stakeholders, which were subjected to Qualitative and Quantitative analysis.

Data for impact assessment was collected from the different sources:

- a. All information related to the project from Titan Company and its partner Implementing Agencies (IA)APD.
- b. Primary sources by interviewing stakeholders such as differently-abled beneficiaries, their parents/guardians, alumni, employers, and personnel from APD and its partner organizations.
- c. Site visits at the project locations/telephonic interviews/virtual visits and field verification
- d. Collecting secondary data available with IA, and other websites, as per requirement

### Sampling Plan

Based on the sampling frame agreed upon by the Titan Company and APD, the impact assessment study sampled the project sites. An intensive visit was undertaken to the APD head office and Livelihood Centre for field verification, FGD and interviews with key informants/beneficiaries and their parents as per availability and ability to provide requested information. 20% of the beneficiaries, i.e., 100 out of 495 differently abled youth provided the required information in the survey tool administered through Google Forms specially designed for the purpose.

### Data Collection Instruments:

The following research tools were used as per their suitability in this project:

- Online Survey Questionnaire
- Asset verification
- Focused Group Discussion
- Key Informant Interviews with APD, parents, alumni and employers
- Observation Technique

The survey tool was developed for the impact assessment of Skill development of differently abled youth which was administered through Google Forms and in person as per the ability of youth to provide information. The data was collected with the support of team APD and its partners given the language issues/disability

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of the beneficiary (required sign language) and other issues. A field visit was made to the centre to have an overview of the training infrastructure and interaction with officials of APD and partner organizations. The projects were analysed for impact using the EASIER Framework and results were mapped and aligned with various targets of SDGs to establish the impact.

### Field Observations:



Their livelihood programme has targeted participants from 18 to 40 years of age ranging from severely disabled to multiple disabilities, illiterate to graduate but all falling under the brackets of marginalized caste and class groups of society.

The organization is also having a community mental health programme. APD team along with its local partner organizations works to mobilize the differently-abled youth from different districts of Karnataka, sensitized them for skill development and connect them to various government schemes following a community-based rehabilitation model. The training component focuses on equipping and empowering the beneficiaries to make them independent through various aids and appliances.

TITAN has funded 499 candidates out of which 4 dropped out and 495 trainees completed and are pursuing their employment. The project work was undertaken between April 2022 to March 2023. Horticulture training had 53 participants and the duration was 90 days with a batch strength of 25-30 participants. The organization has a robust profile with more than 12 donors and 6 partner organizations to train 2129 beneficiaries. Upskilling for livelihood support has a

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duration of 30 to 45 days and is meant primarily for speech and hearing-disabled participants. The participants are selected through village welfare committees along with word of mouth. The other training program is Recognition of Prior Learning(RPL). Program had 446 participants and duration was 30 days . This training program focuses on Lifeskills ,Computer Skills,English Communication and Domain skills and it has been executed by APD and 5 other partner organizations.

Moreover, this training offered residential facilities during the entire course structure for programme students along with the availability of mess service for specially-abled youth. The hostel facilities were remarked as reasonably good by the youth as the majority of the students came from low-economical backgrounds with fewer resources. Therefore, they were satisfied with the entire arrangement provided for the training programme. In their view, the training program has equipped them with the necessary knowledge and skills to work in the retail/horticulture/electronics sector. It has also equipped them with the necessary Life/soft skills to succeed in the workplace due to enhanced confidence and communication skills despite their physical challenges. Lastly, the students added that the training has improved their employability and provided them with better employment opportunities.

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### APD Centre for Horticulture-

A visit was conducted to the APD Livelihood Centre for Horticulture and Upskilling as part of the verification process for assets and services under the skill development project funded by Titan through CSR. The project has successfully trained over 5000 individuals, with support from Titan extending to 53 participants. The training program spans 90 days and covers a wide range of skills including potting, repotting, plant propagation, vegetable and fruit cultivation, mushroom cultivation, composting(vermi and green leaf), oil cake manufacturing, plant nutrients, landscaping, watering, weed control, plant identification, as well as pests and disease control.

Upon completion of their training, participants find employment in nurseries, apartments, schools, colleges, companies, resorts, and various other landscaping projects.

With the funding support from Titan, a disabled-friendly hostel was constructed for women trainees which serves the logistic needs of women trainees. In the absence of this facility, the women were hesitant to join training in the past.







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A post-graduate with 15 years of experience serves as one of the trainers for the Horticulture-linked Livelihood program, having undergone Training of Trainers (ToT) from APD in 2010-11. Another trainer, who faces locomotive challenges due to a disability, received training from the Karnataka Government's horticulture department. Both trainers effectively manage the horticulture training. During a visit to the Orchid propagation centre, which houses 500 varieties of orchids, various well-maintained greenhouses were observed for plant propagation, mother plants' maintenance, vegetable cultivation, mushroom cultivation, and nurseries for selling plants.



Additionally, a physiotherapy centre provides regular support to participants facing locomotive challenges. Despite the diverse physical challenges, all participants engage in handling mud for potting and receive training in various basic farming techniques. This process also serves as mud therapy, promoting relaxation and improving concentration. Given that more than 70% of the trainees own around half an acre of land, this training has a significant impact as they can support their families through farming even if they do not pursue traditional employment.

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### Partner Organizations

There were five partner organizations with APD located at different places in Karnataka who collaborated to execute this project for differently abled youth. Virtual/physical interviews of 22% of the present beneficiaries of the project were conducted as given in the table below:

**Table 1: Sample Profile for Stakeholders' Discussion**

Implementing Partners Stakeholders	Pragna Trust	Spoorthi Trust	Janamukhi Sanstha	Tulja Bhawani	Abhivrudhi Foundation	APD Livelihood Center
<b>Beneficiary Trainees Present(112)/Intw..(25)</b>	16 (3*)	20(5*)	15(4*)	10(4*)	20(3*)	26(6*)
<b>Trainers</b>	1	3	2	1	3	4
<b>Partner Team members</b>	2	2	2	1	2	1
<b>APD Team</b>	3	3	3	3	3	3
<b>Parents</b>	0	0	0	0	0	4

\* No of beneficiaries Interviewed

a) **Pragna Trust Mysore:** The Pragna Trust is a non-profit women-led voluntary organization located in Gowribidnur city, India. The trust established in the year 2006 is mainly dedicated to the welfare, education, and rehabilitation of disabled people. PRAGNA runs day-carecentres for the disabled (0 to 10 years of age group) and hearing impaired (0 to 25 years of age group) in Gowribidnur, Karnataka. The trust has been associated with APD for the last 20 months to join hands in the upliftment of physically challenged youth. The trust is implementing APD's project for the skill development of differently abled youth with funding support from TITAN. The virtual meeting with Pragna Trust and APD team members was held on 11th December 2023 at 3.00 p.m. with the IIFM team to interact with beneficiary trainees, their parents, trainers and employers.

**Beneficiary interviews-** During beneficiary interviews at Pragna Trust, Rohan Ganesh exclusively contributed his efforts. Possessing a diploma in computer application, he underwent RPL training which focuses on English and

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communication within the organization. Hailing from a rural background and facing hearing and speech challenges, Rohan discovered a newfound passion for computers after receiving sign language training. Notably, he exhibited a swift and dedicated learning ability. Another beneficiary, Nagraj graduated with a BCA degree from Mysore. His family comprises five members. Initially lacking in specific skills, he underwent training through the Titan-funded project, acquiring expertise in areas such as financial and digital literacy, as well as basic English. Presently, he is employed at Shopper's Stop. Manju is employed at Reliance, earning a salary of Rs. 18,000/-. Beyond meeting her expenses, she actively contributes to improving her family's quality of life. Expressing contentment and appreciation for her job, she conveyed gratitude to Pragna Trust and Titan for positively impacting her life.

**b) Spoorthi Vikalachethanara Trust:** Situated in the Chitradurga district of Karnataka, this trust was founded in 2017 and has been collaborating with APD as a partner organization for the past four years. Over this period, they have successfully trained 11 batches of individuals with physical challenges, facilitating their placement in diverse occupations such as garment selling, tailoring, and the retail sector. The trust boasts a team of 7 trainers dedicated to mobilizing participants and imparting training in skills like tailoring and cleaning. APD provides ongoing support for job placement and the utilization of technology in their initiatives.

**Beneficiary Interviews-** Hanumakka, a 10th-grade graduate, underwent training in stitching and tailoring in 2022. Presently, he has been employed in a tailoring shop for the past year and expresses satisfaction with his job. Gautam, also a 10th-grade pass, has been working in a garment shop for the past year, attaining a rapid promotion due to his dedication and committed work. Vasanth, an ITI graduate, received training in computer skills and communication through the trust. Currently, he works from home as a data analyst, earning a salary of Rs. 15,000/-. Noor Mohammad, a graduate with ITI training, underwent computer and basic communication training from the trust. He is currently employed as a Pharma Assistant at a medical shop, alongside fellow participant Ramesh.

**c) Janamukhi Shikshana Samshte-** Established in 1996, this organization has been a collaborative partner with APD for the past five years and is situated in the Haveri district of Karnataka. Their mission is to boost the self-confidence of individuals facing physical and mental challenges. Over the last 18 months, they have been actively involved in the Titan funded project, training approximately 400

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beneficiaries supported by various corporate entities. The training encompasses English, computer skills, body language, drama, dialogue writing, and communication, with the aim of fostering financial independence. The majority of trainees found placement in the retail sector. A virtual field visit took place on December 12, 2023, with 15 beneficiaries in attendance. These beneficiaries are now employed in various sectors such as tour and travels, retail, Xerox centers, bakery support staff, with salaries ranging from Rs. 7,000 to Rs. 15,000.

**d) Tulaja Bhavani Samshte:** Established since 2011, this organization is a partnering entity with APD, providing crucial technical and financial assistance. Situated in the Bagalkot district of Karnataka, the organization focuses on supporting livelihood programs for physically challenged youth. Their initiatives involve training in basic computer skills and English, coupled with connections to the Niramaya Insurance Scheme, physiotherapy, and mobility support. They employed a highly qualified trainer holding a Ph.D. and expertise in MS Word, dedicated to enhancing the personality and promoting financial empowerment of participants facing physical challenges. The selection of candidates occurs through assessment camps conducted jointly by Tulaja Bhavani Samshte and APD, with the training spanning a duration of 45 days. Additionally, they extend post-training support to participants who encounter challenges in their respective organizations.

During a recent virtual interaction, 10 beneficiaries trained in 2023 were present. APD extends support to Tulaja Bhavani Samshte for organizational development, legal compliance, and technical assistance. With qualified trainers, the organization places its beneficiaries primarily in the retail sector, computer centres, Xeroxing and printing jobs, roles assisting Gyaneshwari Engineering Work, supervisory positions, and at Basava Roti Kendra, among others. The participants in the training programs typically have locomotive, hearing, or speech disabilities.

It was recommended that APD consistently offer economic support and collaborate on updating the trainers' skills.

One of the guardians of the beneficiary speaks... "*My daughter, Sridevi Malapthi, is hearing and speech impaired. She has completed her 9th grade and is currently employed at Basava Roti Kendra where she is involved in the preparation, packaging, labelling, and selling of chapattis. She has received comprehensive training in sign language, possesses excellent handwriting skills, and earns a salary of Rs. 8,000 along with transportation facilities. This training has significantly improved her life, and she expresses great satisfaction and happiness with her current employment.*"

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It was suggested that they should be provided with regular economic support as well as work for updating trainers' skills.

### e) **Abhivruddhi Foundation-**

Established in 2014, this foundation has been in collaboration with APD since 2019, concentrating primarily on education and livelihood initiatives, emphasizing life skills, computer proficiency, and spoken English for individuals facing physical challenges. The IIFM team conducted a physical visit on December 20, 2023. They have successfully trained 25 candidates funded by Titan, with 22 of them securing placements at various establishments with an average monthly salary ranging from Rs. 14,000 to Rs. 15,000.



The organization is equipped with four trainers, four mobilizers, and administrative/office assistants. The trainees, aged between 18-32, have been successfully placed in reputable companies such as Mitti Cafe, Amazon, Dmart, and Vishal Mega Mart, contributing effectively to their roles. Notably, Ms. Usha, the trainer, has displayed exceptional qualifications and dedication for the past four years.



One trainee, of short stature, emotionally shared his gratitude for how the foundation transformed his life when even his parents had abandoned him. Another trainee, with severe disabilities and on a wheelchair, efficiently worked at the billing counter, receiving a salary raise of Rs. 4,000 in a brief span. Additionally, a trainee was employed as a trolley operator at the Airport Mitti Cafe in Bangalore.

### **Analysis of Data from Beneficiary Survey Tool**

Besides the qualitative analysis of Key informant interviews for impact study, a survey tool was developed to assess the impact of CSR projects on various

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dimensions of development. The survey tool was administered through Google form with the assistance of trainers and guardians as required.

A total sample of 100 trainees out of 498, i.e.,20% filled out the Google form to provide information regarding age, gender, marital status, caste and social status, educational qualifications, number of dependents, training and employment details and post-training impact.

### Sample Profile

- The age of the beneficiaries ranged from 18 to 42 years. 88% were males and 12% were females.

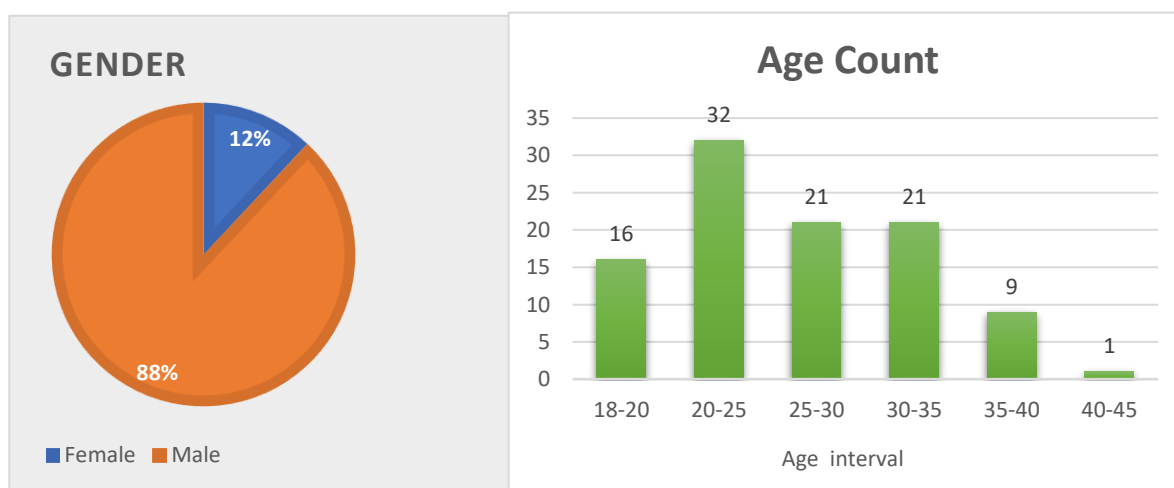


Figure 1: Gender & Age Distribution of Sample

- Regarding marital status,78% were unmarried and 22% were married.
- The number of dependents ranged from 0-7 members with a median of 4 members.
- Regarding education, 23% had primary education,59% had secondary education,16% were graduates and only 2% had no formal education and were unable to read and write.

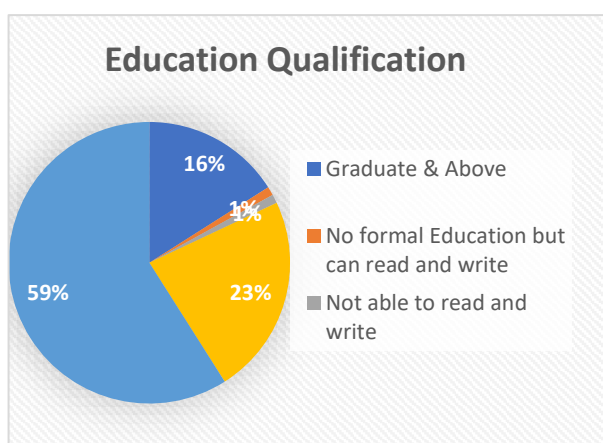


Figure 2: Educational Qualifications of Sample

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### Awareness About Funding Agency

- 73% of the trainees were aware of the training being funded by Titan while the rest 27% had either no idea or informed wrong funding source.

### Training Profile and Imparted Skills

- As informed by the respondents, 55% were trained in the retail sector, 18% in horticulture, 17% in upskilling and 10% in electronics and basic computer skills.
- Most of the respondents were trained in a combination of upskilling and professional skills to increase their employability. The training period ranged from 30 days to 90 days as per the skill being imparted.
- 79% of the sampled respondents got their placement through APD initiatives while 8% were self-employed. The remaining 13% were either employed through other sources or not employed at present. The employment duration ranged from 8 months to 20 months.
- The salary ranged from 5000 per month to 26000 per month with a median of 8000 per month.
- As regards the previous employment history, 82% were not employed while 18% were employed before receiving the training support.
- The major skills in which participants were trained were Computer skills, English Communication, Basic interaction with people, Basic tasks to be self-dependent, Handling smartphones, Digital literacy/Making digital payments, and Retail.

### Training Infrastructure & Quality

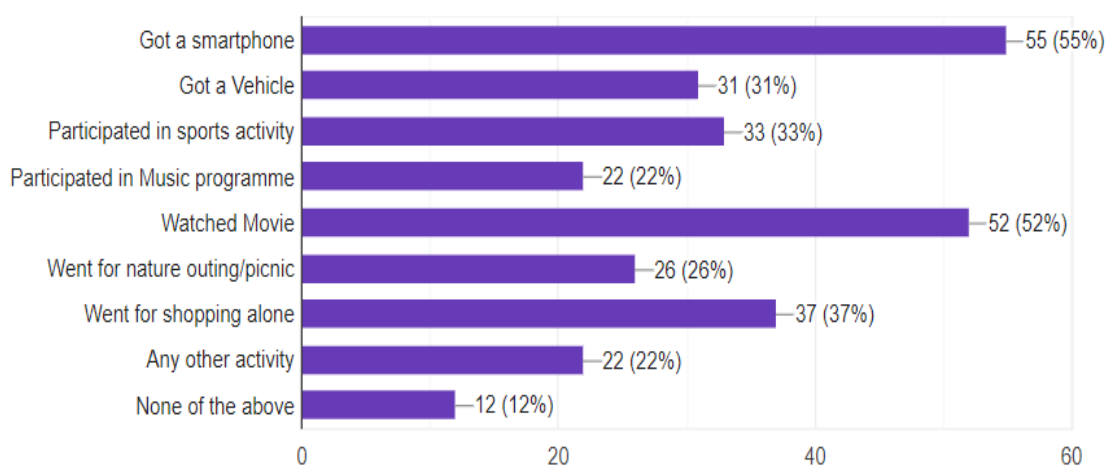
- The training infrastructure and facilities in the centre varied from centre to centre. APD had reasonably good facilities in their horticulture training campus while partner organizations were not that properly equipped with infrastructure and facilities.
- 7% rated the infrastructure as not satisfactory, 8% as average, 36% as satisfactory and 49% as highly satisfactory.
- However, the quality of training was rated as highly satisfactory by 79% of participants followed by 16% who rated it as satisfactory.

### Training Effectiveness & Impact

- 81% of the respondents found the training highly relevant and helpful to their current work and 82% of them rated the support of trainers as good/very good.

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- 83% of the respondents were able to talk/communicate with people outside their family after receiving training which was one of the biggest challenges for them being physically challenged.
- After receiving the training and getting employed, 55% bought a smartphone, 31% bought a vehicle, 33% participated in sports activities, 22% attended a music programme, 52% watched a movie independently, 26% went on nature outings and 37% were able to shop alone despite physical challenges.



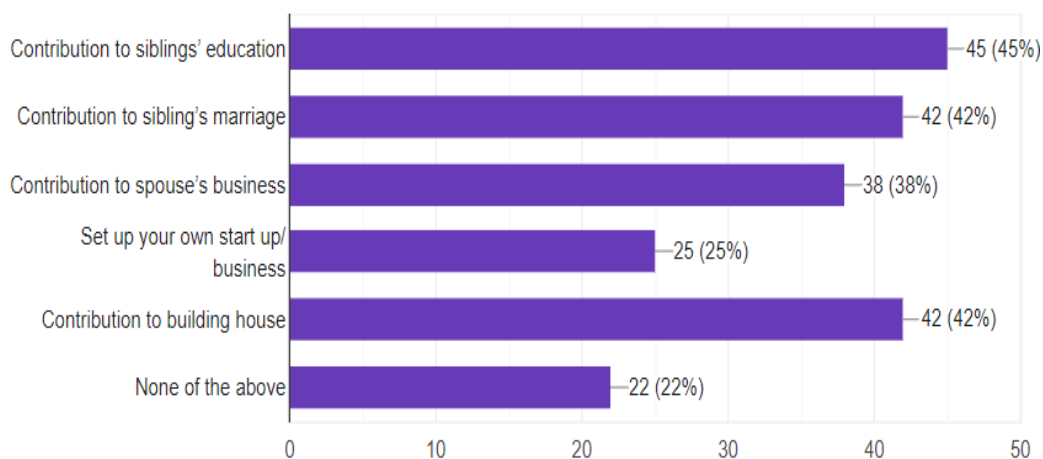
*Figure 3: Impact of Training on the Lives of Beneficiaries*

- 83% of respondents were the beneficiaries of one or the other social schemes which primarily included pension and bus pass. 79% of respondents informed that the benefits of the social schemes were possible with the facilitation of APD/its partner organizations.
- 83% of the respondents were able to search the internet to receive benefits of special schemes for the physically challenged as well as to look for job opportunities and it was possible due to upskilling and communication training imparted to them.
- As far as managing their life independently is concerned, 43% were confident while 39% were somewhat confident post-training, which in itself speaks about the substantially good impact of training.
- Regarding contributions to family post-training 45% of the trainees contributed to siblings' education, 42% to siblings' marriage, 38%



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contributed to spouse's business, 25% started their start-up and 42% contributed to building their family houses.



### Challenges and Recommendations

- About 24% of the respondents reported communication and adjustment with fellow workers and being treated in a dignified manner as challenges.
- They accepted that they have to still work through continuously upgrading their knowledge and developing Life skills with the support of their teachers and expected society to treat them respectfully.
- The period of horticulture training was 3 months, however, some of the participants recommended this duration to be increased by one more month to have hands-on practice on learned skills.

### Employers' Perceptions Survey

A Google form-based survey of employers was also conducted to know their perceptions about the functioning of physically challenged employees in their organization and the need for training interventions if any, which APD can implement in further batches. Ten employers responded to the survey and the obtained information and observations are given as under:

- The organizations employing beneficiary youth were as old as 46 years old to as new as five years old as per their year of establishment.
- The organizations were as large as employing 2000+ employees to as small as having only 17 employees.

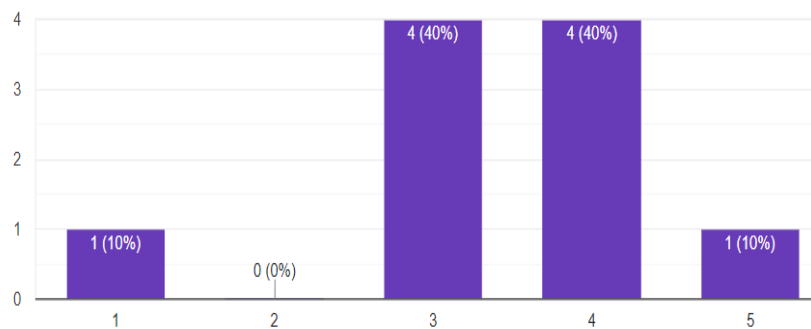
## Vocational Skill Training for the PwDs

- The number of physically challenged employees in their organizations ranged from 2 to 100+.

How will you rate the efficiency of specially abled staff which you hired through APD/their partners

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10 responses

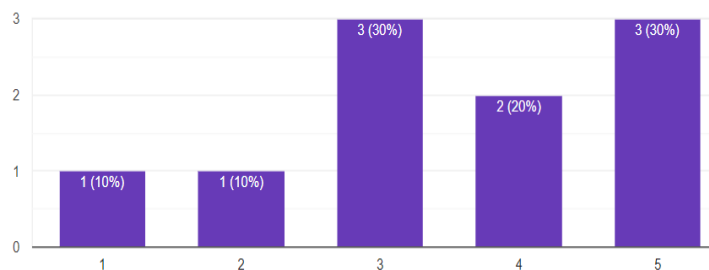


- The efficiency level of APD-trained staff, as reported by a small set of employees, is given in the figure above.
- Regarding the awareness about their roles and responsibilities in the organization, the obtained responses are as given below:

How much aware they are of their roles and responsibilities in spite of their limitations being differently abled?

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10 responses



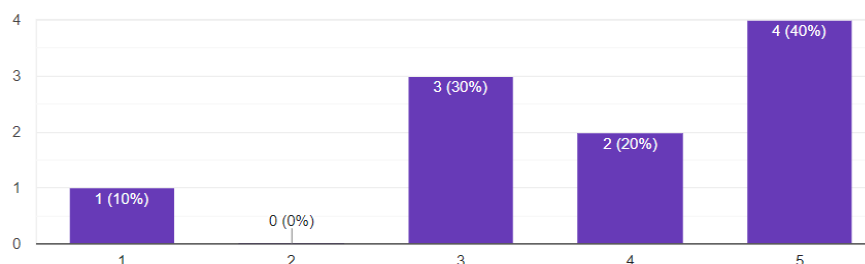
- Regarding their likelihood to continue working in the same organizations, 40% of the employers were sure about it giving the rating of 5.
- While comparing with other employees, the employers were proud to say that :

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What is the likelihood of their retainability/continuance in job for the next one year

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10 responses



*"Once trained from APD, they will be able to complete the tasks allotted without follow-ups and reach the targets that a normal person could do."*

*"By providing the right training, they will be the most efficient employees and complete the given tasks better than a normal person can do."*

*"They bring Diversity and Inclusion to the shop floor which is very important these days"*

- Employers said that they want to build a culturally and behaviourally diverse environment in the organization and were using them for jobs that don't need any hearing or speaking skills, like soldering and tapping works.

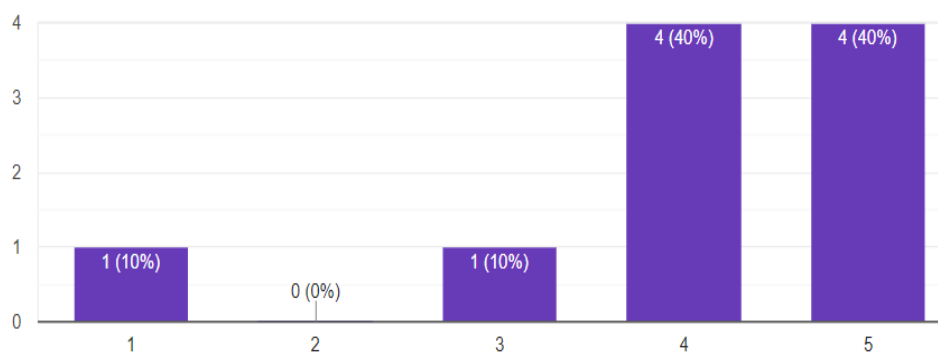
## Vocational Skill Training for the PwDs

- Regarding their diligence and commitment, the survey findings are as depicted in the following figure in which more than 80% of the employers have rated them as diligent and hard-working.

How diligent, committed and hard working they are inspite of their challenges



10 responses



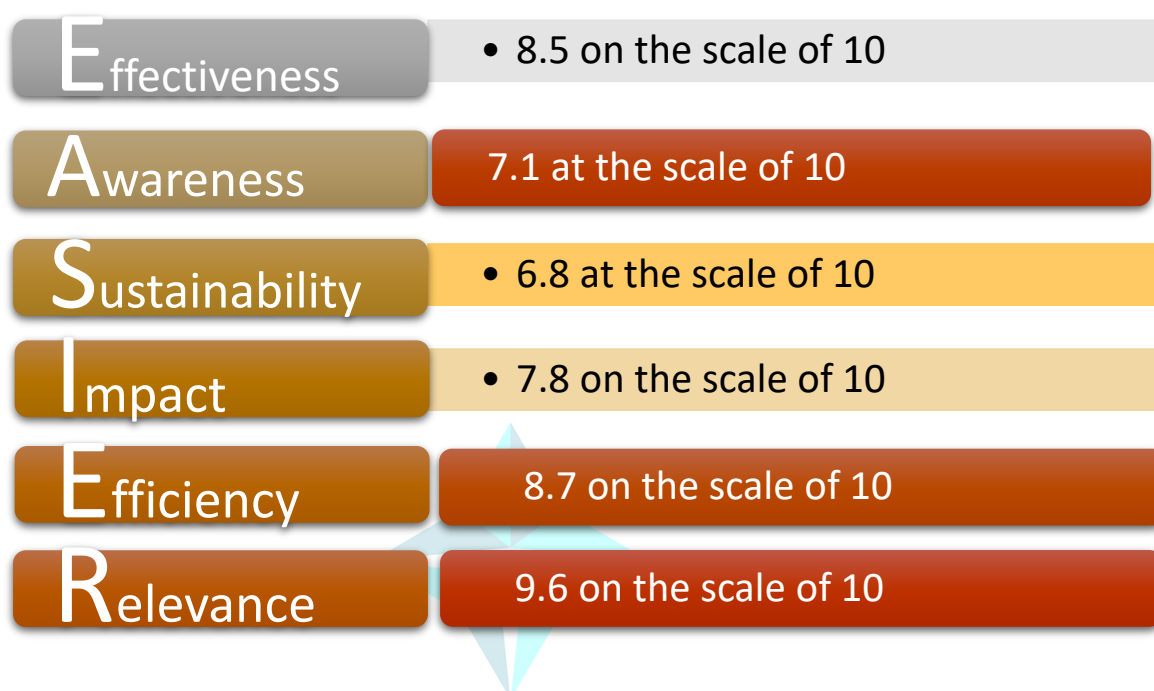
- Regarding suggestions to improve the quality of training, the obtained responses from employers are as given below:
  - They already have limitations despite that they are doing their work with responsibility.*
  - Train them on banking-related concepts, train on Excel to the next level, more than basic, English communication also should be improved.*
  - No specific improvement but only fine-tuning is required to make them more effective.*
  - If possible they can be trained as per the cable harness industry requirements so that they have basic knowledge of this work.*
  - Needs improvement in social skills and personal hygiene.*
  - They have to be Technically industry-ready and they should be more expressive.*

### Summary & Recommendations through EASIER MODEL

The survey tool was based on the indicators of the EASIER model and the obtained data from multiple stakeholders on these indicators was averaged and the scale averages were generated on the scale of 10 against each of the indicators which have been depicted in the given model.

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Based on the findings of the study and responses of stakeholders on the given indicators, the project was found to be highly relevant, highly effective, efficient and reasonably impactful.



The awareness of participants about Titan funding for this project was moderate given the partner organizations focussing much on their initiatives rather than the funder. The sustainability of this project cannot be ascertained as the training duration was quite short and the follow-up of trainees in the job could not retrieve much information due to changes in phone numbers/changes in jobs/changes in the recruiters' HR. However, the obtained data from ten employers gives satisfactory results. A concern regarding frequent absenteeism of employees was raised by the employers. Further, it will also depend on continued funding from Titan/other organizations as the partner organizations as well as APD are solely dependent on donors' support.

Further, the engagement of APD as an implementing agency and its other partner organizations can be improved beyond financials to provide regular capacity-building support and infrastructure as per need and more rigorous monitoring to ensure that the impact of Titan funding can uniformly reach out to beneficiaries.

## Vocational Skill Training for the PwDs

It has been recommended that APD has to focus on and explore social entrepreneurship ventures that address community needs. This aligns with the programme's focus on small business development and community well-being.

APD may like to introduce of courses from different sectors for PwDs such as hospitality & health care and agriculture.

APD may like to establish formal Alumni group and maintain the database batchwise. An Annual conclave could be organized and recognition for referrals could be done during the event.

Overall, the project can be rated as impactful, effective and relevant to serve the pressing need of physically challenged youth from the deprived communities of Karnataka.

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Bhopal. February 2024

TITAN  
COMPANY