



# SWAMI VIVEKANANDA RURAL COMMUNITY COLLEGE

## Social Accounts

Scope: June 2014 - March 2016



Prepared by:

**Centre for Social Initiative and Management (CSIM)**

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## **ACKNOWLEDGEMENTS**

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The social accounting process was a remarkable learning experience for all of us at SVRCC who were involved in data collection, analysing the records and drafting this report.

My sincere thanks to CSIM and all our team members

**For SVRCC**

**G V Subrahmanian**  
**Founder**

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## 1. Introduction

Swami Vivekananda Rural Community College (SVRCC) was started in the year 2008 and is managed by Sadguru Sri Gnanananda Seva Trust. SVRCC seeks to excel as a trusted community-driven educational institution by empowering India's phenomenal young adult population through quality education duly aligned to employment opportunities.

Entrepreneurial mindset is also sought to be promoted among the more enterprising youth. Employment and entrepreneurship are what our country primarily needs for the achievement of its „Economic Superpower“ goal. SVRCC combines the *conceptual, practical and ethical dimensions* of education, all of which are essential for a well-rounded human being, in giving India employable and entrepreneurial youth power.

### Background

The Sadguru Sri Gnanananda Seva Trust and the concept of Swami Vivekananda Rural Community College were born on 22<sup>nd</sup> March 2006, when G V Subramanian (GVS) brought together ten close friends of his and shared with them his dream project of community education for the underprivileged youth of our country.

Some six years before this date, GVS was on a train journey and one of his co-passengers was Dr Xavier Alphonse, the Director of Indian Centre for Research & Development in Community Education (ICRDCE). Dr Alphonse was talking about *community education* and explained that community education was intended for school dropouts from the poorer sections of our society, for whom completing the education was both a desire and a necessity, to make something of their lives. Community colleges, said Dr Alphonse, impart vocational guidance in livelihood courses that can be completed in a year.

The concept impressed GVS profoundly and he decided that he would run a community college in a village and benefit the youth of that neighbourhood. He set about preparing himself and his family for the huge step he was taking, and over the next five years collected the required information and resources for running a community college, and gathered his team to form a Trust – Sadguru Sri Gnanananda Seva Trust – to implement the project.

The Trust is a registered non-profit, secular, voluntary public charitable Trust under the Indian Trusts Act. It was registered in October, 2006 with the main motive of benefiting the rural and urban poor, in particular school dropouts. SVRCC develops workforce-ready individuals and equips them with technical proficiency in their field of study, employability skills and leadership expertise to advance the country's development. The College offers for the following one year diploma courses:

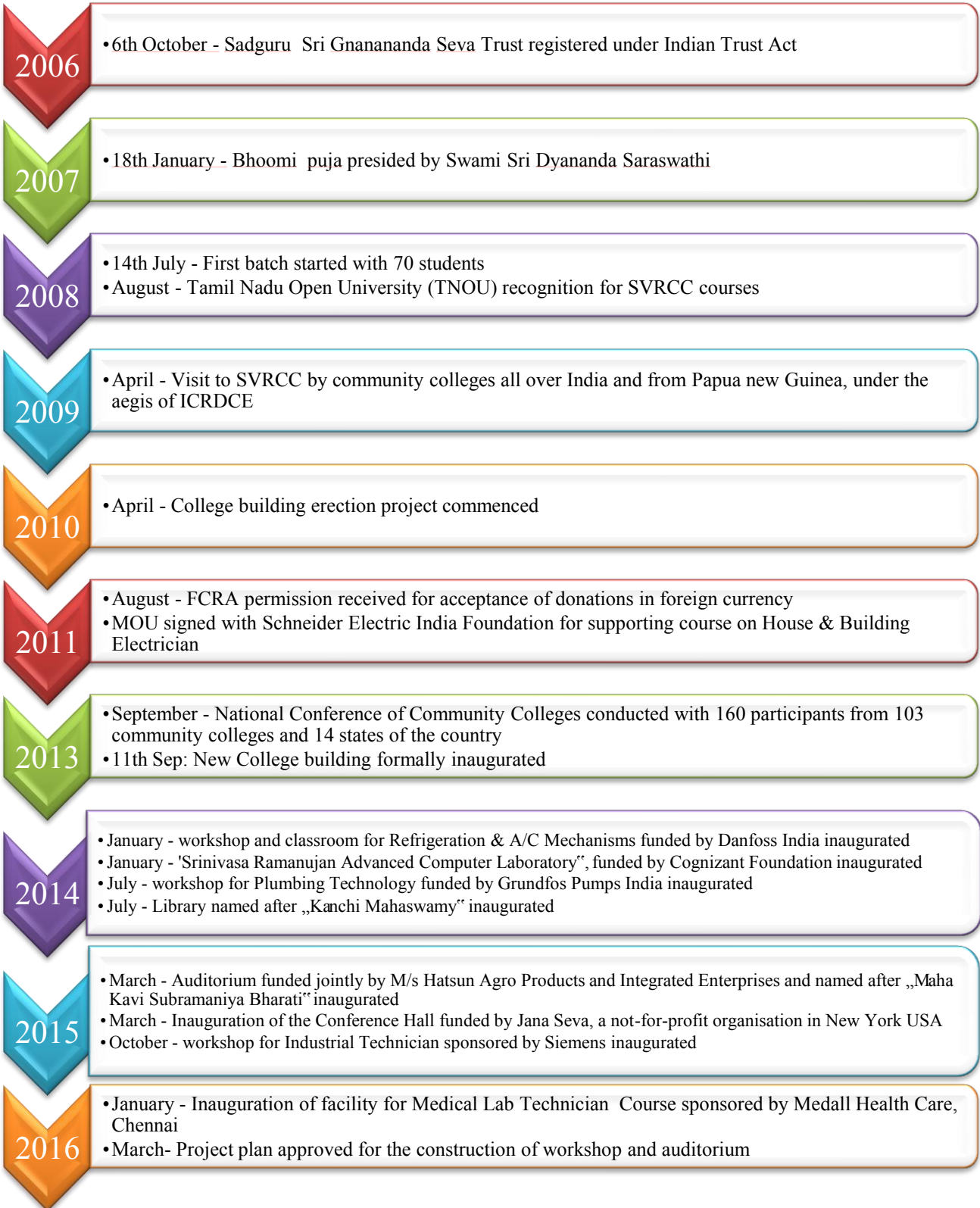
- 1) Diploma in Refrigeration & Air-conditioning
- 2) Diploma in Health Assistance
- 3) Diploma in Desktop Publishing
- 4) Diploma in Computer Hardware & Cell Phone Servicing
- 5) Diploma in Computerised Accounting & Office Management (Tally package)
- 6) Diploma in Automobile Two/Four-wheeler Mechanism
- 7) Diploma in House & Building Electrician
- 8) Diploma in Plumbing Technology

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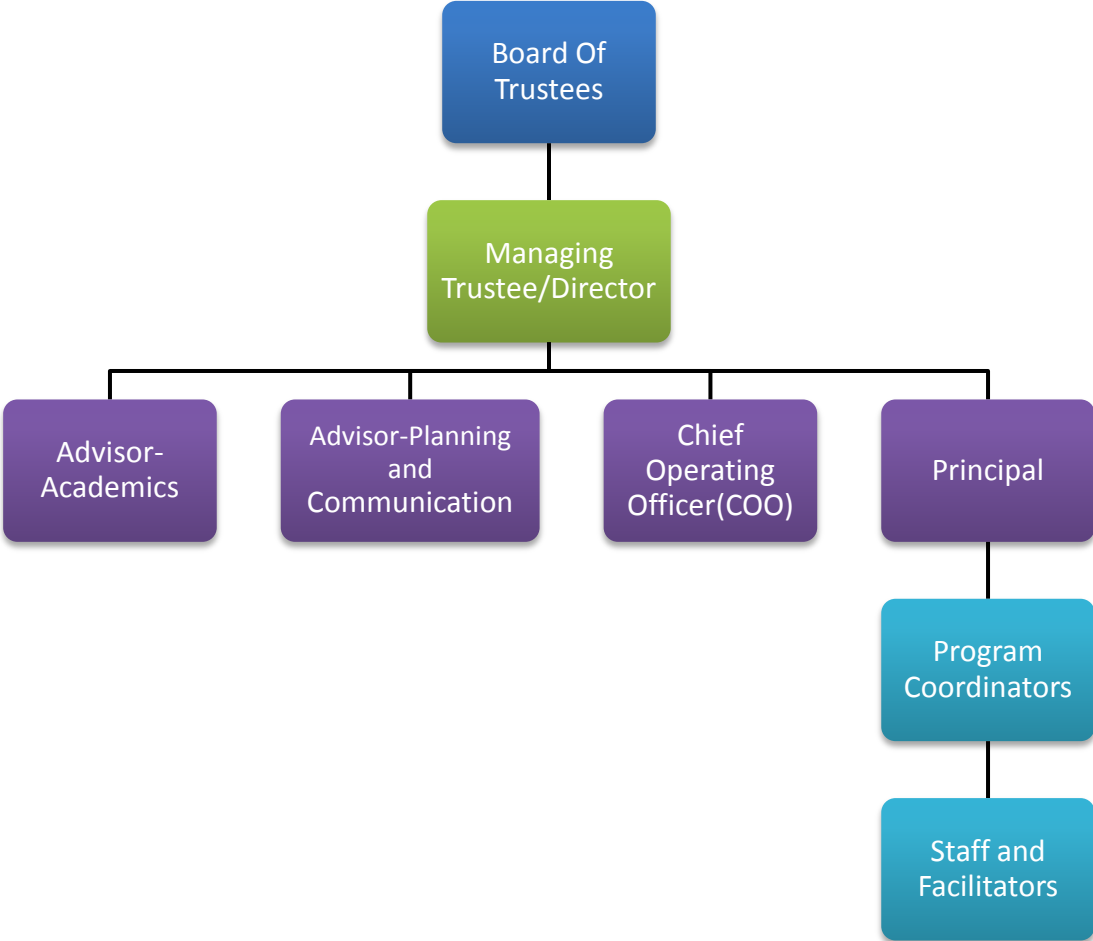
- 9) Diploma in Medical Lab Technician
- 10) Diploma in Industrial Technician
- 11) Diploma in Fashion Designing & Garment Making
- 12) Diploma in Housekeeping

The one-year period of training is broken into 9 months of in-house learning and 3 months of internship training with their industrial partners.

## Timelines



### Organogram





## Board of Trustees

S.NO	NAME	DESIGNATION
1	G V Subramanian (GVS)	Managing Trustee/Director
2	Anuradha Subramanian	Trustee/Principal
3	N Subramanian	Trustee
4	V S Kumar	Trustee
5	C V Natarajan	Trustee
6	N Kumar	Trustee
7	Swaminath V	Trustee
8	Aparna Swaminath	Trustee
9	Krishnan J	Trustee
10	N. Harihara Subramanian	Trustee
11	P S Sridharan	Trustee
12	D Jayakumar	Trustee
13	K Surendra Kumar	Trustee
14	S Vaitheeswaran	Trustee
15	C V Lakshmanan	Trustee

## **The Social Audit**

The prime objective of conducting the Social Audit for SVRCC is to document all the objectives and activities of the organisation and to assess the social impact of SVRCC on its key beneficiaries. This study is also intended to review feedback from its stakeholders on its work so far and its prospects.

## **Social Audit Framework /Methodology**

For the purpose of Social Audit, a Social Audit framework was designed to refine the Vision, Mission and subsequently a set of three objectives were identified in consultation with the Board members. The activities of the organisation were aligned with its respective objectives. The qualitative and quantitative indicators for these activities were also derived. The Social Accounts was prepared based on the Social Audit framework of Vision, Mission, Core Values and Objectives of the organisation. The timeframe of last two years i.e. June 2014- March 2016 was taken as the scope of the social accounts.

## **Social Accounts**

The founder members of SVRCC took the main lead in initiating the Social Accounting and Audit process for SVRCC. The Social accounting process was facilitated by Mr Vimal and Mr Sundar Jothi, under the guidance of Mrs Latha Suresh, Honorary Director of Centre for Social Initiative and Management (CSIM) and an accredited Social Auditor registered with the Social Audit Network, UK and Ms Marie Banu, Director, Centre for Social Initiative and Management (CSIM) and an accredited Social Auditor registered with the Social Audit Network, UK.

Details about the process and the need to do the audit were shared with the Board and Mr G.V Subramanian took the responsibility of coordinating the social accounting process.

The data collection strategies and tools were decided collectively by the group. Questionnaires, interview schedules and feedback forms were developed by CSIM and ratified by all the members of the core group, after which they were given to stakeholders for their feedback. The secondary data was gathered from the existing records available with SVRCC. The primary data collection and analysis was done by Mr Vimal in consultation with the SVRCC team. The report was written by Ms Maheswari and Ms Tryphena Duddley.

## **2. Vision, Mission, Values, Organisational Objectives and Activities**

### **Vision:**

Transformation of the underprivileged youth with skilling for employability

### **Mission:**

To provide sustainable livelihood to underprivileged youth through ethical, value-based technical education at an affordable cost

### **Values:**

#### **Training Values:**

- Empowerment
- Innovation and Creativity
- Social Consciousness

#### **Organisational Values:**

- Ethical Practices
- Professional Management
- Transparency and Accountability

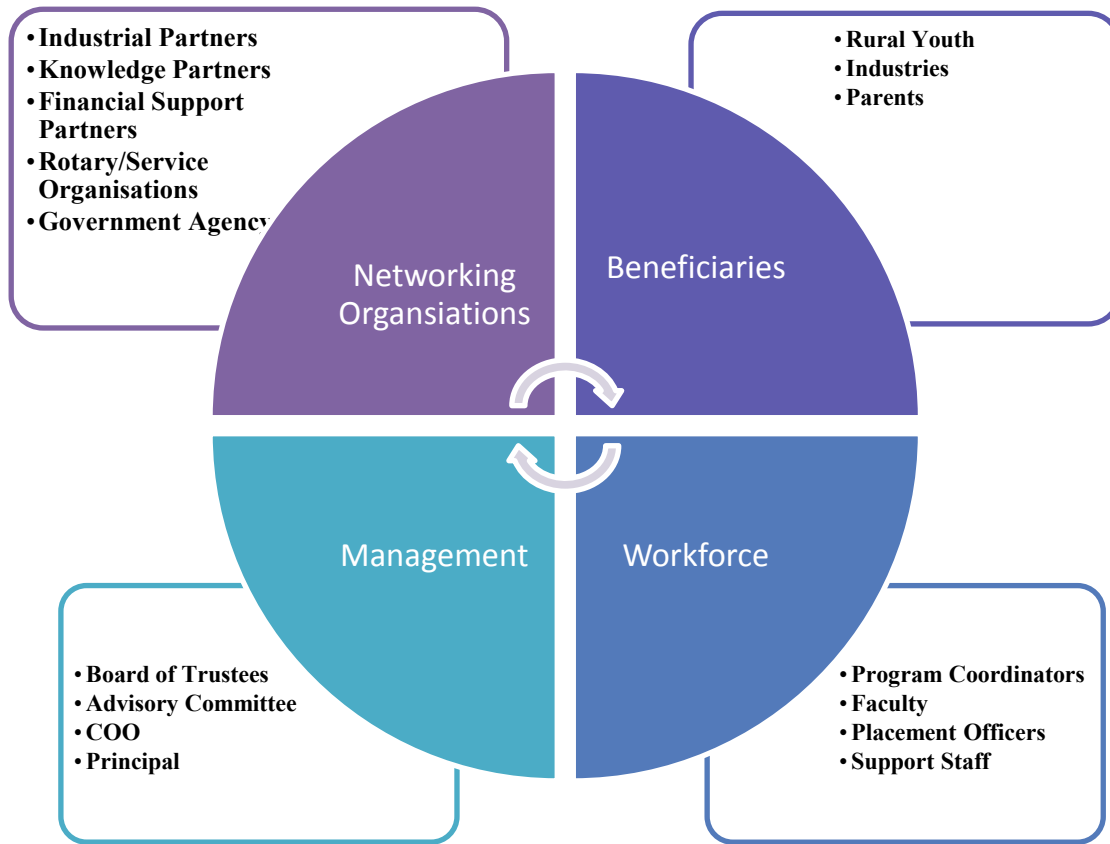
#### **Objectives and Activities:**

1. To enhance the employability and skillset of the rural youth through
  - a) Diploma courses for youth who have completed schooling
  - b) Certificate courses for Youth trying to become employable.
2. To enable employment for the trained youth through
  - a) Internship & Placement
  - b) Networking with local industrial partners
3. To provide value based education among youth through
  - a) Yoga and meditation
  - b) Community service
  - c) Sports and cultural activities

### 3. Stakeholder Analysis

The SAA gave an excellent platform to identify stakeholders who were directly and indirectly contributing to the growth of SVRCC.

#### Primary Stakeholders of SVRCC:



**Secondary Stakeholders of SVRCC:**

- Community
- Infrastructure Partners

**Stakeholder Consultation Methods:**

Stakeholder Name	Number of Stakeholders	Number of Stakeholders Consulted	%of Stakeholders consulted	Stakeholder Consultation method
<b>Students</b>	283	241	85%	Questionnaire Focussed Group Discussion Face to Face Interviews
<b>Alumni</b>	744	124	17%	Questionnaires Face to Face Interviews Telephonic Interview
<b>Teaching staff and other staff</b>	20	20	100%	Questionnaire Focussed Group Discussion
<b>Trustees</b>	15	12	80%	Questionnaire
<b>Industrial Partners</b>	96	24	25%	Questionnaire Face to Face Interviews Telephonic Interview
<b>Knowledge Partners</b>	8	8	100%	Questionnaire Telephonic Interview
<b>Government Agencies</b>	2	2	100%	Face to Face Interviews Telephonic Interview
<b>Financial Support Partners</b>	25	14	56%	Questionnaire
<b>Community Service Organisations</b>	9	3	33%	Telephonic Interview
<b>Community Representative- VAO</b>	1	1	100%	Telephonic Interview
<b>Parents</b>	294	51	17%	Focused Group Discussion

## 4. Report on Performance and Impact

### 4a) Report on Values:

All the stakeholders were asked to rate the values of SVRCC on a scale of 1 – 5 with 1 being minimum and 5 maximum. Students of the ongoing batch, teachers and other staff, alumni, management team, trustees, industrial and knowledge partners and financial support partners were asked to rate the extent to which SVRCC adhered to these values through a questionnaire. Beneficiary stakeholders were asked to rate the values verbally during the Focus Group Discussions and the other stakeholders consulted indicated their rating verbally in their face-to-face interviews.

*Table 1: Rating of Values*

Values	Students	Alumni	Teachers /Staff	Board of trustees	Industrial /Knowledge Partners	Financial Support Partners	Simple Average
<b>Empowerment</b>	4	4	5	4	5	4	<b>4</b>
<b>Innovation and Creativity</b>	4	4	4	4	4	5	<b>4</b>
<b>Social Consciousness</b>	4	4	5	5	5	5	<b>5</b>
<b>Ethical Practices</b>	4	4	5	5	5	5	<b>5</b>
<b>Professional Management</b>	4	4	4	4	5	5	<b>4</b>
<b>Transparency and Accountability</b>	4	4	5	5	5	5	<b>5</b>

***Stakeholders' Statements.....***

***“After my failure in 12th standard, SVRCC encouraged me and gave an another opportunity to succeed in life”***

***- Student***

***“SVRCC is ladder for a student who lost confidence in life to come up.”***

***-Alumni Student***

***“A student can learn technical vocation anywhere but values can't be learn in any other institution except in SVRCC”***

***- Teachers***

***“We have received Students for service from other organisations also but key difference we observed in SVRCC students is they are more dedicated and driven by more self interest.”***

***- Mr M.Manikandan, Karaneeshwarar Temple***

***“SVRCC has very highly level of transparency in their operations”***

***- Mrs Mahathi Parashuram, Grundfos***

***“Faculty and SVRCC management team were very compassionate to the students and they are very genuine”***

***- Dr.Vidya, Chairman,CWC, Pondicherry Government***

***Follow-up by the SVRCC staff is very good and if we provide any feedback they take it very seriously and work upon it to find the solutions.***

***- MrV. Prabagarane, Ramesh Prabagarane Associates***

## 4b) Objectives and Activities

### Objective 1: To enhance the employability and skillset of the rural youth through

#### Activity 1: Diploma courses for youth who have completed schooling

India's rural youth accounts for 18 % of the total population. Owing to lack of colleges in villages or lack of finance, many of the youth remain unskilled. If this potential is tapped into, it can mean great benefit for the youth and their families, and the society as a whole.

Lack of education and hence unemployment among the youth has led to increase in crime rates, alcohol addiction and drug abuse in the case of boys and early marriage and early motherhood in the case of girls. Employable education will help the youth channel their energies towards productive activities. The formal education system has failed to meet this crucial need.

SVRCC steps in to fill this void. It offers a wide variety of diploma courses that give students a choice to structure a career that interests them. Below are the number of courses, numbers of students in each course, money spent and fees collected.



**Table 2: Number of Enrolments and Graduates**

S.No	Courses	2014-15			2015-16	
		Enrolled in course at start	Completed the course	Employability Quotient	Enrolled in course at start	Completed the course
1	Diploma in Computerised Accounting Management & Office Management	20	20	100%	28	28
2	Diploma in Computer Hardware Servicing	30	29	97%	32	30
3	Diploma in Automobile Mechanism	55	43	100%	74	73
4	Diploma in House Electrical and Plumbing Technology	49	48	100%	45	40
5	Diploma in Refrigeration & Air-conditioning Technology	77	65	100%	88	81



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<b>6</b>	Diploma in Health Assistance	24	18	100%	19	16
<b>7</b>	Diploma in Medical Laboratory Technology	Nil	Nil		11	09
<b>8</b>	Diploma in Fashion Technology	Nil	Nil		06	06
<b>Total</b>		<b>255</b>	<b>223</b>		<b>303</b>	<b>283</b>

**Table 3: Amount spent on the Courses in Rs (Direct Expenses)**

S.No	Courses	2014-15(in Rs.)	2015-16(in Rs.)
1	DCAM	4,00,000	5,72,000
2	DCHS	5,80,000	6,60,000
3	DAM	10,00,000	17,00,000
4	DHEDPT	7,40,000	9,90,000
5	DRAT	14,00,000	17,38,000
6	DHA	4,80,000	3,96,000
7	DMLT		2,42,000
8	DFT		1,32,000
<b>Total</b>		<b>46,00,000</b>	<b>64,30,000</b>

**Table 4: Details of Fees Charged**

S.No	Courses	Course Fee (in Rs. ) 2015-16
1	DCAM	9000
2	DCHS	10000
3	DAM	8500
4	DHEDPT	12000
5	DRAT	10000
6	DHA	12000
7	DMLT	8500
8	DFT	3500

Affordability is the main criterion on which the fee structure is set.

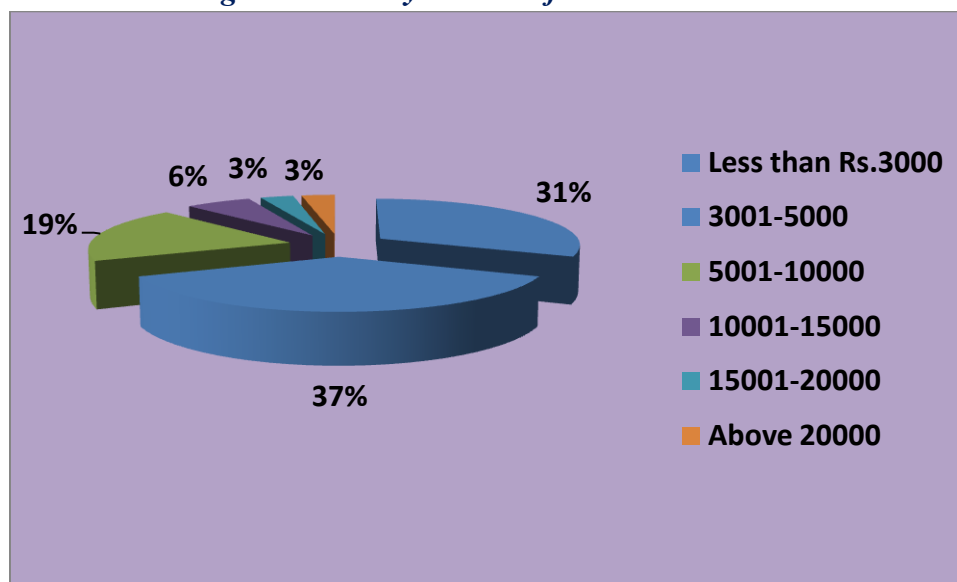
**65% of the students came to know about the institute through friends. This is an indicator of the popularity of the institute among the youngsters in the area.** 13% said that their parents told them about it. 11% of the students were informed by the Police department thanks to the Punnagai Project, which aims to rehabilitate orphaned and street children by training them in vocational skills.

Even the teachers actively participate in reaching out to various villages during summer holidays to publicise the College and encourage students to join SVRCC.

**59% of the students have chosen to join the College because of self-interest or because of friends.**

It is a common trend in India for parents or other elders to choose the right course for their family members, often leading to failure. **In SVRCC, we see a progressive trend where 30% of students have chosen the stream by themselves,** and parents (21%) and relatives (8%) have a lesser influence. Some students have in fact joined the course despite their family members opposing them.

**Figure 1: Family income of SVRCC Students**



**68% of the students' family income is less than Rs 5,000 per month**

The students who have joined SVRCC are predominantly from lower income groups. Their options after school are usually limited to working to support the family or in case of girls staying at home and waiting to get married, as their parents cannot afford to pay fees and send them to college.

Some students work part time to make ends meet. There are also a few students who have lost their working parent and have to support the other members of the family.

This is the reason why SVRCC has set its fees very low, to make sure that students belonging to low income families gain a skillset, become employable and do not get stuck in the vicious circle of poverty.

**Table 5: Student's opinion on fees structure of SVRCC**

Fees	%
High	5%
Affordable	25%
Low	69%

**94% of the students are of the opinion that the fee in SVRCC is affordable.**

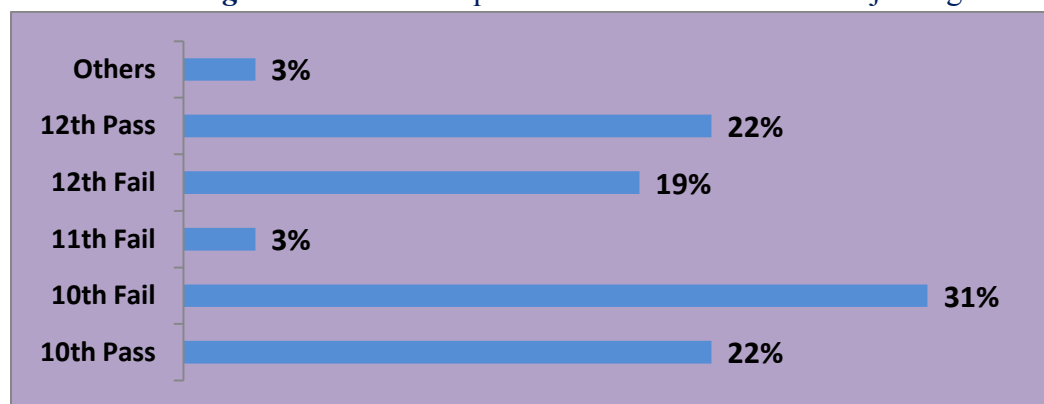
**Table 6: What the students would have done if they had not joined SVRCC**

	%
<b>Unskilled labour</b>	30%
<b>Farming</b>	10%
<b>Looking after the siblings</b>	4%
<b>Studying</b>	38%
<b>Unemployed</b>	19%

30% of the students would have worked as unskilled labourers, 10% as agricultural labourers and 23% would have been unemployed, of which 4% of them claimed to be staying home to take care of siblings. 38% mentioned that they would have continued with their higher studies.

Students now claim that they have a certain goal in life and see the need to work and be independent, something that they did not possess before joining the institute.

**Figure 2: Academic qualification of students before joining SVRCC**



**53% of the students enrolled in SVRCC are school dropouts.**

**22% have completed 12<sup>th</sup> standard.**

Thus SVRCC provides a great platform for students who have not completed their schooling to skill themselves to join the workforce.

Exams at SVRCC are easy and practical. This keeps the students encouraged and prepares them for their job as well.

***Table 7: SVRCC Teachers' Qualities admired by Students***

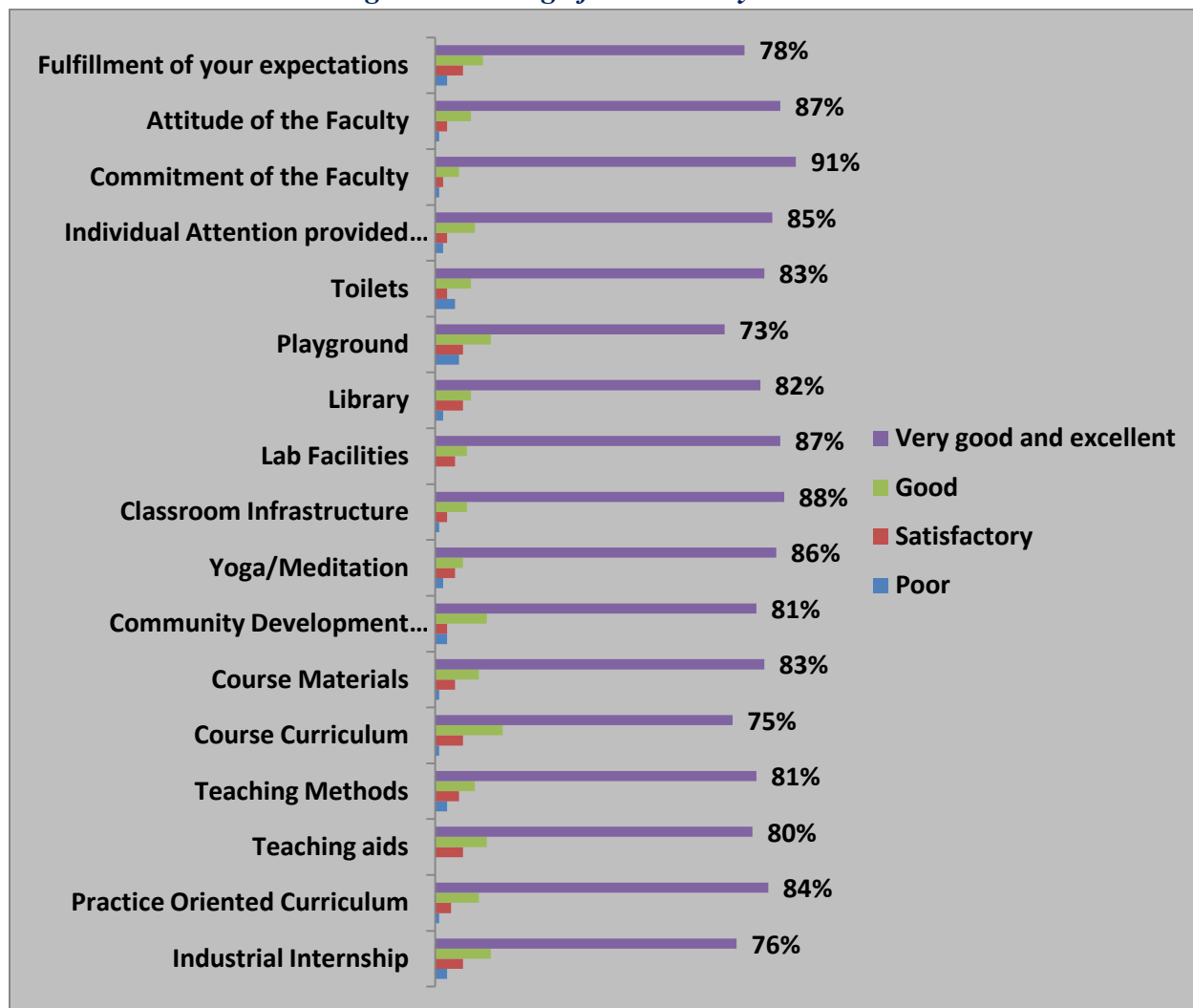
<b>Qualities</b>	<b>%</b>
<b>Friendly</b>	36%
<b>Understanding</b>	8%
<b>Empathetic</b>	6%
<b>Treating as a family member</b>	17%
<b>Knowledge of the subject</b>	11%
<b>Communication skill</b>	5%
<b>Passion for teaching</b>	8%
<b>Rapport with students</b>	8%
<b>Others</b>	1%

***36% of the students said that the SVRCC teachers are friendly while 17% stated that they treat them like family.***

The teachers also counsel students when they face personal problems. Some students have recorded that their teachers are as caring as their parents. SVRCC teachers also seem to have a calm approach while correcting their mistakes rather than being harsh or scolding the students.

***60% of the students strongly agreed that their teachers are very patient with them and do not give up until the student is able to understand the concept.***

*Figure 3: Rating of SVRCCC by students*



*About 70% of the students have rated all the parameters are very good and excellent, confirming the high standards maintained by the SVRCC team in every aspect of operations.*

SVRCC appears to have been a life-changing experience to almost everyone associated with it. The education here does not stop with learning a trade. The focus is on all-round development of the student. The College aims to make the student a better individual, a confident achiever. Below are a few quotes from the students of SVRCC.

***Students Speak.....***

***“The college is good example on how to help a human grow.”***

***“If one studies in SVRCC, they can stand in their own feet.”***

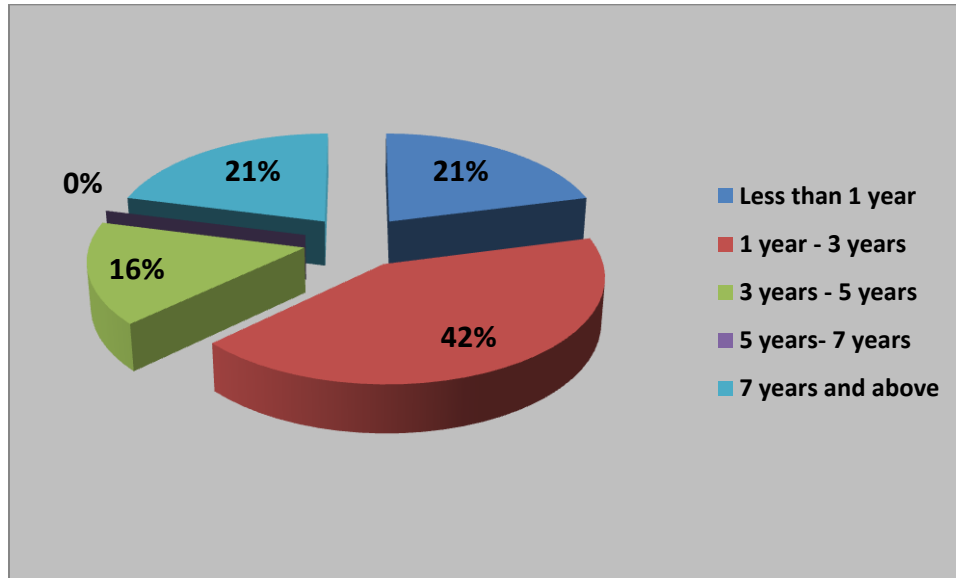
***“Teachers should not show partiality towards the students who are studying well.”***

***“Basic Computer class should be conducted irrespective of vocations”***

***“Introduce more courses and educate the students.”***

SVRCC teachers have responded to the survey and shared their experiences and opinion about the College. About 19 faculty members across various vocational streams (79% male, 21% female) responded to the feedback questionnaire.

**Figure 4: Years of association with SVRCC**



*42% of the teachers are new to the institution and have spent between 1 to 3 years in the institute. This shows that new teachers are recruited to meet the needs of the growing number of students.*

*42% of teachers have more than 5+ years of teaching experience and 50% of the teachers have prior experience in their respective vocations.*

*63% of the teachers enjoy the work they do now.*

*48% of the teachers consider themselves as performing multiple roles of teacher, social worker and nation builder.*

*31% of the teachers are satisfied with the pay they receive.*

*53% of teachers agree that they have weekly meeting with higher management.*

*26% strongly agree that communication flow within the organisation is good.*

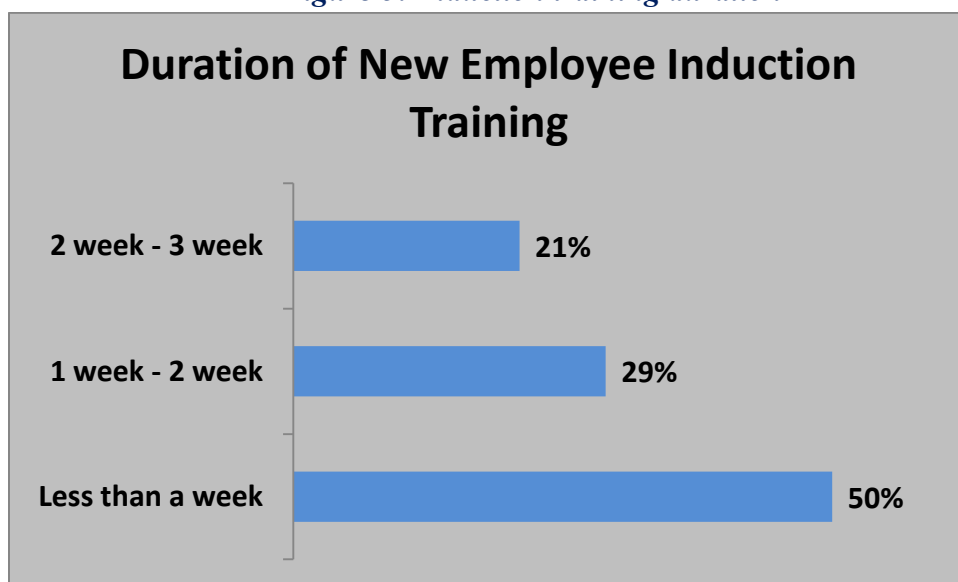


**Table 8: Number of training days of Faculty**

Training received	%
Less than 2 days	6%
2-5 days	41%
5-10 days	41%
more than 10 days	12%

*55% of the teachers have received more than 5 days of training.*

**Figure 5: Induction training duration**



**Training of teachers is crucial for handling the students. This is not enough and needs to be improved upon.**

*50% of the teachers have received new employee induction training for less than a week, while 29% have received 1- 2 weeks of training.*

*47 % of the teachers have attended refresher trainings once during the year while 20% twice.*

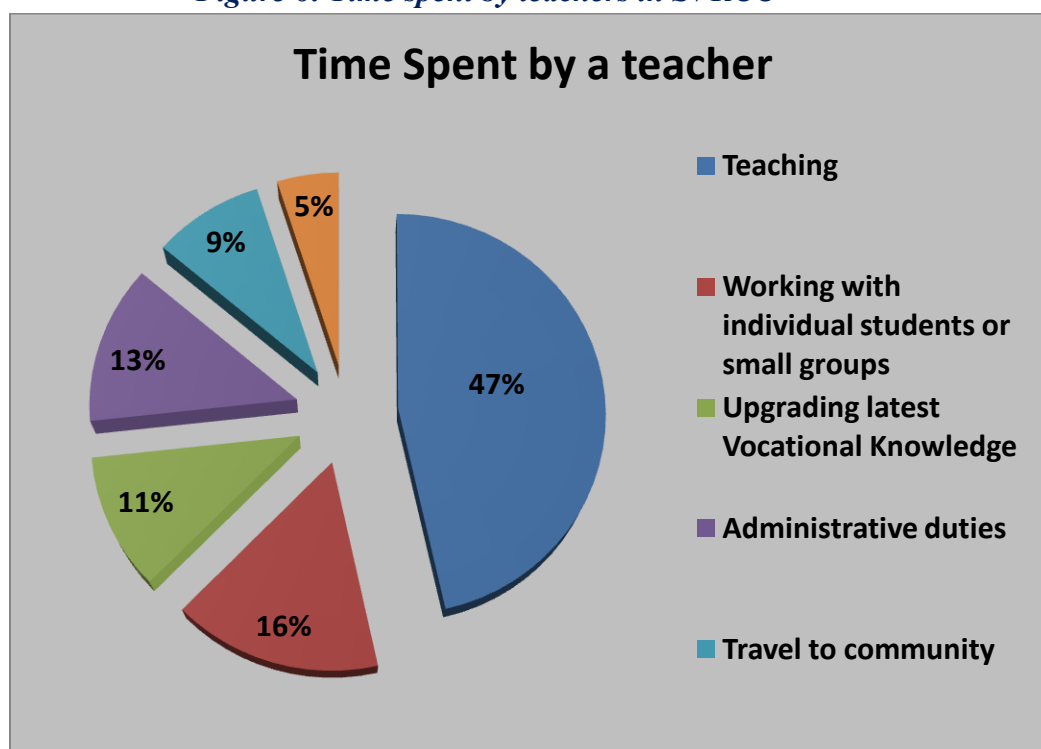
*SVRCC also trains its staff in student counselling, behaviour management, creative teaching methods and student psychology.*

**Table 9: Teachers' rating of SVRCC**

Parameter	Unsatisfactory	Satisfactory	Good	Very Good	Excellent
<b>Course Curriculum</b>	0%	5%	16%	63%	<b>16%</b>
<b>Classroom Infrastructure</b>	0%	0%	0%	11%	<b>89%</b>
<b>Training Lab Infrastructure</b>	0%	0%	5%	42%	<b>53%</b>
<b>Industrial Internship</b>	0%	0%	11%	32%	<b>58%</b>
<b>Placement Assistance</b>	<b>0%</b>	<b>0%</b>	<b>16%</b>	<b>37%</b>	<b>47%</b>

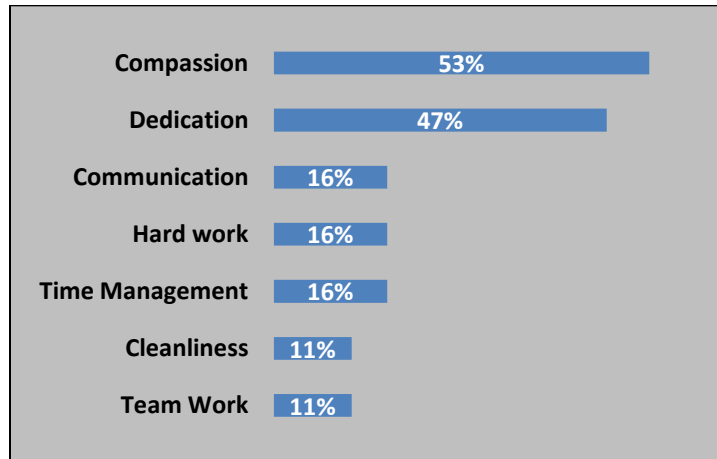
*Overall 95% rate the course curriculum, infrastructure, internship and placement offered to the students as good, very good or excellent. 89% of the teachers say that the classroom infrastructure is excellent.*

**Figure 6: Time spent by teachers in SVRCC**



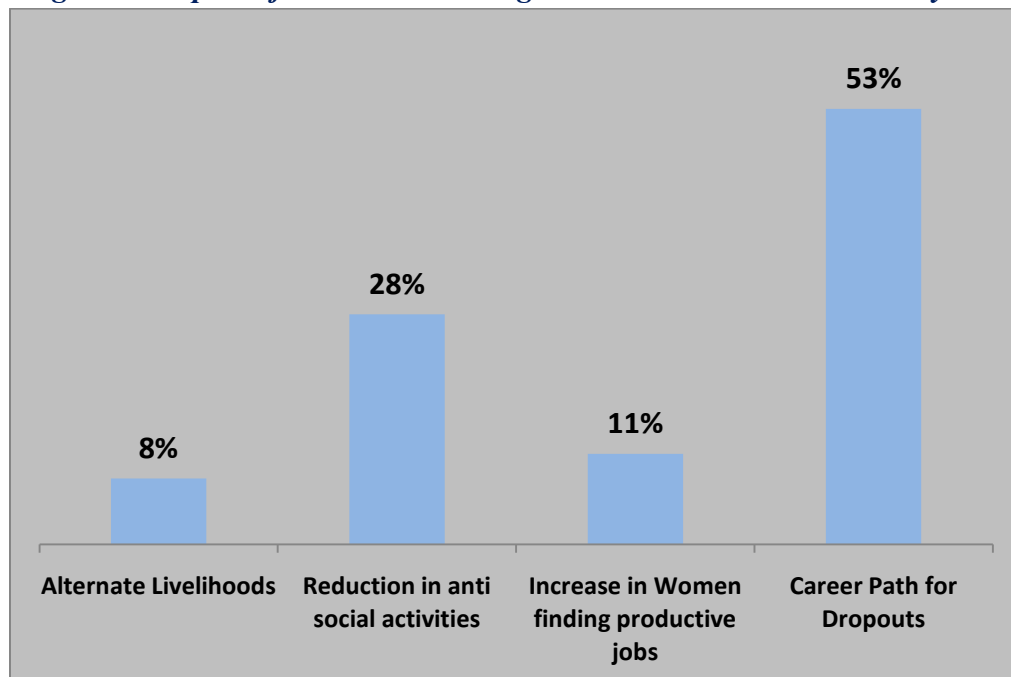
*In a month, a teacher spends an average of about 63% in core activities like teaching and working with the students. The rest of the time they spend in upgrading themselves on local vocational knowledge, administrative duties and travelling to meet the community members.*

**Figure 7: Values considered important learnt by teachers from SVRCC**



*53% of teachers said they had imbibed compassion as a value after joining SVRCC while 47% stated that they were more dedicated to their tasks than in earlier organisations.*

**Figure 8: Impact of SVRCC according to teachers in local community**



*53% of the teachers agree that SVRCC has provided a career path for school dropout students.*

*26% of teachers feel new vocational courses on beauty and wellness should be introduced.*

Teachers are the backbone for SVRCC. Below are a few quotes from them:

***Teachers Speak...***

***“Important qualities to be a SVRCC faculty are perseverance, taking ownership, capable to deliver the technical information in a way understandable to students”***

***“We are giving the best with the least”***

***“Initially I was very scared to see the students and even had the thought of leaving the job but because of the guidance provided by GVS sir and Anuradha madam, I gathered enough confidence to motivate and guide the students.”***

***“Our success rate is 90% and we are able to change the lives of most of the students.”***

***Below are ideas and thoughts shared by the teachers:***

- *Advertising more about the college not only in the villages close by, but also in villages that are located far away through wall posters, media and newspapers will be more beneficial. SVRCC should expand by establishing more rural community colleges.*
- *Mobilize a corpus fund.*
- *Provide residence for students and staff at SVRCC premises. Hostel students may be allowed to stay for a short while even after the end of the course.*
- *Utilize the SVRCC premises to its fullest potential.*
- *Give more attention to training students in life-coping skills.*
- *Provide Provident Fund for all faculty and staff at SVRCC.*
- *Provide bus facilities for interior places.*
- *Offer part-time courses for students who have no time for regular courses*
- *Register the College's certificate course with the Employment Office to add to its perceived value to the students.*
- *Establish a staff welfare committee.*
- *Provide six-month internship to students.*
- *Offer teachers 15 days annual leave in the month of May and during Government holidays for teaching and non-teaching staff.*

**Objective 2: To enable employment for the trained youth****Activity 1: Internship and Placement**

SVRCC holds internship and placement of the graduates as two key deliverables. They not only see the need to educate students but ensure that they have a secure future. The students are becoming increasingly aware of the near 100% placement record of SVRCC and a lot of students choose SVRCC for this reason.

The students do internship for a period of 3 months after completion of the course. On successful completion of the course, they start with a salary of Rs 4,000 to 5,000 often in the same company.

Below are a few companies where SVRCC students secure internships and jobs.

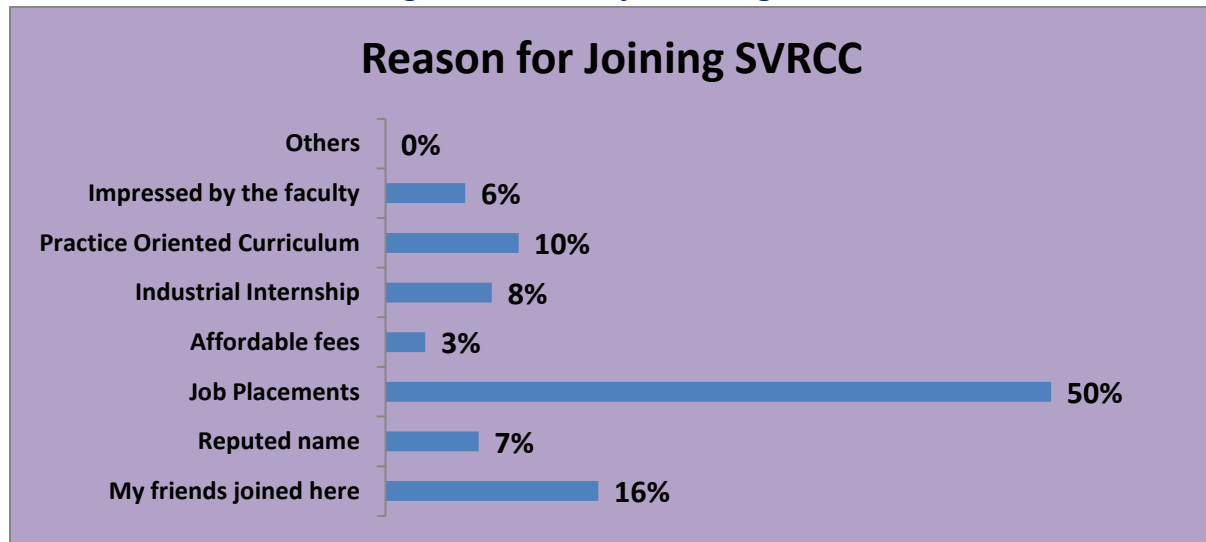
***Table 10: List of internship and Placement organisations***

S. no	Course name	Internship Organisation name	Placement organisation name
1.	DAM	ABT MOTORS, SDK Motors. New Bombay motors, India Cars, Raj Vijay Agencies	SDK Motors
2.	DCAM	Ramesh Prabagarane Associates, Achthdouane associates, Manikandan dealers, Union System	Ramesh Prabagarane Associates, Achthdouane associates.
3.	DCHS	Span Solutions, Microware system, Lenovo Computers, Magnanium systems, Raaj Computers	Microware system, Macrosystems
4.	DHEDPT	Sathiya Electrical, Control Engineering Company, LRV Solutions, GM Pens	Control Engineering Company, GM Pens
5.	DRAT	Penqueen Aircon, Sri Padma Enterprises, Q-Agencies, Hi- Tech, Cool Point	Sri Padma Enterprises-Agencies, Cool Point
6.	DMLT & Health Assistant	Siva Hospital, Parasu Dental Hospital	

**Table 11: Students Placement Details**

Course Name	Student Count		Average Starting Salary	
	2014-15	2015-16	2014-15	2015-16
<b>DCAM</b>	20	In progress	4,100	In progress
<b>DAM</b>	43	In progress	2,700	In progress
<b>DCHS</b>	28	In progress	6,250	In progress
<b>DHE / DPT</b>	48	In progress	14,000	In progress
<b>DRAT</b>	65	In progress	10,000	In progress
<b>DHA</b>	18	In progress	6,840	In progress

**Figure 9: Reasons for Joining SVRCC**



*50% of the students joined SVRCC mainly because of job placement offered by the College.*

*8% joined because of the industrial internships opportunities.*

## Activity 2: Networking with Local Industrial Partners

Networking with the local industrial partners has helped the students of SVRCC to get internship training in these companies and even get placed.

Networking is usually done by SVRCC staff. Partners who are pleased with SVRCC refer other organisations to work with SVRCC graduates.

Below are the details of organisations and students who have been offered internship.

**Table 12: Details of Internships offered**

S.No	Course Name	Internship Organisation	Student Count	
			2014-15	2015-16
1	DCAM	17	18	26
2	DAM	19	48	73
3	DCHS	11	25	30
4	DHE / DPT	10	49	40
5	DRAT	29	68	81
6	DHA	10	18	16
7	DFT	Not Applicable	Nil	6
8	DMLT	2	Nil	9

The Industrial partners are pleased with the students and their work performance. They have said that SVRCC students are capable of grasping ideas quickly and easily.

### Feedback from Industrial Partners

The response regarding the feedback mechanism seems to be mixed. While some organisations claim that there is a good mechanism where SVRCC responds regularly, others say that there is no mechanism at all in place. This needs to be looked into as it is important to keep the industrial partners satisfied.

Despite the acceptance of SVRCC graduates' work ethics and skill, not all of the partners seem to be happy. A few have complained that

- some SVRCC grads do not inform when leaving after work,
- some students just drop out of the internship without notice and
- some are not mature enough to handle tasks responsibly

Some partners also believe that they should be trained better in terms of communication skills, English skills and workplace adaptability.

All industrial partners agree that the vision of SVRCC is completely aligned with its activities

***Industrial Partners Speak.....***

*“Yes we do have students from other institutions but are not as regular and stable compared to SVRCC students and these people are more technically competent compared to those students. Overall rating to SVRCC is 4.5.”*

*- Mr Manickavel, ABT Motors.*

*“During my interaction with them I can feel they are very self-confident and goal oriented compared to other boys working in my organisation. I have assigned duty for them on Sundays also but they have never been absent from work. Such is the dedication level of SVRCC students.”*

*-Mr D Rajagopal, SDK Motors.*

*“Moulding the students into this level is highly commendable and I completely agree that SVRCC vision and the activities align with each other.”*

*- Mr Rajesh, Q- Agencies*

*“Course period should be increased from current one year to two years and instead of three month internship training it should be increased to 1 year internship training.”*

*- Mr Siva Velayutham, Microware system*

***The common trend is such that when companies have worked with students from other institutions, they see the difference in attitude and the eagerness to learn. SVRCC students are certainly better than other college students, but there is scope for improvement. SVRCC can maintain the leadership position as the preferred source for fresh employees by making the improvement.***



## STORIES OF CHANGE

*Krishnamoorthy, belonging to the batch of 2008, now owns Mother cooling systems and employs 10 people. He joined the institution as GVS sir asked him to enroll. After schooling, he was assisting his father who was a Panchayat President. After completing the course, he worked in Chennai for about three years and in Pondicherry for about two years. After discussing the idea of starting his own enterprise with his friend Iyyanar, he has been running the enterprise for 3 years now. He aims to expand his enterprise to employ and provide livelihood to 50 people.*

*Krishnamoorthy says that the course relevance was good and he was thus able to pick up the job process better when compared to his peers. He also claims that the Communication skills that he learnt in SVRCC have been very handy as an entrepreneur as he interacts more with the customers due to the service oriented nature of his enterprise.*

*Aji works as an Assistant staff nurse in PIMS for a salary of Rs. 8500. She lost her father in an accident and her mother was the sole bread winner of the family. She has two brothers, one of them pursuing engineering while the other is in 10th standard.*

*She says that respect for the elders and workplace skills, dress code and punctuality are the key learning's from SVRCC. Her relatives and community members are praising her for looking after her family after her father's demise.*

### **Objective 3 - To provide value-based education among youth**

#### ***Activity 1 - Yoga and Meditation***

Yoga is a system of connecting the whole self: -- body, mind, and spirit – through movement, breath and meditation. Students and teachers alike can cultivate this practice that supports patience and compassion for oneself and others and empowers positive decision-making. In addition, this classroom culture organically transforms the classroom into a place that encourages self-awareness and emphasizes distress tolerance, mood regulation, and empathy interpersonal skills.

About 45 minutes of yoga is embedded into the daily routine; teachers create a safe and positive classroom environment, improve the holistic health of their students and themselves, and nurture the connection between student achievement and wellness.



#### ***Stakeholders Speak.....***

***I am practising yoga now also and also taught the same to my friends.***

- ***M Mugundhan, SVRCC Alumni***

***Yoga has helped me control my anger and brought calmness in my mind.***

- ***Sheik Jazar, SVRCC Alumnus***

***Laziness has reduced drastically now***

- ***Student***

## Activity 2 - Community Service

Incorporating service-learning into a course requires thoughtful planning and thorough follow-up. Successful learning and effective community contributions depend upon a well-integrated package of syllabus, orientation, reflection and assessment.

Community service benefits students through skill development, confidence building, Increase in civic sense and citizenship responsibility.

SVRCC offers the following community service sessions for their students:

**Table 13: Details of Community Service Sessions**

S.No	Activities	2014-15		2015-16	
		Student Count	Amount Spent	Student Count	Amount Spent
1	Rendering service at an Old age Home, Near Thengaithittu, Pondy	40	1000	40	1000
2	Rendering service at Bhoomiswaran Temple, Marakkanam	40	1000	40	1000
3	Rendering service in Villvanatham Shivan Temple	40	1000	40	1000
4	Cleaning the road stretch from College campus to PIMS Hospital	40	1000	40	1000
5	Cleaning the premises of AG Church at Keezhpathupattu	40	1000	40	1000
6	Rendering service in Karneeshwarar Shiva Temple at Anichankuppam	40	1000	40	1000
7	Rendering service in Siddhananda Temple in Karuvadikuppam	40	1000	40	1000
8	Rendering service in Keezhpathupattu Iyyanar Temple	100	10000	100	10000
9	Rendering service in Sai Baba temple at Kalapet	25	750	25	750



### ***Stakeholders Speak.....***

***We note proudly the service rendered by the SVRCC students to the important committee members of the temple.***

***- Mr Balaji, Sai Baba temple, Kalapet***

***We were so inspired by the dedication of the students that we arranged a function in praise of service rendered by them during our temple festival.***

***- Mr Gnanaguru, Villavanatham Shivan Temple***

***After doing community service, a thought has propped us in our minds to do the same in our communities.***

***- Student***

**Activity 3 - Sports and Cultural Activities**

Education is a broad concept that surpasses the walls of a classroom. The core aim of education is to foster all-round development of the student. This essentially means intellectual, physical, moral and social development. To fulfil these objectives, there is the need to strike a balance between curricula on the one hand and extra-curricular activities on the other.

Extra-curricular activities provide the students an opportunity to develop particular skills and exhibit their non-academic abilities. These activities include music, art, drama, sports, debating etc. Extra-curricular activities engender physical, psychological and social well-being. The following competitions are conducted by SVRCC to encourage their students' extra-curricular abilities:

**Table 14: Details of competitions conducted**

S.No	Events	2014-15		2015-16	
		Student Count	Amount Spent	Student Count	Amount Spent
1	Annual Sports Day	223	11,350	283	14,700
2	Speech	45	2,250	50	2,500
3	Essay	30	1,500	55	2,750
4	Drawing	40	2,000	70	3,500
5	Rangoli	60	3,000	35	1,750

283 students have participated in the annual sports day event in the academic year 2015-16 and the College has spent Rs 14,700 on the occasion.

SVRCC also conducts cultural events. The following are the events that are celebrated:

**Table 15: Details of celebrations and cultural events conducted**

S.No	Cultural Event /Celebrations	2014-15		2015-16	
		Student Count	Amount Spent Rs	Student Count	Amount Spent Rs
1	Inauguration of new batch / Graduation Day	375	11250	450	13500
2	Independence Day	200	5000	260	6500
3	Teachers' Day	215	5375	275	9875
4	Gandhi Jayanti	195	4875	280	7000
5	Villaku Puja	75	3750	150	7500
6	Navaratri	200	20000	250	25000
7	ICRDCE teachers' study tour	200	NIL	275	NIL
8	Quiz competition	75	3750	100	5000
9	Sports day	375	18750	450	22500
10	Sadguru Sri Gnanananda Jayanti	215	5375	275	9875
11	Vivekananda Jayanti	227	17025	294	22050
12	Pongal	227	5625	294	7350
13	Republic Day	200	5000	255	6375

Social Accounts - SVRCC

14	Lamp Lighting Ceremony for Health Assistance students	20	1000	20	1000
15	ICRDCE Teachers study tour	220	NIL	270	NIL

**Table 16: Details of Trainings Provided**

S.No	Extra Trainings Provided	2014-15		2015-16	
		Student Count	Amount Spent Rs	Student Count	Amount Spent Rs
1	NLP Program	227	75,000	294	NIL
2	Fire Safety	227	2,000	294	2,000
3	First Aid, Road Safety and Traffic Awareness & Safe Driving	227	2,000	294	2,000
4	Banking & Insurance	227	Honorary	294	Honorary
5	Ill effects of Alcohol	227	1,000	294	1,000
6	Industrial Visit to Danfoss, Schneider, etc.,	117	35,000	137	38,000
7.	Eye & Dental camp	227	2,000	294	2,000
8.	Alumni Talks	227	2,500	294	5,000
9.	Guest Lectures	227	5,000	294	7,500
10.	Field Exposure visits	227	10,000	294	15,000

Besides these, training on fire safety, first aid, and other programs are also organised by SVRCC for their students. The training in banking and insurance is sponsored and so is the NLP programme.



Students were asked to rate the programmes and facilities of SVRCC. Here is the analysis of their responses:

*Table 17: Students' rating of activities and facilities*

Parameter	Poor	Satisfactory	Good	Very good	Excellent
<b>Yoga/Meditation</b>	<b>2%</b>	<b>5%</b>	<b>7%</b>	<b>19%</b>	<b>68%</b>
<b>Community Development Programs</b>	<b>3%</b>	<b>3%</b>	<b>13%</b>	<b>27%</b>	<b>53%</b>
<b>Playground</b>	<b>6%</b>	<b>7%</b>	<b>14%</b>	<b>28%</b>	<b>45%</b>

68% rate the yoga/meditation classes excellent.

53% rate the community development programs excellent

45% rate the playground facility in the college excellent

### ***Stakeholders Speak.....***

*Various competitions conducted in the college helped me to overcome the stage fear completely.*

- **B. Harikrishnan, SVRCC Alumni**

*Got to know the various problems caused alcoholism so took a pledge that I will never touch alcohol in my lifetime*

- **Student**

## 5. Social Impact Map

OBJ	INPUT	OUTPUT	OUTCOME	SOCIAL IMPACT
1.	<p>Diploma and certificate courses for youth</p> <ol style="list-style-type: none"> <li>1. Diploma in Accounting and Office Management</li> <li>2. Diploma in Computer Hardware Service</li> <li>3. Diploma in Automobile</li> <li>4. Diploma in House Electrical and Plumbing Technology</li> <li>5. Diploma in Refrigeration and Air Conditioning Technology</li> <li>6. Diploma in Health Assistance</li> <li>7. Diploma in Medical Laboratory Technology</li> <li>8. Diploma in Fashion Technology</li> </ol>	<p>223 students trained in 2015 and 283 in 2016</p> <p>32 student dropouts in 2015 and 20 in 2016</p> <p>6 students are self-employed in batch of 2015.</p> <p>19 trainers and 1 staff employed</p> <p>12 students are employed overseas.</p>	<p>Learning of vocational skills</p> <p>Preparing the youth to join the workforce</p> <p>Development of a more specialised skillset</p>	<p>Livelihood for rural youth</p> <p>Reduction in rural migration</p> <p>Reduction in anti-social behaviour</p> <p>Increased interest in higher studies</p> <p>Boost to rural economy</p>



<p>2.</p>	<p>To enable employment for the trained youth through</p>			
	<p>a) Internship &amp; Placement</p>	<p>223 students involved in internship in 2015 and 283 in 2016. Period of internship is three months</p> <p>222 students are gainfully employed</p>	<p>Increase in skilled labour-force</p> <p>Increase in employability</p>	<p>Improvement in work ethics</p> <p>Decrease in attrition rate</p>
	<p>b) Networking with Local Industrial Partners</p>	<p>7 knowledge partners are engaged with SVRCC.</p>	<p>Increase in family Income</p>	<p>Trained workforce for local industries</p>
		<p>84 placement organisations and 96 Internship organisations are partnered with</p>	<p>Increase in exposure to industries</p> <p>Direct link between industry and workforce</p>	<p>Industry- academy networking leads to increased course relevance – therefore industry oriented curriculum</p>

3.	<p>To provide value based education among youth through</p> <p>a) Yoga /Meditation</p> <p>b) Community Service</p> <p>c) Sports and Cultural activities</p>	<p>223 students were involved in 2015 and 283 in 2016</p> <p>Yoga session is 45 minutes per day throughout the year.</p> <p>9 Service camps were organised and carried out.</p> <p>One annual sports day and about 15 cultural activities were conducted</p>	<p>Improved physical and mental well-being</p> <p>Increased self - confidence</p> <p>Better time management</p> <p>Better interpersonal skills</p> <p>Behaviour modification: away from asocial and antisocial</p> <p>Career-oriented decision-making</p> <p>Increase in team spirit, better group dynamics and enhanced leadership qualities</p>	<p>Increased social consciousness</p> <p>Value-based living</p> <p>Positive attitudinal change towards society</p>

## 6. Other Stakeholders' Views:

*I sincerely commend for the initiative of the Trustees of SVRCC and methodology and sincerity to carry on their social responsibility. I personally have yet to see SVRCC level of transparency, commitment and sincerity in any organisation I have come in contact. I personally salute you all."*

*-Sri J K Trivedi, Supraja Foundation*

### **PUNNAGAI PROJECT:**

Punnagai project is a pan-India project under the Ministry of Women and Child Welfare under the title of „Operation Muskaan“. It involves the tracking of orphan and street children and providing rehabilitation for them. In Puducherry it was primarily the initiative of the former Inspector General Mr Praveen Ranjan who brought up the idea of equipping these children with vocational training and help them find a job after leaving the destitutes“ home or the orphanage. The Rotary has agreed to take care of the fees.

### **CID Officer, Puducherry police:**

Mr Selvam believes that faculty and management team of the SVRCC are dedicated and look after the students as their own brothers and sisters.

The students initially find it difficult to fit into a structured classroom as they are not used to it, but through the progress of the course they seem to be able to adapt to it.

There are cases where students who were alcoholics and offenders have showed drastic changes in their behaviour and attitude thanks to the great role played by the SVRCC staff.

Precautionary measures are taken by employing two police personnel at SVRCC during the initial month of the course.

He suggests that hostel and food facilities to the students will be very helpful as some students who come to SVRCC have to leave their orphanages.

The Puducherry Police has also sought the help of SVRCC to provide similar training to the inmates of the Puducherry prison.

### **Chairman, CWC, Pondicherry Government:**

Dr Vidya says that the project is well-organised and works smoothly. She says that the faculty and management of SVRCC show great compassion to the students.

She narrates an incident of a boy who was rebellious, who the people in the observation home could not take care of and asked her to take the boy elsewhere. He was an alcoholic and an offender. So Dr Vidya requested GVS and Madam to accommodate him in the premises of SVRCC. In barely two months there was a big change in his behaviour. She attributes this to the love of SVRCC staff. He is now doing his internship.

She says that there should be improvement in the feedback mechanism and that there should be follow-up with alumni. She says that it will be very helpful if there is placement security.

*It was suggested that hostel and food facilities to the students will be very helpful as some students who come to SVRCC have to leave their Orphanages.*

### **Stories of Change**

*Ajith Kumar's father is a labourer and earns an income of Rs.2000 per month. When he did not succeed in his 12<sup>th</sup> standard examination, he was depressed and attempted suicide. Mr Suresh, a local villager who was working with the Pondicherry police referred him to SVRCC.*

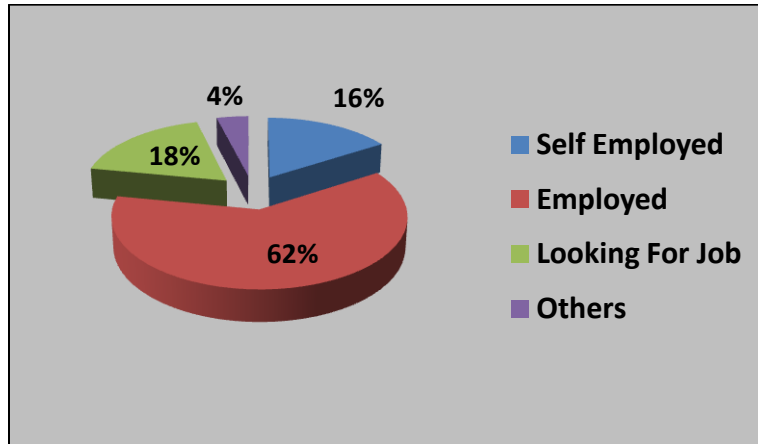
*"I am not short tempered anymore. Yoga – which I learnt at SVRCC - has really helped me. I no longer use bad words and have started respecting elders. I am a changed man now! My teachers are like parents to me and I share all my problems with them," says Ajith Kumar.*

*"When I was interning in APP motors, the MD dropped a gold ring on the floor. I was the only student who returned the ring to him. The M.D became so happy that he instantly made my job permanent. Now, I earn a monthly salary of the Rs 4,500. I attribute this to SVRCC for imbibing the values in me," says Ajith Kumar.*

### Alumni:

Alumni are the major source of inspiration for other students to join SVRCC and below are the key findings on different parameters.

*Figure 10: Current Status of Alumni Students*

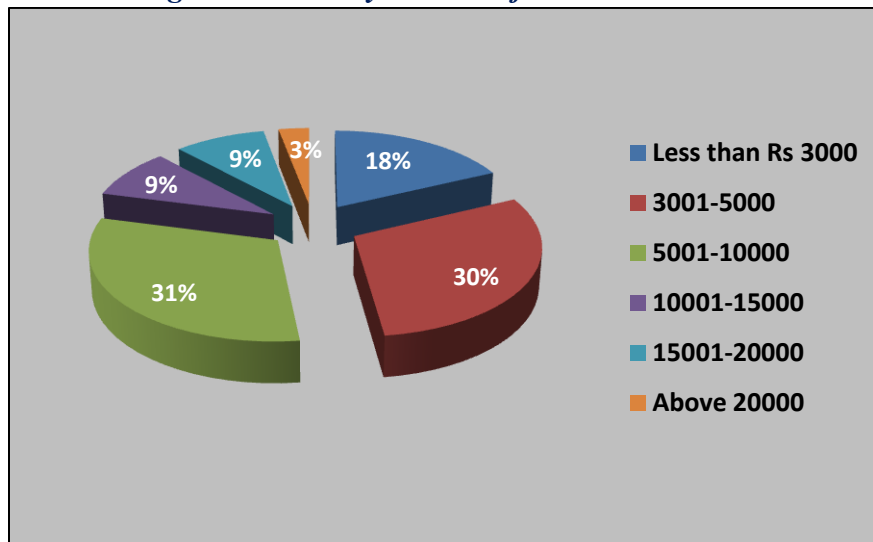


78% of the alumni are either self-employed or being employed in an organisation now.

60% of the alumni came to know about SVRCC and joined only because of their friends.

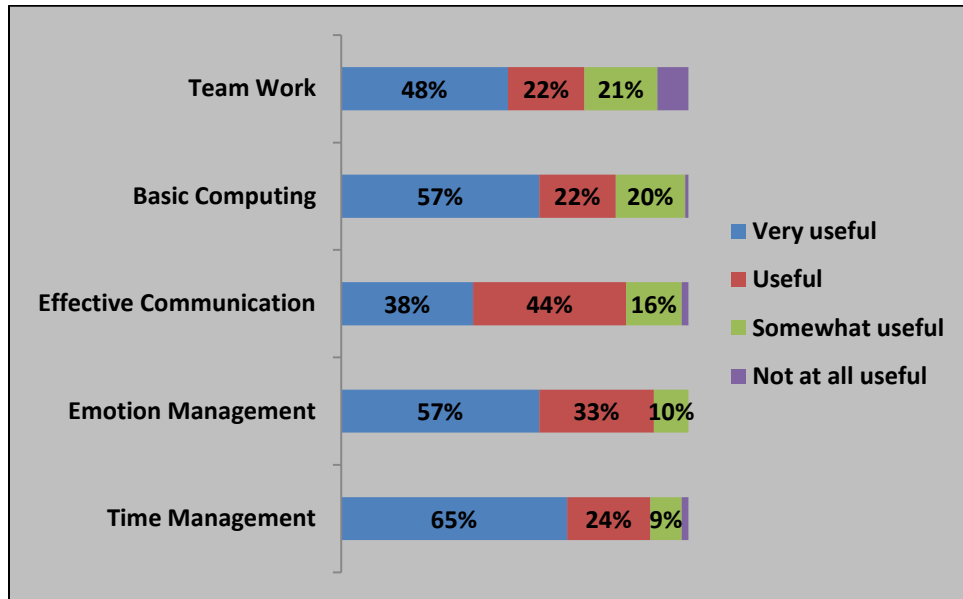
90% of the alumni respondents agree that fees are low and affordable.

*Figure 11: Family Income of Alumni Students*



**48% of the alumni respondents have family income less than Rs 5,000 per month.**

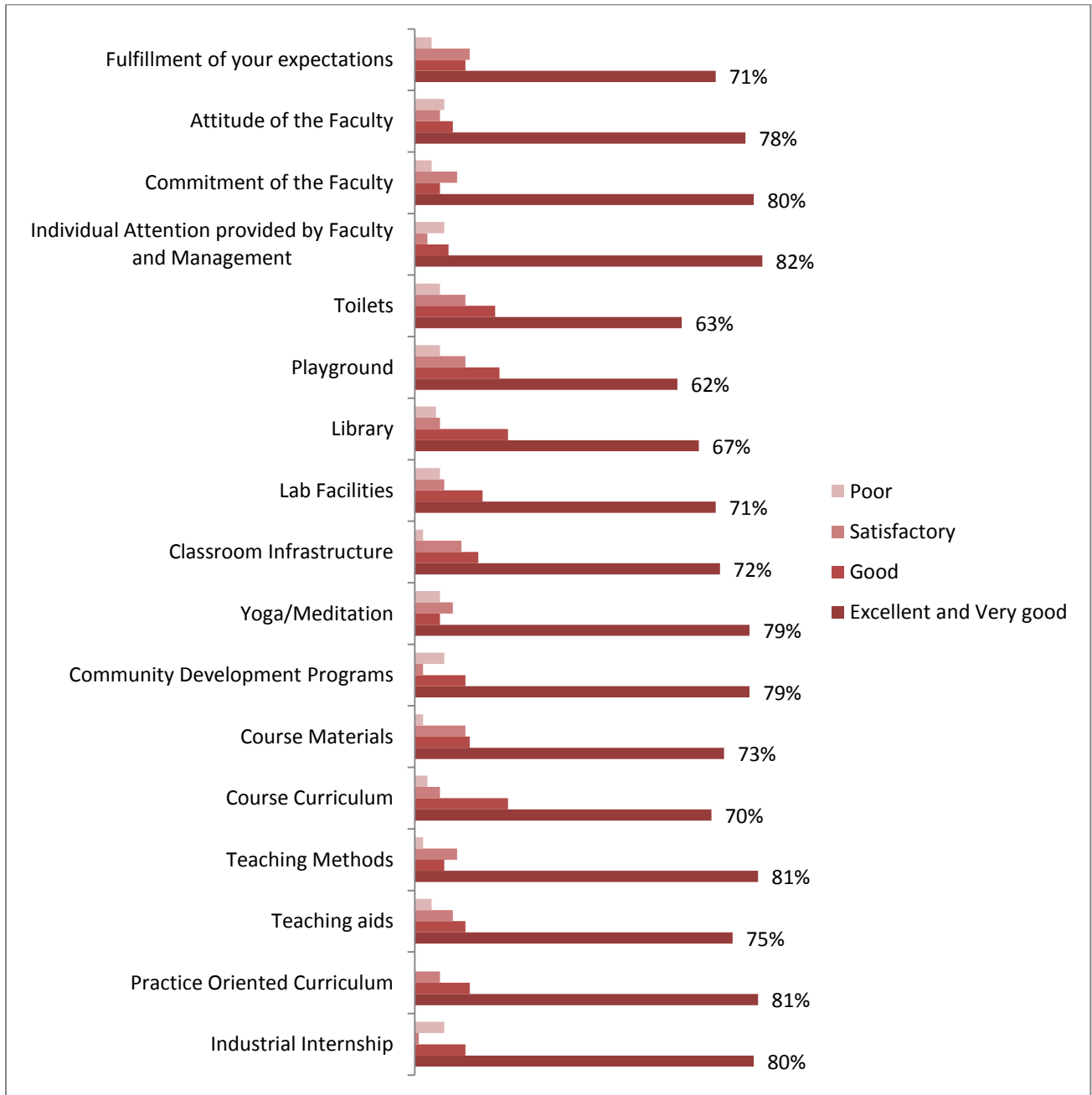
*Figure 12: Usefulness of the Skills in the Current Workplace*



*57% of the respondents agreed that basic computing and emotion management learned by them in SVRCC are very useful in their workplace.*

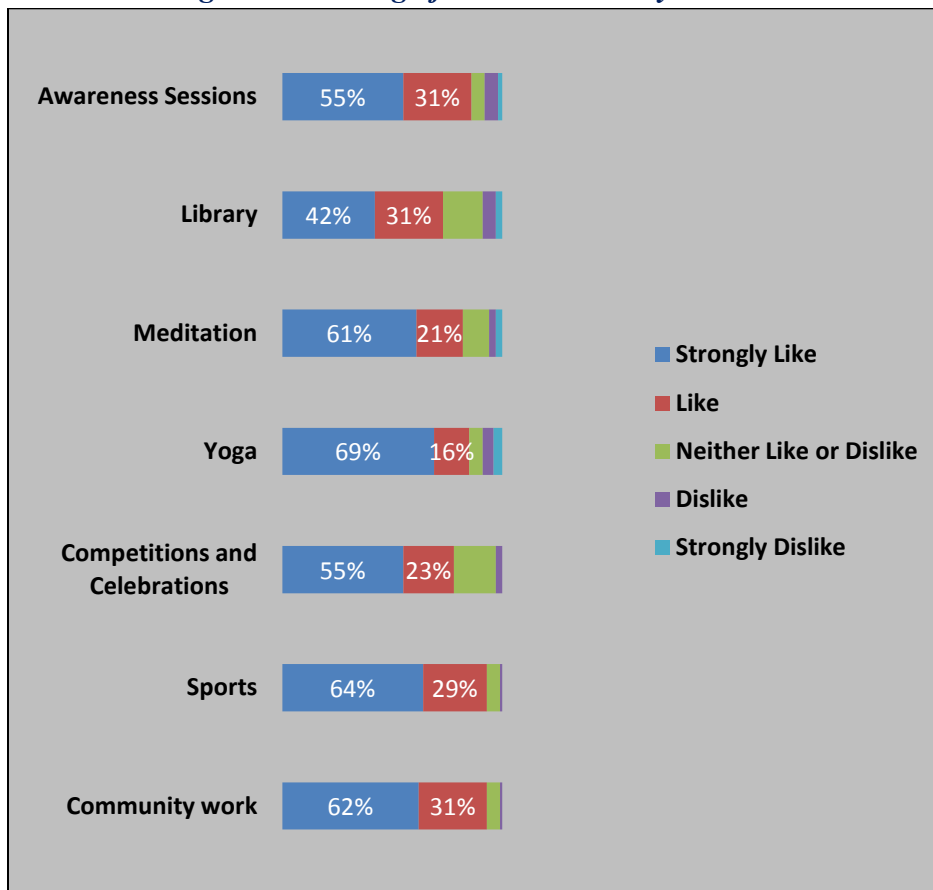
*65% of the respondents agreed that time management learned in SVRCC has equipped them to plan and manage time effectively in their workplaces.*

**Figure 13: Rating of different Parameters by Students**



71% of the alumni respondents said that the SVRCC has played an excellent role in fulfilling their expectations.

**Figure 14: Rating of other sessions by Alumni**



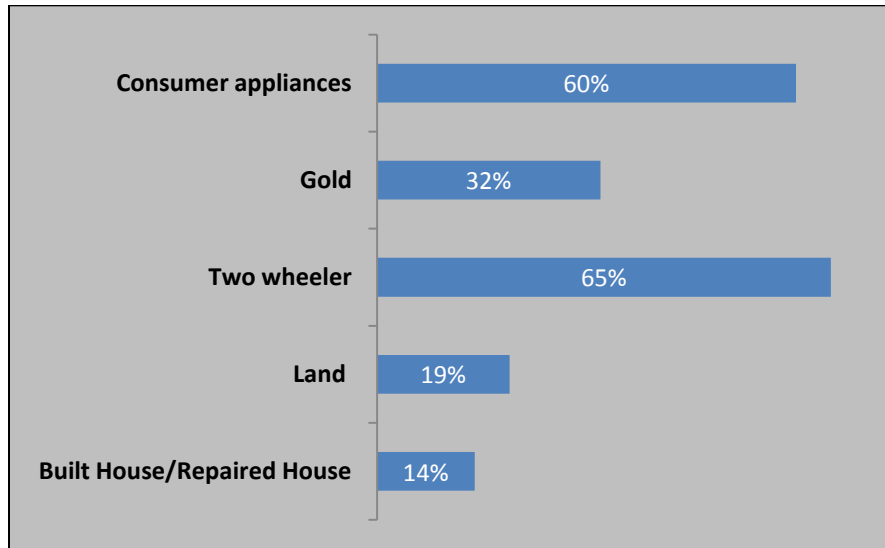
**69% of the Alumni respondents strongly liked the yoga sessions.**

**Table 18: Activities learnt by Alumni before and after joining SVRCC**

Activities	Before Joining SVRCC				After Joining SVRCC		
	Don't Know	Know Partly	Know Well	Know Very Well	Know partly	Know Well	Know Very Well
<b>Yoga &amp; Meditation</b>	63%	30%	5%	2%	33%	40%	27%
<b>Basic Computer</b>	57%	21%	19%	3%	32%	30%	38%
<b>Basic English Communication</b>	45%	41%	12%	2%	28%	49%	23%
<b>Basic Etiquettes</b>	31%	53%	16%	0%	22%	48%	30%

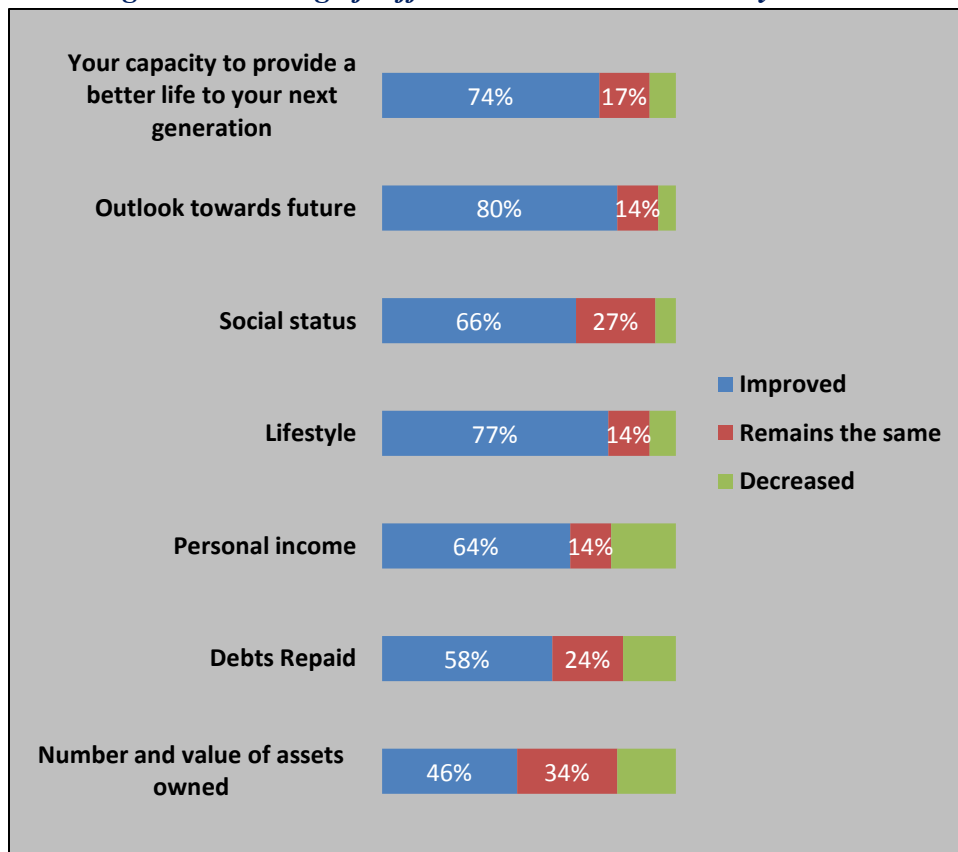


**Figure 15: Assets Purchased by Alumni**



- **65% of the alumni have bought two-wheelers.**
- **60% of the alumni have purchased consumer appliances.**

**Figure 16: Rating of different Social Parameters by Alumni**



- 80% of the Alumni agree that their outlook towards future has improved
- 58% of the alumni that their debt repayment capacity has vastly improved.

**Average monthly income of the alumni respondents is Rs 8,959 per month**

***Alumni Speak...***

*SVRCC enabled me to learn a vocation at minimum fee because of which am able start an enterprise of my own.*

- *Balaji, 2011 batch*

*SVRCC is like a mother to me because as a mother who guards and guides her child away from evil , SVRCC guided us.*

- *M Sridhar, 2015 Batch*

*SVRCC has created a scope for living a dignified life.*

- *S Sandhya, 2015 Batch*

*Should increase the course duration from one year to two years and provide government accredited certificate*

- *Alumnus*

## Financial Support Partners:

Though most of the initial steps to bring in financial partners are taken by SVRCC management and staff, some institutions approach SVRCC to help them become socially responsible businesses. SVRCC's training facilities are sponsored by many organisations.

Below are the details of the feedback from financial support partners.

- Of 25 financial support partners 14 responded to the feedback questionnaire.
- 10 of the 14 who responded fund other institutions apart from SVRCC.
- Everyone feels SVRCC has many qualities that set it apart from other institutions.
- For 64% of the partners, it is employment-based education, for 45% the focus on disadvantaged rural youth, for 36% industry relevant curriculum, for 27% life-skills training and for 18% it is the combination of all these.

When it comes to the use of funds and accountability, below are the opinions of financial partners.

**Table 19 Financial Partner's Opinion on use of Funds**

Parameter	Strongly Disagree	Disagree	Neither parting life skills Agree or Disagree	Agree	Strongly agree
<b>SVRCC clearly explained their long term financial goals</b>	0%	0%	0%	31%	69%
<b>SVRCC clearly explained how they will utilize the funds</b>	0%	0%	0%	38%	62%
<b>SVRCC acts in very professional manner</b>	0%	0%	0%	23%	77%
<b>SVRCC uses your donation more effectively and efficiently</b>	0%	0%	8%	0%	92%
<b>SVRCC has clearly communicated the fund utilization through periodical reports</b>	0%	0%	8%	46%	46%

*69% of the respondents strongly agree SVRCC team clearly explained their financial requirements and plans.*

*92% of the financial support partners strongly feel that SVRCC uses their funds effectively*

*46% of the respondents strongly agree that SVRCC has communicated the Fund utilization progress periodically*

*All the respondents agreed that the vision statement and the activities carried out SVRCC team on ground are perfectly aligned with each other.*

### ***Financial Support Partners Speak...***

***“SVRCC should leverage its strengths with others government / non - government institutions for expanding the scope of their activities SVRCC most aspire for the status of lead innovator in the area of skill development and work with NSDC “***

***- Praveen Ranjan ,IGP, Puducherry***

***“Donors look for Annual Financial Reports and half yearly updates on Activity in the college. These can be made as formal reports either in hard / soft copy or updated in the college’s website. This will increase the involvement of new and existing donors.”***

***- N Subramanian***

***“Start welding and fabrication of steel & Aluminum for which there is a huge shortage of skilled technicians”***

***- Ramdas S Iyer***

***“Segregation of strategic management role from day to day operational role and Setting up of an Advisory Board to support the Trustees in expanding their contacts for funding,academic as well as employment support”***

***S Madhavan***

## Knowledge Partners:

SVRCC takes the help of various Knowledge Partners while forming their curricula and for training purposes. This keeps the syllabi updated and helps maintain the relevance of the training to what the industries want. Below are the opinions of knowledge partners.

**Table 20: List of Sponsorships by Knowledge partners**

S.No	Lab Name	Sponsor Name	Amount Donated
1	Srinivasa Ramanujam Advanced Computer Lab	Cognizant Foundation Chennai	23,00,000
2	R & AC Lab	Danfoss India Private Limited, Chennai	13,00,000
3	Electrical Lab	Schenider Electric India Foundation, Mumbai	5,00,000
4	Plumbing Technician Lab	Grundfos Pumps India Private Limited, Chennai	5,00,000
5	Industrial Technician Lab	Siemens, Mumbai	28,00,000
6	Medical Lab Technician	Medall Healthcare Private Limited, Chennai	5,00,000

**Table 21 Knowledge Partner's Opinion on SVRCC**

Parameter	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly agree
<b>SVRCC has high standards of professionalism in its work.</b>	0%	0%	0%	13%	<b>87%</b>
<b>Course contents are upgraded periodically based on your inputs</b>	0%	0%	25%	25%	<b>50%</b>
<b>Students are trained and equipped as per your requirements</b>	0%	0%	14%	29%	<b>57%</b>
<b>Your feedback on improvements are taken seriously and worked upon.</b>	0%	0%	12%	50%	<b>38%</b>
<b>Faculty and the management are receptive to upgrade themselves on the latest industrial developments</b>	0%	0%	14%	14%	<b>72%</b>

*75% of the knowledge partners collaborate with other institutions apart from SVRCC.*

*72% of the respondents strongly agree that the SVRCC team is receptive to upgrading themselves based on industry requirements periodically.*

*88% feel that SVRCC is an efficient organisation to work with.*

*75% would like to continue the collaboration in future.*

*All respondents agreed that they will strongly recommend SVRCC to their associates in industry.*

*All respondents agreed that the vision statement and activities of SVRCC on ground are perfectly aligned with each other.*

### ***Knowledge Partners Speak...***

*Compared to other institutions the SVRCC is more sustainable whereas other institutions are dependent on the funds from other agencies.*

*- Prashant Shetty, Asst. Manager, CSR, Schneider Electric*

*SVRCC faculty are highly dedicated and competent.*

*- Anju Mary Kuruvilla, Manager, CSR and Corporate communications, Danfoss, India*

*SVRCC infrastructure completely up to the expectations of industry specifications*

*- Ashok, MD, Futurenet*

*Being the author and pioneer of the community college I am really happy on the growth of the SVRCC College to the current stage.*

*- Dr Xavier Alphonse, Special Advisor, ICRDCE*

*Discipline of the students and the way the faculty interact with students impressed me.*

*-Dr Shanathi, Joint Lab Director, Medall Healthcare*

### ***Suggestions for Improvement***

- SVRCC should try to enrol more female students in the electrician course as there are a lot of opportunities available in the industrial sector.
- SVRCC should arrange more guest lecturers from all domains to teach the students.
- SVRCC should try to reinitiate the tie-up with IGNOU so that the students receive a government certification, which will add more value. SVRCC should also evolve as a model training centre in future.
- Short-term programs for a month can be introduced during the summer for blue collar workers to acquire special skills, and for undergrad students in their final year to guide them in choosing their career vocation. Doing these programs will put the infrastructure to optimal use.
- SVRCC can concentrate more on latest technologies like mobile based technologies.
- SVRCC should try to introduce shift-based vocation classes to cater to a larger number of students.
- SVRCC can concentrate on providing vocational training in domains like agriculture and other traditional skills which will be very helpful for the community.

### ***Trustees***

The college is run by a Board of 14 trustees, headed by a Managing Trustee

When the trustees were asked to prioritise the objectives the responses were:

***Table 22: Priorities of Trustees***

<b>Objectives</b>	<b>Priority 1</b>	<b>Priority 2</b>	<b>Priority 3</b>
<b>To enhance the employability and skill set</b>	10%	<b>90%</b>	0%
<b>To enable employment for the trained youth</b>	22%	0%	<b>78%</b>
<b>To provide value based education among youth</b>	<b>75%</b>	12%	13%

***75% trustees prioritise Objective 3: To provide value-based education among youth”.***

*All the trustees feel their primary role is to decide on policy and provide strategic direction.*

*50% strongly agree that the Board meets frequently to discharge their duties and board meetings are well-organised.*

*90% strongly agree that they receive enough information to discharge their duties.*

*70% of the trustees rate SVRCC’s vision as highly successful and 30% as successful.*

*60% of the trustees rate SVRCC’s mission as highly successful and 40% as successful.*

*When asked about the success of SVRCC's activities, 60% trustees felt it is very successful and 40% said SVRCC was successful.*

### ***Trustees Speak...***

***“SVRCC has done very well in shaping the lives of those youths who have lost their bearings. The impressive infrastructure has been a very large contributor without taking the credit away from the teachers and trainers who have dedicated themselves and persevered with all odds.”***

***“We have evolved our own pedagogy and evaluation methods with regard to teaching of life skills and other extracurricular activities. The college is not affiliated with any University or accrediting body of the Central/State Government”***

***“We will bring young professionals into the Board to take the organisation to next generation. We need to add one or two likeminded young members in the Board of Trustees in the age group of 28-35”***

### ***Village Administrative Officer:***

Mr Puratchimani, VAO, Keezhputhupattu says that awareness about the college in the local community schools is less and this has to be enhanced. He says he is amazed at the kind of the work that SVRCC does.



### ***Parents Speak...***

***“Most of the colleges are money oriented but SVRCC is highly service oriented”***

***“Compared to us SVRCC faculties are concerned about the growth wellbeing of the students more”***

***“Came to know that my son has lot of talents only through this college only”***

***“Reduced my anger after seeing my son way of communication with members of the family”***

***“Concentration of my son has increased now after joining Yoga”***

***“Relatives started scolding us now to stop advising our children as they have turned very good now”***

***“Course duration should be increased from current one year to two years so that children can learn more”***

***“At certain industries where our children are doing their internship they are asked to do menial jobs”***

***“Food facilities should be provided since most of the students are coming from far off places”***

## 7. Economic Impact

Summary of Economic Impact of SVRCC					
Item No	Base Data	2015		2016	
A	Total number of students trained by SVRCC	223		283	
B	Number of Students trained and placed by SVRCC	222		Not Applicable	
C	Number of students equipped by SVRCC for skilled employment(C=A-B)	1		283	
D	Average Salary of the Placed students	Rs 4,608		Not Applicable	
	<b>Type Of impact</b>	<b>Source/ Calculation Method</b>	<b>Year 2015 (In Rs)</b>	<b>Year 2016 (In Rs)</b>	<b>How much is this impact definitely because of SVRCC?</b>
E	Average Income earned by the SVRCC students after getting placement	No. of Placed Students(B)* Average Salary of placed students(D)*12 Months	1,22,74,452	Not Applicable	This economic impact would have <b>Not</b> happened without Vocational Skill training provided by SVRCC
F	Probable income generated by students after training by SVRCC to become employable, but not placed by SVRCC.	No. of Skilled Students(C) * Average Salary of placed students(D)*12 Months	55,290	Not Applicable	This economic impact would have <b>Not</b> happened without Vocational Skill training provided by SVRCC and making

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					them industry and job ready
<b>G</b>	Cost saving to government from unemployment benefits not paid	Unemployment assistance(Rs.15 0)* Total number of students trained by SVRCC(A)*12 Months	4,01,400	Not Applicable	This economic impact would <b><u>NOT</u></b> have happened without SVRCC since the rural students without skilling would have continued to be unemployed and therefore collected the unemployment benefits from the Government .
<b>H</b>	Income earned by Faculty/Staff of SVRCC	Salaries taken from audited balance sheet	21,63,285	Not Applicable	While it is conceivable that these individuals would have found other jobs if they were not employed by SVRCC but it is probable that their competence and earning levels have Improved drastically

Social Accounts - SVRCC

					by the exposure to latest industry knowledge and additional trainings.
<b>I</b>	SVRCC Expenditure	(Total Expenditure) – (Staff Salaries and allowances )	24,91,654	Not Applicable	
<b>J</b>		<b>J=E+F+G+H+I</b>	1,73,86,081	Not Applicable	
<b>K</b>	SVRCC Income and donations	Taken from audited Balance sheet	46,66,419	Not Applicable	
<b>L</b>	Economic Impact	<b>Expenditure(J) / Income(K)</b>	3.73	Not Applicable	

**SVRCC raised about Rs 46, 66,419 from donations and income during year 2015 of the social accounting period and achieved an impressive ratio of **3.73 times** to the economic activity by generating economic impact of Rs 1,73,86,081.**

## 8. Environmental Impact

### Green Office Checklist

<b>Paper</b>	<b>Y/N/NA</b>
Are photocopies double-sided?	Y
Are non-essential copies photocopied on reused paper?	Y
To avoid mistakes, do you trial copy before printing big batches?	Y
Is scrap paper turned into useful notepads?	Y
Is e-mail used whenever possible?	Y
Are copy documents kept on disk rather than paper?	N
Are computer printout margin sizes, fonts etc. set to minimize paper use?	Y
Does the office use recycled paper?	Y
<b>Energy</b>	
Does your office source any energy from renewable sources?	N
Are lights always turned off in empty rooms?	Y
Are lights turned off as soon as there is enough daylight?	Y
Are windows kept clean, free from obstructions etc.?	Y
Are all lights energy efficient?	Y
Are electrical equipment, PC monitors, photocopiers etc. switched off when not in use?	Y
Solar Power used?	Y
<b>Office Supplies</b>	
Are long life products chosen over short life ones?	Y
Are materials bought in large packs to avoid excessive packaging?	Y
Do you purchase eco-efficient or “green” products? – recycled, refillable, water based ink etc.	Y

Do you use paperclips rather than staples?	N
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<b>General Office</b>	<b>Y/N/NA</b>
Is toilet paper / are hand towels made from recycled fibre?	NA
Are aerosol products with CFC propellant avoided?	NA
Are dripping taps repaired quickly?	Y
Have low flush volume WCs been installed?	Y
Do you use environmentally friendly cleaning materials?	Y
Do you use washable cups rather than disposable ones?	Y
Do you purchase fair trade or organic tea and coffee?	Fair Trade
Do you purchase supplies from local shops?	Y
<b>Recycling</b>	
Is all used paper saved for recycling?	Y
Does the office store then recycle glass, cans etc.?	N
Does the office separate and compost materials?	Y
Is there a paper recycling bin next to the photocopier?	Y
Does the office recycle its electronic equipment, toner cartridges etc.?	Y
If plastic cups are used are they recycled?	NA
Are you utilizing recycling opportunities by co-operating with nearby businesses?	Y
Are recycled furniture used in the office?	Y
<b>Transport</b>	
If you have pool or company cars do they run on unleaded petrol or diesel?	NA
Do you have information available on prices and timetables of public	Y

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transport?	
Is office working hours flexible enough to allow people to use public transport?	Y
Are employees taught and encouraged to drive in an environmentally friendly manner?	Y
Is it policy to use buses for business purposes whenever possible?	Y

<b>Health and Safety</b>	<b>Y/N/NA</b>
Is fresh fruit available alongside biscuits at break time or for visitors?	Y
Is clean drinking water available?	Y
Are house plants grown in the office to lower stress and absorb chemicals?	N
Is sitting at the computer for long hours discouraged?	Y
Are policies on lone working, safe use of equipment etc enacted?	NA
<b>Implementation</b>	
Is there a green office notice board in a prominent position?	N
Does the office have a suggestion box?	Y
Does the office hold events with a green theme?	Y
Does the office have an environmental policy?	N
Is there an opportunity to raise environmental issues at staff meetings?	Y
Is resource use monitored and are environmental effects audited?	N



## 9. Key Aspects Checklist

### 1. Human Resources

		Number			Date/Details/Comment
1.1	<b>Number of employees:</b>				
	Full-time	19			
	Part-time	2			
	Occasional	NIL			
	Volunteer	NIL			
1.2	<b>Number of members</b>				
1.3	<b>Policies and Procedures in place:</b>	Y	N	NA	
	a. employee contracts	Y			
	b. employee job descriptions	Y			
	c. staff appraisals	Y			
	d. grievance procedures	Y			
	e. disciplinary procedures	Y			
	f. equality and diversity policies	Y			
	g. equal opportunities	Y			
	h. pay differentials between the highest paid and the lowest paid	Y			
	i. other, such as family friendly policy:	Y			
1.4	<b>Investors in People</b>	Y			
1.5	<b>Consultations:</b>				
	a. with paid employees	Y			
	b. with volunteers			NA	

	c. other	Y			
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**2 Good Governance and Accountability**

		Y	N	NA	Date/Details/Comment
2.1	<p><b>Legal form of organisation:</b></p> <p><b>Constitution (tick appropriate):</b></p> <p>Sole trader <input type="checkbox"/></p> <p>Association <input type="checkbox"/></p> <p>Partnership <input type="checkbox"/></p> <p>Company limited by shares <input type="checkbox"/></p> <p>Company limited by guarantee <input type="checkbox"/></p> <p>Industrial and Provident Society <input type="checkbox"/></p> <p>Credit Union <input type="checkbox"/></p> <p>Community Interest Company <input type="checkbox"/></p> <p>Workers Co-operative <input type="checkbox"/></p> <p>Charitable status <input type="checkbox"/></p> <p>Housing Association <input type="checkbox"/></p> <p>Other</p> <p>What?.....</p>			NA	
2.2	<b>Appropriate annual return filed</b>	Y			
2.3	<b>Annual General Meeting held</b>	Y			
2.4	<b>Regular Board/Management</b>	Y			

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	<b>Committee meetings</b>				
2.5	<b>Annual Report published</b>	Y			
2.6	<b>Student Intake increased/decreased</b>	Y			<i>INCREASED</i>
2.7	<b>Social Accounts prepared</b>	Y			
2.8	<b>Social Accounts verified by Social Audit Panel</b>	Y			
2.9	<b>Social Accounts reported to Stakeholders</b>	Y			
2.10	<b>Consultations:</b>				
	a. with members of the organisation	Y			
	b. with members of the Board or Management Committee	Y			
	c. with Advisory Body members (if appropriate)	Y			
2.11	<b>Other quality systems used:</b>	Y			

**3 Asset Lock and Use of Surplus**

		Y	N	NA	Date/Details/Comment
3.1	<b>Asset Lock in constitution</b>			NA	
3.2	<b>Use of surplus:</b>				
	a. no surplus made			NA	
	b. to reserves or re-investment			NA	
	c. to charitable purposes			NA	
	d. to employee bonuses			NA	
	e. to directors' emoluments			NA	
	f. to other			NA	

**4 Financial Sustainability**

		Y	N	NA	Date/Details/Comment
4.1	<b>Annual Accounts prepared and filed</b>	Y			
4.2	<b>Balance sheet strengthened</b>	Y			
4.3	<b>Profit/loss for year</b>	Y			

**5 Environmental Sustainability**

		Y	N	NA	Date/Details/Comment
5.1	<b>Environmental policy in place</b>		N		
5.2	<b>Reports on environmental practices</b>				
	a. energy use: heat & light	Y			
	b. energy use: transport			NA	
	c. consumption of materials	Y			
	d. re-use of materials	Y			
	e. recycling of materials	Y			
	f. waste disposal	Y			
5.3	<b>Carbon footprint calculated</b>			NA	
5.4	<b>Other</b>				

**6 Economic Impacts**

		Y	N	NA	Date/Details/Comment
6.1	<b>Purchasing policies defined</b>	Y			
6.2	<b>Report on effect of purchasing policies available</b>	Y			
6.3	<b>Local multiplier effect of organisation calculated</b>		N		
6.4	<b>Savings to public purse calculated</b>	Y			
6.5	<b>Value of volunteer contribution</b>			NA	
6.6	<b>Total inward investment attracted</b>	Y			
6.7	<b>Cash and in-kind contributions to the community</b>			NA	
6.8	<b>Other financial and economic impact calculations</b>	Y			

## **10. Compliance**

### **Registrations & Exemptions**

SRVCC is a registered Public Charitable Trust in India. It has donation exemption status under Sec 80-G of Income Tax Act and can accept foreign donations under Foreign Contributions Regulation Act, India.

FCRA Number: 075900708

80G Registration Number::DIT (E) NO1146 (162)/III/89

## **11. Recommendations**

- Advertising more about the College not only in the villages that are located close by but villages located far away through wall poster, media and newspapers.
- Optimum utilisation of the infrastructure by introducing shift-based classes.
- Teaching staff members are severely overloaded, so providing a short vacation will surely help them rejuvenate and increase their motivation and productivity.
- Feedback and follow-up mechanism with many industrial partners should be overhauled. This will significantly increase the goodwill of the SVRCC.
- Reports to the financial support partners should be regular and appealing. This will increase credibility and bring more long-term contributors.
- Clear communication to parents about in-plant training, internship and the placements can avoid later points of friction.
- Orientation program of new faculty should include structured training about the challenges and the background of the students.
- Periodic refresher trainings to the entire faculty should be increased.
- A well-structured alumni network should be set up. Alumni resources can be leveraged to bring in new students, more employment opportunities etc.
- The website needs to be modernised. It may include an alumni registry, career linkages and an e-newsletter.
- The community should be involved in tree planting and other activities like cleaning up of lakes and temples. This will spread awareness to the community about environment-friendliness and cleanliness.
- Smart classrooms can be introduced with video lectures.
- Course curriculum needs to be reviewed and refreshed consistently.

## **12. Plans for Dialogue with Stakeholders**

The present report shall be condensed into a summary version and shall be shared with the Board members. The entire report shall be uploaded on the SVRCC website for the general public to view it. The soft version of the report shall be sent to individuals on request.

The suggestions that have been evolved from the current set of accounts would be discussed at length during the next strategic planning session of SVRCC to ensure that all the suggestions are incorporated into the annual plans/targets of the institution for the next accounting year.

## **13. Plans for the Next Social Accounting Cycle**

SVRCC plans to compile its social accounts once in two years. All the suggestions made in the current set of accounts would be implemented in the next cycle and reported upon.



## **Annexure:**

### **House & Building Electrical Wiring**

**Educational Qualification: Minimum 8th Pass**

**Knowledge Partner: Schneider Electric India Foundation**

#### **Course Content:**

- Introduction to wires and understanding different types, gauges and colour codes
- Introduction to usage of tools and safety precautions while using tools
- Cable joints and terminations
- Electrical accessories and their uses
- Connection of electrical accessories
- Understanding wiring diagrams and layouts
- Causes of electric shock, first aid, safety tips and prevention
- Purpose of earthing and making of earthing pit
- Properties, types and uses of conduct or sand insulators
- House wiring including planning, making layout plan and cost estimation
- Repair, maintenance and troubleshooting
- Detailing of Induction motors
- Concept of motor connection
- Electrical measurement instruments
- Training in AUTOCAD software

## **Refrigeration & Air-conditioning Technology**

**Educational Qualification: Minimum 8th Pass**

**Knowledge Partner: Danfoss Industries Private Limited**

### **Course Content:**

#### **Refrigeration**

- Understanding heat and pressure measurement
- Vapour compression, refrigeration cycle and its components
- Types of refrigeration
- Parts of refrigeration (electrical and non-electrical)
- Charging and evacuating a refrigerant system
- Service and maintenance of refrigeration
- Checking compressor and refrigerator electrical circuits
- Troubleshooting and repair of different refrigeration products
- Ammonia - Plant operation
- Ammonia – Refrigerant & their properties
- Training in AUTOCAD software

#### **Air-conditioning:**

- Understanding heat and pressure measurement
- Understanding principles of air-conditioning
- Basics of electrical connections
- Refrigerants and their properties
- Types of Air-conditioners (Split AC, Window AC, Central AC and Industrial AC)
- Components of air-conditioning systems

## Social Accounts - SVRCC

- Cooling towers and their operation
- Air Handling Units (AHU) and their operation
- Chiller Unit: working principles & troubleshooting
- Pressure testing & commissioning
- Preventive maintenance & servicing
- AC installation procedure (Split AC and Window AC)
- Training in AUTOCAD software

## **Two and Four-wheeler Repair & Service Mechanism**

**Educational Qualification: Minimum 8th standard Pass/Fail**

### **Course Content:**

- Understanding basic components & functioning of two & four-wheelers
- Understanding types of engines
- Understanding 2-stroke and 4-stroke working principles
- Construction and operation of engine, supporting systems, transmission systems, chassis, wheels & tires, steering and braking systems
- Electrical components, wiring and their functions
- Troubleshooting, repairing and periodical maintenance of two & four wheelers
- Learning Advanced Technologies

## **Computer Hardware Maintenance and Servicing**

**Educational Qualification: Minimum 10th Pass / Fail**

### **Course Content:**

- Information on PC & how it works
- Basic electronics and measuring instruments

## Social Accounts - SVRCC

- Principles of digital electronics
- Operating System Installation
- Software Installation
- PC & Laptop Assembling
- Troubleshooting and system management

## **Computerized Accounting & Office Management**

**Educational Qualification: Minimum 12th Pass / Fail**

### **Course Content**

- Complete office management such as managing filing systems, maintaining office supplies, using office equipment and stationery
- Understanding basic accounting principles and methods
- Recording transactions in accounting software (Tally)
- Learning administrative skills such as handling visitors, attending telephone calls and making travel arrangements
- Learning the basics of banking, insurance & marketing.
- Handling business correspondence such as writing formal letters & emails
- Learning Taxation (VAT calculation, TDS calculation)
- Learning to prepare financial reports

## **Plumbing Technology**

**Educational Qualification: Minimum 8th Pass / Fail**

**Knowledge Partner: Grundfos Pumps India Pvt. Ltd**

### **Course Content**

- Role of Sanitary Engineers
- Role of Plumbing contractors

## Social Accounts - SVRCC

- Specialties in service
- Drainage and Sewage System Design
- Installation of Sanitary wares
- Designing of New pipelines

## **Fashion Design and Garment Making**

**Educational Qualification: Minimum 8th passed**

### **Course Content:**

- Measurement, Technical terms
- Fashion Sketching
- Garment Designing
- Pattern drafting instruction for Gents , Female & Children's
- Seam allowance and Information pattern
- Drafting, Cutting and Pattern making
- Embroidery frames and tools
- Different types of Embroideries

## **Medical Lab Technology**

**Educational Qualification: Minimum 12th standard Pass**

**Knowledge Partner: Medall Health Care Pvt. Ltd**

### **Course Content**

- Introduction to healthcare industry and its various segments
- Introduction to human anatomy, understanding the circulatory and urinary system
- Understanding change for all different clinical tests and samples pertaining to the same
- Learning about the various gadgets for sample collection and their appropriate usage

## Social Accounts - SVRCC

- Understanding the different sample collection sites and their importance
- Learning about the safety measures to be followed and hazards management
- Introduction to sample preparation, techniques involved and quality
- Understanding the various point of care tests, their importance, the devices, sample types and collection protocols
- Understanding customer services pre and post collection, how to manage and assure quality of the sample collected, the business ethics and opportunities
- Learning about camps and marketing strategies, automations technologies, education and growth opportunities in this industry.

## **Health / Nursing Assistant**

**Educational Qualification: Minimum 10th standard Pass**

### **Course Content:**

- Demonstrate competency in providing healthcare to individuals, both sick and well, using nursing process
- Apply knowledge from the humanities, biological & behavioral sciences in functioning as health assistant
- Function effectively with members of the health team and community applying the knowledge of human relations, communication skills and life coping skills in her work.
- Participate as member of the health team in delivery of health care service
- Mobilize community resources and their involvement in working with the communities
- Demonstrate use of ethical values in their personal & professional life
- Demonstrate basic skills in teaching patients and giving nursing care to them

## **Industrial Automation & Instrumentation Wiring**

**Educational Qualification: Minimum 12th Pass**

**Knowledge Partner: Siemens India Pvt. Ltd**

### **Course Content**

- Basic constituents of PLC- Signal modules, CPU, Power Supply, mounting rail and MMC.
- Hardware details of S7-300 PLC including front indications, terminals and ports on the module.
- Installation guidelines Installation, powering and wiring of modules with information on addressing
- Programming language and representation in STL, FBD and LAD.
- STEP 7 blocks and structured programming
- Pressure Measurement
- Temperature Measurement
- Level Measurement (Continuous & Point level)
- Flow Measurement
- Electro-pneumatic valve position controller
- Power Distribution
- Protective devices

## **Rationale behind the Selection of the Courses**

- a) Infrastructure
- b) Employment
- c) Faculty Influence
- d) Financial background of the students family

## **Evaluation and assessment methodology/pattern followed**

The periodic and systematic review of academic programs and disciplines is a primary mechanism that SVRCC uses to evaluate and continually improve student learning. It is a faculty-driven process, in which the faculty takes the lead role, with administrative support. All Diploma programs, as well as “stand-alone” certificates, career studies certificates, and disciplines, are reviewed according to a schedule approved by the Academic Advisory and Placement Advisory Committee

### **The goal of the program reviews is to ensure that:**

- The students are learning the knowledge/skills/attitudes as listed by program/discipline goals and student learning outcomes.
- The program/discipline goals and Student Linked Outcomes are consistent with the mission and goals of the college and the purpose of the program.
- The curriculum is coherent, current and comprehensive.
- The instruction is effective and fulfills the mission by promoting student learning.
- The resources are adequate to meet the program goals and student learning outcomes.
- Assessment results are used in the improvement of student learning within the program.
- Programs develop and follow an action plan, to address areas needing.

Academic Advisory committee is the guide and facilitates the achievement of desired result as they gather data to demonstrate the effectiveness of these programs. Each program has its own characteristics. Therefore, the review process involves approaches practical and market driven.

### **The student coaching methods**

- Centred on student learning outcomes;
- Demonstrates with appropriate supporting evidence that the program is effective;
- Produces results that are useful to faculty in improving the effectiveness of the program and to the college in its planning, budgeting and marketing efforts.



## **Annexure 2: TRAINING CALENDAR OF SVRCC**

### **Academic Year 2014-15:**

#### **Diploma in House Electrician 2014-2015 : Programme attended by Mr Santosh Roy**

<b>S. No</b>	<b>Date</b>	<b>Trainer</b>	<b>Topic</b>
1	18.12.2014	MrThulasilingan Schneider Electric	Basics and Wiring
2	29.01.2015	Mr Prasanth Shetty Schneider Electric	Electrical Wiring
3	10.03.2015	Mr Sreenivasan Classic Electrical	MCB and conductors etc

#### **Diploma in Plumbing 2014-2015 Programme attended by: Mr Madhan**

<b>S. No</b>	<b>Date</b>	<b>Trainer</b>	<b>Topic</b>
1	14.10.2014	MrMurugaih	Basic tools and Pipelines
2	17.10.2014	MrParthiban	Plumbing Manual Operation

#### **DCAM 2014-2015 Programme attended by. Mrs Sudha**

<b>S. No</b>	<b>Date</b>	<b>Trainer</b>	<b>Topic</b>
1	03.07.2014	MrPandian	Accounts
2	15.12.2014	MrPandian	VAT and CST
3	01.12.2014	VS Kumar	Bookkeeping
4	31.03.2015	VS Kumar	Accounting principles
5	12.01.2015	VS Kumar	Financial statements

#### **DAM 2014-2015 Programme attended by: Mr Balasubramaniam, MrArun and Mr Saranraj**

<b>S. No</b>	<b>Date</b>	<b>Name of Trainer</b>	<b>Topic</b>
1	18.09.2014	MrSuresh	Working of petrol engine and diesel engine

2	23.09.2014	Mr Manikavel Service Manager App Motors	Basic Engine Components, Working of Engine Clutch and gearbox
3	24.09.2014	MrSuresh	Basic Engine and Tool Usage
4	25.02.2015	Mr Iyyappan, APP Maruthi Suzuki, Chief Mechanic	Two-wheeler dismantling
5	17.03.2015	Mr Manikavel Service Manager App Motors	Revision, Practical
6	11.11.2014	Mr Kalyana Sundaram, Sales Assistant Manager, Akash Auto Ltd	General information about automobile

**DCHS 2014-2015 Programmed attended by: Mr John**

S. No	Date	Trainer	Topic
1	09.12.2014	Denaraj	Troubleshooting in System Administration

**DHA 2014-2015 Programmed attended by: Mr Sundara Moorthy**

S. No	Date	Trainer	Topic
1	09.12.2014	Mr Sathish Kumar Neurology department, AVMC- Pondicherry	Nervous System

**DRAT 2014-2015 Programmed attended by by MrVelan, Mr Durai samy and Mr Vedanayagam**

SI No	Date	Name of guest Lecturer	Topic
1	16.02.2015	MrEzhil and MrRavi	Advanced technology in R/AC and Danfoss (covered Lab, Theory and practical)

### **PLC Training : SIEMENS**

S No	Date	Trainer Name	Topic	Duration
1.	25.10.2015 to 04.11.2015	Ms Anupama Siemens	Power Distribution	10 days
2.	30.11.2015 to 03.12.2015	Mr F. Ahmed- Siemens	Process Instrumentation	5 days

### **Academic Year 2015-16:**

S No	Date	Facilitator Name	Programme	Duration	Remarks
1.	03.03.2016 to 05.03.2016	Sundra Moorthy About Nursing	International Conference of curriculum development for the Indian Community Colleges	3 days	Paper presented
2.	03.03.2016 to 05.03.2016	R. Santosh About Electrical	-do-	-do-	-do-
3.	03.03.2016 to 05.03.2016	Durai Samy About AC and Refrigeration	-do-	-do-	-do-
	03.03.2016 to 05.03.2016	John About Computer Hardware	-do-	-do-	-do-

### **Diploma in House Electrician 2015-2016 Programme attended by: Mr Santosh Roy**

S. No	Date	Name of guest Lecturer	Topic
1	15.02.2016	Mr K. Srinivasan Proprietor Classic Electricals	Basic Electricals

### **DCAM 2015-2016 Programme attended by: Mrs Sudha**

S. No	Date	Name of guest Lecturer	Topic
1	11.01.2016	VS Kumar	Basic accounts
2	02.08.2015	VS Kumar	Basic accounts
3	17.01.2016	VS Kumar	Basic accounts

**DAM 2015-2016 Programme attended by: Mr Balasubramaniam, Mr Arun and Mr Saranraj**

S.No	Date	Name of guest Lecturer	Topic
1	16.09.2015	Mr Manikavel Service Manager App Motors	Advanced techniques in Engine clutch, gear box

**DCHS 2015-2016 Programmed attended by: Mr John**

S. No	Date	Name of guest Lecturer	Topic
1	10.10.2015	Prithivi, HR, Lenova	Embedded technology in Hardware

**PLC Training: SIEMENS**

S No	Date	Trainer Name	Topic	Duration
1	11.01.2016 to 16.01.2016	Mr Shailesh Shinde	AC-DC Drive	06 days
2.	08.02.2016 to 13.02.2016		PLC (Programmable Logic Controls)	06 days

## Annexure2: Questionnaires

### Swami Vivekananda Rural Community College Student Questionnaire Form

Thank you very much for your association with Swami Vivekananda Rural Community College. Please spare a few minutes to answer this questionnaire. All answers to the questions will be treated in the strictest confidence maintaining the highest level of confidentiality and will be never shared with anyone. We thank you immensely for taking your time to provide us with your truthful feedback.

<b>Name of the Respondent:</b>	<b>Gender : Male / Female</b>
<b>Phone Number / Mobile:</b>	<b>Email Id:</b>
<b>Age:</b>	<b>Village and District Name:</b>

- 1) Please mention the course you are pursuing in SVRCC below?  
\_\_\_\_\_
  
- 2) How do you come to know about SVRCC?
  - a) Pamphlets
  - b) Friend
  - c) Police
  - d) Teachers
  - e) Parents
  - f) SVRCC Staff
  - g) Others, Please Specify \_\_\_\_\_
  
- 3) What would you be doing, if you had not been studying at SVRCC?
  - a) Would be an unskilled Labourer
  - b) Involved in Farming
  - c) Look after my siblings
  - d) Studying
  - e) Be Unemployed
  - f) Others , Please specify \_\_\_\_\_

- 4) Please select the appropriate Level of your education?
- a) 10<sup>th</sup> Pass
  - b) 10<sup>th</sup> Fail
  - c) 11<sup>th</sup> Fail
  - d) 12<sup>th</sup> Fail
  - e) 12<sup>th</sup> Pass
  - f) Others , Please Specify\_\_\_\_\_
- 5) Please choose your Family's approximate monthly income,
- a. Less than Rs.3,000
  - b. Rs.3,001 – 5,000
  - c. Rs.5,001 – 10,000
  - d. Rs.10,001 –15,000
  - e. Rs.15,001- 20,000
  - f. Above Rs.20,000
- 6) The Choice of the Course was influenced by?
- a) Teacher
  - b) SVRCC Management
  - c) Parents
  - d) Relatives/Neighbor's
  - e) Friends
  - f) Self
  - g) Others, Please Specify\_\_\_\_\_
- 7) What is your view on the SVRCC Course fees compared to other Vocational Colleges?
- a) High
  - b) Affordable
  - c) Low
- 8) Have you been part of any other Vocational College before? Yes/No
- 9) Why did you choose to study at the SVRCC?
- a) My friends joined here
  - b) Reputed Name
  - c) Job Placements
  - d) Affordable Fees

- e) Industrial Internship
- f) Practice oriented Curriculum
- g) Impressed by the Faculty
- h) Others, please Specify \_\_\_\_\_

**10) Please rate the following parameters where:**

5 = Excellent, 4-Very Good, 3 = Good, 2 = Satisfactory, 1 = Poor

Parameter	Rating
i. Industrial Internship	
ii. Practice Oriented Curriculum	
iii. Teaching aids	
iv. Teaching Methods	
v. Course Curriculum	
vi. Course Materials	
vii. Community Development Programs	
viii. Yoga/Meditation	
ix. Classroom Infrastructure	
x. Lab Facilities	
xi. Library	
xii. Playground	
xiii. Toilets	
xiv. Individual Attention provided by Faculty and Management	
xv. Commitment of the Faculty	
xvi. Attitude of the Faculty	
xvii. Fulfillment of your expectations	

11) Please list two inspiring messages from an SVRCC alumni?

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

12) Please provide a list of at least three Tamil books you read from the Library?

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

13) When you commit an error in the class, the Faculty/Staff

- a) Will scold you in front of all Students
- b) Will scold separately in a room.
- c) Will teach very patiently until you understand
- d) Will ask other students to guide you
- e) Will become frustrated and ask you to leave the Class/Lab
- f) Others, Please Specify\_\_\_\_\_

14) Tick the qualities that you admire in your faculty

- a. Friendly
- b. Understanding
- c. Empathetic
- d. Treating as a family member
- e. Knowledge of the subject
- f. Communication skill
- g. Passion for teaching
- h. Rapport with students
- i. Others, Please specify\_\_\_\_\_

15) Tick the things you like most in the SVRCC?

- a) Discipline
- b) Value based education
- c) Commitment to the students development
- d) Practical curriculum
- e) Good teachers
- f) Efficient Management team
- g) Loving atmosphere
- h) Dignity and respect given to all



Social Accounts - SVRCC

- i) Social consciousness
  - j) Any other
- 16) List the top three things which you think need to improve in the SVRCC?
- a) \_\_\_\_\_
  - b) \_\_\_\_\_
  - c) \_\_\_\_\_
- 17) Apart from subject sessions list out the other sessions which you like the most in SVRCC?
- a) Community work
  - b) Sports
  - c) Competitions
  - d) Dance
  - e) Music
  - f) Celebrations
  - g) Any other,
- 18) Please tick the number of Community service Projects having scope around your village which you brought to the notice of SVRCC?
- a) 0
  - b) 1-3
  - c) 3-5
  - d) Above 5
- 19) Please tick the appropriate box according to you relevant to the parameters before and after joining the SVRCC?

Activities	Before Joining SVRCC				After Joining SVRCC		
	Don' t Know	Know Partly	Know Well	Know Very Well	Know partly	Know Well	Know Very Well
Yoga							

Social Accounts - SVRCC

Meditation							
Basic Computer							
Basic English Communication							
Time Management							
Basic Etiquettes							
Community Service							
Respect for others							

20) After joining the SVRCC have you been able to?

Questions	Yes	No	Partly
Manage time effectively and efficiently			
Control and handle your anger and negative emotions with ease compared to before			
Coordinate and work with different members in a group amicably			
Be confident in expressing your ideas and opinions individually or in a group			
Apply for Jobs yourself			
Attend Job interviews Confidently			
Confidently address a group (Public Speaking)			

21) Tick the good values which you learnt in SVRCC and been practicing in your life?

- a) Punctuality

Social Accounts - SVRCC

- b) Honesty
- c) Empathy
- d) Respect for Parents
- e) Helping Others
- f) Cleanliness
- g) Others, Please Specify \_\_\_\_\_

22) Will you refer your siblings or friends/relatives from your locality/school to SVRCC?

- a) Yes
- b) No
- c) Not Sure

23) Please rate the following SVRCC values according to you:

5 = Excellent, 4-Very Good, 3 = Good, 2 = Satisfactory, 1 = Poor

S.NO.	Values	Rating
i)	Empowerment	
ii)	Innovation and Creativity	
iii)	Social Consciousness	
iv)	Ethical Practices	
v)	Professional Management	
vi)	Transparency and Accountability	

24) Please describe SVRCC in one sentence.

\_\_\_\_\_

## **Swami Vivekananda Rural Community College - Teachers Questionnaire Form**

Thank you very much for your association with Swami Vivekananda Rural Community College. Please spare a few minutes to answer this questionnaire. All answers to the questions will be treated in the strictest confidence maintaining the highest level of confidentiality and will be never shared with anyone. We thank you immensely for taking your time to provide us with your truthful feedback.

<b>Name of the Faculty:</b>	<b>Gender : Male / Female</b>
<b>Phone Number / Mobile:</b>	<b>Email Id:</b>
<b>Educational Qualification:</b>	<b>Subject/ Vocation Handled:</b>

- 1) How many years you are part of the SVRCC?
  - a) Less than 1 year
  - b) 1 year - 3 years
  - c) 3 years - 5 years
  - d) 5 years- 7 years
  - e) 7 years and above
  
- 2) Where were you were working prior to joining SVRCC?
  - a) NGO
  - b) Manufacturing Industry
  - c) Educational Institutions
  - d) Corporate Organisations
  - e) Self Employed
  - f) Fresher
  - g) Others, Please Specify \_\_\_\_\_
  
- 3) Please specify the previous years of experience if you had prior experience
  - a) Less than 1 year
  - b) 1 year – 3 years
  - c) 3 years – 5 years
  - d) 5 years- 7 years
  - e) 7 Years – 10 years
  - f) 10 years and above

- 4) The following questions ask you about your feelings about your job, your terms and conditions and about training. Please indicate how far you agree or disagree with each statement.

Please circle one number: 1 means you strongly disagree; 2 that you disagree; 3 that you neither agree nor disagree; 4 that you agree; and 5 means you strongly agree. If you have no opinion, please circle DK for "don't know".

**a. General:**

I enjoy the work I do	1	2	3	4	5	DK
My job is interesting	1	2	3	4	5	DK
I have a clear sense of my responsibilities	1	2	3	4	5	DK
My health and well-being at work is taken seriously	1	2	3	4	5	DK
My social Status has increased after joining SVRCC	1	2	3	4	5	DK

**b. Support:**

I feel part of a supportive team	1	2	3	4	5	DK
My Supervisor/Senior gives me honest feedback on my performance	1	2	3	4	5	DK
I get good support from the other staff	1	2	3	4	5	DK
I am provided with the adequate facilities that is needed to do the job	1	2	3	4	5	DK

**c. Conditions:**

I am satisfied with the hours I work	1	2	3	4	5	DK
I feel secure in my employment with SVRCC	1	2	3	4	5	DK
I am under too much work pressure	1	2	3	4	5	DK
I am satisfied with the pay I receive	1	2	3	4	5	DK
I have control over your own area of work	1	2	3	4	5	DK
I am satisfied with my other benefits and perks (e.g. holidays, etc)	1	2	3	4	5	DK
I am satisfied with my general working conditions	1	2	3	4	5	DK
The performance appraisal system is good	1	2	3	4	5	DK
My work environment allows me to overcome challenges and help for personal learning.	1	2	3	4	5	DK
My role has developed or become more varied in the last year	1	2	3	4	5	DK

**d. Communications:**

Communications within the organisation are good	1	2	3	4	5	DK
I feel I understand well the work of other sections in the	1	2	3	4	5	DK

organisation						
My ideas and suggestions are taken seriously	1	2	3	4	5	DK
I am satisfied with my involvement in decisions which affect my work	1	2	3	4	5	DK
I feel able to influence the decision-making of the organisation	1	2	3	4	5	DK
I am proud to work for SVRCC	1	2	3	4	5	DK
I speak highly of SVRCC to my friends/relatives	1	2	3	4	5	DK
Morale amongst the staff at SVRCC is generally high	1	2	3	4	5	DK

**e. Training:**

In the past year I have received the following amount of training...

- a) Less than 2 days      b) 2-5 days      c) 5-10 days      d) more than 10 days

Since joining SVRCC I have received the training I need to do my job effectively

1	2	3	4	5	DK
---	---	---	---	---	----

I have been supported in undertaking training or attending skill building Workshops connected to my work

1	2	3	4	5	DK
---	---	---	---	---	----

**5) Vision**

Transformation of the Underprivileged youth with skilling for employability

Score the SVRCC Vision Statement on the scale of 1-2-3-4-5 scale according to how you think SVRCC have performed during the past year. Please circle one number: 3 means OK - neither particularly successful, nor especially successful; 1 means very unsuccessful; and 5 means very successful. If you do not know, please circle DK

1	2	3	4	5	DK
---	---	---	---	---	----

**6) Mission**

To Provide Sustainable Livelihoods to underprivileged youth through ethical value based technical education at an affordable cost.

Score the SVRCC Vision Statement on the scale of 1-2-3-4-5 scale according to how you think SVRCC have performed during the past year. Please circle one number: 3 means OK - neither particularly successful, nor especially successful; 1 means very unsuccessful; and 5 means very successful. If you do not know, please circle DK

1	2	3	4	5	DK
---	---	---	---	---	----

- 7) Please rate the following SVRCC values according to you:  
 5 = Excellent, 4-Very Good, 3 = Good, 2 = Satisfactory, 1 = Poor

Values	Rating
Empowerment	
Innovation and Creativity	
Social Consciousness	
Ethical Practices	
Professional Management	
Transparency and Accountability	

- 8) Please score each objective and then each specific activity on the 1-2-3-4-5 scale according to how you think SVRCC has performed during the past year. Please circle one number: 3 means OK - neither particularly successful, nor especially successful; 1 means very unsuccessful; and 5 means very successful. If you do not know, please circle DK

- a) To enhance the employability and skill set of the rural youth

1	2	3	4	5	DK
---	---	---	---	---	----

Through below.....

Diploma courses for youth who have completed schooling	1	2	3	4	5	DK
Certificate courses for school dropouts	1	2	3	4	5	DK

- b) To enable employment for the trained youth

1	2	3	4	5	DK
---	---	---	---	---	----

Through below...

Internship & Placement	1	2	3	4	5	DK
Networking with Local Industrial Partners	1	2	3	4	5	DK

- c) To provide value based education among youth

1	2	3	4	5	DK
---	---	---	---	---	----

Through below....

Yoga /Meditation	1	2	3	4	5	DK
Community Service	1	2	3	4	5	DK
Sports and Cultural activities	1	2	3	4	5	DK

9) How do you consider yourself as working in SVRCC

- a) Social Worker
- b) Teacher
- c) Nation Builder
- d) All the above

10) How long did the new employee induction training last for you?

- a) Less than a week
- b) 1 week - 2 week
- c) 2 week - 3 week
- d) 3 week - 4 week
- e) 1 Month and above

11) Please rate the following parameters where:

5 = Excellent, 4-Very Good, 3 = Good, 2 = Satisfactory, 1 = Poor

Parameter	Rating
Course Curriculum	
Classroom Infrastructure	
Training Lab Infrastructure	
Industrial Internship	
Placement Assistance	

12) Please select the appropriate period in which you attend the refresher trainings in your Vocation?

- a) Quarterly
- b) Half Yearly
- c) Annually
- d) Once in two years
- e) Others, Please Specify\_\_\_\_\_



13) List out other domains in which SVRCC trains you apart from the core technical vocation?

- a) Student Counselling
- b) Behaviour Management
- c) Creative Teaching Methods
- d) Student Psychology
- e) Others, Please Specify \_\_\_\_\_

14) Please tick the appropriate time period in which you have meetings with Higher Management?

- a) Daily
- b) Weekly
- c) Bi Weekly
- d) Monthly

15) Please list down at least three qualities according to you required to be a successful faculty in SVRCC?

- a) \_\_\_\_\_
- b) \_\_\_\_\_
- c) \_\_\_\_\_

16) In a typical month, please specify percentage of time you devote to the following activities.

- a. Teaching \_\_\_\_\_ %
- b. Working with individual students or small groups \_\_\_\_\_ %
- c. Upgrading latest Vocational Knowledge \_\_\_\_\_ %
- d. Administrative duties \_\_\_\_\_ %
- e. Travel to community \_\_\_\_\_ %
- f. Miscellaneous \_\_\_\_\_ %

Total = 100 %

17) List down at least two good values which you learnt in your association with SVRCC and implemented in your life?

- a) \_\_\_\_\_
- b) \_\_\_\_\_
- c) \_\_\_\_\_
- d) \_\_\_\_\_

18) Please tick the ways in which the community around the SVRCC has been benefitted?

- a) Alternate Livelihoods
- b) Reduction in anti social activities
- c) Increase in Women finding productive jobs
- d) Career Path for Dropouts
- e) Others Please Specify\_\_\_\_\_.

19) List out the additional courses according to which will be much more suited to the Community around SVRCC?

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20) Your feedback on further strengthening the activities of SVRCC in few words?

## **Swami Vivekananda Rural Community College - Alumni Questionnaire Form**

Thank you very much for your association with Swami Vivekananda Rural Community College. Please spare a few minutes to answer this questionnaire. All answers to the questions will be treated in the strictest confidence maintaining the highest level of confidentiality and will be never shared with anyone. We thank you immensely for taking your time to provide us with your truthful feedback.

<b>Name of the Respondent:</b>	<b>Gender :</b> Male / Female
<b>Phone Number / Mobile:</b>	<b>Email Id:</b>
<b>Age:</b>	<b>Year Of Passing:</b>

1) Please select the course you have studied in the SVRCC below?

- a) DAM
- b) DCAM
- c) DRAT
- d) DHEDPT
- e) DCHS
- f) DHA
- g) DMLT
- h) DFT

2) Please select your current occupation from below?

- a) Self Employed
- b) Employed
- c) Looking for job
- d) Others, Please Specify \_\_\_\_\_

3) How do you come to know about SVRCC?

- a) Pamphlets

Social Accounts - SVRCC

- b) Friends
  - c) Police
  - d) Teachers
  - e) Parents
  - f) SVRCC Staff
  - g) Others, Please Specify \_\_\_\_\_
- 4) What would you have been doing, if you had not studied at SVRCC?
- a) Would be an unskilled Labourer
  - b) Involved in Farming
  - c) Look after my siblings
  - d) Studying
  - e) Be Unemployed
  - f) Others , Please specify \_\_\_\_\_
- 5) Please select the appropriate Level of your academic education?
- a) 10<sup>th</sup> Pass
  - b) 10<sup>th</sup> Fail
  - c) 11<sup>th</sup> Fail
  - d) 12<sup>th</sup> Fail
  - e) 12<sup>th</sup> Pass
  - f) Others , Please Specify \_\_\_\_\_
- 6) The Choice of the Course was influenced by?
- a) Teacher
  - b) SVRCC Management
  - c) Parents
  - d) Relatives/Neighbor's
  - e) Friends
  - f) Self
  - g) Others, Please Specify \_\_\_\_\_
- 7) What is your view on the SVRCC Course fees compared to other Vocational Colleges?
- a) High
  - b) Affordable
  - c) Low
- 8) Why did you choose to study at the SVRCC?

Social Accounts - SVRCC

- a) My friends joined here
- b) It is a reputed college
- c) Job placement is assured
- d) The fees are affordable
- e) Industrial internship is provided
- f) It has practice-oriented curricula
- g) The faculty is impressive
- h) Others, please Specify \_\_\_\_\_

9) Please rate the following parameters where:

5 = Excellent, 4-Very Good, 3 = Good, 2 = Satisfactory, 1 = Poor

Parameter	Rating
Industrial Internship	
Practice Oriented Curriculum	
Teaching aids	
Teaching Methods	
Course Curriculum	
Course Materials	
Community Development Programs	
Yoga/Meditation	
Classroom Infrastructure	
Lab Facilities	
Library	
Playground	
Toilets	
Individual Attention provided by Faculty and Management	
Commitment of the Faculty	

Attitude of the Faculty	
Fulfillment of your expectations	

10) Please tick the appropriate column for the below list of key skills which you learnt from the SVRCC that is used in your current occupation

Parameter	Very useful	Useful	Somewhat useful	Not at all useful
a) Time Management				
b) Emotion Management				
c) Effective Communication				
d) Basic Computing				
e) Team Work				
f) Others, Please specify_____				

11) Tick the qualities that you admired in your teachers while studying in SVRCC

5 = strongly agree, 4-Agree, 3 = neither agree or disagree, 2 = Disagree, 1 = strongly disagree

Teacher Qualities	Rating
Friendly& Treating as a family member	
Understanding& Empathetic	
Sincerity and Commitment	

Social Accounts - SVRCC

Ability to integrate course material with environment/other issues, to provide broader perspective	
Knowledge of the subject	
Communication skill	
Passion for teaching	
Rapport with students	
Ability to design quizzes/tests/assignments/examinations and projects to evaluate students understanding of the course	

12) Please rate the qualities you liked the most in the SVRCC?

5 = Excellent, 4-Very Good, 3 = Good, 2 = Satisfactory, 1 = Poor

SVRCC Qualities	Rating
Discipline	
Value based education	
Commitment to the students development	
Practical curriculum	
Teachers	
Efficient Management team	
Loving atmosphere	
Dignity and respect given to all	
Social consciousness	
Others, Please Specify _____	

13) Apart from subject sessions list out the other sessions which you like the most in SVRCC?

5- Strongly like, 4- Like, 3- Neither like nor dislike 2- Dislike, 1- Strongly Dislike

Other Sessions	Rating
Community work	
Sports	
Competitions and Celebrations	
Yoga	
Meditation	
Library	
Awareness Sessions	
Others, Please Specify _____	

14) Please tick the appropriate box according to you relevant to the parameters before and after joining the SVRCC?

Activities	Before Joining SVRCC				After Joining SVRCC		
	<b>Don' t Know</b>	<b>Know Partly</b>	<b>Know Well</b>	<b>Know Very Well</b>	<b>Know partly</b>	<b>Know Well</b>	<b>Know Very Well</b>
Yoga& Meditation							



Basic Computer							
Basic English Communication							
Basic Etiquettes							

15) Were you practicing the below values before joining the SVRCC?

Values	Yes	No	Not Sure
Punctuality			
Honesty			
Self Discipline			
Empathy			
Respect for Parents and elders			
Helping Others			
Self Cleanliness			
Self-Reliance			
Self-confidence			
Sincerity & Commitment			
Hard Work			

16) Please tick the appropriate box for the related values which you are practicing now?

Values	Practicing Fully	Practicing Partially	Not Practicing
Punctuality			
Honesty			
Self Discipline			
Empathy			
Respect for Parents and elders			
Helping Others			

Self Cleanliness			
Self-Reliance			
Self-confidence			
Sincerity & Commitment			
Hard Work			

17) Please choose your family's monthly income before joining the SVRCC

- a) Less than Rs.3,000
- b) Rs.3,001 – 5,000
- c) Rs.5,001 – 10,000
- d) Rs.10,001 –15,000
- e) Rs.15,001- 20,000
- f) Above Rs.20,000

18) If you are self employed/running an enterprise how many members are employed in your organisation?

- a) Nil
- b) 1-3
- c) 3-5
- d) 5-10
- e) 10 and above

19) Please provide your current monthly income \_\_\_\_\_

20) Have you utilized your savings in purchasing any of the following?

Assets	Tick
Built House/Repaired House	
Land	
Two wheeler	
Gold	
Consumer appliances	

Others (please specify)	
-------------------------	--

21) Please tick the appropriate column based on your current ability to the related parameters

State	Improved	Remains the same	Decreased
Number and value of assets owned			
Debts Repaid			
Personal income			
Lifestyle			
Social status			
Outlook towards future			
Your capacity to provide a better life to your next generation			

22) Will you strongly recommend others to join and study in SVRCC?

- a) Yes
- b) No
- c) Not Sure

23) Please rate the following SVRCC values according to you:

5 = Excellent, 4-Very Good, 3 = Good, 2 = Satisfactory, 1 = Poor

Values	Rating
Empowerment	
Innovation and Creativity	
Social Consciousness	
Ethical Practices	

Social Accounts - SVRCC

Professional Management	
Transparency and Accountability	

24) List the top three things which you think need to improve in the SVRCC?

- a) \_\_\_\_\_
- b) \_\_\_\_\_
- c) \_\_\_\_\_

25) Describe the service of SVRCC in a single sentence?

\_\_\_\_\_

## SVRCC- Staff Questionnaire Form

Thank you very much for your association with Swami Vivekananda Rural Community College. Please spare a few minutes to answer this questionnaire. All answers to the questions will be treated in the strictest confidence maintaining the highest level of confidentiality and will be never shared with anyone. We thank you immensely for taking your time to provide us with your truthful feedback.

<b>Name of the Respondent:</b>	<b>Gender :</b> Male / Female
<b>Phone Number / Mobile:</b>	<b>Email id:</b>
<b>Designation:</b>	<b>Employee Id:</b>

1. How many years you are part of the SVRCC?
  - a) Less than 1 year
  - b) 1 year – 3 years
  - c) 3 years – 5 years
  - d) 5 years- 7years
  - e) 7 years and above
  
2. Where were you were working prior to joining SVRCC
  - a) NGO
  - b) Manufacturing Industry
  - c) Educational Institutions
  - d) Corporate Organisations
  - e) Self Employed
  - f) Fresher
  - g) Others, Please Specify \_\_\_\_\_
  
3. The following questions ask you about your feelings about your job, your terms and conditions and about training. Please indicate how far you agree or disagree with each statement.

Please circle one number: 1 means you strongly disagree; 2 that you disagree; 3 that you neither agree nor disagree; 4 that you agree; and 5 means you strongly agree. If you have no opinion, please circle DK for "don't know".

**a.General:**

I enjoy the work I do	1	2	3	4	5	DK
My job is interesting	1	2	3	4	5	DK
I have a clear sense of my responsibilities	1	2	3	4	5	DK
My health and well-being at work is taken seriously	1	2	3	4	5	DK

My social Status has increased after joining SVRCC 1 2 3 4 5 DK

**b. Support:**

I feel part of a supportive team 1 2 3 4 5 DK

My Supervisor/Senior gives me honest feedback on my performance 1 2 3 4 5 DK

I get good support from the other staff 1 2 3 4 5 DK

I am provided with the adequate facilities that is needed to do the job 1 2 3 4 5 DK

**c. Conditions:**

I am satisfied with the hours I work 1 2 3 4 5 DK

I feel secure in my employment with SVRCC 1 2 3 4 5 DK

I am under too much work pressure 1 2 3 4 5 DK

I am satisfied with the pay I receive 1 2 3 4 5 DK

I have control over your own area of work 1 2 3 4 5 DK

I am satisfied with my other benefits and perks (e.g. holidays, etc) 1 2 3 4 5 DK

I am satisfied with my general working conditions 1 2 3 4 5 DK

The performance appraisal system is good 1 2 3 4 5 DK

My work environment allows me to overcome challenges and help for personal learning. 1 2 3 4 5 DK

My role has developed or become more varied in the last year 1 2 3 4 5 DK

**d. Communications:**

Communications within the organisation are good 1 2 3 4 5 DK

I feel I understand well the work of other sections in the organisation 1 2 3 4 5 DK

My ideas and suggestions are taken seriously 1 2 3 4 5 DK

I am satisfied with my involvement in decisions which affect my work 1 2 3 4 5 DK

I feel able to influence the decision-making of the organisation 1 2 3 4 5 DK

I am proud to work for SVRCC 1 2 3 4 5 DK

I speak highly of SVRCC to my friends/relatives 1 2 3 4 5 DK

Morale amongst the staff at SVRCC is generally high 1 2 3 4 5 DK

**e. Training:**

In the past year I have received the following amount of training...

b) Less than 2 days      b) 2-5 days      c) 5-10 days      d) more than 10 days

Since joining SVRCC I have received the training I need to do my job effectively 1 2 3 4 5 DK

I have been supported in undertaking training or attending skill building Workshops connected to my work 1 2 3 4 5 DK

**f. Vision**

Transformation of the Underprivileged youth with skilling for employability

Score the SVRCC Vision Statement on the scale of 1-2-3-4-5 scale 1 means very unsuccessful; and 5 means very successful. If you do not know, please circle DK

1	2	3	4	5	DK
---	---	---	---	---	----

**g. Mission**

To Provide Sustainable Livelihoods to underprivileged youth through ethical value based technical education at an affordable cost.

Score the SVRCC Vision Statement on the scale of 1-2-3-4-5 scale 1 means very unsuccessful; and 5 means very successful. If you do not know, please circle DK

1	2	3	4	5	DK
---	---	---	---	---	----

- 4.** Please rate the following SVRCC values according to you:  
 5 = Excellent, 4-Very Good, 3 = Good, 2 = Satisfactory, 1 = Poor

S.NO.	Values	Rating
vii)	Empowerment	
viii)	Innovation and Creativity	
ix)	Social Consciousness	
x)	Ethical Practices	
xi)	Professional Management	
xii)	Transparency and Accountability	

5. Score each SVRCC objective on the scale of 1-2-3-4-5 scale 1 means very unsuccessful; and 5 means very successful. If you do not know, please circle DK.

- a) To enhance the employability and skill set of the rural youth

1	2	3	4	5	DK
---	---	---	---	---	----

Through below.....

Diploma courses for youth who have completed schooling	1	2	3	4	5	DK
Certificate courses for school dropouts	1	2	3	4	5	DK

- b) To enable employment for the trained youth

1	2	3	4	5	DK
---	---	---	---	---	----

Through below...

Internship & Placement	1	2	3	4	5	DK
Networking with Local Industrial Partners	1	2	3	4	5	DK

- c) To provide value based education among youth

1	2	3	4	5	DK
---	---	---	---	---	----

Through below....

Yoga /Meditation	1	2	3	4	5	DK
Community Service	1	2	3	4	5	DK
Sports and Cultural activities	1	2	3	4	5	DK

6. Do you think that SVRCC has played a vital role in the empowerment of the Youth living in the nearby communities?

Yes / No / Do not Know

7. Do you feel that you are making a meaningful contribution to society through SVRCC?

Yes / No / Do not Know



8. Has being part of SVRCC had a positive impact on you as an individual?  
 Large extent    some extent    No change    Don't Know
9. Do you think that SVRCC equips the students as required by the respective industrial partners?
- a) Strongly Agree
  - b) Agree
  - c) Disagree
  - d) Strongly Disagree
  - e) Don't Know
10. Please rate the following Parameters on the below scale

5 = Excellent, 4-Very Good, 3 = Good, 2 = Satisfactory, 1 = Poor

Parameter	Rating
a) Competency of the faculty in the SVRCC	
b) Overall Infrastructure	
c) Industrial Partners Support	
d) Knowledge Partners Support	
e) Management team and Trustees Support	

11. What are the 3 major strengths of SVRCC?

12. Your feedback on further strengthening the activities of SVRCC?

## SVRCC Board of Trustees Questionnaire Form

Thank you very much for your association with Swami Vivekananda Rural Community College. Please spare a few minutes to answer this questionnaire. All answers to the questions will be treated in the strictest confidence maintaining the highest level of confidentiality and will be never shared with anyone. We thank you immensely for taking your time to provide us with your truthful feedback.

<b>Name of the Respondent:</b>	<b>Gender : Male / Female</b>
<b>Phone Number / Mobile:</b>	<b>Email id:</b>
<b>Designation:</b>	

1. For how many years have you been associated with SVRCC?

- a) Less than 1 year
- b) 1 year - 3 years
- c) 3 years - 5 years
- d) 5 years- 7 years
- e) 7 years and above

2. Rate the Vision, Mission, Values, Objectives and Activities of SVRCC:

**a. Vision:**

Transformation of the Underprivileged youth with skilling for employability

Consider SVRCC's Vision. Score it on the 1-2-3-4-5 scale according to how you think we have performed during the past year.

Please circle one number: 3 means OK - neither particularly successful, nor especially successful; 1 means very unsuccessful; and 5 means very successful. If you do not know, please circle DK

Social Accounts - SVRCC

1	2	3	4	5	DK
---	---	---	---	---	----

**b. Mission:**  
 To Provide Sustainable Livelihoods to underprivileged youth through ethical value based technical education at an affordable cost.

Consider SVRCC's Mission. Score it on the 1-2-3-4-5 scale according to how you think we have performed during the past year.

Please circle one number: 3 means OK - neither particularly successful, nor especially successful; 1 means very unsuccessful; and 5 means very successful. If you do not know, please circle DK

1	2	3	4	5	DK
---	---	---	---	---	----

**c. Values:**

Please place an X on the following scales to reflect your opinion about how far SVRCC lives up to its stated values. If you have no opinion, give no answer.

*/Empowerment/*

Very much						Not at all
-----------	--	--	--	--	--	------------

*/Innovation and Creativity/*

Very much						Not at all
-----------	--	--	--	--	--	------------

Social Accounts - SVRCC

*/Social Consciousness/*

Very much						Not at all
-----------	--	--	--	--	--	------------

*/Professional Management/*

Very much						Not at all
-----------	--	--	--	--	--	------------

*/Transparency and Accountability/*

Very much						Not at all
-----------	--	--	--	--	--	------------

**Any comments about values:**

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**d. Organisational Objectives**

Please score each objective and then each specific activity on the 1-2-3-4-5 scale according to how you think the organisation has performed during the past year. Please circle one number: 3 means OK - neither particularly successful, nor especially successful; 1 means very unsuccessful; and 5 means very successful. If you do not know, please circle DK

Please use the comments section to add any other points explaining or expanding on the score you have given.

- i) To enhance the employability and skill set of the rural youth

1	2	3	4	5	DK
---	---	---	---	---	----

**And So by:**

Diploma courses for youth who have completed schooling	1	2	3	4	5	DK
Certificate courses for school dropouts	1	2	3	4	5	DK
<b>Comments:</b>						

- ii) To enable employment for the trained youth

1	2	3	4	5	DK
---	---	---	---	---	----

**And So by:**

Internship & Placement	1	2	3	4	5	DK
Networking with Local Industrial Partners	1	2	3	4	5	DK
<b>Comments:</b>						

iii) To provide Value based education among youth through

1	2	3	4	5	DK
---	---	---	---	---	----

**And so by...**

Yoga /Meditation	1	2	3	4	5	DK
Community Service	1	2	3	4	5	DK
Sports and Cultural activities.	1	2	3	4	5	DK
<b>Comments:</b>						

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**e. Priorities**

Please rank you existing Objectives in order of priority, 1 being the most important and 3 being the least.

To enhance the employability and skillset of the rural youth	
To enable employment for the trained youth	
To provide value based education among youth	

3. Please indicate how important each of the following six potential roles of the Board of trustee’s team is.  
 1 is not important at all; 2 is not really important; 3 means you feel it is neither important nor not important; 4 means you think it is important; and 5 means you feel it is very important; DK means you do not know.

Responsible for day to day management	1	2	3	4	5	DK
Deciding policy issues and strategic direction	1	2	3	4	5	DK
Acting as advisors to the organisation	1	2	3	4	5	DK
Giving support to staff of the organisation	1	2	3	4	5	DK
Having ultimate legal responsibility for the organisation	1	2	3	4	5	DK

Social Accounts - SVRCC

Having ultimate responsibility for the financial good management of the organisation. 1 2 3 4 5 DK

4. In the following and subsequent questions 1 means you completely disagree; 2 you disagree; 3 you neither agree nor disagree with the statement; 4 you agree with the statement and 5 means you completely agree. DK means you do not know.

I receive enough information about the organisation to fulfil my duties as a member. 1 2 3 4 5 DK

The papers for meetings are always circulated in good time (at least 7 days before). 1 2 3 4 5 DK

The minutes of meetings are circulated promptly after the meeting (within 10 days). 1 2 3 4 5 DK

The meetings are well run and organised. 1 2 3 4 5 DK

I find it easy to participate in the discussion at meetings. 1 2 3 4 5 DK

The Committee meets sufficiently often to discharge its duties. 1 2 3 4 5 DK

The size of the team is just right. 1 2 3 4 5 DK



## Social Accounts - SVRCC

5. How successful do you think are SVRCC's activities? (Please try and rate it between 1 and 5 with 5 being most successful). Also state your reasons.
6. What would you say is the larger purpose of SVRCC?
7. How do the activities conducted by SVRCC fit into that picture?
8. List three key strengths of SVRCC.
9. Are there any major problems that need to be addressed immediately at SVRCC?
10. List three areas of improvement needed in the SVRCC's overall strategy?

## **SVRCC Knowledge/Industrial Partners Feedback Questionnaire Form**

Thank you very much for your association with Swami Vivekananda Rural Community College. Please spare a few minutes to answer this questionnaire. All answers to the questions will be treated in the strictest confidence maintaining the highest level of confidentiality and will be never shared with anyone. We thank you immensely for taking your time to provide us with your truthful feedback.

<b>Name of the Respondent:</b>	<b>Gender : Male / Female</b>
<b>Phone Number / Mobile:</b>	<b>Email id:</b>
<b>Designation:</b>	<b>Organisation Name:</b>

- 1) For how many years are you collaborating with SVRCC?
  - a) Less than 1 year
  - b) 1 year – 2 years
  - c) 2 years – 3 years
  - d) 3 years- 4 years
  - e) 4 Years – 5 years
  - f) 5 years and above
  
- 2) How was your association with SVRCC initiated?
  - a) SVRCC visited our premise
  - b) We approached the SVRCC
  - c) Through our industrial Network
  - d) Referred by \_\_\_\_\_
  - e) Others, Please Specify \_\_\_\_\_
  
- 3) Please say whether you agree or disagree with the following statements using the **1 to 5** scale where **1** means you strongly disagree and **5** that you strongly agree and circle DK if you have no opinion or are not in a position to comment.

Social Accounts - SVRCC

- |   |   |   |   |   |   |    |
|---|---|---|---|---|---|----|
| 1. We have worked in close Collaboration with the SVRCC               | 1 | 2 | 3 | 4 | 5 | DK |
| 2. Our Collaboration has been useful to us                            | 1 | 2 | 3 | 4 | 5 | DK |
| 3. The SVRCC has benefited more from our collaboration than we have   | 1 | 2 | 3 | 4 | 5 | DK |
| 4. The SVRCC has been an efficient institution to work with           | 1 | 2 | 3 | 4 | 5 | DK |
| 5. We have been able to agree clear objectives for our collaboration. | 1 | 2 | 3 | 4 | 5 | DK |
| 6. We are willing to continue our collaboration in the future also    | 1 | 2 | 3 | 4 | 5 | DK |

**Feedback on Collaboration:**

4) Do you collaborate with other institutions apart from SVRCC?

- a) Yes
- b) No

5) If Yes, Please select the key differentiators of SVRCC from those institutions?

- a) Skilled Students
- b) Competent Faculty
- c) Excellent Infrastructure
- d) Vibrant Management
- e) Industry oriented Curriculum
- f) Others, Please Specify\_\_\_\_\_

6) Please tick the appropriate box to the following questions :

Parameter	Strongly Agree	Agree	Don't Know	Disagree	Strongly Disagree
SVRCC has high standards of professionalism in its work.					
Course contents are upgraded periodically based on your inputs					
Students are trained and equipped as per your requirements					
Your feedbacks on improvements are taken seriously and worked upon.					
Faculty and the management are receptive to upgrade themselves on the latest industrial developments					

7) Please select the key qualities you observe in the SVRCC students?

- a) Discipline
- b) Effective Communication
- c) Problem Solving
- d) Perseverance
- e) Critical Thinking
- f) Team Player
- g) Others, Please Specify\_\_\_\_\_

- 8) Please rate the below values of SVRCC according to you:  
 5 = Excellent, 4-Very Good, 3 = Good, 2 = Satisfactory, 1 = Poor

S.NO.	Values	Rating
a)	Empowerment	
b)	Innovation and Creativity	
c)	Social Consciousness	
d)	Ethical Practices	
e)	Professional Management	
f)	Transparency and Accountability	

- 9) Will you refer other industries to collaborate with SVRCC?  
 a) Yes  
 b) No

- 10) **“Transformation of the Underprivileged youth with skilling for employability”** is the vision of SVRCC- do you think all the SVRCC activities are targeted toward this vision? – Yes /No/Do not know/Agree partly

- 11) Your feedback on further strengthening the activities of SVRCC?

## SVRCC Financial Support Partners Feedback Questionnaire Form

Thank you very much for your association with Swami Vivekananda Rural Community College. Please spare a few minutes to answer this questionnaire. All answers to the questions will be treated in the strictest confidence maintaining the highest level of confidentiality and will be never shared with anyone. We thank you immensely for taking your time to provide us with your truthful feedback.

<b>Name of the Respondent:</b>	<b>Gender :</b> Male / Female
<b>Phone Number / Mobile:</b>	<b>Email id:</b>
<b>Designation:</b>	<b>Organisation Name(If applicable):</b>

- 1) For how many years are you associated with SVRCC?
  - a) Less than 1 year
  - b) 1 year – 2 years
  - c) 2 years – 3 years
  - d) 3 years- 4 years
  - e) 4 Years – 5 years
  - f) 5 years and above
  
- 2) How was your association with SVRCC initiated?
  - a) SVRCC Approached us
  - b) We approached the SVRCC
  - c) Through our Network
  - d) Others, Please Specify \_\_\_\_\_
  
- 3) Do you also fund other institutions apart from SVRCC?
  - a) Yes
  - b) No
  
- 4) If yes, please select the key differentiators of SVRCC from those institutions?
  - a) Employment based education
  - b) Imparting Life skills
  - c) Focused on disadvantaged rural students
  - d) Industry relevant Curriculum
  - e) Interpersonal Skill development Programs
  - f) Others, Please Specify \_\_\_\_\_

5) Please tick the appropriate box to the following questions :

Parameter	Strongly Agree	Agree	Don't Know	Disagree	Strongly Disagree
SVRCC clearly explained their long term financial goals					
SVRCC clearly explained how they will utilise the funds					
SVRCC acts in very professional manner					
SVRCC uses your donation more effectively and efficiently					
SVRCC has clearly communicated the fund utilisation through periodical reports					

6) Please rate the below values of SVRCC according to you:

5 = Excellent, 4-Very Good, 3 = Good, 2 = Satisfactory, 1 = Poor

S.NO.	Values	Rating
a)	Empowerment	
b)	Innovation and Creativity	
c)	Social Consciousness	
d)	Ethical Practices	
e)	Professional Management	
f)	Transparency and Accountability	

7) Will you refer other donors to partner with SVRCC?

- a) Yes
- b) No

8) **“Transformation of the Underprivileged youth with skilling for employability”** is the vision of SVRCC- do you think all the SVRCC activities are targeted toward this vision? – Yes /No/Do not know/Agree partly

9) Your feedback on further strengthening the activities of SVRCC?