

## PROJECT COMPLETION REPORT

*Submitted to: Rural Electrification Corporation Limited*

*Submitted by: Advit Foundation*

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## 1. Introduction

With the exponentially growing demand for energy and the ever widening supply demand gap in the energy sector in India, the Government of India has proposed a mammoth plan for expansion in the solar energy sector. In line with this, the Jawaharlal Nehru National Solar Mission (JNNSM) was proposed, to be implemented in 3 phases (20 GW by 2022) with the first phase successfully ending in 2012-13. A major stumbling block in the implementation of the subsequent 2 stages is the lack of trained electricians and engineers who can carry out the installations efficiently.

To address this gap, Advit Foundation undertook the “Skill Upgradation on Solar Electrical Training” programme. The project was granted to Advit by the Rural Electrification Corporation (REC) Limited under their Corporate Social Responsibility (CSR).

### ***Programme Background***

A need assessment study was conducted among the educational institutions and solar manufacturing industries to gauge the market demand of skill up-gradation in the solar field. The study revealed lack of specialized training among students in such areas. Further, it also emphasized on the growing demand for solar that has created a number of vacancies for which trained technicians and engineers are required.

Primary and secondary surveys were conducted to identify the implementation area, based on which the project location and target audience was identified. Visits were also made to the educational institutions and solar industries in the identified project location to reassess need for such a training programme. Primary survey among students was also conducted. The survey indicated that such a programme was a great value add and much in demand.

## 2. Objectives and Methodology

### **Objectives:**

- a) Train 200 students on basics of solar equipment, installation, after-sales and maintenance services. Preference was given to students from economically weaker sections with income less than 4.5 L per annum (this amount is as per guidelines Issued under the authority of Haryana state technical education society, <http://techeduhry.nic.in>, <http://hstes.org> & <http://hstes.in>)
  
- b) Build a bi-lingual website which provides information on the programme, packaged information on solar installations, an interactive forum for discussions, information on upcoming technologies and equipment providers, industry-specific information.
  
- c) Job placement for 70% of the trained students

### **Methodology:**

The programme was implemented in the backward district of Mahendergarh in the State of Haryana. The training was conducted within the premises of the identified institution – DAV College of Engineering and Technology, Kanina, Mahendergarh.

200 final year students from ITI and engineering background were trained across 5 months – August to December 2013. The training was conducted in three batches – training for first two batches was carried out from 17<sup>th</sup> August to 14<sup>th</sup> December 2013 and last batch was trained from 15<sup>th</sup> September to 21<sup>st</sup> December 2013.

These candidates were trained on different aspects of solar equipment such as repairing, installing and maintenance of solar products and centralized grids. Solar being a specialized field both class room and practical hands-on training on solar

products was conducted. Requisite training material was developed and provided to each and every student by Advit Foundation.

Job placement in solar companies was also facilitated for the trained students. Placement for the trained candidates is being conducted in phases – a placement drive was conducted in December 2013. Further interaction for placements is ongoing. A number of companies are invited to the DAV campus and interaction with the students is arranged.

### **3. Outcomes**

The programme directly impacted 200 youth from the economically weaker sections of the society, by equipping them with the skills to gain work opportunities. However, 146 students have successfully received certification. Of the 146 students, on job training offers have been received for 125 students. Remaining 21 students are already undertaking on job training.

The certification for remaining 54 students could not be completed in the given timeframe of the REC project as the students had to go for attending an internship programme. Thereby their certification is being undertaken by Advit's own resources and have not been included in the REC CSR supported project.

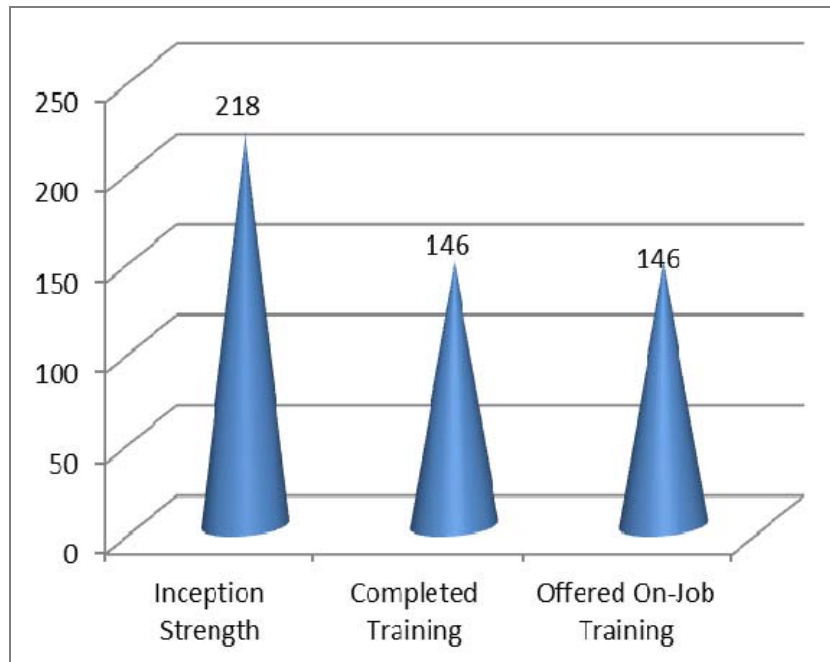
A bi-lingual website has been set-up that provides information on the programme, packaged information on solar installations, an interactive forum for discussions, and industry-specific information. This serves as a great learning tool for students who are interested in this field and helps in spreading awareness about the programme.

The website URL is: [www.rec-advit-solartraining.in](http://www.rec-advit-solartraining.in).

**Project Summary:**

Training and placement track record:

	Inception Strength	Completed Training	Offered On-Job Training	Placement Percentage
Batch 1	123	146	146	100%
Batch 2	53			
Batch 3	42			

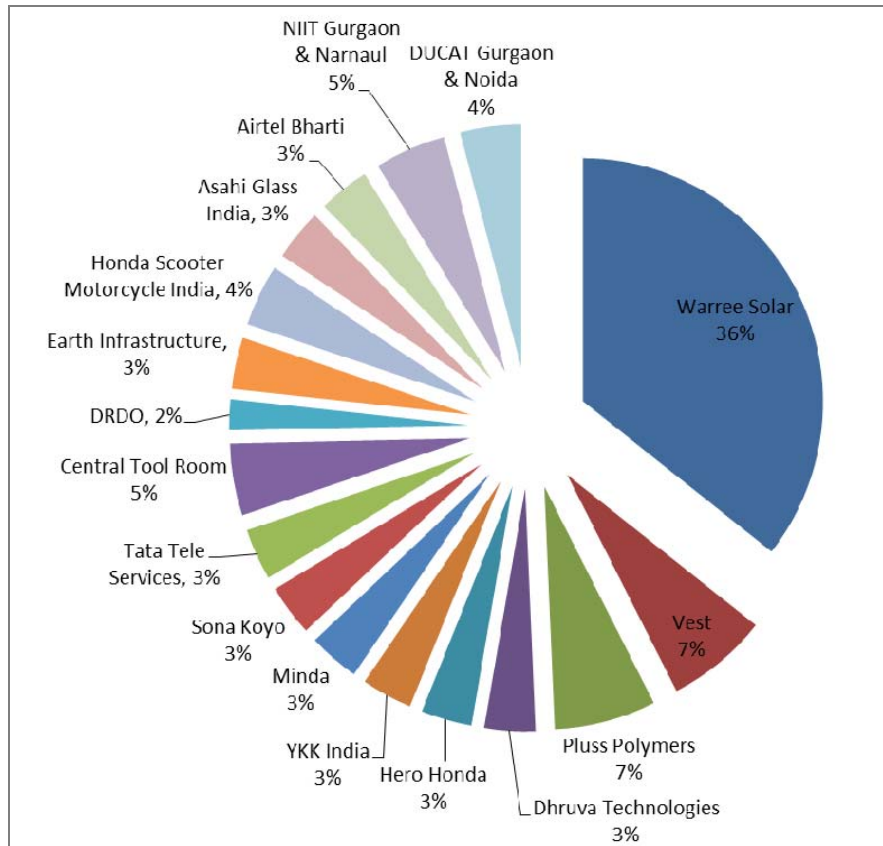


*Graphical representation of project summary*

**Placement Summary:**

List of companies where placement was successfully done:

S.No.	Company	No. of Candidates Placed
1	Waaree Solar, Mumbai	52
2	Vest, New Delhi	10
3	Pluss Polymers, Gurgaon	10
4	Dhruva Technologies, New Delhi	5
5	Sukam Power Systems, Gurgaon	--
6	Hero Honda, Manesar	5
7	YKK India Pvt. Ltd., Bawal	5
8	Minda, Gurgaon	5
9	Sona Koyo, Manesar	5
10	Tata Tele Services Ltd., New Delhi	5
11	Central Tool Room, Ludhiana	7
12	DRDO	3
13	Earth Infrastructure Ltd., Gurgaon	5
14	Honda Scooter Motorcycle India Pvt. Ltd., Khuskhera	6
15	Asahi Glass India	5
16	Airtel Bharti, Manesar	5
17	NIIT Gurgaon & Narnaul	7
18	DUCAT Gurgaon & Noida	6



*Graphical representation of placement records*

Further finding of the study are as follows –

- The training was conducted in Mahendergarh District of Haryana.
- 200 students from Engineering and ITI background were trained in 3 different batches over a course of 5 months.
- Out of the 146 trained students who completed the certification, all 146%, i.e. 100% have been successfully placed with various companies.
- The training benefitted the candidates by providing them immediate job placement, as well as equipping them with skills to acquire better employment opportunities.
- The training improved their salary/ household income as compared to before undergoing the training and getting placed.

## 4. Conclusion

### ***Overall Benefits of the Programme***

#### *Benefit to Solar Industry:*

The successful implementation of this training programme has had a positive impact on the Solar Power Industry due to the following reasons:

1. Better availability of skilled workforce for the industries to meet the solar power demands.
2. Reduced manpower expenses for the solar industry due to the availability of fresh engineers with adequate skills and training.
3. Helping new companies in solar industry to flourish by enabling them to meet the project deadlines.

#### *Benefit to Community:*

The following benefits to the local community of Mahendergarh have been observed:

1. More awareness among the people about solar energy in India and its benefits.
2. Better jobs and an improved lifestyle for the interested youth.

In a short span, this structured training programme has empowered the youth in and around Mahendergarh area with skills and knowledge about solar technology and made them abreast with recent trends and best practices in the solar industry. This initiative has multiple benefits including raising awareness levels about job opportunities available in this sector, socio-economic upliftment of beneficiaries, livelihood generation and creation of trained and dedicated workforce for the growing solar industry.



**ANNEX I: PROJECT PHOTOGRAPHS**



*Ms. Taruna Gupta, Additional General Manager, CSR, REC Limited lighting a lamp to inaugurate the programme*



*DAVCET and Advit representatives lighting lamp during inaugural ceremony*



*Classroom training in progress at DAVCET, Mahendergarh*



*Hands-on training sessions at DAVCET, Mahendergarh*



*Field visit and hands-on training at the State Level Rajiv Gandhi Renewable Energy Park, Gurgaon*



*Distribution of certificates to students, by REC representative*



*Placement interviews in progress*