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**Tracer Study of Short Term Training Graduates  
under EVENT Project (IDA Credit No-4924 NP /  
Grant No-H 673-NP)**

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## Abbreviations

CTEVT	Council for Technical Education and Vocational Training
DAG	Disadvantaged Group
DDC	District Development Committee
DVN	Development Vision Nepal
EVENT	Enhanced Vocational Education and Training
FGD	Focus Group Discussion
GE	Gainful Employment
JP	Job Placement
M&E	Monitoring and Evaluation
MoE	Ministry of Education
NGO	Non- Governmental Organization
NPC	National Planning Commission
NRs	Nepalese Rupees
NSTB	National Skills Testing Board
OJT	On the Job Training
PSU	Primary Sampling Unit
PPS	Probably Proportion to Size
PRA	Participatory Rapid Appraisal
RBST	Results Based Skills Training
RMA	Rapid Market Assessment
TEVT	Technical Education and Vocational Training
TL	Team Leader
ToR	Terms of Reference
TESP	Training and Employment Service Provider
TV	Television
TVET	Technical and Vocational Education and Training
VBST	Voucher Based Short-term Training
VDC	Village Development Committee
WB	World Bank

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## ***Executive Summary***

The study summary covers two parts: (a) Tracer Study of the Short Term Training Graduates Supported by EVENT Project, and (b) Assessment of Effects of Earthquake on the VBST Graduates.

### **A. Tracer Study of the Short Term Training Graduates Supported by EVENT Project**

The Enhanced Vocational Education and Training (EVENT) Project has implemented technical and vocational skills development training under the support of World Bank. It emphasizes employability of youths focusing on the disadvantaged groups. This study has been conducted to assess the effects of: (i) Results-based Training (RBST), and (ii) Voucher-based Training (VBST) implemented by the Project through public and private training service providers. The number of trainees covered under these training programmes were 47,500 for RBST and 10,000 VBST. Both training programmes aim at linking the training with employment by making the training service providers accountable for job placement upon completion of training.

The studies are based on the 3,832 samples taken randomly. It comprised of 3,466 Tracer Study samples and 366 samples for the assessment of effects of earthquake on the VBST graduates of 14 earthquake affected districts. The respondents represented 51.4% male and 48.6% female covering different caste groups.

*Motivation to attend training:* The study revealed hope for employment as the major reason for attending training among youths. It was also trailed by the footsteps of their predecessors who attended previous training programmes. Majority of the respondents knew about the available training opportunity through their friends and family members. More than 70% training graduates were found satisfied over the training programme they attended. Reasons satisfying them were: need friendly course outline, on-the-job-training opportunity, and engagement of competent trainers. More than 90% of them were found convinced to endorse the training programme they attended to other colleagues also.

NSTB skills test was made mandatory for all candidates who successfully complete their training. It led to the participation of more than 90% training graduates in the skills test. Of them, more than 90% obtained successful result after the test.

The study revealed employment accessed by around 89.4% training graduates after training, comprised 79.8% earning gainful income (i.e. those earning an income up to the level of EVENT specified threshold or even more), and the remaining 9.6% who failed to maintain their verified income threshold due to fluctuation in earnings.

By the employment type, around 36.7% graduates were self-employed. The proportion of self-employed in the control group was only 20.2%. The proportion respondents engaged in salaried job was greater (38.4%) in control group as opposed to the treatment group graduates (16%). Both categories of respondents represented almost similar (40%) in the case of daily wage workers. Gender wise, the proportion self-employed male graduates represented 38% as compared to female graduates (22.6%). However, the female graduates were more represented in daily wage (38.5%) followed by salaried jobs (32.9%). In the case of male graduates, their representation in daily wage was 22.9% followed by 29.7% salaried jobs. Trade wise, greater employment access was observed for the building electrician followed by off-season vegetables farming and community livestock development in the second and third places, respectively. More than 80% graduates could access their employment within 30 days after training.

Around 46.5% graduates reported the job placement function played by their TESP “moderately satisfactory” followed by another 44.5% who mentioned “satisfactory”. Those who considered their service

"less satisfactory" represented around 9.1%. More than 95% training graduates reported that their NSTB certificate was useful in facilitating access to new employment opportunities.

The collaboration structure for the management of self-employed enterprise ranged from sole management to the involvement of family members and other partners. Around 56.1% graduates running their self-employed enterprise followed sole management modality. Contrary to this, around 64.2% self-employed enterprise run by the control group respondents was managed with engagement of family members. Gender wise, there was no significant difference in the collaboration structure of self-employed training graduates. It reveals equal managerial confidence between both male and female graduates.

The self-employed graduates invested Rs. 76,778 in average for their enterprise. However, the range of large investors extended up to Rs. 3.2 million as the maximum in groups. In the case of control group respondents, their average investment per self-employed enterprise was Rs. 240,757. However, the extended range of their maximum investment was up to Rs. 1.2 million only. The comparison of investments made by the male and female training graduates revealed greater investment of male (Rs. 134,022) as compared to female (Rs. 114,319). Among these investors, around 27.4% graduates had taken loans. The proportion of loan takers was greater (35.9%) among the control group respondents as compared to the treatment group training graduate respondents. For the treatment graduates, cooperative was the primary source of loan (39.6%). In the case of control group respondents, it was their third source. Gender wise, majority of the female graduates (55.8%) borrowed from the cooperatives. However, in the case of male borrowers only 42.3% of them accessed this source.

Annual turnover recorded for the self-employed enterprise run by the training graduates was Rs. 216,383 in average. Its range extended up to a maximum of Rs. 4.7 million. In the case of control group respondents, the annual turnover was Rs. 339,268 in average with the maximum range of Rs. 1.8 million. Among the treatment group self-employed respondents, the turnover recorded for male graduates run enterprises was Rs. 309,952 in average followed by Rs. 212,399 recorded for the female graduate owners. Average profit margin of the self-employed enterprise was recorded relatively greater (Rs. 122,030 in average) in the control group as opposed to the treatment group (Rs. 112,532 in average). In the treatment group, the profit margin earned by the male graduates was greater (Rs. 123,226 in average) as compared to the female graduates (Rs. 110,030 in average).

Running an enterprise was not free from the difficulties. More than 70% enterprise owners reported poor knowledge and skills related to the market friendly products and also the lack of readily available market for the items produced were major problems encountered. Despite such challenge, around 70% respondent graduates still reported successful results of their enterprise. In relative terms, the success rate was greater (62%) among the female graduates (62%) as compared to the male graduates (53.3%).

Around 74.5% of the graduates, who were engaged as salaried employee in other enterprise, were found working full time. For the same corresponding category in the control group, only around 68.7% were found working full time. Gender wise, the proportion of full time workers was greater among the female graduates (73.2%) as compared to the male graduates (69.8%).

The study revealed that around 73% of the employed graduates were fully satisfied with their current self-employed and salaried jobs. The proportion of fully satisfied graduates was high among female (70.8%) as compared to the male graduates (63.3%). These graduates found the training programme relevant to their work. Among those, who felt the training not so relevant to their present work said that the relevance is conditional for them as their first priority is to access the first hold job to the best possible depending upon the available opportunity than being selective in line with the training they attended. This was particularly so for the female graduates who attempted to obtain employment near their residence despite limited opportunities.

A comparison of income earned by the graduates before and after training revealed an increase from Rs. 36,838 to Rs. 89,104 in average. It indicates an increment of around 141.9%. The level of increase was high among the male employee graduates (164.1%) as compared to female (55.9%). For the high income perspective, the graduates engaged in community livestock, mobile repair and off-season vegetables farming earned more than others.

Around 15.6% training graduates had access to remitted money sent by their relatives in the household. In the control group, those having such access was 16.8%. Around 81.3% of the training graduates received the remittance from Rs. 100,001 to Rs. 500,000. In the control group, those receiving this range of remittance were only 59.4%. Average amount received was Rs. 344,951 per household per year among the graduates followed by Rs. 266,189 per household per year in the control group.

The expenditure incurred by majority of the graduate respondent households (67.8%) ranged from Rs. 50,001 to Rs. 200,000. The proportion spending in this range was more or less similar (68.4%) in the control group. Average amount of expenditure was higher (Rs. 133,198) in the control group as compared to the training graduate households (Rs. 116,264). The training graduates' households spent around 39.1% of their expenditure for food, medicine, travel, communication, and service fees. The investment for children's education and the investment in non-agricultural activities were other expenditures incurred in the second and third places, respectively.

Around 68% graduate respondent households were found engaged in saving a portion of their annual income. In the case of control group, the corresponding figure for such saving households was 43.3%. The size of saving for 54.9% of the graduate respondent households was less than Rs. 50,000. In the control group, the respondents having such saving of below Rs. 50,000 were 76.4%. As some savers in the treatment group were big, the average saving of the graduate respondent households was recorded at Rs. 70,698. In the case of control group, such average saving was Rs. 43,974. The female graduate households saving less than Rs. 50,000 were 67.4% as compared to 61.6% male graduate households.

Around 87.1% training graduates reported improvement in their lifestyle after training in the recent years. In the case of control group respondents, only 14.5% reported such improvement in their lifestyle compared to the past. Among the training graduates, who felt improvement in their lifestyle, around 77.8% of them reported change in their economic status followed by social status felt by another 18%. The feeling of change in the economic status was high among the male graduate respondents (75%) as compared to female (70.8%). In the case of improvement in the social status, the proportion of female graduate respondents was higher (24.4%) as compared to the male (19.8%).

The effort for accessing further training opportunities was limited (3%) for both treatment group and control group respondents. However, among the training graduates, some educational status improvement from incomplete primary and secondary levels to the completion of secondary level education was observed.

The training graduates were interested to pursue further training. Around 49.1% respondent graduates demanded knowledge and skills related to market-friendly use of advanced tools in the trades they were trained before. It was a demand to upgrade their skills including skills related to the annex trades so as to expand their scope for new employment opportunities. Gender wise, there was no significant difference in the demand for training among the male and female graduate respondents.

The study revealed that around 43.5% respondent graduates wanted to continue their current job in the future too. Around 23.5% expressed their interest to look for new job. Around 18% showed interest to go abroad for work. Remaining 14.8% were interested to change their currently held salaried job to self-employment. Gender wise, there was no significant difference between the male and female graduates who preferred to remain in their current job. However, among those looking for new opportunities, the proportion of female graduates was higher (54.5%) as compared to the male (39.4%). On the contrary, the proportion

of male graduates interested to go abroad was 44% as opposed to 14.4% female graduates.

Majority of the treatment group graduate respondents (87.7%) were of the opinion that it is better to be engaged in self-employment than working for others as the salaried worker. The proportion of male graduates preferring such self-employment was greater (75.5%) as compared to the female graduates (63.8%). It indicated relatively greater proportion of female graduates (36.3%) preferring access to salaried employment as compared to the male graduates (24.5%) among the remaining respondents.

Location of employment was also one of the consideration for the graduate respondents. More than 75% graduates preferred access to employment within the country. It was followed by foreign country (other than India) in the second place. The proportion of female graduates preferring access to employment within the country was 88.4% as compared to 63.8%.male graduates

The training graduates reported poor or no working experience prior to accessing a foothold job as one of the employment challenges. They also felt overcrowding of job seekers in the labour market without adequate absorption capacity as another problem. Problem also occurred in accessing self-employment due to limited investment capacity of the trained graduates. There was no significant variation in the perception of employment challenges seen by both male and female graduates.

Overall impression of the surveyors regarding results of the training programme was positive. The employers also expressed their positive impression about the skills developed by training. They ranked their satisfaction level with the score of 80 out of 100 for the aspects such as adequacy of training input, relevance of skills for application to work and commitment of the trained workers towards the task undertaken. They suggested that the training could gain more credibility with additional focus on skills for business planning, numeric literacy (calculations and accounting), and the practical application contemporary market friendly technologies. They also indicated their interest to recruit the TESP trained graduates in the future.

The study reveals that the training has influenced migration of 16.1% graduates from rural to the urban location for accessing job. It has also found 0.6% migration abroad after the completion of training. These situations suggest the need for promoting local enterprise training to reduce migration effects.

The study finds that the importance assigned by EVENT for employment linked training has been proved one of the successful measures in engaging unemployed youths in the economic activities. It not only holds economic value but also social value, as leaving them unattended could have created frustration otherwise. The intervention has adequately created awareness about the training opportunities available drawing attention of more number of youths towards training. Considering that such training programmes are also important for the future, the study recommends following improvements in the roles being played by related stakeholders:

**TESP:** The TESPs need to introduce counselling for job placement at the early stage of training (than towards the end) to allow them to be selective for gainful employment options. It should also consider compatibility of training with actual working environment where the graduates are expected to work upon completion of training. Upgrading the training package with the application of contemporary labour market friendly tools and technologies should be made a regular phenomenon than occasional. The self-employed graduates interested to obtain credit for initial stage investment should be facilitated with institutional loan against the NSTB skills test certificate as a collateral. Necessary, link should be established with the financial institutions for this purpose.

**EVENT:** EVENT needs to make the results of training more recognized and competitive by awarding TESPs performing better with the achievement of high employment results, greater proportion of high income earning placements, application of fee-based courses to sustain the training programmes, and

diversification of trades of training for enhancing employability. It should also encourage self-employed graduates with award for their demonstrated contribution to the creation of new opportunity for employment to other youths in their enterprise. It can also offer seed money incentive for initial stage investment for the self-employed enterprises established by the training graduates on a group basis. The study considers the importance of sharing and demonstrating training structures and processes to the employers to make them convinced about the quality standards maintained in training. Therefore, it should consider making such demonstrations mandatory for the TESP as it also provides opportunity to obtain feedback on contemporary market demanded skills for necessary updates in the training package.

**NSTB:** NSTB need to maintain a database of skills test graduates and establish a network of such graduates to obtain contemporary labour market feedback on the quality of skills demanded. Such updates should be integrated in the skills test provisions to make the training results more employment oriented.

**CTEVT:** Promoting training on the annex trades (e.g. plastering and tile fixing training package and business skills in the training curricula of masons) should be prioritized as it can enhance scope for employment with multiple options in the informal sector. It should also emphasize making the training programmes career path oriented by creating scope for training for skills upgrade. For regular update of the training needs closer to the contemporary labour market friendliness, CTEVT needs to promote knowledge management practices by sharing best practice experiences among the stakeholders.

## **B. Assessment of Effects of Earthquake on the VBST Graduates.**

Around 85.2% VBST respondents (out of 366 interviewed) encountered the earthquake effects occurred in 14 districts. Around 46.4% respondents encountered full damage of their property, while 53.6% encountered only a partial damage.<sup>1</sup> After the earthquake, around 30.3% respondents had to take shelter in the house of their relatives and friends, while 26.4% could still live in their own house. Remaining 43.3% managed to live in the self-made and donor provided shelters.

Though the household members of around 77.1% respondents were able to escape earthquake injury around 22.9% households had at least one family member affected. Of the total number of injured persons, around 54.4% were admitted to hospital.

Around 10.2% respondent households faced human casualties, while 4.6% households have missing members in their family. Around 19.3% households are living with psychologically affected member in their family. Of them, around 52.1% are children followed by the working age persons (36.6%) and elders (11.3%). Gender wise, 55.7% of them are male and 44.3% female.

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<sup>1</sup> For the purpose of this study, “full damage” is defined as the extent of ruins which prohibits the household members to take shelter due to high risk. In the case of “partial damage”, it is defined as the level of destruction which still leaves room for taking shelter after repair without any major change in the structure.

## **I. INTRODUCTION**

This report covers two parts: Part – I and Part – II. The Part – I of the study includes findings on the Tracer Study of Short Term Training Graduates supported by EVENT (IDA Credit No-4924 NP / Grant No-H 673-NP). On Part – II, it includes observations on the effects of devastating earthquake that took place while the last leg of the survey was going on for the VBST graduates after completion of the RBST survey. Owing to this unfortunate event, it was decided that it would be useful to see the effects of devastating earthquake on the VBST graduates who were already sampled but yet to be surveyed. Accordingly, some questions were added in the survey for the VBST graduates of 14 earthquake affected districts for interview. The Part – II of the report covers findings on such added portion.

# **PART – I**

A Draft Report was prepared and submitted to the EVENT Project by the Development Vision – Nepal (DVN) as per the ToR. Comments were obtained on this Draft Report from the key stakeholders. This is a Final Report prepared by incorporating comments obtained on the Draft Report.

## **1.1 Enhanced Vocational Education and Training (EVENT) Project**

Enhanced Vocational Education and Training (EVENT) project had been established as per the agreement signed between the Government of Nepal and the World Bank on 30 June, 2011. The objective of this project is to expand the supply of skilled and employable labor by increasing access to quality training programmes by strengthening the technical and vocational education and training systems in Nepal. The project prioritized increased access to technical education and vocational training (TEVT) services for the disadvantaged youths, especially poor living in the backward regions, females, Dalit, marginalized Janajatis and people with disability.

One of the major components of EVENT was to support Short-Term Vocational Training. It also emphasized Recognition of Prior Learning which was designed to impart short term vocational training and the certification of technical and vocational skills acquired. This component focused on stimulating the demand-side of short-term training targeted for the employment of youth at both domestic and international labor markets. Support for training was extended through both public and private sector training service providers.

## **1.2 Support Modalities Followed by EVENT**

Two modalities of support were being employed in providing training. These are: (i) voucher-based financing mechanism for training (VBST) in three urban centers, and (ii) results-based financing mechanism (RBST). Estimated number of project beneficiaries covered under this sub-component is 47,500 youths. The voucher-based financing modality provided support to approximately 10,000 youths with vouchers. It allowed them to purchase training from their preferred training service providers.

Each trainee had chosen his/her training service provider from a list of pre-approved institutions drawn up by the Secretariat satisfying a set of eligibility criteria. Under the voucher based financing modality, the training service providers (TPs) obtained reimbursement of their cost against the vouchers. The reimbursement was provided on installment vouchers. They covered payment for performance at the start, after completion of training and placement into employment. Payments are made ensuring that the training graduates are employed.

The results-based financing modality made the training providers responsible for the recruitment and training of beneficiaries. The reimbursement to training providers for this modality was similar to that used for voucher-based financing. In this scheme, payment to training providers was based on results. Payment was provided at the start, completion of training, and upon verification of employment of trainees after 3 months of engagement in employment and upon re-verification of the level of gainful employment (i.e. earning income at the level of specified income threshold or above) after 6 months of employment.

## **1.3 ToR for the Study**

Based on the ToR, the Consultant conducted a tracking survey of representative samples of four sets of training graduates and aspirants who could not get opportunity to attend the training. It includes both training beneficiaries (RBST and VBST) and the non-beneficiaries (RBST and VBST applicants who applied but were not selected to attend training). The former category was interviewed as treatment group, while the latter was interviewed as control group for comparison of their status. Therefore, the sampled respondents covered under these four categories were as follows:

- Sampled youths trained under the RBST modality (Treatment Group),
- Sampled youths trained under the VBST modality, (Treatment Group),
- Sampled youths who attended the interview but were not selected for training under the RBST modality (Control Group), and
- Youths who were eligible but did not receive training under the VBST modality (Control Group).

The purpose of covering different sets of trainees and non-trainees was to get feedback on several aspects related to skills attainment, employment, income and livelihoods based on the performance of both RBST and VBST groups. In order to meet these objectives following information were collected and analyzed to draw the inferences about the impact of the Project.

- Inclusiveness of the beneficiaries in terms of gender and caste/ ethnic composition;
- Extent of successful employment cases (self-employment and wage employment) by the type of enterprise/ trade/ vocation;
- Duration of employment by the type of skills acquired;
- Unemployment after training by the type of skills;
- Monthly income relative to gainful employment as defined by the Project;
- Perception of trainees about their wellbeing in livelihoods (e.g. enhanced social status, improved economic condition, possession of wider knowledge, creation of productive assets , savings from newly earned incomes etc.) after training; and
- Environment for further employment opportunities (e.g. self-employed training graduates employing others in their enterprise)
- Potentials for sustainability newly created employment opportunities; and
- Spillover effects on the replication of the skills among others.

## **II. OBJECTIVES AND SCOPE COVERED BY THE STUDY**

### **2.1 Objectives**

Main objective of the study is to assess the performance of training programmes in achieving outcomes expected by the EVENT project interventions. Specific objectives related to this are as follows:

- To measure the labor market outcomes of youth trained through EVENT support under the two modalities( RBST and VBST), and
- To understand how youth transition took place from the completion of training to the labor market.

### **2.2 Scope**

The scope of the study was to conduct a tracking survey of representative samples of four sets of youth as follows:

- (i) Youths trained under the RBST modality,

- (ii) Youths, who attended interview but were not among the successful candidates selected for training under the RBST modality,
- (iii) Youths trained under the VBST modality, and
- (iv) Youths, who were eligible but not selected for training under the VBST

The study looked into the relation of chain of events starting from training to employment ventures (in case of self-employment) and the sustainability of engagement. It examined prospects and challenges of survival. It primarily focused on the following:

- Suitability of the content, duration and relevance of training on vocational skills,
- Quality of service provided for business skills development
- Extent of success accomplished by job placement support
- Extent of support provided for linkage to the financial services after training,
- Extent of supported provided for working tools and implements (related to the start as well as growth of business),
- Turnover of the enterprise, profit, number of staff employed
- Opportunities and constraints associated with different business contracts and enterprises
- Speed of the business growth (including changes observed in the size of business over the years
- Simplicity of the business by nature and size,
- Sustainability potential of the micro-entrepreneurs
- Benefit-lucrative sustainable trade for self-employment
- Challenges encountered by the training graduates in setting-up their business and taking those forward
- Challenges for sustaining women operated self-employment business
  - What caused the failure (what went wrong)?
  - What hindered access to services?
  - Access to which service was mostly affected than others?
  - What was the extent of negative outcomes emerging form failures?
  - What alternative options the graduates followed after failure of the activity of their engagement (remained unemployed, went for wage-employment from self-employment or vice versa, attended skills development training, migrated in the search of job etc.)
- Factors motivating shift from one activity to another
- How much was the turnover of business being conducted by most of the
- What was the process followed for a shift from one activity to another?
- What was the extent of financial viability of implemented activities of the training graduates?

- How was the condition of entrepreneurs' access to loan by their source and purpose?
- Major reasons for no attempts to self-employment
- Major reasons causing business failures:

### 2.3 Information Requirements Identified to Meet the Scope of Study

Envisaged achievement indicators were identified to determine the information required to verify progress in line with the objectives of the study. The information areas identified against the achievement indicators and their possible sources were as follows:

**Table 1: Information Requirements and Related Sources**

SN	Aspects of Study	Achievement Indicators	Verifying Information	Information Sources
1.	Completion of training	<ul style="list-style-type: none"> <li>• Trained graduates</li> <li>• Graduates by ethnicity, trade and gender</li> </ul>	<ul style="list-style-type: none"> <li>• No. of graduates enrolled</li> <li>• Proportion completing training successfully</li> </ul>	<ul style="list-style-type: none"> <li>• Event database</li> </ul>
2.	Employment after training	<ul style="list-style-type: none"> <li>• No. of employed graduates</li> <li>• Employment category (self or wage)</li> </ul>	<ul style="list-style-type: none"> <li>• Proportion of employed graduates</li> <li>• Placement efforts put by the TESP</li> <li>• Transition between training and employment (in months)</li> <li>• Duration of the current work</li> </ul>	<ul style="list-style-type: none"> <li>• Interview of the graduates</li> <li>• Discussion with the TESP<sup>2</sup></li> </ul>
		<ul style="list-style-type: none"> <li>• Establishment of training-led enterprise (self-employment)</li> </ul>	<ul style="list-style-type: none"> <li>• Employment created for others</li> <li>• Investment growth in the business</li> </ul>	<ul style="list-style-type: none"> <li>• Interview of the self-employed graduates</li> <li>• Discussion with TESP</li> <li>• Event Monitoring Unit</li> </ul>
3.	Retention of the employed graduates at work	<ul style="list-style-type: none"> <li>• Working more than six months' (beyond) verification from EVENT</li> </ul>	<ul style="list-style-type: none"> <li>• Proportion of graduates continuing employment beyond six months</li> <li>• Plan to continue the work further</li> </ul>	<ul style="list-style-type: none"> <li>• Interview of the graduates</li> <li>• Discussion with the TESP</li> </ul>
4.	Earning of gainful income by the graduates	<ul style="list-style-type: none"> <li>• Graduates earning income equivalent to project-specified threshold</li> </ul>	<ul style="list-style-type: none"> <li>• Proportion of graduates crossing the specified threshold</li> <li>• Income by trade, ethnicity and gender</li> </ul>	<ul style="list-style-type: none"> <li>• Interview of the graduates</li> <li>• Discussion with the employers</li> <li>• Periodic Progress Reports of EVENT</li> </ul>
5.	Improvement in the quality of life of graduates	<ul style="list-style-type: none"> <li>• Change in the livelihood condition of training graduates before and after employment</li> </ul>	<ul style="list-style-type: none"> <li>• Average monthly income</li> <li>• Average monthly saving</li> <li>• Pattern of spending income for production and consumption purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Interview of the employed graduates</li> <li>• Event database</li> <li>•</li> </ul>

<sup>2</sup> TESP = Training and Employment Service Provider

SN	Aspects of Study	Achievement Indicators	Verifying Information	Information Sources
		<ul style="list-style-type: none"> <li>• Perception about the Social status by the employed graduates</li> </ul>	<ul style="list-style-type: none"> <li>• Feeling of improvement in the social status</li> <li>• Change in the structure of contribution to the income basket of family</li> </ul>	<ul style="list-style-type: none"> <li>• Interview of the employed graduates</li> <li>• KIS survey</li> <li>• Discussion with the TESP</li> </ul>
6.	Sustainability	<ul style="list-style-type: none"> <li>• Employment retained</li> </ul>	<ul style="list-style-type: none"> <li>• Motivation of training graduates to continue working</li> <li>• Satisfaction over the level of currently earned income</li> <li>• Willingness of the employers to retain the graduates as their employees</li> </ul>	<ul style="list-style-type: none"> <li>• Interview of the employed graduates</li> <li>• Discussion with the employers</li> <li>•</li> </ul>
7.	Unemployed graduates	<ul style="list-style-type: none"> <li>• Reasons for not working</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Graduates who stopped working after EVENT's verification of income after 6 months of training</li> <li>• Length of unemployed duration</li> </ul>	<ul style="list-style-type: none"> <li>• Interview of the unemployed graduates</li> <li>• Discussion with Key Informants</li> </ul>

### III. STUDY METHODOLOGY

The study obtained information from both primary and secondary sources for the analysis of results. Information available in the EVENT database and other documents related to the Project were reviewed as information obtained from secondary sources. It was followed by the collection of information from primary sources.

#### 3.1 Sampling of the Respondents

EVENT trained around 47,500 youths from different districts in the country under its RBST and VBST modalities. Samples were primarily taken from these groups followed by their corresponding control groups as well. The control group covered the candidates, who applied for training but were not successful in the selection process. With them, the samples covered potential respondents from the following four categories.

- i. Youths trained under the RBST modality,
- ii. Youths trained under the VBST modality,
- iii. Youths, who applied and attended interview for RBST but were not selected, and
- iv. Youths, who applied for VBST but were not selected.

Stratified sampling technique was applied for the selection of potential respondents under both RBST and VBST categories. The samples were drawn by using

proportionate probability proportion to size (PPS) method. The list of candidates, who formed the sampling universe, was obtained from the World Bank based on the records maintained by the EVENT Project Secretariat.

Two-stage sampling process was applied for selection of respondents from each category:

Stage-I: Categorical listing of potential respondents representing four RBST and VBST categories (by their treatment group and control group types)

Stage-II: Selection of samples by comparing the serial number held by the list of potential respondents with the corresponding random number generated through Excel.

For each category, the sample size estimated was 1,000. This number was increased by another 20% to facilitate replacement provision in case the sampled respondent was not available in tracing for the interview for any reason.

### **3.2 Design of Survey Instruments**

Tailor made survey instruments were developed to collect information through bilateral interviews and group meetings for all the four categories of respondents. The instruments were developed in view of the relevant information requirements contributing to meet the objectives of the study. Altogether, four sets of questionnaires and checklists were developed as follows:

- i. RBST / VBST Graduate Survey Questionnaire
- ii. Questionnaire for the non-selected RBST / VBST applicants
- iii. Checklist for Interview with Training Service Provider / Training Institute
- iv. Checklist for Case Studies Development

**(See Annex – I for the Questionnaires and Checklists)**

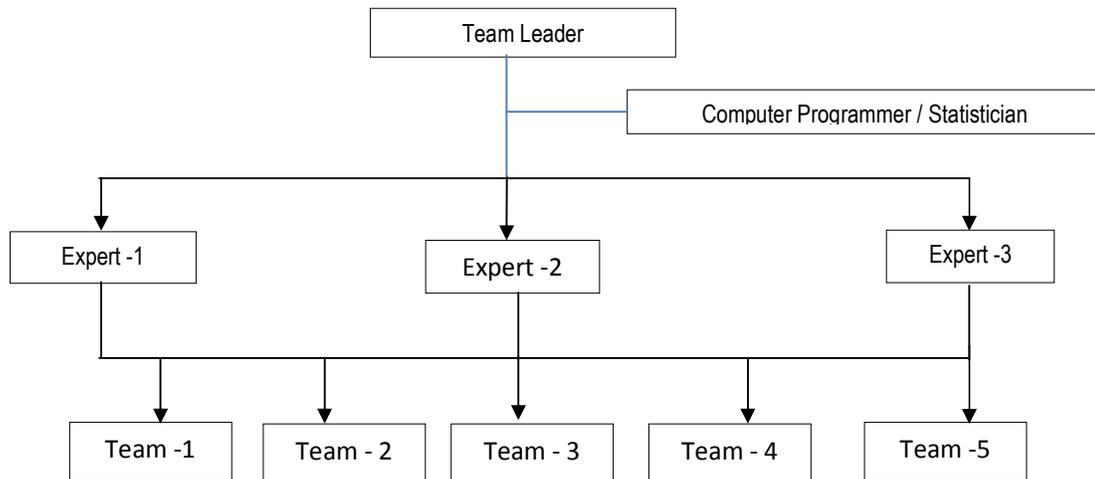
### **3.3 Composition of the Survey Team**

The survey team was formed in view of the professional competency of each team member. They were selected in view of their previous work exposures, preferably with the tracer studies. In total, five survey teams were formed and assigned in a combination of study clusters / districts based on the practical field situations. These teams were formed after training. They were assigned the number of questionnaires and checklists to cover.

Each team comprised of 2 - 4 persons depending upon the number of interviews to be conducted in the selected clusters / districts. The teams were mobilized in parallel with the mobilization of team of experts.

Following Figure illustrates the structure of the study team:

**Figure 1: Team Structure**



Team members were selected with priority for gender and social inclusions. It represented male and female members covering the following social groups:

- Dalits
- Adhivasis/Janajatis, and
- Others (Brahmins, Chhetris, Thakuris).

### **3.4 Survey Team Orientation**

Three days orientation training was organized for the Surveyors and Enumerators prior to their mobilization for the field work. The purpose of orientation was: i) to make the team members fully aware about the objectives of survey, ii) to make them familiar with the contents of the questionnaires and checklists, and iii) provide them knowledge about the survey procedures including the code of conduct to be abided while doing the field work. The orientation primarily covered the following contents:

- Day-1: Introduction of the project, walk through the questions and discussions about the kind of answers expected;
- Day-2: Mock interviews in the training session, field practice in using the questionnaire and pre-test of the field instrument; and

Day-3: Sharing experience of about the interview with questions and answers for clarity questions.

As doing survey by administrating questionnaire and checklist is an art of soliciting information, the surveyors were oriented about the methods to be followed for approaching the respondents for the interview as follows:

Rues to follow for the interview: The surveyors were provided with guidance to carry out the interview as follows:

- Prior to going to the field, the interviewer was asked to fully familiarize himself/herself with the purpose and answers sought by the questionnaires and checklists. It required them to extensively practice the application of these instruments prior to the conduct of quality interview during the orientation.
- To make a good start, the interviewers were required to be pleasant and assertive and thereby make the respondent feel at ease during interaction;
- The interviewers were also required to be clear about the questionnaires and be prepared with possible answer to the questions the respondents may ask.
- The interviewers were asked to speak slowly and clearly to set the tone for the interview.
- They were asked to maintain flow of interaction during the interview.
- The interviewers had to be precise and uniform in providing information to the respondents as background of the study and also the answer to their questions.

Self-Introduction: Prior to taking the interview, the interviewers were required to give their introduction to the respondents first by mentioning purpose and title of the survey that he/she was undertaking and how the respondent was chosen to be one of the respondents. In this context, they were asked to mention the name of the project being researched and the purpose it wants to accomplish from the survey.

Eligible Respondent for Questionnaire Administration: It was mandatory for all interviewers to collect information from the sampled respondents. The respondents were aged 18 or above with different educational and cultural backgrounds. It was not necessary that the respondent had to be literate for the interview.<sup>3</sup>

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<sup>3</sup> However, the interviewers were required to remain alert about whether the respondent's age, maturity and location was a factor for fully comprehending the answers to the asked questions. It was considered important to maintain the quality of information collected.

Place of Interview: The surveyors were asked to take interviewed in a private place, where there is no disruption from other member of the same house or outsiders living in the neighbourhood. At a place where total privacy was not possible, they were asked to take interview outside the house.

In case, if the respondent wanted someone to be there during the interview to enrich the answer to the questions, the exceptions to the rule could be considered.

Clarification and Probing: When the respondent is unable to answer the question due to his/her ability to understand the question asked, the interviewers need to clarify the questions with examples.

Putting forward probing question might be necessary to make the respondent clear about the question asked. The interviewer should also be alert about the response provided. They should see whether the respondent has interpreted the question correctly and the response given is relevant as well as complete.

End Interview in a Good Environment: When all the questions are asked and their subsequent responses are obtained, the interviewers should revisit each page of the questionnaire to ensure that, if response related to any question remains to be filled up. After being sure about the response obtained for all questions, he/she should appreciate cooperation and support extended by the respondents. He/she should assure that the valuable information provided by them would be an asset for the objectives to be met by the study.

### **3.5 Tracing of the Sampled Respondents**

Sampled respondents were traced for interview using the following approach:

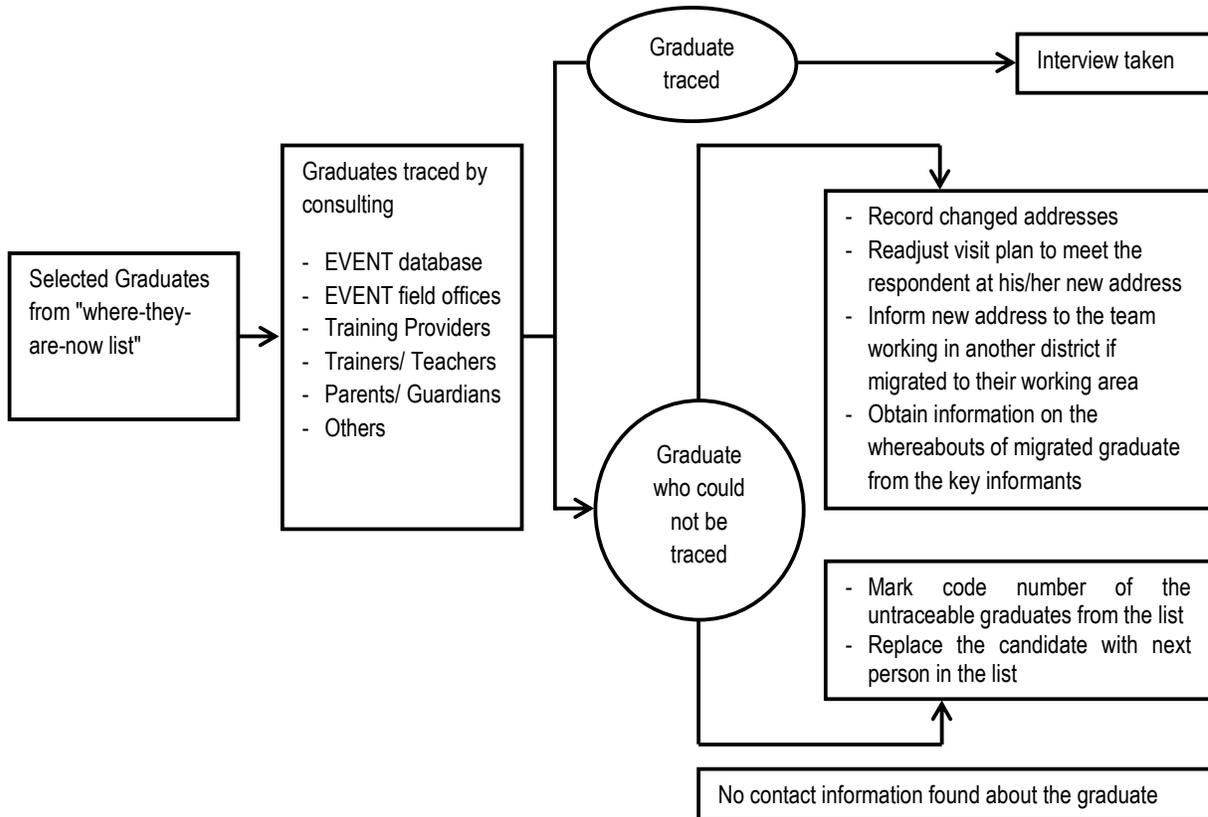
- Contact by phone to know their whereabouts (permanent, temporary and current addresses)
- Inquiry with the training service providers (TPs)
- Inquiry with the employers accepting placement of the training graduates
- Inquiry with guardians, parents and friends (applied largely in the case of non-trained interviewees covered by the sample)

EVENT database has been used as a primary source for tracing the sampled respondents for all kinds. Address of the sampled respondents was initially taken from the EVENT database. It was later updated by consultation with the training service providers and snowballing method applied for the sampled respondents met. It contributed to find latest contact number and address of the respondents, who

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were not met in their database recorded address. The tracing method followed was iterative as follows:

**Figure 2: Tracing of the Sampled Respondents**



### 3.6 Application of the Instruments for Survey

The survey instruments were tailor made for the collection of both quantitative and qualitative information. Quantitative information was collected through structured questionnaires administered on the sampled respondents. Qualitative information was collected by applying Participatory Rapid Appraisal (PRA) tools and techniques such as Focus Group Discussions (FGDs), interactive meetings, participant observations, semi-structured interview with the key informants and preparation of the case studies.

FGDs were conducted with diverse socio-economic groups including those who were vulnerable from the livelihood perspective. Both quantitative and qualitative information were targeted to blend in reporting the findings. It involved triangulation of information collected from both sources to the extent the subject were comparable.

### 3.7 Survey Calendar

The study followed a survey calendar of 28 weeks as follows:

**Table 2: Proposed Survey Schedule**

Activities	Weeks																												
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	
<b>A. Orientation to Supervisors / Enumerators</b>																													
Orientation about survey i.e. methods of tracing of graduates/ non-graduates, reading of questionnaires, mock interviews and pre-testing of questionnaires.																													
<b>B. Mobilization of Survey Teams</b>																													
Team formation and mobilization for all districts/ clusters- 5 teams to be formed and mobilized simultaneously																													
<b>C. Survey, Data Collection and Supervision</b>																													
1 Team-1: Districts/ Clusters																													
2 Team-2: Districts/ Clusters																													
3 Team-3: Districts/ Clusters																													
4 Team-4: Districts/ Clusters																													
5 Team-5: Districts/ Clusters																													
<b>D. End of Survey Tasks</b>																													

Due to devastating earthquake, the schedule for the study was affected in its mid-way. It required postponement of the field activities for about 2 months. It also required skipping of some sampled respondents who were supposed to be interviewed in the earthquake affected 14 districts but were not available for interview.

Understanding the effects of earthquake on the target group respondents became an area of interest for the study after its devastating effects on their livelihoods. Accordingly, the Consultant agreed to add a new dimension of earthquake related questions under the scope of the study upon request of EVENT and World Bank for the VBST respondents. It covered 366 respondents. This report covers reporting of findings on this new dimension as well.

### 3.8 Supervision of the Survey Work

Supervisors were mobilized for close observation of the progress and quality of data collection work. They remained alert on ensuring quality performance of the interviewers. Each Supervisor was given a minimum target of verifying 10% of the

sampled respondents representing all the four categories. Their role was to ensure standardized interviews with the respondents. They assessed the techniques used while asking the questions, clarifying the issues and giving feedback in a non-directive manner. They checked that data to see whether they were properly coded and entered correctly.

The Supervisors were required to give feedback and debrief the status to the Team Leader on a regular basis.

### **3.9 Data Collection, Analysis and Interpretation**

#### **3.9.1 Data Collection**

Data was collected electronically using the mobile sets. Enumerators were trained to fill blank questionnaires loaded in each set by interviewing the sampled respondents. Focus Group Discussions were held for the collection of qualitative data.

#### **3.9.2 Data Analysis**

Data uploaded in the server through the mobile sets was verified to see their completeness prior to their analysis. Excel and SPSS software were used for undertaking this task. The analysis focused on major effects generated by the training interventions among the RBST and VBST graduates as compared to the conditions revealed for other sampled respondents who had applied for training but were not selected. The analysis covered:

- Effects of training on RBST graduates as compared to the situation of those who did not get opportunity to be trained due to their no selection;
- Effects of training on VBST graduates as compared to the situation of those who did not get opportunity to be trained due to their no selection; and
- Effects on the condition of RBST training graduates as compared to VBST training graduates.

The comparisons were carried out applying various parameters of possible impact of interventions. They covered the status of employment, level of income earning, type of employment (self or wage employment) in which the interviewee was engaged, direct and indirect benefits obtained by the graduates from attending training, and the changes occurred in the social status of the training graduates.

### 3.9.3 Data Interpretation

Analyzed data has been interpreted in quantitative forms using statistical measures such as mean, range and percentage. In the case of qualitative data, descriptive interpretations are made.

Graphs, diagrams, charts and tables are used for presentation of findings. These outputs are generated categorically by the RBST and VBST training modalities. Cross-tab techniques are applied for the interpretation of analyzed data.

### 3.10 Preparation of the Study Report

Report has been prepared by incorporating major findings related to the objectives of the study.

## IV. DISTRIBUTION OF THE RESPONDENTS AND THEIR SOCIO-ECONOMIC PROFILE

The study covered RBST and VBST related respondents as follows:

**Table 3: Distribution of the Sampled Respondents**

Type of Respondents	No. of Respondents
<b>A. RBST</b>	
Treatment	945
Control	810
<b>Sub-total</b>	<b>1,755</b>
<b>B. VBST</b>	
Treatment	909
Control	802
<b>Sub-total</b>	<b>1,711</b>
<b>Total</b>	<b>3,466</b>
<b>C. VBST Earthquake Affected</b>	<b>366</b>
<b>Grand Total</b>	<b>3,832</b>

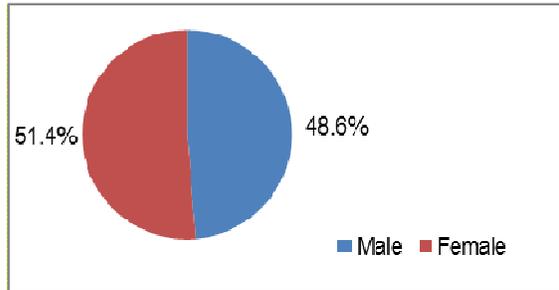
The earthquake affected survey conducted for VBST 14 districts was a supplementary activity added in the survey task after the occurrence of its devastating effects. It represents a survey of respondents from 14 districts.

This report presents the results of data analysis into two separate parts: (a) Part – I: Treatment and Control Groups related to RBST and VBST, and (b) Part – II: VBST related respondents affected by the earthquake.

## 4.1 Respondents by Gender

Of the total number of respondents (3,466), around 48.6% were male and 51.4% female. The representation was more or less proportionate to the population universe for both sexes (i.e. 49.8% male and 50.2% female).

**Figure 3: Percentage of Male and Female Respondents**



Source: EVENT Tracer Study, DVN, 2015.

Their distribution by the type of respondents revealed the following scenario:

**Table 4: Type Respondents by Gender**

Gender	RBST (%)		VBST (%)		Total (%) (n = 3,466)
	Treatment (n = 945)	Control (n = 810)	Treatment (n = 909)	Control (n = 802)	
Male	61.8	68.4	39.7	26.9	48.6
Female	38.2	31.6	60.3	73.1	51.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

## 4.2 Ethnicity/Caste Group

By the ethnicity/caste group, the distribution of respondents was as follows:

**Table 5: Respondents by their Ethnicity/Caste Group**

Caste / Ethnicity	RBST (%)		VBST (%)	
	Treatment (n = 945)	Control (n = 810)	Treatment (n = 909)	Control (n = 802)
Brahmin/Chhetri	30.3	33.4	45.0	44.0
Dalit	8.3	9.3	3.8	4.0
Janajati/Indigenous	47.8	41.8	49.3	50.3
Muslim	1.5	1.1	0.4	0.4
Madhesi	12.1	14.4	1.5	1.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

### 4.3 Age Group

Majority of the respondents belonged to the age group of 16 and 25 years. Higher the age group lower was the representation of respondents in all categories.

**Table 6: Type of Respondents by Their Age Group**

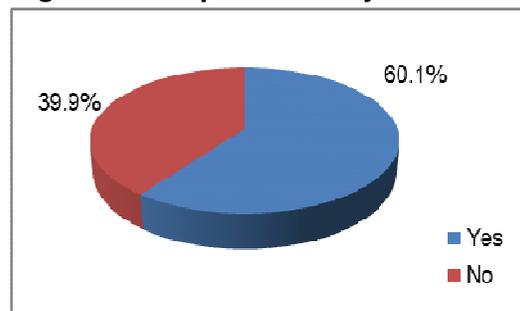
Age Group	RBST (%)		VBST (%)	
	Treatment (n = 945)	Control (n = 810)	Treatment (n = 909)	Control % (n = 802)
16 to 25	49.8	53.9	46.4	53.0
26 to 35	37.9	32.9	41.4	37.2
36 to 50	12.3	13.2	12.2	9.8
Total	100.0	100.0	100.0	100.0

Source: EVENT Tracer Study, DVN, 2015.

### 4.4 Marital Status

Around 60.1% respondents were married, while the remaining 39.9% were unmarried.

**Figure 4: Respondents by Marital Status**



Source: EVENT Tracer Study, DVN, 2015.

In relative terms, the proportion of married respondents was high among the RBST treatment group respondents as compared to the control group respondents. In the case of VBST, the proportion of married respondents between the treatment group and control group respondents was not significantly different.

**Table 7: Marital Status by Type of Training**

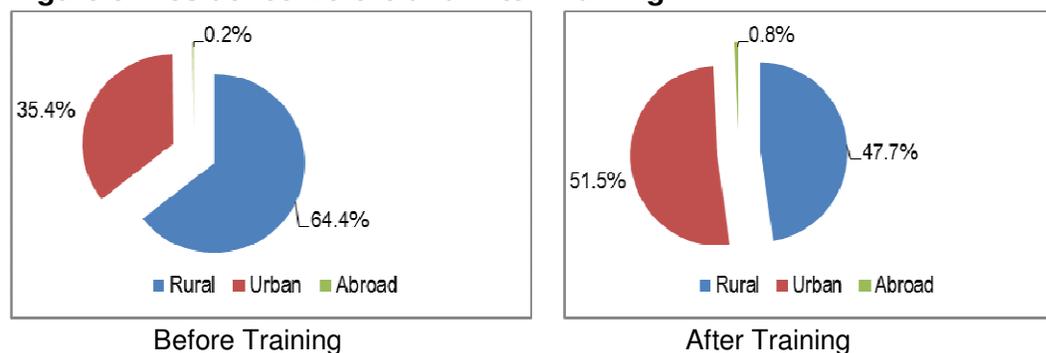
Marital Status	RBST (%)		VBST (%)	
	Treatment (n = 945)	Control (n = 810)	Treatment (n = 909)	Control % (n = 802)
Yes	65.9	60.7	56.3	54.8
No	34.1	39.3	43.7	45.2
Total	100.0	100.0	100.0	100.0

Source: EVENT Tracer Study, DVN, 2015.

## 4.5 Location of Residence Before and After Training

Training was observed as one of the factors influencing change of location of the youths after the completion of training. Before the training, around 64.4% were living in the rural areas. After the training, around 16.1% were found moved to urban areas. Those moving abroad were about 0.6% percent.

**Figure 5: Residence Before and After Training**



Source: EVENT Tracer Study, DVN, 2015.

The migration from rural to urban area was influenced by the pull factor for job as the opportunities for employment in the rural area is limited.

## 4.6 Occupation Held Before Training

Majority of the RBST respondents (42.4%) were unemployed<sup>4</sup> before training. The proportion of such unemployed respondents almost same between both treatment and control group respondents. In the case of VBST respondents, the proportion of unemployed was greater (30.5%) among the treatment group as compared to the control group respondents. This difference was caused by greater proportion of control group respondents engaged as occasional wage labour.<sup>5</sup>

**Table 8: Occupation before Training**

	RBST (%)		VBST (%)	
	Treatment (n = 945)	Control (n = 810)	Treatment (n = 909)	Control (n = 802)
Occasional wage Labour	17.4	16.4	12.1	33.1
Education	27.0	30.5	44.4	36.5
Self-employed (including agriculture)	12.2	9.5	9.8	13.4
Skills training	1.0	0.7	3.2	0.9
Unemployed	42.4	42.9	30.5	16.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

<sup>4</sup> Those who were not totally engaged at work (even no occasional work as wage labour) are defined as unemployed for the purpose of this study.

<sup>5</sup> For the purpose of this study, the infrequent wage labour work of less than 100 days in a year is defined occasional wage labour. Since this is not a fulltime employment, the respondents holding this category of task are classified as “unemployed”.

## V. MAJOR FINDINGS OF THE STUDY

The findings of the study are presented under various sections such as: motivation to attend training, satisfaction over the training programme attended, skills test after completion of training, employment after training, management of the self-employed enterprise, salaried employment held by the respondents, satisfaction over the currently held job, income of the respondents, access to remittance, annual expenditure of the respondent households, households adopting saving practice, improvements noticed in the lifestyle, career path building efforts of the respondents and the nature of employment preferred for the future. Following sections discuss details on these:

### 5.1 Motivation to Attend Training

#### 5.1.1 Reasons Attracting Attention Towards Training

The respondents were asked about the reasons that encouraged them to attend RBST and VBST training. In response to this, majority of the training graduates expressed their hope for employment as the major reason. It was followed by the attraction of suitability of the subject area of training. Relatively small proportion of the respondents mentioned that they attended training just looking at what their friends did.

**Table 9: Motivating Reason to Attend Training**

Reasons	RBST (%)	VBST (%)
	Treatment (n = 945)	Treatment (n = 909)
Hope for employment	62.6	50.0
Subject of training suitable to the personal interest	31.8	47.4
Followed what other friends did	5.6	2.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

#### 5.1.2 First Source of Information About the Availability of Training Opportunity

Majority of the respondents knew about the training offer through their friends and family members. This source of information was applicable to more or less same proportion of the respondents in both treatment and control groups. However, in the case of RBST control groups, around 50% of them knew about the training from the media source (such as radio, TV, newspaper and posters). For the treatment group respondents, it was the second important source of information as well.

**Table 10: First Source of Information about the Training Offer**

	RBST (%)		VBST (%)	
	Treatment (n = 945)	Control (n = 810)	Treatment (n = 909)	Control (n = 802)
Friends and family members	49.8	42.9	46.3	33.2
Media (radio, TV, newspaper, poster etc.)	35.1	50.0	26.9	28.7
Training institute	10.3	4.2	20.2	25.3
Others (NGO, locally implemented project, former trainee, DDC, VDC and community specific network (e.g. Dalit, women and indigenous community network)	4.8	2.9	6.6	12.8
<b>Total</b>	<b>100.0</b>	<b>100</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

## 5.2 Satisfaction over the Training Course Attended

### 5.2.1 Training Course Outline

The treatment group respondents were asked about how far they were satisfied over the course outline covered by the training programme they attended. In response to this, more than 70% respondents expressed their high level satisfaction. The proportion of respondents reporting low satisfaction was negligible for both RBST and VBST treatment groups.

**Table 11: Satisfaction over the Training Course Outline**

Response	RBST (%)	VBST (%)
	Treatment (n = 945)	Treatment (n = 909)
Highly satisfied	70.1	76.5
Average satisfaction	28.0	22.5
Low satisfaction	1.9	1.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

### 5.2.2 Integration of Business Skills with Technical Subject Areas

The training programmers covered both technical and business skills sessions in training. The respondents were asked about their satisfaction over such integration in their course outline. In response to this, around 61.6% RBST and 74.1% VBST graduates expressed their high level satisfaction.

**Table 12: Satisfaction over the Integration of Business Skills with Technical Skills**

Response	RBST (%)	VBST (%)
	Treatment (n = 945)	Treatment (n = 909)
Highly satisfied	61.6	74.1
Average satisfaction	33.8	25.2
Low satisfaction	4.6	0.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

### 5.2.3 Tools and Equipment Used in Training

The treatment group respondents were asked about their level of satisfaction over the tools and equipment used in training. In response to this, the proportion of respondents reporting high level satisfaction was greater than 50% for both RBST (58.4%) and VBST (62.6%). The proportion of respondents expressing low level satisfaction were below 5%.

**Table 13: Satisfaction over Tools and Equipment Used**

Response	RBST (%)	VBST (%)
	Treatment (n = 945)	Treatment (n = 909)
Highly satisfied	58.4	62.8
Average satisfaction	37.0	34.7
Low satisfaction	4.6	2.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

### 5.2.4 Training Sessions Taken by the Trainer

More than 70% of treatment group respondents reported high level satisfaction over the training sessions taken by the trainers for both RBST and VBST categories. Those expressing low level satisfaction were negligible.

**Table 14: Satisfaction over Training Sessions Taken by the Trainer**

Response	RBST (%)	VBST (%)
	Treatment (n = 945)	Treatment (n = 909)
Highly satisfied	73.6	75.9
Average satisfaction	22.9	23.5
Low satisfaction	3.5	0.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

### 5.2.5 Practical Aspects Covered by the Training

The respondents were asked whether there was any imbalance between the theoretical and practical aspects covered in skills training. In response to this, more than 50% of the treatment group respondents expressed no imbalance. They felt their level of satisfaction “high” for both RBST and VBST groups.

**Table 15: Satisfaction over Practical Aspects Covered by Training**

Response	RBST (%)	VBST (%)
	Treatment (n = 945)	Treatment (n = 909)
Highly satisfied	58.4	68.0
Average satisfaction	36.8	31.3
Low satisfaction	4.8	0.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

### 5.2.6 Excitement to Recommend Same Course and TESP to Others

The respondents were asked whether they are enthusiastic to recommend the TESP of their training to other interested candidates or not. In response to this, more than 90% RBST and 98.8% VBST treatment group respondents expressed their positive attitude towards this. .

**Table 16: Excitement to Recommend Same Course as well as TESP**

Response	RBST (%)	VBST (%)
	Treatment (n = 945)	Treatment (n = 909)
Yes	94.3	98.8
No	5.7	1.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

### 5.2.7 Opportunity to Attend OJT

Around 81.9% RBST and 84.1% VBST respondents got opportunity to attend On-the-Job-Training (OJT) after completion of their course. This was a good opportunity for them to practice the things learnt during training.

**Table 17: Opportunity to Attend OJT**

Response	RBST (%)	VBST (%)
	Treatment (n = 945)	Treatment (n = 909)
Yes	81.9	84.1
No	18.1	15.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

### 5.2.8 Satisfaction Over the OJT

Among the respondents attending OJT, more than 70% were found satisfied. The proportion of those not satisfied with OJT was negligible.

**Table 18: Satisfaction over the OJT**

	RBST (%)	VBST (%)
	Treatment (n = 774)	Treatment (n = 764)
Fully Satisfied	71.0	78.1
Satisfied	27.6	21.3
Dissatisfied	1.4	0.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

Those who expressed dissatisfaction with the OJT programme expressed that they did not have adequate access to the appropriate tools to be used. As they were the new users, they were not trusted to handle improved tools considering the risk of the tool being spoiled by them. Some respondents also found their instructors less attentive to teach them.

## 5.2.9 Most Liked Aspects of Training

The treatment group respondents were asked about the best part of training they liked. In response to this, around 49.6% RBST and 40.7% VBST graduates said that the job-oriented quality of training was the most liked aspect for them. Similarly, the involvement of qualified trainers in teaching was also the liked aspect by them in the second place.

**Table 19: Best Part of Training Liked Most by the Respondents**

	RBST (%)	VBST (%)
	Treatment (n = 945)	Treatment (n = 909)
Good quality of training	49.6	40.7
Sufficient training materials	6.4	5.9
Qualified trainers	32.6	40.6
Good training environment	6.9	9.9
Good management of the training schedules	4.5	2.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

The respondents were also asked about their dislikes. Though there were no significant proportion of respondents disliking the aspects related to training, some of them considered that there are still rooms for improvement in the training environment to enhance employment linkage.

## 5.3 Skills Test after the Completion of Training

### 5.3.1 Training Graduates Attending NSTB Skills Test

Attending skills test after the completion of training was made mandatory by EVENT. Accordingly, 93.7% RBST and 90.4% VBST graduates attended the test. Those who did not attend the test reported their personal reasons such as unfavourable test schedule clashed with other important household activities, move to another area after marriage and nearing date of flying abroad for the foreign job.

**Table 20: Training Graduates Attending NSTB Skills Test**

Response	RBST (%)	VBST (%)
	Treatment (n = 945)	Treatment (n = 909)
Yes	93.7	90.4
No	6.3	9.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

### 5.3.2 Candidates Successful in the Results of Skills Test

Of the total number of treatment group respondents appearing in the skills test conducted by NSTB, around 97.3% RBST and 90.8% VBST graduates obtained success. The proportion of candidates who failed to pass the test was relatively greater in the case of VBST graduates.

**Table 21: Training Graduates Passing the NSTB Skills Test**

Response	RBST (%)	VBST (%)
	Treatment (n = 885)	Treatment (n = 822)
Yes	97.3	90.8
No	2.7	9.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

### 5.3.3 Transition Period for Obtaining Certificate After the Results of Skills Test

Length of time taken to obtain the certificate after the result of skills test was one of the frequently raised issues between the training graduates and NSTB. The treatment group respondents were asked about how long it takes to receive such certificate after the result is out. In response of this, greater proportion of respondents reported within four months. In the case of RBST graduates, even around 34% even reported within six months.

**Table 22: Transition Period for Obtaining Certificate after the Results of Skills Test**

Response	RBST (%)	VBST (%)
	Treatment (n = 885)	Treatment (n = 822)
Within 3 month	22.2	25.3
Within 4 month	31.7	30.9
Within 6 month	34.0	23.7
More than 6 month	12.1	20.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

The transition period between passing the skills test and obtaining certificate at hand was affected by various reasons such as: longer time required for making the certificate ready at the NSTB, time taken by the TESP for the collection of certificates from NSTB, and late collection of the certificate by the training graduates themselves from the TESP.

## 5.4 Employment after Training

Overall employment rate retained by the treatment group of RBST and VBST at the time survey was found as 89.4% (comprised of 79.8% gainfully employed at or

above the income threshold specified by EVENT and the remaining 9.6%, who were currently earning below the threshold despite their past history of earning at or above the specified threshold when their incomes were verified).<sup>6</sup>

#### 5.4.1 Type of Employment Accessed

Around 36.7% graduates (comprised of 44.8% RBST and 26.6% VBST) were found self-employed as opposed to 20.2% respondents (comprised of 22.8% RBST and 17.7% VBST categories) found self-employed in the control group. The proportion of salaried job holders were found more (38.3%) in control group as opposed to the treatment group graduates (16%). In the case of daily wage workers they represented over 40% (comprised of 36.2% RBST and 53.3% VBST in the treatment group and 22.2% RBST and 57.4% VBST in the control group).

**Table 23: Employment Type of the Respondents<sup>7</sup>**

Type of Employment	RBST (%)		VBST (%)		Overall (%)	
	Treatment (n = 845)	Control (n = 443)	Treatment (n = 682)	Control (n = 467)	Treatment (n = 1,527)	Control (n = 910)
Self-employed	44.8	22.8	26.6	17.7	36.7	20.2
Daily wage	36.2	22.2	53.3	57.4	43.7	40.3
Salaried job	13.3	53.8	19.3	23.7	16.0	38.3
Work contract / sub-contract	5.8	1.2	0.8	1.2	3.6	1.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>		

Source: EVENT Tracer Study, DVN, 2015.

Among the treatment group graduate respondents, greater proportion (38%) of the male graduates was found engaged in self-employment as compared to female (22.6%). Majority of the female graduates (38.5%) female graduates were engaged in daily wage (38.5%) followed by salaried jobs (32.9%) in the second place.

<sup>6</sup> The fluctuations in the earning level of 9.6% respondents below the threshold was observed mainly among the self-employed graduates than the wage employed.

<sup>7</sup> For the purpose of this study, the “self-employed” graduates are defined as those directly engaged in establishing and managing the enterprise themselves or owning the enterprise in partnership with others in the subject of training taken. Similarly, the “daily-wage workers” are defined as those who are neither “self-employed” nor hold any “regularly salaried job” but work on a daily wage basis whenever there is an opportunity to work. Such workers are seasonal employees not able to find regular job. Other type of worker is “monthly salaried workers”, who earn their regular remuneration through the regular job for a longer term in the enterprise owned by others. The graduates also work on a contractual basis as contractor or sub-contractor. These graduates undertake specified volume of work under an agreed upon amount of contract to complete the task within the specified time (e.g. house wiring done by a building electrician). The graduates who are employed for less than 100 days in a year in any of these types or have remained totally jobless are categorized as “unemployed”.

**Table 24: Type of Employment Accessed by the Training Graduates**

Response	Overall Employment Status (RBST and VBST Graduates)	
	Male (n = 821)	Female (n = 777)
Self-employed	38.0	22.6
Daily wage	22.9	38.5
Salaried job	29.7	32.9
Work contract/sub-contract	9.4	6.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

#### 5.4.2 Lucrativeness of the Training Trades Contributing to Employment

The treatment group graduates who were employed after training were holding their jobs in the following subject areas. These trades represent the training programmes they attended at the TESP.

**Table 25: Employable Subjects of Training**

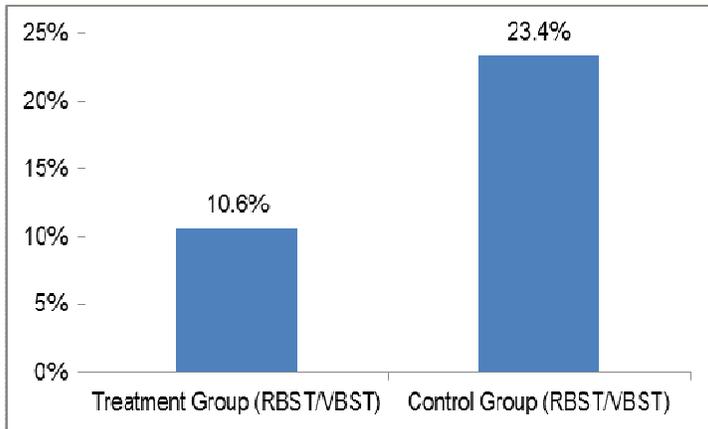
Subject of Training	Training Type		Overall (%) (n = 1,527)
	RBST (%) (n = 845)	VBST (%) (n = 682)	
Building Electrician	23.5	4.1	20.5
Off-season Vegetable Producer	13.2	13.3	13.3
Community Livestock	13.0	10.3	12.6
Mobile Repair Technician	12.0	8.7	11.5
Tailoring	9.5	18.5	10.9
Mason	10.8	0.0	9.2
Furniture Maker	6.3	0.0	5.3
Bricklayer Mason	5.9	0.0	5.0
Advance Tailoring	5.8	0.0	4.9
Beautician	-	15.9	2.5
Indian Cook	-	12.3	1.9
Dental Chairsides Assistant	-	8.7	1.4
Chinese Cook	-	4.1	0.6
Assistant Waiter	-	4.1	0.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

#### 5.4.3 Employment Rate Difference between the Treatment and Control Group Respondents

The employment rate of 89.4% in the treatment group indicated unemployment of around 10.6% among the graduates. As compared to this, the employment rate of control group respondents was only 76.6%. It indicates the status of around 23.4% respondents unemployed. This difference is a reflection of contribution of RBST and VBST training to employment.

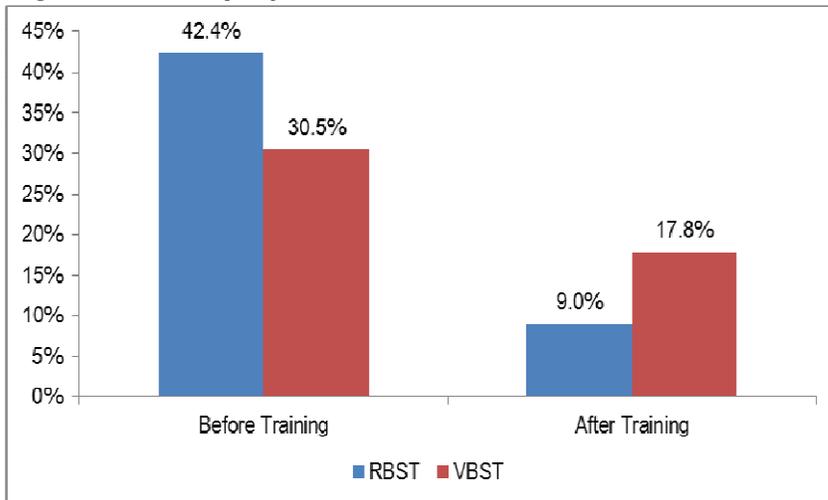
**Figure 6: Unemployment Rates for Treatment and Control Groups**



Source: EVENT Tracer Study, DVN, 2015.

Categorically, the rates of change identified in the employment status of the treatment group graduates after the completion of training were as follows:

**Figure 7: Unemployment Rate of Treatment Even After Training**



Source: EVENT Tracer Study, DVN, 2015.

#### **5.4.4 Transition Between Training Completion and First Employment Access**

The transition period between the completion of training and access to first foothold employment was less than 30 days for a majority of treatment group RBST (82.2%) and VBST (86.8%) graduates. Those facing longer gestation period of more than 90 days were around 4% among RBST and around 4.6% among the VBST graduates.

**Table 26: Transition between Training Completion and First Employment Access**

	RBST (%)	VBST (%)
	Treatment (n = 945)	Treatment (n = 909)
Within 30 days	82.2	86.8
31 to 60 days	10.4	7.4
61 to 90 days	3.4	1.0
More than 90 days	4.0	4.8
<b>Total</b>	<b>100</b>	<b>100</b>

Source: EVENT Tracer Study, DVN, 2015.

#### 5.4.5 Role of Certificate in Facilitating Access to Employment

The training graduates were asked whether their certificate has added value for accessing employment. In response to this, around 95.6% RBST and 97.9% VBST certificate holders reported having the certificate useful as it becomes a supporting document to convince the employer about their skills. However, the employers will not be fully convinced unless their skills are practically demonstrated at work. Despite such reality, they said that holding a certificate is always better than none as it can contribute to make the employer feel that his/her potential employee is a trained person than non-trained.

Among the total number of certificate holding respondents, around 4.4% RBST and 2.1% VBST graduates did not feel significant difference between the usefulness of holding certificate and not from the perspective of easy access to employment. However, they realize that the certificate has value for salaried employment in the public sector, as their human resource recruitment policy demands such evidence. But given the employment opportunity in this sector is limited, not many certificate holders have been able to benefit from it.

**Table 27: Role of Certificate in Facilitating Access to Employment**

Response	RBST (%)	VBST (%)
	Treatment (n = 855)	Treatment (n = 822)
Yes	95.6	97.9
No	4.4	2.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

#### 5.4.6 Satisfaction Over the Job Placement Function Undertaken by the TESP

Around 46.4% of the treatment group respondents (comprised of 45.4% RBST and 47.5% VBST) reported job placement role played by their TESP “moderately satisfactory”. Almost equal proportion of the same category respondents considered their role “satisfactory”, while the remaining others who considered their role “less satisfactory” represented around 9.1% (comprised of 12.7% RBST and 5.3% VBST) graduates.

**Table 28: Satisfaction over the Job Placement Function Undertaken by the TESP**

Response	RBST (%)	VBST (%)	Overall (%)
	Treatment (n = 945)	Treatment (n = 909)	Treatment (n= 1,854)
Satisfactory	41.9	47.2	44.5
Moderately satisfactory	45.4	47.5	46.4
Less satisfactory	12.7	5.3	9.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

The treatment group respondents, who considered the role of TESP “less satisfactory” mentioned that the interaction between TESP and potential employers was limited.

## 5.5 Patterns of Managing Self-employed Enterprise

### 5.5.1 Collaboration Structure

Around 56.1% of the self-employed respondents in the treatment group (comprised of 61.3% RBST and 45.9% VBST) were solely managing the enterprise. In the case of control group respondents it was 31.7% (comprised of 34.6% RBST and 28.2% VBST). The engagement of family members in the enterprise was more in the control group (64.2%) as compared to the treatment group (39.1%). This difference in the collaboration structure indicates independent value addition of training among the graduates, which contributed to their sole managerial confidence.

**Table 29: Type of Collaboration Structure**

Type of Collaboration	RBST (%)		VBST (%)		Overall (%)	
	Treatment (n = 377)	Control (n = 101)	Treatment (n = 192)	Control (n = 82)	Treatment (n = 569)	Control (n = 183)
Solely managed (without engagement of others)	61.3	34.6	45.9	28.2	56.1	31.7
With engagement of the family members	35.1	65.4	47.0	62.8	39.1	64.2
In partnership with other outsiders (i.e. other than the family members)	3.6	-	7.1	9.0	4.8	4.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

Gender wise, no significant difference was observed in the management structure adopted the treatment group graduate respondents.

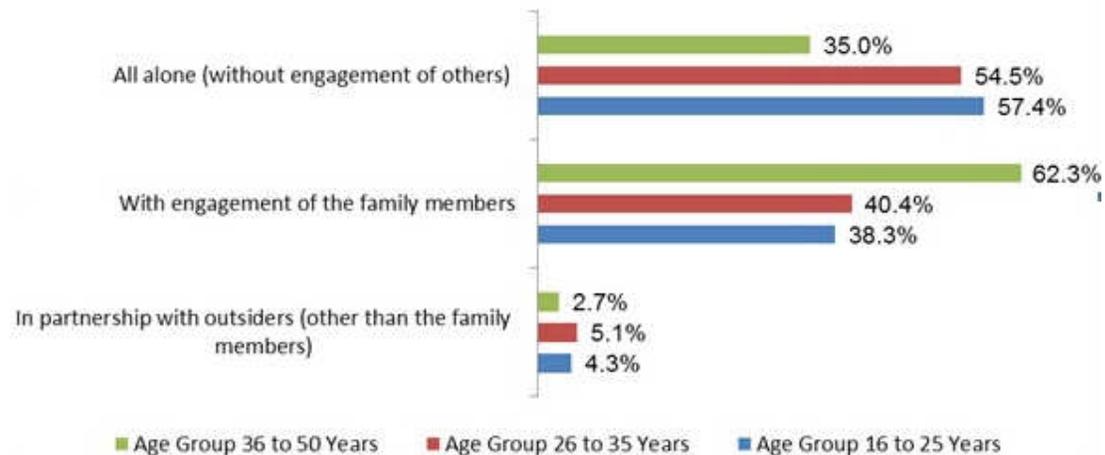
**Table 30: Collaboration Structure by Gender of the Enterprise Owner**

Management Structure	In Percentage (%)	
	Male (n = 476)	Female (n = 93)
All alone (without engagement of others)	51.1	52.1
With engagement of the family members	42.4	44.9
In partnership with outsiders (other than the family members)	6.5	3.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

Greater age group of the respondents was associated with a low proportion of sole management structure (35%). A reverse trend was observed for the enterprises managed with the engagement of family members among the higher age group respondents (62.3%). These situations reveal high potential of matured groups in enlarging the scope of their enterprise and engaging others at work at the same time.

**Figure 8: Collaboration Structure by the Age Group of Enterprise Owner**



Source: EVENT Tracer Study, DVN, 2015.

### 5.5.2 Amount Invested

Average investment of the treatment group respondents in both RBST and VBST categories was Rs. 76,778. Maximum investment recorded for their group enterprise was around Rs. 3.2 million. Compared to the RBST graduates, the investment scale was relatively greater for the VBST graduates.

In the case of control group respondents, average investment made was Rs. 240,757. This investment figure indicates that the average investment of the control group respondents was almost three times greater than the average investment recorded for the treatment group respondents. Similarly, the maximum investment amount recorded for the control group members was Rs. 1.2 million in average.

Compared to the average figure noted for the treatment group (around Rs. 3.2 million), it was about 38% only.

**Table 31: Investments Made in the Enterprise by Respondents**

Investment	RBST		VBST		Overall	
	Treatment (n = 377)	Control (n = 101)	Treatment (n = 192)	Control (n = 82)	Treatment (n = 569)	Control (n = 183)
Average (Rs)	68,768	92,012	146,318	337,949	76,778	240,757
Maximum (Rs)	1,350,000	1,200,000	5,000,000	1,200,000	3,175,000	1,200,000
Standard Deviation	128,858	156,122	499,542	228,177	201,982	235,529

Source: EVENT Tracer Study, DVN, 2015.

Among the treatment group respondents, average investment recorded for the male graduates was Rs. 134,022 as compared to Rs. 114,319 invested by the female graduates in average. However, in the case of maximum amount invested, female graduates recorded their greater amount of Rs. 5 million as compared to Rs. 3 million revealed for the male investors.

**Table 32: Investments Made by the Male and Female Graduates**

Investment	Male (n = 292)	Female (n = 277)
Average (Rs)	134,022	114,319
Maximum (Rs)	3,000,000	5,000,000
Standard Deviation	218,696	227,099

Source: EVENT Tracer Study, DVN, 2015.

Further analysis of response of the treatment groups revealed that the level of investments differed among different age group of respondents. It indicated that smaller the age group of respondents lower was the average amount of investment. In the case of maximum amount of investment in average, the trend was not so linear.

**Table 33: Investment in Enterprise by the Age Group of Graduates**

Investment	16 to 25 Years (n = 175)	26 to 35 Years (n = 286)	36 to 50 Years (n = 108)
Average (Rs)	95,657	132,601	139,230
Maximum (Rs)	5,000,000	1,350,000	2,000,000
Standard Deviation	257,975	196,823	224,877

Source: EVENT Tracer Study, DVN, 2015.

### 5.5.3 Access to Loan

Around one-fourth of the treatment group respondents were borrowing loans for their self-employed enterprise in the RBST (25.3%) and VBST (27.4%) categories. In case of control group respondents, around 26.7% in the RBST category and 35.9% in the VBST category were found borrowing loans for their enterprise.

**Table 34: Enterprise Owners Borrowing Loans**

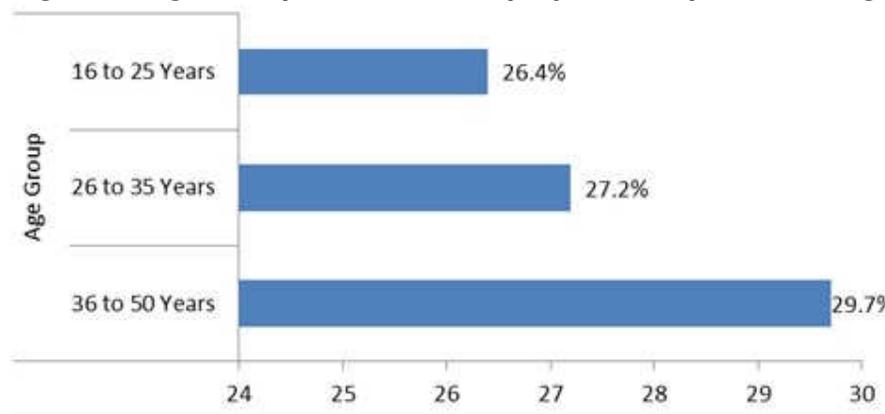
Response	RBST (%)		VBST (%)	
	Treatment (n = 377)	Control (n = 101)	Treatment (n = 192)	Control (n = 82)
Yes	25.3	26.7	27.4	35.9
No	74.7	73.3	72.6	64.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100</b>

Source: EVENT Tracer Study, DVN, 2015.

In the treatment group, there was no significant difference between the proportion of male and female borrowers as revealed by 28.4% male borrowers taking loan as compared to 26.8% female for both RBST and VBST categories.

Among the treatment group borrowers, the proportion of loan takers was relatively high (29.7%) for the age group 36 to 50 years. This indicates a tendency of taking loan for the business venture by the matured training graduates than the lower age group graduates.

**Figure 9: Age Group of the Self-employed Enterprise Owning Borrowers**



Source: EVENT Tracer Study, DVN, 2015.

#### **5.5.4 Borrowing Sources**

Majority of the self-employed treatment group respondents borrowed from cooperative as their primary source. The proportion of such borrowers in the RBST category was 41.3% followed by 39.6% in the VBST category. In the case of control group respondents, they were more reliant on the private sector borrowings (such as borrowing from the landlord and merchant). The saving and credit groups were second important source for the borrowings for both treatment and control group respondents of both RBST and VBST categories.

**Table 35: Borrowing Sources**

	RBST (%)		VBST (%)	
	Treatment (n = 377)	Control (n = 101)	Treatment (n = 192)	Control (n = 82)
Cooperative	41.3	17.6	39.6	21.1
Finance company	2.8	3.1	10.0	4.5
Savings and credit group	29.6	21.4	23.1	29.3
Bank	11.7	6.7	6.5	4.6
Landlord	6.2	31.8	16.5	28.3
Merchants	8.5	19.4	4.3	12.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

Gender wise, there was no significant difference on the borrowing source (institutional and individuals) accessed by the treatment group respondents except for the fact that the proportion of female graduates borrowing from the cooperatives was greater (55.8%) as compared their male counterparts accessing this source (42.3%). For them, easy access to loan and availability of the lender nearby their residence was a priority.

**Table 36: Male and Female Graduates Borrowing from Different Sources**

Source	In Percentage (%)	
	Male (n = 292)	Female (n = 277)
Loan from cooperative	42.3	55.8
Loan from financial institution	4.1	3.1
Loan from saving and credit group	22.1	22.4
Loan from the bank	12.5	8.2
Loan from friends and relatives	9.5	6.1
Loan from landlord and merchant	9.5	4.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

Further analysis of access to the sources of borrowing by the age of treatment group respondents revealed that higher the age group greater was the proportion of respondents accessing the loans from cooperative. It was also interesting to note that these did not borrow from the banks and also from their friends and relatives.

**Table 37: Sources of Borrowing Accessed by Different Age Groups**

Source	In Percentage (%)		
	16 to 25 Years (n = 175)	26 to 35 Years (n = 287)	36 to 50 Years (n = 107)
Loan from cooperative	42.9	49.5	64.3
Loan from financial institution	2.9	2.6	7.1
Loan from saving and loan group	25.0	20.8	21.4
Loan from bank	12.5	12.2	0.0
Loan from friends and relatives	12.5	6.9	0.0
Loan from landlord and merchant	4.2	7.9	7.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

### 5.5.5 Annual Turnover of the Enterprise

Annual turnover of the enterprise run by the treatment group respondents was Rs. 216,383 in average (composed of Rs. 212,418 for the RBST graduates and Rs. 250,245 for the VBST graduates). Maximum turnover was Rs. 4.8 million for the RBST graduates as compared to the Rs. 4.5 million recorded for the VBST graduates.

Among the control group members, average turnover recorded was Rs. 253,407 for the RBST followed by Rs. 395,372 for the VBST. Similarly, the maximum turnover recorded for the RBST was 2.5 million and Rupees One million for the VBST.

In relative terms, the average turnover was found higher (Rs. 339,268) for the control group respondents as compared to the treatment group respondents (Rs. 216,383). On the contrary, the maximum turnover recorded for the treatment group respondents in average was higher (nearly Rs. 4.7 million) as compared to the control group respondents (nearly Rs. 1.8 million).

**Table 38: Annual Turnover of the Enterprise**

Turnover	RBST		VBST		Overall	
	Treatment (n = 377)	Control (n = 101)	Treatment (n = 192)	Control (n = 82)	Treatment (n = 569)	Control (n = 183)
Average (Rs)	212,418	253,407	250,802	395,372	216,383	339,268
Maximum (Rs)	4,800,000	2,500,000	4,500,000	1,000,000	4,650,000	1,750,000
Standard Deviation	344,089	388,415	417,202	273,989	352,086	330,546

Source: EVENT Tracer Study, DVN, 2015.

Among the treatment group respondents, the turnover of enterprises run by the male owners was found greater in average (Rs. 309,952) as compared to the turnover reported by the female graduates (Rs. 212,399) in average. In the case of maximum turnover, the amount was greater (Rs. 4.8 million) for the male graduates as compared to the female graduates (Rs. 2.5 million).

**Table 39: Annual Turnover of the Enterprise by Gender of the Owner Graduate**

Turnover	Male (n = 292)	Female (n = 277)
Average (Rs)	309,952	212,399
Maximum (Rs)	4,800,000	2,500,000
Standard Deviation	479,267	227,305

Source: EVENT Tracer Study, DVN, 2015.

The turnover of treatment group respondents aged between 26 to 35 years was relatively higher (Rs. 261,809 in average) as compared other age groups. In the case of maximum turnover, it was greater (Rs. 4 million for the treatment group respondents aged 16 to 25 years).

**Table 40: Annual Turnover of the Enterprise by the Age Group of Owner Graduate**

Turnover	16 to 25 Years (n = 175)	26 to 35 Years (n = 286)	36 to 50 Years (n = 108)
Average (Rs)	229,050	261,809	256,511
Maximum (Rs)	4,000,000	3,000,000	2,000,000
Standard Deviation	437,898	322,855	232,586

Source: EVENT Tracer Study, DVN, 2015.

### 5.5.6 Annual Profit Earned by the Enterprise

Annual profit earned by the treatment group respondents running the enterprise was Rs. 112,532 in average. In relative terms, the profit earned by the VBST graduates was recorded high (Rs. 191,019) as compared to the RBST graduates (Rs. 103,491). On the contrary to these average, maximum profit earned by the RBST graduates was greater in average (Rs. 2.4 million) as compared to the VBST graduates (Rs. One million).

Among the control group respondents, average profit by them per year was Rs. 122,030 in average (comprised of Rs. 113,659 for RBST and Rs. 127,500 for VBST categories). In the case of maximum profit, the control group members of RBST category earned Rs. 600,000 in average as compared to Rs. 400,000 recorded for the VBST category).

**Table 41: Annual Profit Earned by the Enterprise**

Profit	RBST		VBST		Overall	
	Treatment (n = 377)	Control (n = 101)	Treatment (n = 192)	Control (n = 82)	Treatment (n = 569)	Control (n = 183)
Average (Rs)	103,491	113,659	191,019	127,500	112,532	122,030
Maximum (Rs)	2,400,000	600,000	1,000,000	400,000	1,700,000	500,000
Standard Deviation	153,609	121376	173,822	82994	157,907	99879

Source: EVENT Tracer Study, DVN, 2015.

Gender wise, the level of profit was found higher for the male operated enterprise (Rs. 123,226) as compared to the female operated enterprise (Rs. 110,030) among the treatment group. On the contrary, maximum profit earned was recorded higher for the female owned enterprise (Rs. 2.4 million) as compared to the male owned enterprise (Rs. One million).

**Table 42: Profit Earned by the Male and Female Graduate Owned Enterprise**

Profit	Male (n = 292)	Female (n = 277)
Average (Rs)	123,226	110,030
Maximum (Rs)	1,000,000	2,400,000
Standard Deviation	120,177	157,550

Source: EVENT Tracer Study, DVN, 2015.

The analysis of profit earning against the age group of treatment group respondents revealed a trend that the higher was the age group (36 to 50 years) of respondent greater was the level of profit (Rs. 127,871). In the case of earning maximum profit, the treatment group respondents falling into the category of 26 to 35 years of age were relatively ahead than others.

**Table 43: Profit Earned by the Enterprise Owned by Different Age Group of Owner Graduates**

Profit	16 to 25 Years (n = 175)	26 to 35 Years (n = 286)	36 to 50 Years (n = 108)
Average (Rs)	92,539	125,123	127,871
Maximum (Rs)	800,000	2,400,000	1,000,000
Standard Deviation	83,322	181,102	112,104

Source: EVENT Tracer Study, DVN, 2015.

### 5.5.7 Difficulties Experienced in Running the Enterprise

The treatment group respondents, who were engaged in the self-employed enterprise were asked about the difficulties encountered by them in running their business. In response to this, around 40.2% (comprised of 42.1% RBST and 36.3% VBST) reported poor knowledge and skills related to the market friendly products as one of the problems. Second larger problem for 31.7% graduate respondents was the lack of readily available market for the products.

**Table 44: Difficulties Faced**

Difficulties Encountered	RBST (%)	VBST (%)	Overall (%)
	Treatment (n = 377)	Treatment (n = 190)	Treatment (n = 567)
Lack of technical knowledge and skills suitable to produce materials demanded by the market	42.1	36.3	40.2
Lack of readily available market for the products generated	37.2	20.8	31.7
Expensive rental charge for the enterprise occupied premises	20.7	26.7	22.7
Lack of education	-	16.2	5.4
<b>Total</b>	<b>100</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

Among those who perceived poor technical knowledge and skills for market friendliness as one of the problems, the proportion of male graduates was 52.4% and female graduates 47.8%.

### 5.5.8 Extent of the Success Accomplished

The self-employed entrepreneurs were asked about how they perceive about the success of their enterprise. In response to this, around 70% of the self-employed

treatment group graduates (comprised of 69.5% RBST and 70.3% VBST) reported their successful status in running the enterprise. The corresponding success rate was low in the case of control group respondents of both RBST and VBST categories. The difference observed between the treatment group and control group situations reveal that the treatment group graduates were able to benefit from the training course they attended.

**Table 45: Perception about the Success<sup>8</sup>**

Status	RBST (%)		VBST (%)	
	Treatment (n = 377)	Control (n = 101)	Treatment (n = 192)	Control (n = 82)
Successful	69.5	49.6	70.3	16.7
Struggling for success	30.2	50.4	29.7	83.3
Unsuccessful	0.3	-	-	-
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

Gender wise, the proportion reporting successful running of the enterprise was 53.3% among the treatment group male respondents. The proportion was even higher for the corresponding category for the female graduates (62%). This is partly a reflection of careful risk taking behaviour followed by the male and female entrepreneurs in selecting their business.

**Table 46: Success by the Gender of Enterprise Owner**

Status	In Percentage (%)	
	Male (n = 292)	Female (n = 277)
Successful	53.3	62.0
Struggling for success	46.2	38.0
Unsuccessful	0.5	0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

The analysis of data revealed that there was no significant difference in the success status of the enterprise by the age group of enterprise owner.

## 5.6 Salaried Employees

Around 74.5% salaried graduates falling into the category of treatment group were working full time, while the remaining 25.5% were working part time. Among the control group respondents only around 68.7% were working full time.

<sup>8</sup> Among the self-employed graduates, there were three categories of employees. The first category covered “successful” graduates who were able to gain expected return from their investment (i.e. profit/income above the threshold defined level of gainful employment). Second category of graduates covered those who were heading towards reaching such gainful employment level but were still to meet the target. Such graduates were classified as “struggling for success”. In the case of other graduates, who had lost hope for any success to reach the level of gainful employment were categorized as “unsuccessful”.

**Table 47: Nature of the Salaried Employment**

	RBST (%)		VBST (%)		Overall (%)	
	Treatment (n = 411)	Control (n = 331)	Treatment (n = 472)	Control (n = 380)	Treatment (n = 883)	Control (n = 711)
Fully employed	73.9	56.3	76.4	74.5	74.5	68.7
Partially employed	26.1	43.7	23.6	25.5	25.5	31.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

The proportion of female graduates holding full time job was slightly higher (73.2%) than the male graduates (69.8%) holding the same category job among the treatment group respondents.

**Table 48: Type of Salaried Job Holding Graduates by Gender**

Type of Employment	In Percentage (%)	
	Male (n = 454)	Female (n = 429)
Fully employed	69.8	73.2
Partially employed	30.2	26.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

By the category of age group, the proportion of graduates holding fulltime job among the treatment group respondents was high (75.5%) among those aged between 26 and 35 years.

**Table 49: Type of Salaried Job Holding Graduates by their Age Group**

Type of Employment	In Percentage (%)		
	16 to 25 Years (n = 433)	26 to 35 Years (n = 341)	36 to 50 Years (n = 109)
Fully employed	68.0	75.5	69.3
Partially employed	32.0	24.5	30.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

## 5.7 Satisfaction Over the Job Held

Around 73% of the treatment group respondents (comprised of 71.7% RBST and 83.8% VBST) were found fully satisfied with their current job irrespective of the types of employment (salaried or self-employed). In the case of control group respondents, around 54.5% (comprised of 57.4% RBST and 52.6% VBST) were found fully satisfied too. In relative terms, the proportion of fully satisfied respondents was greater in the treatment group than in the control group. The proportion of respondents who were dissatisfied was negligible in both categories.

**Table 50: Satisfaction over the Job Held**

Satisfaction Level	RBST (%)		VBST (%)		Overall (%)	
	Treatment (n = 845)	Control (n = 443)	Treatment (n = 682)	Control (n = 467)	Treatment (n = 1,527)	Control (n = 910)
Fully satisfied	71.7	57.4	83.8	52.6	73.0	54.5
Moderately satisfied	26.3	40.5	16.2	43.6	25.0	42.4
Dissatisfied	2.0	2.1	-	3.8	2.0	3.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

In the treatment group, the satisfaction level of female graduates was found higher (70.8%) as compared to the male graduates (63.3%).

**Table 51: Satisfaction Level by the Gender of Graduates**

Satisfaction Level	In Percentage (%)	
	Male (n = 785)	Female (n = 742)
Fully satisfied	63.3	70.8
Moderately satisfied	34.1	27.3
Dissatisfied	2.6	1.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

The response covered under the treatment group revealed that the proportion of fully satisfied graduates was greater in the age group of 36 to 50 years.

**Table 52: Satisfaction Level by the Age Group of Graduates**

Age Group	In Percentage (%)		
	16 to 25 Years (n = 750)	26 to 35 Years (n = 589)	36 to 50 Years (n = 189)
Fully satisfied	67.1	67.3	70.7
Moderately satisfied	31.4	30.2	26.6
Dissatisfied	1.5	2.5	2.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

### 5.7.1 Relevance of Training to the Job Held

Among the treatment group respondents, the graduates were asked about the relevance of training to their presently held job. In response to this, around 69.5% (comprised of 70.3% RBST and 65.9% VBST) expressed high relevance of the training with their current job. Those considering less relevant represented 13.7% (comprised of 12.5% RBST and 19.2% VBST).

**Table 53: Extent of Relevance**

Relevance	RBST (%)	VBST (%)	Overall (%)
	Treatment (n = 845)	Treatment (n = 682)	Treatment (n = 1,527)
Highly relevant	70.3	65.9	69.5
Moderately relevant	17.2	14.9	16.8
Less relevant	12.5	19.2	13.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

Gender wise, there was no significant difference among the proportion of response provided by the male and female graduates as closer to 56% expressed high relevance in their experience.

**Table 54: Relevance by Gender**

Relevance	In Percentage (%)	
	Male (n = 785)	Female (n = 742)
Highly relevant	55.8	56.2
Moderately relevant	20.5	24.2
Less relevant	23.7	19.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

Age group of the treatment group graduates influenced varied response. Among the respondents reporting high relevance of training programme to their current job, the proportion of respondents increased from 51.5% to 63% across the age groups. In the case of those responding "moderate relevance" the proportion trend was just reverse.

**Table 55: Relevance by the Age Group of Respondents**

Relevance	In Percentage (%)		
	16 to 25 Years (n = 750)	26 to 35 Years (n = 589)	36 to 50 Years (n = 188)
Highly relevant	51.5	60.0	63.0
Moderately relevant	23.7	20.6	19.2
Less relevant	24.8	19.4	17.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

### 5.7.2 Reasons Affecting Relevance

A total of 209 (13.7% - comprised of 12.5% RBST and 19.2% VBST) respondent graduates expressed "low relevance" of training to their current job. Of these respondents, around 72.1% expressed so because accessing first employment available was important for them to be engaged at work than being selective by matching the relevance to training. Similarly, another 20.9% reported accessing

employment available in the nearby location was important for them to select despite low relevance to training. Likewise, around 7% respondents mentioned that the training itself was less suitable for the market demanded skills and therefore finding a best match was a problem.

**Table 56: Reasons Affecting Relevance**

Reasons	RBST (%)	VBST (%)	Overall (%)
	Treatment (n = 156)	Treatment (n = 53)	Treatment (n = 209)
Need of selecting first hold employment available than waiting for the relevance with training	77.3	56.4	72.1
Priority to select job in the nearby location than waiting to look for relevance to training	15.1	38.2	20.9
Less suitable focus on market demanded skills	7.6	5.4	7.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

There was no significant variation on the response of treatment group graduates by the age group. Gender wise, there was slight variation as the female graduates had to select the job available in the nearby areas of their residence than being selective for the relevance to training.

## 5.8 Income of the Respondents

### 5.8.1 Graduates' Income<sup>9</sup> Before and After Training

The comparison of income of the treatment group respondents before three years of training and after the training (at the time of survey) revealed an increment of 141.9% (comprised of 132% for the RBST graduates and 203.8% for VBST graduates). From an average income of Rs. 36,838 before three years of training, it has increased to Rs. 89,104 in average. It indicates positive effect of training in raising income of the treatment group respondents.

**Table 57: Average Income before Three Years of Training and After**

Income	RBST	VBST	Total (RBST and VBST)
	Treatment (n = 945)	Treatment (n = 909)	Treatment (n = 1,854)
Income 3 years before training	38,731	28,184	36,838
Income after attending training (last year)	89,866	85,623	89,104
<b>Incremental income</b>	<b>132%</b>	<b>203.8%</b>	<b>141.9%</b>

Source: EVENT Tracer Study, DVN, 2015.

The incremental income earned by the male graduates after training was around 164.1% as compared to 55.9% gained by the female graduates in the treatment

<sup>9</sup> All incomes were calculated on the basis of recall method used in the interaction with respondents. The daily wage earners, in particular, were asked to report their average income per month in the working season and off-season. Based on their response, then the annual average was taken.

group. This difference indicates the effect of limited options available for female graduates in selecting their jobs due to the social mobility restrictions. As they could hardly migrate to other areas to access the lucrative job opportunity, they had to satisfy themselves by joining the job closer to their residence. However, there were some exceptions too.

**Table 58: Average Income of the Male and Female Graduates**

Income	Male (n = 1,072)	Female (n = 782)
Income 3 years before training	34,076	37,471
Income after attending training (last year)	89,998	58,423
<b>Incremental income</b>	<b>164.1%</b>	<b>55.9%</b>

Source: EVENT Tracer Study, DVN, 2015.

The analysis of incomes earned by the treatment group respondents by their age group revealed greater incremental gain (309.5%) among the age group of graduates who were between 16 to 25 years in age. It reveal showed a trend that the higher was the age group of respondents, lower was the incremental gain received by them. It reveals that most of the first time job seekers were keen to seek lucrative job.

**Table 59: Average Income of Different Age Group Graduates**

Income	16 to 25 Years (n = 912)	26 to 35 Years (n = 714)	36 to 50 Years (n = 228)
Income 3 years before training	13,026	46,922	101,737
Income after attending training (last year)	53,345	91,461	108,227
<b>Incremental income</b>	<b>309.5%</b>	<b>94.9%</b>	<b>6.4%</b>

Source: EVENT Tracer Study, DVN, 2015.

### 5.8.2 High Income Training Areas

For the treatment groups, income data was analyzed by the subject of training. It revealed community livestock as the most lucrative trade for the training graduates as indicated by its average income level of Rs. 218,843 per year as compared to other trades. This trade was followed by mobile repair and vegetables production as other lucrative trades.

**Figure 10: Average Income of the Employed Graduates by their Subject of Training**



Source: EVENT Tracer Study, DVN, 2015.

### 5.9 Access to Remittance

The respondents were asked whether their family receive remittance from any family member who are migrant workers (domestic or foreign). In response to this, around 15.6% graduate respondents reported that their family receives remittance from the members working outside. In relative terms, the proportion of respondents receiving remittance was greater in the case of VBST graduates (19.4%) as compared to the RBST graduates (14.8%).

Between the treatment and control group respondents, no significant variation was observed between the proportions of remittance receiving households.

**Table 60: Family of the Respondents Receiving Remittance**

Family Receiving Remittance	RBST (%)		VBST (%)		Overall (%)	
	Treatment (n = 945)	Control (n = 810)	Treatment (n = 909)	Control (n = 802)	Treatment (n = 1,854)	Control (n = 1,612)
Yes	14.8	18.6	19.4	15.9	15.6	16.8
No	85.2	81.4	80.6	84.1	84.4	83.2
<b>Total</b>	<b>100.0</b>	<b>100</b>	<b>100.0</b>	<b>100</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

Around 90.1% remittance receiving family obtained such money once a year. In relative terms, the VBST graduates were proportionately ahead (94.3%) in terms of receiving one-time remittance as compared to the RBST graduates (89.3%). However, among the graduates who received remittance twice a year, the RBST graduates were proportionately ahead (9.2%) than the VBST graduates (5.7%). The proportion of the graduates, who received remittance three or more times in a year were only 1.5% among the RBST graduates.

Compared to the control group respondents, the proportion of treatment group respondents receiving remittance three or more times was slightly higher in the treatment group.

**Table 61: Number of Remittance Received in a Year**

Number of Remitted Times in a Year	RBST (%)		VBST (%)		Overall (%)	
	Treatment (n = 140)	Control (n = 151)	Treatment (n = 176)	Control (n = 128)	Treatment (n = 316)	Control (n = 278)
One	89.3	83.8	94.3	94.2	90.1	90.2
Two	9.2	15.4	5.7	5	8.4	9.0
Three or more	1.5	0.8	-	0.8	1.5	0.8
<b>Total</b>	<b>100.0</b>	<b>100</b>	<b>100.0</b>	<b>100</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

### 5.9.1 Size of the Amount Remitted

Majority of the graduates' family reported receiving remittance from Rs. 200,001 to Rs. 500,000 in a year. It was followed by those receiving Rs. 100,001 to Rs. 200,000 in the second place. It indicates around 81.3% treatment group respondent households receiving remittance between Rs. 100,001 as the minimum to the maximum of Rs. 500,000 per year. In the case of control group member households, the proportion of respondents receiving remittance in this range was 59.4% only.

**Table 62: Size of the Amount Remitted**

Size of Remittance	RBST (%)		VBST (%)		Overall (%)	
	Treatment (n = 140)	Control (n = 151)	Treatment (n = 176)	Control (n = 128)	Treatment (n = 316)	Control (n = 278)
Less than Rs.50,000	3.4	1.5	1.7	15.7	3.0	10.2
Rs. 50,001 to Rs. 100,000	4.9	5.8	3.6	28.1	4.9	19.5
Rs. 100,001 to Rs. 200,000	30.9	43.4	44.0	13.3	33.8	24.9
Rs. 200,001 to Rs. 500,000	48.1	32.7	45.2	35.5	47.5	34.5
Above Rs.500,000	12.7	16.6	5.5	7.4	10.8	10.9
<b>Total</b>	<b>100.0</b>	<b>100</b>	<b>100.0</b>	<b>100</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

### 5.9.2 Annual Remittance per Household

Average amount of remittance received by the treatment group respondent household was Rs. 344,951 (comprised of Rs. 366,097 for RBST and Rs. 271,156 for VBST in average). Corresponding figures of remittance received by the control

group respondent household was Rs. 266,189 (comprised of Rs. 327,103 for VBST and Rs. 228,127 for VBST category). These figures reveal that the households of the treatment group respondents received greater amount of remittance compared to the households of the control group respondents.

**Table 63: Annual Remittance per Household**

Remittance	RBST (%)		VBST (%)		Overall (%)	
	Treatment (n = 140)	Control (n = 151)	Treatment (n = 176)	Control (n = 128)	Treatment (n = 316)	Control (n = 278)
Average amount receiving per household per year	Rs.366,097	Rs.327,103	Rs.271,156	Rs.228,127	Rs.344,951	Rs.266,189

Source: EVENT Tracer Study, DVN, 2015.

### 5.10 Annual Expenditure of the Respondent Households

The size of annual expenditure of around 68.9% treatment group respondents was between Rs. 50,001 to Rs. 200,000. Those who were below this range represented around 22.8%. In relative terms, the VBST graduates were spending more than the RBST graduates, as indicated by their greater proportion in the higher range. No significant difference was observed between the volume of expenditure pattern between the treatment and control group respondents.

**Table 64: Annual Expenditure of the Respondent Households**

Size of Annual Expenditure	RBST (%)		VBST (%)		Overall (%)	
	Treatment (n = 945)	Control (n = 810)	Treatment (n = 909)	Control (n = 802)	Treatment (n = 1,854)	Control (n = 1,612)
Less than Rs.20,000	4.7	2.9	1.7	10.5	4.2	7.8
Rs. 20,001 to Rs.50,000	21.0	23.2	7.5	2.8	18.6	9.9
Rs.50,001 to Rs.100,000	37.8	34.8	26.1	19.3	35.6	24.7
Rs.100,001 to Rs.200,000	30.5	34.6	46.1	48.5	33.3	43.7
Above Rs.200,000	6.0	4.5	18.6	18.9	8.3	13.9
<b>Total</b>	<b>100.0</b>	<b>100</b>	<b>100.0</b>	<b>100</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

Average expenditure of the treatment group respondents was Rs. 116,264 in average (comprised of Rs. 108,097 for RBST and Rs. 153,588 for VBST). In the case of control group, it was Rs. 133,198 (comprised of Rs. 103,068 for RBST and Rs. 149,300 for VBST). These figures reveal that the volume of expenditure was greater for the control group than the treatment group respondents.

**Table 65: Average Expenditure per Year**

Expenditure	RBST		VBST		Overall	
	Treatment (n = 945)	Control (n = 810)	Treatment (n = 909)	Control (n = 802)	Treatment (n = 1,854)	Control (n = 1,612)
Amount (In Rs.)	108,097	103,068	153,588	149,300	116,264	133,198

Source: EVENT Tracer Study, DVN, 2015.

The treatment group respondent graduates were asked about their expenditure pattern. In response to this, it was reported that their general household level expenditure received first priority followed by the expenses incurred for children's education in the second place. Since investments made and assets creation had to be incurred only upon having surplus, it occupied third place.

**Table 66: Major Expenditure Items**

(Multiple Answers)

SN	Expenditure Items	RBST (%)	VBST (%)	Overall (%)
		Treatment (n = 1,142)	Treatment (n = 1,085)	Treatment (n = 2,227)
1.	General expenditure for the household <sup>10</sup>	34.8	49.4	39.1
2.	Investment for children's education	19.8	20.0	21.0
3.	Investment in non-agricultural activities	15.6	9.7	15.7
4.	Purchase of family assets <sup>11</sup>	11.1	15.3	12.4
5.	Investment in agriculture <sup>12</sup>	12.3	4.0	11.8
	<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

### 5.11 Households Engaged in Saving

Around 68% (comprised of 71.1% RBST and 53.7% VBST) treatment group respondent households were engaged in following saving of a portion of their income. In the case of control group, the corresponding of such savers was 43.3% (comprised of 44.5% RBST and 42.7% VBST categories). These figures reveal that the saving practice was followed by greater number of treatment group respondent households as compared to the control group respondent households. It is also observed that the saving practice is more popular among the RBST graduates' households as compared to VBST graduates' households among the treatment groups.

<sup>10</sup> Food, medicine, travel, communication, service fees etc.

<sup>11</sup> The items purchased include means of transport, land, house, TV, computer, gold and silver ornaments etc.

<sup>12</sup> Purchase of livestock, farm tools and machineries, processing equipment etc.

**Table 67: Households Engaged in Saving**

Saving Household	RBST (%)		VBST (%)		Overall (%)	
	Treatment (n = 945)	Control (n = 810)	Treatment (n = 909)	Control (n = 802)	Treatment (n = 1,854)	Control (n = 1,612)
Yes	71.1	44.5	53.7	42.7	68.0	43.3
No	28.9	55.5	46.3	57.3	32.0	56.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

Gender wise, there was no significant difference between the male and female graduate households following saving practice.

Around 54.9% households (comprised of 55.5% RBST and 51.3% VBST) in the treatment group were found saving below Rs. 50,000 per year. It was followed by the second largest proportion of savers (30.8% comprised of 30.9% RBST and 30% VBST) having their saving size of Rs. 50,001 to Rs. 100,000.

In the case of control group respondent households, around 76.4% (comprised of 59.5% RBST and 85.8% VBST) revealed a saving size of below Rs. 50,000. These figures indicate relatively greater saving among the treatment group respondents as compared to the control group respondents.

**Table 68: Average Size of Saving per Household**

Amount Saved	RBST (%)		VBST (%)		Overall (%)	
	Treatment (n = 672)	Control (n = 360)	Treatment (n = 488)	Control (n = 342)	Treatment (n = 1,160)	Control (n = 702)
Less than Rs. 50,000	55.5	59.5	51.3	85.8	54.9	76.4
Rs. 50,001 to Rs.100,000	30.9	32.4	30.0	10.5	30.8	18.3
Rs. 100,001 to Rs.200,000	11.0	5.2	15.8	3.1	11.7	3.8
Rs. 200,001 to Rs.500,000	1.6	2.6	2.7	0.6	1.8	1.3
Above Rs.500,000	1.0	0.3	0.2	0	0.8	0.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

Among the treatment group respondents, the proportion of female graduate households who saved less than Rs. 50,000 represented 67.4%. In the case of male graduate households, those having the saving size of less than Rs. 50,000 was 61.6%.

**Table 69: Male and Female Savers by their Saving Size**

Amount Saved	In Percentage (%)	
	Male (n = 596)	Female (n = 564)
Less than Rs. 50,000	61.6	67.4
Rs. 50,001 to Rs. 100,000	26.2	24.3
Rs. 100,001 to Rs. 200,000	9.4	7.1
Rs. 200,001 to Rs. 500,000	2.1	0.9
Above Rs. 500,000	0.7	0.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

The analysis revealed no significant difference in the size of saving across the age group of treatment group respondents.

**Table 70: Size of Saving by the Age Group of Graduates**

Amount Saved	In Percentage (%)		
	16 to 25 Years (n = 356)	26 to 35 Years (n = 584)	36 to 50 Years (n = 220)
Less than Rs. 50,000	64.1	65.4	63.4
Rs. 50,001 to Rs. 100,000	27.0	23.9	24.5
Rs. 100,001 to Rs. 200,000	6.7	8.7	10.8
Rs. 200,001 to Rs. 500,000	1.6	1.5	0.8
Above Rs. 500,000	0.6	0.5	0.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

Average amount of annual saving of the treatment group respondents was Rs. 70,698 in average (comprised of Rs. 70,181 for RBST and Rs. 73,828 for VBST). The saving was found slightly higher for the VBST graduates as compared to the RBST graduates.

In the case of control group respondents, average amount saved per year was Rs. 43,974 in average (comprised of Rs. 62,687 for RBST and Rs. 33,563 for VBST). In relative terms, the annual saving of the treatment group respondents was greater as compared to the control group respondents.

**Table 71: Average Amount Saved per Household**

Saving	RBST		VBST		Overall Average	
	Treatment (n = 672)	Control (n = 360)	Treatment (n = 488)	Control (n = 342)	Treatment (n = 1,160)	Control (n = 702)
Average amount saved per year (In Rs.)	70,181	62,687	73,828	33,563	70,698	43,974

Source: EVENT Tracer Study, DVN, 2015.

## 5.12 Improvements Noticed in the Lifestyle

Around 87.1% (comprised of 88.4% RBST and 86.9% VBST) treatment group graduate respondents reported positive change in their life style after training. In the case of control group respondents, they did not have opportunity to attend such training. As a result, majority of them (85.5%) reported no positive change in the past few years and thereafter.

**Table 72: Positive Change in the Lifestyle**

Change Occurred	RBST (%)		VBST (%)		Overall (%)	
	Treatment (n = 945)	Control (n = 810)	Treatment (n = 909)	Control (n = 802)	Treatment (n = 1,854)	Control (n = 1,612)
Yes	88.4	37.2	86.9	2.4	87.1	14.5
No	11.6	62.8	13.1	97.6	11.9	85.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

Around 77.8% (comprised of 79.7% RBST and 69.3% VBST) of the treatment group respondents, who reported positive change in their lifestyle after training stated that there was an improvement in their economic status. It was followed by “improvement in their social and improvement in knowledge as well as skills.

**Table 73: Major Changes**

Major Change	RBST (%)	VBST (%)	Overall (%)
	Treatment	Treatment	Treatment
	(n = 835)	(n = 790)	(n = 1,625)
Improved economic status	79.7	69.3	77.8
Improved social status	16.8	23.6	18.0
Improved skills and knowledge	2.0	5.5	2.6
Increase in holding of physical assets	1.5	1.6	1.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

Gender wise, “economic status” was the major change reported by majority of the treatment group male respondents (75%) followed by 70.8% female respondents. On the contrary, the proportion of respondents reporting “social status” change was greater among the female graduates (24.4%) as compared to the male (19.8%).

**Table 74: Changes Observed by Gender**

Gender	In Percentage (%)	
	Male (n = 835)	Female (n = 790)
Improved economic status	75.0	70.8
Improved social status	19.8	24.4
Improved skills and knowledge	3.7	3.0
Increased holding of physical assets	1.5	1.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

## 5.13 Career Path Building Efforts of the Respondents

### 5.13.1 Respondents Attending Other Training Programmes

Around 3.3% (comprised of 3% RBST and 3.6% VBST graduates from the treatment group were found to have attended other training programmes after completion of the EVENT supported training. In the case of control group respondents, the total number trained were found around 3% (comprised of 2.6% for RBST and 3.5% for VBST categories). These figures reveal more or less similar effort made for attending the open market training among both treatment group and control group respondents.

**Table 75: Respondents Attending Training Programmes (i.e. Other than EVENT)**

Response	RBST (%)		VBST (%)		Overall (%)	
	Treatment (n = 945)	Control (n = 810)	Treatment (n = 909)	Control (n = 802)	Treatment (n = 1,854)	Control (n = 1,612)
Yes	3.0	2.6	3.6	3.5	3.3	3.0
No	97.0	97.4	96.4	96.5	96.7	97.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

Those not attending further training, after attending the EVENT training, were asked about the reason for not doing so. In response to this, these treatment group respondents mentioned their relative priority to implement the already acquired skills first by accessing employment than taking further training.

### 5.13.2 Further Qualification Acquired after Completion of EVENT Training

There has been some positive change in the qualification of treatment group graduate respondents after training. From primary education level to the no completion of secondary education, they have slightly moved to “completion of secondary education” as revealed by the increased proportion of the graduates completing their “secondary education” (i.e. a change from 27% to 38.3%).

**Table 76: Changes Occurred at the Education Level of Graduates after the EVENT Training**

Education Level	Before Training (%)	After Training (%)
	Treatment Group (n = 1,854)	Treatment Group (n = 1,854)
Never attended school	3.1	3.1
Primary education not completed	8.0	8.0
Primary education completed	18.4	15.6
Secondary education not completed	43.5	35.0
Secondary education completed	27.0	38.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

### 5.13.3 Demand for Further Training to Enhance Knowledge and Skills

The treatment group respondents were asked about what additional skills would be useful for them to make their work more meaningful from the perspective of earning gainful income. In response to this, around 49.1% (comprised of 51.5% RBST and 46.7% VBST) respondent graduates demanded market friendly advanced tools using skills in the trade they were trained. It was followed by the demand for other skills such as upgrading their current level of acquired skills on the annex trades<sup>13</sup> and the skills related to new employment opportunities.

**Table 77: Demand for Further Training to Enhance Knowledge and Skills**

Skills Demanded	RBST (%)	VBST (%)	Overall (%)
	Treatment (n = 945)	Treatment (n = 909)	Treatment (n = 1,854)
Market-friendly advanced tools using skills	51.5	46.7	49.1
Level upgrading skills (i.e. from Level – I to Level – II and so on)	17.8	23.4	20.5
Annex trade related skills	15.7	12.6	14.2
New employment opportunity based skills	15.0	17.3	16.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

Gender wise, there was no significant difference in the demand for additional knowledge and skills among the male and female graduates of the treatment group. However, in the case of responses categorized by the age groups, majority of those falling under the high age group (26 to 35 years and 36 to 50 years) demanded training on market friendly tools as opposed to the young graduates of 16 to 25 years who demanded annex trade related skills to enhance their employment opportunities.

**Table 78: Demand of Further Knowledge and Skills Training by the Age Group of Graduates**

Type of Additional Knowledge and Skills Demanded	In Percentage (%)		
	16 to 25 Years (n = 892)	26 to 35 Years (n = 734)	36 to 50 Years (n = 228)
Market-friendly advanced tools using skills	38.3	45.3	57.3
Level upgrading skills (i.e. from Level – I to Level – II and so on)	3.7	31.9	24.9
Annex trade related skills	45.2	18.8	11.8
New employment opportunity based skills	12.8	4.0	6.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015.

### 5.14 Nature of Employment Preferred for the Future

Around 43.5% (comprised of 46.7% RBST and 29.6% VBST) respondent graduates from the treatment group said that they wish to continue their present job in the

<sup>13</sup> Annex trade is the subject of training linked to the previous training attended by the graduates (e.g. tile fixing and plastering training for the already trained mason).

future too. It was followed by around 23.5% respondents, who expressed their interest to look for new job. Similarly, around 18% showed interest to go abroad, while 14.8% thought of changing their current salaried job to self-employment.

**Table 79: Future Plan for Employment**

Future Plan	RBST (%)	VBST (%)	Overall (%)
	Treatment (n = 857)	Treatment (n = 741)	Treatment (n = 1,598)
Remain in the same job	46.7	29.6	43.5
Look for new job	23.6	23.2	23.5
Go abroad	16.6	24.1	18.0
Change from wage to self-employment	12.9	22.9	14.8
Change from self to wage employment	0.2	0.2	0.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015

Among the treatment group respondents, the proportion of female graduate respondents looking for new job opportunities was greater (54.5%) than the male graduate respondents (39.4%). On the contrary, among those who were willing to go abroad, the proportion of male graduates was greater (44%) as compared to the female graduates (14.4%). Similarly, the graduates who were willing to shift for self-employment from their current status of wage employment was high among the male graduates (22.2%) as compared to the female graduates (17.8%).

**Table 80: Future Plan for Employment by Gender of the Graduates**

Future Plan	In Percentage (%)	
	Male (n = 821)	Female (n = 777)
Remain in the same job	48.4	45.5
Look for new job	39.4	54.5
Go abroad	44.0	14.4
Change from wage to self-employment	22.2	17.8
Change from self to wage employment	0.4	0.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015

The analysis of data by different age groups revealed that the proportion of graduates intending to remain in the same job was greater among the higher age group of 36 to 50 years (64.3%). The proportion was relatively low among the lower age group graduate respondents (37.5%). Contrary to this situation, the proportion of those looking for new job and also intending to go abroad were relatively high among the lower age group respondents as compared to the higher age group respondents.

**Table 81: Future Employment Plan by the Age Group of Graduates**

Future Plan	In Percentage (%)		
	16 to 25 Years (n = 784)	26 to 35 Years (n = 617)	36 to 50 Years (n = 197)
Remain in the same job	37.5	54.5	64.3
Look for new job	49.4	45.6	42.3
Go abroad	40.1	20.4	5.6
Change from wage to self-employment	16.8	23.7	22.1
Change from self to wage employment	0.3	0.2	-
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015

### 5.14.1 Type of Employment Preferred

The respondents were asked about the type of employment they prefer. In response to this, majority (87.7% - comprised of 87.2% RBST and 90.1% VBST) of the treatment group respondents indicated their preference over self-employment. Compared to this group of respondents, majority of the control group respondents (55%) were found preferring such employment type as the second greater proportion among them was in favour of preferring salaried employment. Those who preferred self-employment were found more convinced about the skills they acquired and also felt that self-management of the enterprise is often better than being an employee for others.

**Table 82: Type of Employment Preferred**

Type of Employment	RBST (%)		VBST (%)		Overall (%)	
	Treatment (n = 945)	Control (n = 810)	Treatment (n = 909)	Control (n = 802)	Treatment (n = 1,854)	Control (n = 1,612)
Self-employment	87.2	73.5	90.1	45.1	87.7	55.0
Salaried employment	12.8	26.5	9.9	54.9	12.3	45.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015

Among the treatment group members, majority of the male graduate respondents (75.5%) expressed their preference over self-employment. The proportion of female graduates expressing the same was 63.8% only. It indicates relative preference of male graduates over self-employment as compared to the female graduates. On the contrary, the proportion of female graduates indicating their preference for salaried employment was 36.2% as compared to the male graduates (24.5%) who preferred the same.

**Table 83: Type of Employment Preference by Gender of the Graduates**

Type of Employment	In Percentage (%)	
	Male (n = 1,072)	Female (n = 782)
Self-employment	75.5	63.8
Salaried employment	24.5	36.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015

The preference indicated for self-employment was associated with the age group of treatment group respondents. The findings revealed that higher the age group, higher was the proportion of respondent preferring self-employment. The trend was just reverse in the case of preference over salaried employment. In its case, the proportion of respondents indicating this preference was high among the small age groups as compared to the high age groups.

**Table 84: Type of Employment Preference by Age Group of the Graduates**

Age Group	In Percentage (%)		
	16 to 25 Years (n = 350)	26 to 35 Years (n = 273)	36 to 50 Years (n = 88)
Self-employment	66.1	71.6	77.9
Salaried employment	33.9	28.4	22.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015

#### 5.14.2 Employment Location Preferred

The treatment group graduate respondents were asked about their preferred location of work among the three destinations: (a) Within the country, (b) India, or (c) Any other foreign country (other than India). In response to this, around 76.5% treatment group respondents (comprised or 78.9% for RBST and 65.5% for VBST) preferred to work within the country, followed by 21.1% others who preferred to work in the foreign country (other than India) in the second place. In the case of control group respondents also, the overall trend of preference was more or less the same. It revealed no significant difference between the treatment and control groups over the locational preference for work.

**Table 85: Employment Location Preferred**

Preferred Location	RBST (%)		VBST (%)		Overall (%)	
	Treatment (n = 945)	Control (n = 810)	Treatment (n = 909)	Control (n = 802)	Treatment (n = 1,854)	Control (n = 1,612)
Within the country	78.9	73.1	65.5	78.2	76.5	76.4
Foreign country (Other than India)	18.2	24.1	34.3	18.4	21.1	20.4
India	2.9	2.8	0.2	3.4	2.4	3.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015

Among the treatment group respondents, around 88.4% female graduates preferred to work within the country as compared to 63.8% male graduates. Similarly, among the male graduates, another 32.3% preferred to work in the foreign country (other than India) as compared to 9.7% female graduates.

**Table 86: Employment Location Preferred by Gender of the Graduates**

Preferred Location	In Percentage (%)	
	Male (n = 953)	Female (n = 901)
Within the country	63.8	88.4
Foreign country (Other than India)	32.3	9.7
India	3.9	1.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015

The analysis of data by the age group revealed a trend that higher the age group greater was the proportion of treatment group respondent graduates (93.5%) willing to work within the country. On the contrary, the trend was just reverse among the lower age group respondents. They revealed greater proportion (30.7%) willing to work in the foreign country (other than India). These situations indicate the influence of not only push factor to migration to make a living but also the pull factor to migration as they have increasingly seen their neighbours gone abroad to grab the working opportunity.

**Table 87: Employment Location Preferred by Age Group of the Graduates**

Preferred Location	In Percentage (%)		
	16 to 25 Years (n = 892)	26 to 35 Years (n = 734)	36 to 50 Years (n = 228)
Within the country	66.3	85.2	93.5
Foreign country (Other than India)	30.7	11.8	4.6
India	3.0	3.0	1.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015

### 5.15 Challenges Foreseen in Employment

The treatment group respondent graduates were asked about their perception of employment challenges. In response to this, greater proportion of respondents (17.9% - comprised of 18.1% RBST and 17.6% VBST) reported “poor or no working experience prior to accessing foothold job” as one of the challenges in accessing employment opportunities. “More job seekers in the market than its absorption capacity” was another reason observed as a challenge in the second place. In the third place, “poor investment capacity for self-employment” was considered a challenge. Similarly, there were other challenges perceived too. They are presented below:

**Table 88: Challenges Foreseen in Employment**

Challenges	RBST (%)	VBST (%)	Overall (%)
	Treatment (n = 945)	Treatment (n = 909)	Treatment (n = 1,854)
Poor or no working experience prior to accessing foothold job	18.1	17.6	17.9
More job seekers in the market than its absorption capacity	16.9	17.9	17.3
Poor investment capacity for self-employment	15.9	15.2	15.6
Poor academic background	13.8	13.9	13.8
Lack of relatives, friends and public sector power holding authorities to recommend in jobs	12.6	17.2	13.6
Mismatch of the training skills acquired with job requirements	12.0	9.5	11.6
Poor risk taking ability for self-employment	7.1	7.4	7.1
No family environment to migrate to another location for job	2.9	1.1	2.6
Social discrimination by gender and caste	0.7	0.2	0.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015

The challenges perceived by both male and female graduate respondents in the treatment group indicated no significant variation.

**Table 89: Employment Challenge Foreseen by Gender of the Graduates**

Challenges	In Percentage (%)	
	Male (n = 953)	Female (n = 901)
Poor or no working experience prior to accessing foothold job	17.6	16.4
More job seekers in the market than its absorption capacity	16.2	17.0
Poor investment capacity for self-employment	16.2	12.8
Poor academic background	14.3	16.6
Lack of relatives, friends and public sector power holding authorities to recommend in jobs	14.1	12.5
Mismatch of the training skills acquired with job requirements	13.1	12.2
Poor risk taking ability for self-employment	6.1	7.6
No family environment to migrate to another location for job	1.5	2.8
Social discrimination by gender and caste	0.9	2.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015

Almost all age group graduates perceived more or less similar type of employment challenges. “Poor or no working experience prior to accessing foothold job” was not only a challenge for accessing employment opportunity but also in terms of negotiating reasonable salary/wage incentive.

**Table 90: Employment Challenge Foreseen by the Age Group of Graduates**

Challenges	In Percentage (%)		
	16 to 25 Years (n = 892)	26 to 35 Years (n = 734)	36 to 50 Years (n = 228)
Poor or no working experience prior to accessing foothold job	17.8	16.4	15.4
More job seekers in the market than its absorption capacity	16.6	17.2	15.0
Poor investment capacity for self-employment	13.5	15.3	15.2
Poor academic background	13.3	13.0	13.7
Lack of relatives, friends and public sector power holding authorities to recommend in jobs	15.9	14.7	16.4
Mismatch of the training skills acquired with job requirements	12.7	12.6	12.6
Poor risk taking ability for self-employment	6.9	6.7	7.4
No family environment to migrate to another location for job	1.7	2.7	2.6
Social discrimination by gender and caste	1.6	1.4	1.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015

## VI. INTERVIEWERS' IMPRESSION OF ABOUT THE TRAINING RESULTS

The interviewers involved in the survey were asked to share their overall impression about the results of implemented training programmes. In response to this, they indicated satisfaction among the majority of the respondent graduates (82.8%). They found the skills imparted useful in generating incomes and improving quality of life in the graduate respondents' households.<sup>14</sup>

The interviewers reported that the training programmes were useful in providing confidence among the trainees over their economic engagements. Some graduates were doing exceptionally well in terms of utilizing their skills and earning high incomes as opposed to others who were struggling for success.

The interviewers estimated around 17.2% graduates less satisfied as they expressed that the training could have provided them more market friendly skills to make their competence more employment friendly.

<sup>14</sup> Quality of life of a household member is defined as earning gainful income equivalent to or more than the project-specified threshold, which allows adequate spending for survival and the operation of need based socio-economic activities in the family.

**Table 91: Satisfaction over Training Results Sensed by the Interviewers as Observers**

Satisfaction Level	Treatment (%) (n = 1854)
Satisfied with training results	82.8
Less satisfied with training results	17.2
<b>Total</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015

The interviewers reported no significant variation between the response of male and female graduates about the contributions of training in their life. However, they reported that the female graduates had faced social mobility restrictions, which constrained them in accessing lucrative employment opportunities located away from their residence.

## VII. EMPLOYERS' IMPRESSION ABOUT THE TRAINING RESULTS

Twenty-five employers of sole and joint enterprise management categories<sup>15</sup> were selected for interview to seek information about their general impression on training and relevance of the skills acquired by the graduates for work.

### 7.1 Recruitment Practice Applied for New Employees

The employers were asked the recruitment practices followed in their enterprise. In response to this, they said that around 40% employees are taken upon the request of training service providers, while the remaining 60% is selected upon direct approach of the potential candidates, public notice/advertisement and observations made during OJT.

**Table 92: Methods Followed for Recruitment**

Methods Followed	Employers (n = 25)
Public Notice/Advertisement	20.0
Direct application by the potential candidate	20.0
Recommendation of the Training Service Providers	40.0
Observation of performance during the OJT	20.0
<b>Total</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015

The recruitment practices followed by the private and public sector enterprises were found different. In the public sector, the employees were selected by verifying the NSTB skills test certificate they held. In the case of private sector, this evidence was not mandatory and they were actually tested at work specifying the probation period.

<sup>15</sup> The number of employer interviewed from the solely managed enterprise was 16 and jointly managed 9.

The private sector recruitments entertained the request of training service providers. However, in the case of public sector recruitments, such recommendation did not carry any formal weight. Announcing vacancy through notice or advertisement was mandatory in the public sector. In the case of private sector it was optional.

## 7.2 Competence Noticed Among the Employees

The employers were requested to assess the performance quality of the employees, who were EVENT trained graduates. In response to this, they shared their observations as follows:

**Table 93: Assessed Performance Quality of the EVENT Trained Graduates**

Observations	Average Score
Adequately trained	90 out of 100
Acquiring job related professional skills	85 out of 100
Capacity to apply quality skill at work	78 out of 100
Commitment to work	80 out of 100

Source: EVENT Tracer Study, DVN, 2015

## 7.3 Further Training Needs Considered Necessary for the EVENT Trained Employees

Around 50% employers said that their employees need further training as it can add value to the productivity of their enterprise, while providing them an opportunity to enhance their income as well. Besides upgrading of skills, they emphasized orientation for productive engagements, entrepreneurship qualities, business plans development, numeric literacy (calculations and accounting), work ethics, and practical applications of market demanded technologies very important for successful operation of their enterprise.

The employers also suggested that the duration of training should be increased by one month. They also suggested that OJT should be made mandatory for all type of training programmes. Since the demand for upgrading skills is increasing, they also proposed to increase the coverage of Level-2 training much more. In order to make the training programme employment friendly, they emphasized that it should be tailored to the contemporary market demand than simply making it supply oriented.

## 7.4 Interest in Recruiting EVENT Trained Graduates in the Future

The employers were asked whether they are interested to recruit the training service providers' trained graduates in the future or they prefer to train themselves as per their need. In response to this, around 87% said that they want to recruit market-trained graduates than running the training programmes themselves. However, in doing so, they felt that there is a need for designing the training curricula and practical exercise sessions tailored to their needs and contemporary market priorities.

## 7.5 Salary Scale Applied for the EVENT Trained Employees

The employers were asked about the average salaries paid to their employees. In response to this, around 55% employers said that they are paying an average salary of Rs. 8,500 per month per person. Remaining others were found paying an average of Rs. 6,000 per month. The survey revealed that the highest amount paid was for the training graduate employee was Rs. 20,100. About 80% employers gave other incentives (such as snacks, working dress, transportation facility, lodging and overtime facility) behind the salary.

## VIII. CONCLUSION AND RECOMMENDATIONS

The training and employment linked interventions of EVENT can be considered successful in engaging youths in the economic activities, who could be otherwise frustrated in the absence of job opportunities. It has also generated interest among others to follow similar track in the future. It can be revealed from the training interest showed by the control group members.

The intervention has been useful in creating direct as well as indirect effects on employment. The graduates who were found employed revealed the direct effect of EVENT's intervention of training under the support of World Bank. On the other hand, there were other youths who were employed after their self-employed enterprises could make some progress. This kind of spillover effect can be taken as further value addition of the training programme.

Like any other studies, this tracer study has also generated some lessons for the future. In view of this, the study team recommends the following for consideration of the following actors:

**Table 94: Recommendations for the Consideration of Key Stakeholders**

SN	Recommendations	Responsible
1	Increase employability of the training graduates with earlier stage counselling in the training period than towards the end of training. It enables the trainee to access gainful employment opportunity with adequate time to see the pros and cons of various possible options.	TESP
2	Enhance training quality with the implementation of learning objective related to the compatibility of possible working environment available at the premises of employers.	
3	Upgrade training quality to expose the trainees with contemporary market friendly technologies and the application of related tools (e.g. use of mechanized saw in carpentry instead of using manual tool).	
4	Build linkage with financial institutions for the initial stage hand-holding credit for investment in the self-employed enterprises for the graduates against their NSTB skills test certificate as the collateral	

SN	Recommendations	Responsible
5	Introduce competitive award system for the TESP's which perform relatively better for the following: <ul style="list-style-type: none"> <li>- Achievement of high employment rate of the trained graduates.</li> <li>- Placement of graduate with highest income earning beyond the specified threshold</li> <li>- Achievement greater proportion of job placements immediately after the completion of training</li> <li>- Effort for sustaining training activities with fee-based (full, joint or partial) courses</li> <li>- Training diversity for labour market absorbing employment lucrative trades</li> </ul>	EVENT
6	Encourage self-employed graduates with award for their demonstrated multiplication of employment opportunities for other youths in their enterprise	
7	Provide seed money support for the initial stage investment for self-employed activities operated by the graduates in groups	
8	Make sharing of the training structures and processes mandatory to the TESP's: <ul style="list-style-type: none"> <li>- To demonstrate the type of skills imparting environment to the employers</li> <li>- To familiarize them the quality of skills imparted</li> <li>- To make them understand the certification standards envisaged</li> <li>- To obtain feedback on contemporary market demanded technologies and skills for the training updates</li> </ul>	
9	Maintain database of the graduates beyond six months of income verification and establish network of the training graduates for contemporary information about the labour market updates	NSTB
10	Emphasize promotion of training on annex trades (e.g. plastering and tile fixing training package and business skills in the training curricula of masons) to the trainees to enhance their scope of employment opportunities in multiple areas	CTEVT
11	Make the training career path oriented (with potential to upgrade from Level – I to Level – II and so on)	
12	Promote knowledge management practices by exchanging best practice experience among the key stakeholders to increasingly link training with employment	

# PART – II

## EARTHQUAKE EFFECTS ON THE VBST GRADUATES

In the mid-way of survey being undertaken for the Tracer Study, a devastating earthquake took place in some survey districts. By this time, the survey of sampled RBST respondents was completed already but survey of sampled VBST respondents was just been partially completed. The earthquake being an unfortunate event damaging life and livelihood of many people including the graduates, the EVENT project, World Bank and DVN jointly decided to explore the extent of damage caused by this event on the lives of VBST graduates, who were yet to be surveyed. Accordingly, new questionnaire was introduced for the survey adding some questions for the survey of remaining 366 VBST sampled respondents. This section presents the results of survey covered under these additional questions.

### 9. Major Effects Encountered

Of the 366 graduates covered by the survey, around 65.3% were male and 34.7% female. Of these respondents, around 85.2% respondents directly encountered the effect of earthquake, while 14.5% others did not as they were living in other districts, which were either less affected or not affected by the earthquake.

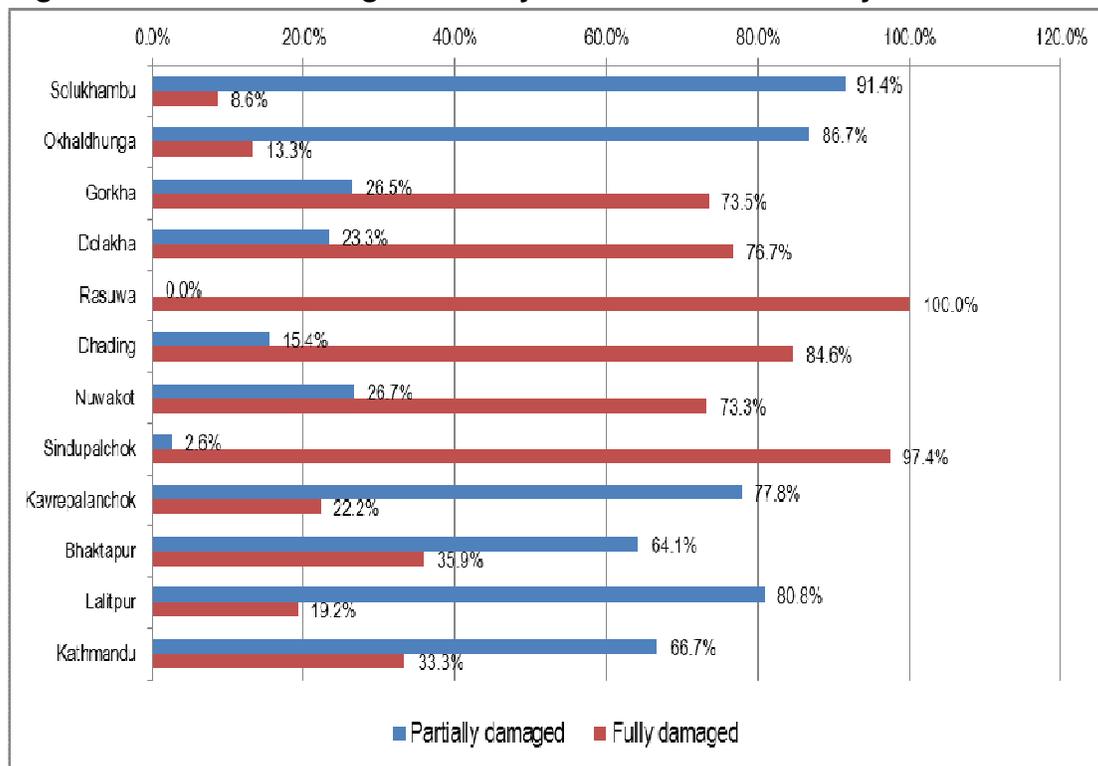
### 10. Extent of Damage

The extent of damages occurred varied among the districts. Subsequent effects were faced by the respondents at different levels. Around 46.4% respondents encountered full damage, while 53.6% encountered partial damage.<sup>16</sup> The respondents living in Rasuwa, Sindhupalchowk, Dhading, Dolakha and Gorkha were largely affected among those living in other earthquake affected districts.

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<sup>16</sup> For the purpose of this study, “full damage” is defined as the extent of ruins which prohibits the household members to take shelter due to high risk. In the case of “partial damage”, it is defined as the level of destruction which still leaves room for taking shelter after repair without any major change in the structure.

**Figure 1: Extent of Damage Faced by the VBST Graduates by Districts**



Source: EVENT Tracer Study, DVN, 2015

## 11. Residential Move After the Earthquake

After the effect of earthquake, majority of the respondents were found living in the house of their relatives and friends. It was followed by those living in their own house with or without repair in the second place (30.3%). The donors provided tents and huts served an accommodation of around 23.3% of the interviewed graduates. Remaining 20% were found living in the temporary shelter/hut made on their own without any external support.

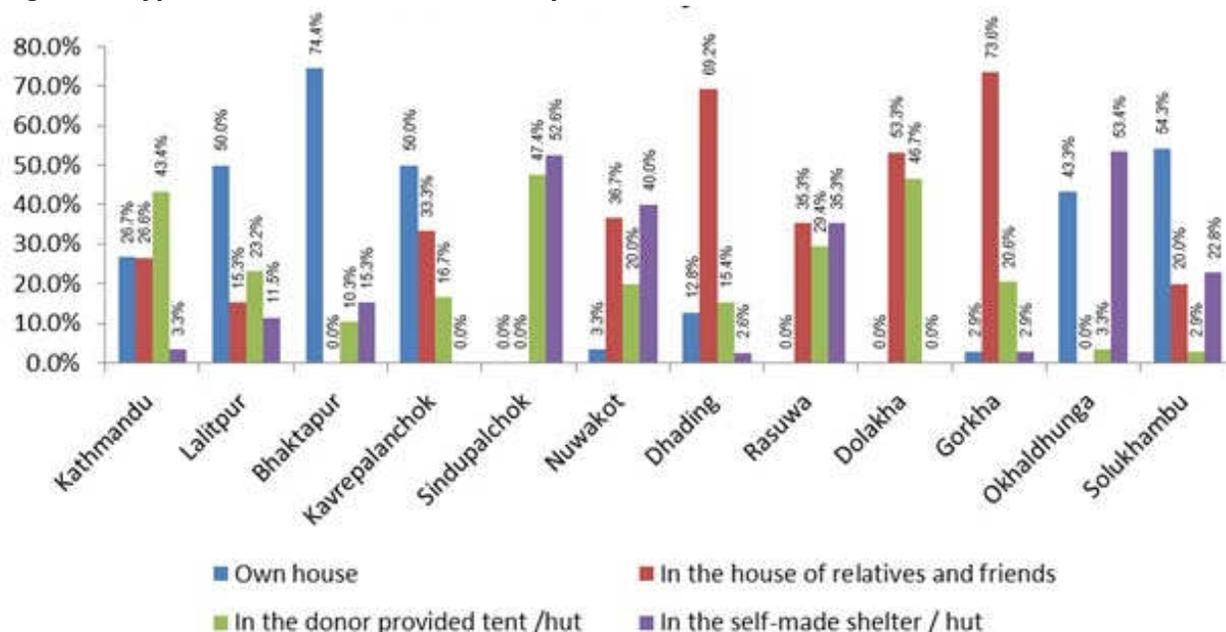
**Table 1: Type of Residence Currently Occupies**

Current Residence	Percentage
Own house	26.4
In the house of relatives and friends	30.3
In the donor provided tent /hut	23.3
In the self-made shelter / hut	20.0
<b>Total</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015

Following Figure presents the distribution of the type of current residence of the earthquake affected VBST respondents by their respective districts.

**Figure 2: Type of Current Residence Occupied in the Affected Districts**



Source: EVENT Tracer Study, DVN, 2015

## 12. Injured Members in the Family

The study revealed that around 77.1% VBST respondent household members were able to escape the injury caused by the earthquake. The households encountering the injury among their members were around 22.9%. In these households, maximum number of persons facing injury was not more than one person per household.

**Table 2: Number of Respondent Households Facing Human Injury**

Human Injury per Household	Percentage
0	77.1
1 person	22.9
2 persons and more	--
<b>Total</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015

## 13. Patients Hospitalized

Out of the 84 households (i.e. 22.9% of 366 respondent households) facing an earthquake injury of one kind or another, around 54.4% (26 were taken and admitted to the hospital).

**Table 3 Hospitalized Earthquake Affected Patients**

Hospital Admitted Person per Household	Percentage
0	45.6
1 person	54.4
2 persons and more	-
<b>Total</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015

#### 14. Casualties

Around 10.2% respondent households faced human casualties due to earthquake. These families lost 37 members in total from their families.

**Table 4: Proportion of Respondent Household Losing their Family Members Due to Human Casualties**

Number of Household Members Dead	Percentage
0	89.8
1 person	10.2
2 persons and more	-
<b>Total</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015

#### 15. Missing Family Members

The respondents were asked whether some of their family members were missing due to the earthquake. In response to this, around 4.6% of them reported their family members (17 persons) missing.

**Table 5: Number of Missing Members in the Family**

Missing Members in the Family	Percentage
0	95.4
1 person	4.6
2 persons and more	-
<b>Total</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015

#### 16. Psychologically Affected Members in the Family

Around 19.3% of the VBST graduate respondents reported that a total of their 71 family members were psychologically affected by the earthquake.

**Table 6: Psychologically Affected Members in the Family**

Psychologically Affected	Percentage
Yes	19.3
No	80.7
<b>Total</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015

Among the affected members, 52.1% were children followed by 36.6% working age person and 11.3% elders.

**Table 7: Affected Family Members by their Type**

Type of Family Members	Percentage (n – 71)
Children	52.1
Working Age	36.6
Elders	11.3
<b>Total</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015

Gender wise, around 55.7% affected members were male and the remaining 44.3% were female.

**Table 8: Affected Family Members by Gender**

Gender	Percentage (n – 71)
Male	55.7
Female	44.3
<b>Total</b>	<b>100.0</b>

Source: EVENT Tracer Study, DVN, 2015

## Tracer Study of EVENT Graduates

Checklist for the Trainees and Control Group Members

छनौट भएका उत्तरदाता कोड नं.:

Categor

## इभेन्ट परीयोजनाका तालिमसँग सम्बन्धित उत्तरदाताको लागि प्रश्नावली

उत्तरदाताको किस्म			
<b>A</b>	नतिजा आधारित सिपमूलक (RBST)	<b>C</b>	RBST कोअन्तरवार्तामा समावेश भएको तर नछानिएको
<b>B</b>	भाउचर आधारित सिपमूलक (VBST)	<b>D</b>	T मा छानिएको तर तालिम नपाएको

## अन्तरवार्ता लिनु अघि सम्पर्क स्थापना गर्नका लागि सुझाव

☞ अन्तरवार्ता प्रारम्भ गर्नु पूर्व अन्तरवार्ता लिने व्यक्तिले पुरा गर्नुपर्ने कुराहरु:

- आ-आफ्नो परिचय दिने
- अन्तरवार्ता लिनुको उद्देश्य बताउने
- सम्बन्धित प्रशिक्षार्थीको सहभागिता प्राविधिक शिक्षा सुधार गर्ने कार्यमा सहयोगी हुन्छ भन्ने कुरामा प्रकाश पार्ने
- अन्तरवार्ताको लागि करिब २० देखि ३० मिनेट सम्म लाग्न सक्ने कुराको जानकारी दिने
- संकलित तथ्याङ्कहरुको विश्लेषण सामुहिक रुपमा गरीने भएकोले कस्ले के र कसो भन्यो भन्ने कुराको व्यक्तिगत विचारको पहिचान गोप्य हुने हुँदा सो बारे जानकारी दिने
- उत्तरदातालाई रोजगारीको अवस्था र तालिमको बारेमा प्रष्ट जवाफ दिँदा कुनै फरक नपर्ने कुराको विश्वास दिलाउने
- अन्तरवार्ताको क्रम तथा अन्तमा उत्तरदातालेआफ्नो सुझाव दिन पाउने प्रावधान रहेको बारे प्रष्ट पार्ने

**A.परिवयात्मक खण्ड**

१. उत्तरदाताको नाम:			
	नम	बिचको नाम	थर

२. लिंग:

१ पुरुष  २ महिला

३. ठेगाना

गाँउ/टोल/वडा नं	
गाबीस/नगरपालीका	
जिल्ला	

४. जातीय बर्गिकरण अनुसार तपाईं कुन जातिमा पर्नुहुन्छ ? (कुनै एउटा कोठामा मात्र (X) चिन्ह लगाउनुहोस ।)

1	ब्राम्हण/क्षेत्री
2	जनजाती
3	दलित
4	आदिवासी
5	मुस्लिम
6	मधेसी
7	अन्य .....

५. हाल तपाईंको उमेर कति छ ? \_\_\_\_\_ वर्ष

६. के तपाईं वैवाहिक हुनुहुन्छ ?

1	छु
2	छैन

नोट: तालिम लिएको प्रशिक्षार्थी होइन भने प्रश्न नं ६ मा जाने

७. पहिले तपाईंको बसोबास कहाँ थियो र हाल कहाँ छ ?

पहिले		हाल	
1	ग्रामिण क्षेत्र	1	ग्रामिण क्षेत्र
2	शहरउन्मुख / शहरी क्षेत्र	2	शहरउन्मुख / शहरी क्षेत्र
3	विदेश	3	विदेश

८. आजभन्दा २ वर्ष अगाडी के गर्नु हुन्थ्यो र हाल के गर्नुहुन्छ ? (उपयुक्त एउटा मात्र जवाफमा (X) चिन्ह लगाउनुहोस ।)

२ वर्ष अगाडी		हाल	
1	ज्याला रोजगारी	1	ज्याला रोजगारी
2	शिक्षा	2	शिक्षा
3	स्वरोजगार (कृषि सहित)	3	स्वरोजगार (कृषि सहित)
4	शिपमुलक तालिम	4	शिपमुलक तालिम
5	बेरोजगार	5	बेरोजगार

## B. तालिम र अध्ययन

९. तपाईंले कुन संस्थाबाट तालिम लिनु भयो ( तालिम दिने संस्थाको नाम.....)

१०. तालिमको बिषय के थियो?.....

११. तालिमबारे जानकारीको बाट पाउनु भयो ? (उपयुक्त एउटा मात्र जवाफमा (X) चिन्ह लगाउनुहोस ।)

1	साथी, भाई, परिवार सदस्यबाट
2	रेडियो, टिभि, पत्रपत्रिका, पोष्टरबाट
3	पूर्व प्रशिक्षार्थी भई रोजगारी भएका व्यक्तिबाट
4	तालिम दिने संस्थाका प्रशिक्षकबाट
5	सरकारी, गैर सरकारी निकाय
6	संजाल (जस्तै दलित, महिला, जनजाती)
7	अन्य (उल्लेख गर्ने)

१२. तपाईले लिएको तालिमलाई कसरी मूल्याङ्कन गर्नुहुन्छ ? (तल दिएका स्केलमध्ये उपयुक्त कोठामा (X) चिन्ह लगाउनुहोस।)

स्केल : 1 = राम्रो; 2 = ठिकै; 3 = कमजोर

उत्तर	स्तर		
पाठको गुणस्तर	1	2	3
तालिम सामग्री	1	2	3
प्रशिक्षक	1	2	3
व्यवहारिक ज्ञान हासिल गर्ने अवसर	1	2	3
व्यवसायिक शीप (Business skills) को ५ दिने तालिम	1	2	3

१३. के साथी भाईलाई पनि सोही विषय र तालिम केन्द्रमा जान सिफारिस गर्नु हुन्छ ?

	तालिम	संस्था
गर्छु	1	1
गर्दिन	2	2

### C.OJT मा भाग लिने अवसर

१४. के तपाईले (OJT) मा जाने अवसर पाउनु भएको थियो ?

1  थियो 2  थिएन

१५. यदि थियो भने के तपाई यसबाट सन्तुष्ट हुनुहुन्छ ? (तल दिएका उत्तर मध्ये उपयुक्त कोठामा (X) चिन्ह लगाउनुहोस।)

स्केल		
1	2	3
		
सन्तुष्ट	ठिकै	असन्तुष्ट

१६. यदि असन्तुष्ट हुनुहुन्छ भने किन ?

\_\_\_\_\_

### D. प्राप्त तालिमको मूल्याङ्कन

१७. तालिमको दौरान तपाईलाई सबै भन्दा मन परेको पक्ष के थियो ? (सबैभन्दा बढी मन परेको कुरा सोध्ने।)

\_\_\_\_\_

१८. तालिमको दौरान तपाईलाई सबै भन्दा मन नपरेको पक्ष के थियो ? (तालिमको सबैभन्दा कमजोर पक्ष जसको कारणले उसलाई तालिम मन नपरेको वारे सोध्ने)

\_\_\_\_\_

१९. के तपाईले तालिम पश्चात (राष्ट्रिय सिप परिक्षण बोर्ड) NSTB को सिप परिक्षण परीक्षामा भाग लिनु भएको थियो ?

1  थियो 2  थिएन

२०. यदि थियो भने परीक्षा पास गर्नुभयो कि भएन ?

1  गरें 2  गर्न सकिन

नोटः यदि पास गर्न नसकेको भए प्रश्न नं २४ मा जाने



1	आफैले मात्र
2	आफु र परिवारका सदस्य सहित
3	परिवार बाहेकका अन्य साभेदार सहित

३०. के तपाईंको व्यवसायमा आफु र आफ्ना परिवार सदस्य बाहेक अन्य कर्मचारी पनि काम गर्छन् ?

- 1  गर्छन्      2  गर्दैनन्

३१. तपाईंले स्वरोजगार व्यवसायको लागि कुनै ऋण लिनु भएको छ कि ?

- 1  छ      2  छैन

३२.सो ऋण कुन संस्थाबाट लिनु भयो ? (बहुउत्तर हुन सक्ने)

- 1  सहकारी      2  वित्तिय संस्था      3  बचत तथा ऋण समूह  
4  बैंक      5  साहु महाजन      5  अन्य

३३. व्यवसाय सञ्चालनको सन्दर्भमा तपाईंले के कस्ता समस्या भेट्लु परेको छ ?

	समस्या
1	प्राविधिक ज्ञान / शिपको कमि
2	सामान्य शिक्षाको कमि
3	बजार
4	महँगो भाडा
5	कच्चा पदार्थ
6	उत्पादित वस्तु / सेवा
7	अन्य (खुलाउने) _____

३४. तपाईंले गरेको व्यवसायको अवस्था (सफल वा असफल) कस्तो छ ?

- 1  सफल      2  संघर्षशिल      3  असफल

३५. यदि असफल भए, के कारणले असफल ?

1	आवश्यक सुविधामा पहुँच नभएर
2	सम्बन्धित व्यवसायमा पर्याप्त व्यवसायीक ज्ञानको कमी भएर
3	बजार सेवा / सुविधाको कमी भएर
4	श्रोत साधन कम भएर
5	काममा आत्मविश्वास नभएर
6	परिवारका सदस्य असहयोगी भएर
7	आर्थिक अभावको कारणले
8	पर्याप्त प्राविधिक ज्ञान / शिप नभएर
9	अन्य (उल्लेख गर्नुहोस्)

३६. तपाईंको व्यवसायमा कति लगानी गर्नु भएकोछ ?

लगानी रु ..... हजार

वार्षिक कुल कारोबार (Turnover) रु ..... हजारमा

३७. सोमा आउने सरदर वार्षिक प्रतीफल कती प्रतिशत छ ?

३८. के तपाई आफ्नो वर्तमान पेशाबाट सन्तुष्ट हुनुहुन्छ ? (तल दिएका स्केलमध्ये उपयुक्त कोठामा (X) चिन्ह लगाउनुहोस्।

स्केल		
1	2	3
😊 सन्तुष्ट	😐 ठिकै	😞 असन्तुष्ट

३९. यदि असन्तुष्ट भए किन ?

~~२~~ \_\_\_\_\_

४०. तपाईले गर्दै आउनु भएको कामका लागि बजारमा कस्तो खालको ज्ञान र शिपको माग छ ?

ज्ञान र शिपको मागको प्रकार

### G.2 ज्यालादारी रोजगार प्रशिक्षार्थीहरुको लागि प्रश्न

४१. तपाई ज्यालादारी रोजगारी कस्तो प्रकारको हो ? कुनै एउटामा मात्र (X) चिन्ह लगाउनुहोस् ।

1 पूर्ण रोजगारी       2 आँसिक रोजगारी

४२. के तपाई आफ्नो वर्तमान पेशाबाट सन्तुष्ट हुनुहुन्छ ?

1 ज्यादै असन्तुष्ट     2 असन्तुष्ट    | 3 ठिकै    | 4 सन्तुष्ट    | 5 धेरै सन्तुष्ट

४३. यदि ज्यादै असन्तुष्ट, असन्तुष्ट वा ठिकै भए किन ? कारण दिनुहोस् ।

~~२~~ \_\_\_\_\_

### H. तालिम र गरिरहेको कामको सम्बन्ध

४४. हाल तपाईले गर्दै आउनुभएको काम र तालिमबाट प्राप्त शिपको सम्बन्ध कति सान्दर्भिक छ ?

1 धेरै सान्दर्भिक छ     2 केही हद सम्म सान्दर्भिक छ    | 3 सान्दर्भिक छैन

### I. विप्रेषण (Remittance) सम्बन्धी प्रश्न

४५. तपाईको घरमा बिदेशबाट पैसा पठाउने कोही व्यक्ति छ ?

1 छ       2 छैन

४६. यदि छ भने कति जना ?

४७. यसरी बिदेशबाट तपाईको घरमा बर्षमा कति पैसा भिजीन्छ ? रु. ....

### J. बचत सम्बन्धि प्रश्नावली

४८. तपाईले आफ्नो आमदानी को केही अँस बचत गर्ने गर्नु भएको छ कि ?

1 गर्छु       2 गर्दिन



## L. जिवन स्तरमा देखा परेको क्रमिक परीवर्तन

५६. वीगत २ वर्षमा तपाईंको जिवनमा केही परीवर्तन आए जस्तो महशुस गर्नु भएको छ ?

1 छ  2 छैन

५७. यदि छ भने कस्तो (सकारात्मक तथा नकारात्मक) परीवर्तन आपको महशुस गर्नु भएको छ ?  
(जस्तै ज्ञान र शिपमा सुधार नयाँ सम्पत्ति आर्जन खर्चपुर्तीको श्रोत आदी)

परीवर्तन को प्रकार	परीवर्तनका बुँदाहरु
सकारात्मक	
नकारात्मक	
खासै परीवर्तन छैन	

५८. तपाईंको २ वर्ष अघि र हालको शैक्षिक योग्यता

1 कहिल्यै विद्यालय नगएको  2 प्राथमिक शिक्षा पुरा नगरेको  3 प्राथमिक शिक्षा पुरा गरेको  
 4 माध्यमिक शिक्षा पुरा नगरेको  5 व्यवसायिक/ अन्य उच्च शिक्षा पुरा गरेको

## M. रोजगारीको प्राथमिकता

५९. यदि तपाईंले आफ्नो रोजगारीको अवसर छान्न पाउनु भयो भने कस्तो रोजगारीलाई पहिलो प्राथमिकता दिनु हुन्छ ?

क. रोजगारीको किशीमको आधारमा

1 स्वरोजगारी  2 तलवी/ज्याला मजदुरी

ख. रोजगारीमा खर्चिने समयको आधारमा

1 पूर्ण समयको रोजगारी  2 आसिक समयको रोजगारी

ग. स्वदेश वा विदेशको रोजगारी

1 स्वदेशको रोजगारी  2 भारतको रोजगारी  3 भारत बाहेक अन्य मुलुकको रोजगारी

६०. यस्तो प्राथमिकताको ठोस कारण के हो ?

रोजगारीको किशीम	कारण
स्वरोजगारी/तलवी वा ज्याला मजदुरी	
पूर्ण/आसिक समयको रोजगारी	
स्वदेशको रोजगारी / भारतको रोजगारी / भारत बाहेक अन्य मुलुकको रोजगारी	



## Tracer Study of EVENT Graduates

### Checklist for the Training Service Providers

Before the actual interview starts, the interviewer should introduce him/herself and explain the objectives and the purpose of the interview to the respondent. He/she should further clarify that the participation in the survey is voluntary. Nevertheless, it should be highlighted that the participation in the survey is highly appreciated, as it will be beneficial for future development and improvement of the programs from which the respondent might benefit. The respondent should be informed about estimated duration the interview would take (approximately 10-15 minutes) and be ensured that all the information will be treated confidentially. Interview should be taken with authorized person of the T&E, who is fully familiar with the implemented activities and their subsequent results. The interview should be taken in private so that the respondent would be able to open his/her mind during the discussion.

#### **A Identification**

T&E's Name:

Address of T&E:

Phone number/email address:

Name of interviewer:

Date of interview (day/month/year):

#### **B Information about the Organization**

**B 1 What are the subject areas offered for vocational training by your organization.**

 Can provide more than **one** answer.

 \_\_\_\_\_

**B 2 How many persons work in your organization?**

Sex	No.
Male	 _____
Women	 _____
Total	 _____

**B 3 Of the total employees, how many are EVENT training graduates:**

Sex	No.
Male	<input type="checkbox"/> _____
Women	<input type="checkbox"/> _____
Total	<input type="checkbox"/> _____

**C Trainees Selection Procedures Followed**

**What mechanisms do you follow for selecting trainees?**

\_\_\_\_\_

**D Employment of the Trained Graduates**

**D1 If you have hired graduates trained by your own organization, how you rank their performance?**

Good  Average  Poor

**D3 What is your assessment of overall competence of the graduates you trained?**

*If the graduate is not employed by your organization, provide your assessment for the training period only.*

During Training

During Job

Good

Good

Average

Average

Poor

Poor

Justification Notes:

\_\_\_\_\_

\_\_\_\_\_

**D4 Do you think the curriculum used by your organization was sufficient in view of the following?** Scale of answers ranges between: 1 = to a great extent; 2 = to a limited extent; 3 = still inadequate to fit with the market demand

 Please read scale of answers out loud. For this type of question, a print out of the answer scale can be used as an auxiliary tool.

not to a very  
at all high extent

1            2            3

Technical skills (i.e. skills required for the technical work)

Entrepreneurial skills (i.e. how to run business, treat customers and Market the products etc.)

Calculations and accounting

Soft skills / work ethics (i.e. communication, team work, punctuality etc.)

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Justification Note:

 \_\_\_\_\_

 \_\_\_\_\_

**D 5 Do you think that your training graduates need additional training in their respective vocations for satisfactory performance?**

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No

If yes, please specify what additional skills and knowledge are required?

 \_\_\_\_\_

 \_\_\_\_\_

 \_\_\_\_\_

**D 6 Do you find any change in women's involvement in the training and work in the so-called male dominated task (such as welding, electricity, mechanical, brick molding etc.)?**

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No

If yes, could you provide some examples?

 \_\_\_\_\_

 \_\_\_\_\_

 \_\_\_\_\_

 \_\_\_\_\_

**E Impact of EVENT's Interventions**

**E 1 What major changes you have observed in the employment status of graduates after training?**

\_\_\_\_\_  
 \_\_\_\_\_

**E 2 Which trades you find more job-lucrative among others?**

\_\_\_\_\_  
 \_\_\_\_\_

**E 3 What changes you have observed in the income status of the employed graduates after training?**

\_\_\_\_\_  
 \_\_\_\_\_

**E 4 What proportion of the employed graduates have accessed gainful employment?**

\_\_\_\_\_

**E 5: Do you think EVENT could contribute to change in the socio-economic life of training graduates?**

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No

**If yes, could you give some examples of major changes?**

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**E 6: What do you see as the major problems posing difficulties in linking training with employment?**

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**E 7: What actions would be desirable for improvement?**

**1**  \_\_\_\_\_

- 2  \_\_\_\_\_
- 3  \_\_\_\_\_
- 4  \_\_\_\_\_
- 5  \_\_\_\_\_

**F Any other Comments/Suggestions**

-  \_\_\_\_\_
-  \_\_\_\_\_

**Thank you!**

Name of interviewer:

Date of interview (day/month/year)

## Tracer Study EVENT Graduates

### Checklist for the Employers

Before the actual interview starts, the interviewer should introduce himself/herself and explain the objectives and the purpose of the interview to the respondent. He/she should clarify that the participation in the survey is voluntary. Nevertheless, it should be highlighted that the participation of the respondent in the survey is highly appreciated, as it adds value for linking training with employment through training preferred by the enterprises. The respondent should be informed about the estimated duration of the interview (approximately 10-15 minutes). He/she should be ensured that all the information by him/her will be treated confidentially. The interview should be conducted in a private setting.

#### **A Identification**

Employer's Name:

Address of employer:

Phone number/email address:

Name of interviewer:

Date of interview (day/month/year):

#### **B Information about the Enterprise**

##### **B 1 How many employees work in your enterprise?**

No. of employees:

##### **B 2 Please specify the vocational field of training your enterprise needs most.**

 *Can obtain more than one answers.*

##### **B 3 What is the legal status of your enterprise?**

 *Please choose only **one** answer.*

1.	Unregistered
2.	Registered as:
	Sole proprietorship (private)
	Joint partnership (private)

	Private Limited Company
3.	Public sector agency
4.	Association (e.g. FNCCI, FNCSI, Producer Association)
5.	Education and Training Institution
6.	NGO
7.	Cooperative Society
Other (Specify)	
☐ _____	

### C Recruitment Procedures

#### How do you recruit your new staff?

1.	Advertisement of the vacancies (on the newspapers, internet, posters etc.)
2.	Direct application from the prospective employees
3.	Employment agencies
4.	Contact with Training Service Providers
5.	Observation of performance during OJT
6.	Recommendation of other workers engaged in the enterprise
Other (Specify)	
☐ _____	

#### C 3 To what extent your employees should have following knowledge and skills?

Scale of answers ranges between: 1 = not necessary; 2 = necessary, to some extent; 3 = necessary, to a great extent

 Please read scale of answers out loud. For this type of question, a print out of the answer scale can be used as an auxiliary tool.

Particulars	1	2	3
Practical skills			
Theoretical knowledge			
Entrepreneurial skills (how to run a business and treat customers, marketing etc.)			
Accounting skills			

Soft skills / work ethics (communication, team work, punctuality etc.)			
Any other skill (Specify)			
<del>✍</del> _____			

**C 4a What is the gender composition of your staff members?**

Gender	No.
Men	
Women	

**D Performance**

**D 2 Do you have any plan to train your employee further?**

	Yes
	No

**D 3 If yes, in what subject areas?**

- ~~✍~~ \_\_\_\_\_
- ~~✍~~ \_\_\_\_\_
- ~~✍~~ \_\_\_\_\_

**D 4 Do you have any plan to hire more number of trained staff in the future?**

	Yes
	No

If no, why: ~~✍~~ \_\_\_\_\_

**E Remuneration Paid to the Employee**

**E 1 What monthly remuneration you pay to your full-time staff?**

- ~~✍~~ Minimum per month Rs. ~~✍~~ \_\_\_\_\_
- ~~✍~~ Maximum per month Rs. ~~✍~~ \_\_\_\_\_

**E 2 Do you provide any other incentive besides monthly remuneration?**

	Yes
	No

**If yes, what incentive what are they?**

 \_\_\_\_\_

**F1 What are your comments and suggestions to make the training more employment-friendly in the future?**

 \_\_\_\_\_

 \_\_\_\_\_

 \_\_\_\_\_

**Thank you!**

Name of interviewer:

Date of interview (day/month/year)

## Tracer Study of EVENT Graduates

### Checklist for the Design of Case Study

Prepare case study in view of the following:

- Graduate's development over a certain period of time
- Obtain his/her point of view, which can be examined in greater depth
- Look for information that is appropriate to complement and clarify the quantitative data gathered through the structured checklists
- Any other information related to the training and employment the graduate has experienced

Aspects to be covered are:

- What made him/her interested for training in the selected trade (please specify the trade)?
- How he/she was selected for training (with what eligibility criteria)?
- What was most interesting and useful for him/her in training?
- In what way the training attended helped him/her to improve vocational and life skills?
- Did he/she find anything missing in training? If yes, what are they?
- What job he/she took after training?
- Is he/she working in the same district of origin or different? If different, why?
- Is he/she holding the job in the subject area for which he/she was trained?
- What are the difficulties experienced by him/her in retaining the job he/she holds (self-employed or wage employed job)?
- What is the level of his/her annual income?
- Does he/she earn income from more than one source? If yes, what are the major sources?
- How much he/she contributes to the income basket of his/her family?
- How he/she feels about his current job (successful, under struggle or a failure case)?
- Has he/she been able to change his/her livelihood status after training and employment? If yes, what are the major changes?
- What he/she finds as challenges ahead for sustaining his/her current work?
- What he/she intends to do in the future (continue with the same work, take another work or improve the current one; If taking another work or improving current work, please explain how)?
- Any other relevant aspects

## Tracer Study of EVENT Graduates

### Checklist for Technical Feedback from the Surveyor

1. Name of the surveyor: ✎ \_\_\_\_\_
2. Telephone No.: ✎ \_\_\_\_\_
3. E-mail address: ✎ \_\_\_\_\_
4. Districts covered: ✎ \_\_\_\_\_
5. Date of departure to the field: ✎ \_\_\_\_\_
6. Date of return from the field: ✎ \_\_\_\_\_
7. Total number of checklists filled: ✎ \_\_\_\_\_
8. What worked well during your field visit?
  - 8.1 ✎ \_\_\_\_\_
  - 8.2 ✎ \_\_\_\_\_
  - 8.3 ✎ \_\_\_\_\_
9. What was different from what you had expected?
  - 9.1 ✎ \_\_\_\_\_
  - 9.2 ✎ \_\_\_\_\_
  - 9.3 ✎ \_\_\_\_\_
10. Which Training Service Providers were more supportive than the others for your survey work?
  - 10.1 ✎ \_\_\_\_\_

10.2 ✎ \_\_\_\_\_

10.3 ✎ \_\_\_\_\_

10.4 ✎ \_\_\_\_\_

10.5 ✎ \_\_\_\_\_

11. Were any of the Training Service Providers less supportive?

	Yes
	No

12. If yes, what made them less supportive, in your view?

12.1 ✎ \_\_\_\_\_

12.2 ✎ \_\_\_\_\_

12.3 ✎ \_\_\_\_\_

12.4 ✎ \_\_\_\_\_

12.5 ✎ \_\_\_\_\_

13. Of the total number of training graduates you interviewed, give details on **one** respondent, whom you found “*successfully employed*” after training? What was his/her major reason for success?

Name of the Most Successful Graduate	Reasons for Success
	✎ _____
	✎ _____

**Please share his/her case history and photograph on a separate sheet)**

14. Who did you identify as “*least successful or not currently employed graduate*” among the candidates you interviewed?

Name of the Least Successful Graduate	Reason for Failure
	<p data-bbox="808 289 1222 321">✍ _____</p> <p data-bbox="808 363 1222 394">✍ _____</p>

**Please share his/her case history and photograph on a separate sheet)**

15. If you have to undertake similar survey in future, what improvements would you like to suggest?

15.1 ✍ \_\_\_\_\_

15.2 ✍ \_\_\_\_\_

15.3 ✍ \_\_\_\_\_

15.4 ✍ \_\_\_\_\_

15.5 ✍ \_\_\_\_\_

16. Any other additional experience you may wish to share?

16.1 ✍ \_\_\_\_\_

16.2 ✍ \_\_\_\_\_

16.3 ✍ \_\_\_\_\_

**Thank You!**