INDIAN RAILWAY FINANCE CORPORATION



CSR PROJECT IMPACT ASSESSMENT

Construction Industry Development Council (CIDC)

PROJECT: Employment Oriented Training & Skill Development

JUNE 2023 - JUNE 2024

Prepared for:

Indian Railway Finance Corporation (IRFC)

Prepared by:

PHD Chamber of Commerce and Industry (PHDCCI)

ACKNOWLEDGMENT

The PHDCCI expresses its sincere gratitude to the Management of Indian Railway Finance Corporation (IRFC) for entrusting us with the task of conducting an independent CSR Impact Assessment for the Employment Oriented Training and Skill Development Programme implemented through Construction Industry Development Council (CIDC) for 1000 unemployed youth from SC/ST/OBC/Women & EWS categories during June 2023-June 2024.

We extend our sincere thanks to the IRFC CSR team, particularly Ms. Sakshi Saini, Mr. Shameem Ahmed (Consultant HR & CSR), and Mr. Manish Chandra for their coordination and support throughout the assessment process.

The PHDCCI assessment team extends profound gratitude to the leadership and staff of Construction Industry Development Council (CIDC), particularly Shri Pawan Kumar Mishra (Director) and Mrs. Garima Tyagi (Coordinator) for their openness, cooperation, and provision of complete documentation and access to training facilities. Their willingness to facilitate candid interactions with trainees and staff across multiple training centers demonstrated their commitment to accountability and program improvement.

We acknowledge the valuable contributions of the program beneficiaries who participated in our feedback sessions with remarkable honesty and transparency. Their candid responses about both positive outcomes and challenges faced have provided crucial insights into the real-world impact of this CSR intervention.

PHD Chamber of Commerce and Industry

Dr. Ranjeet Mehta
SG & CEO, PHDCCI

INDIAN RAILWAY FINANCE CORPORATION

PHDCCI

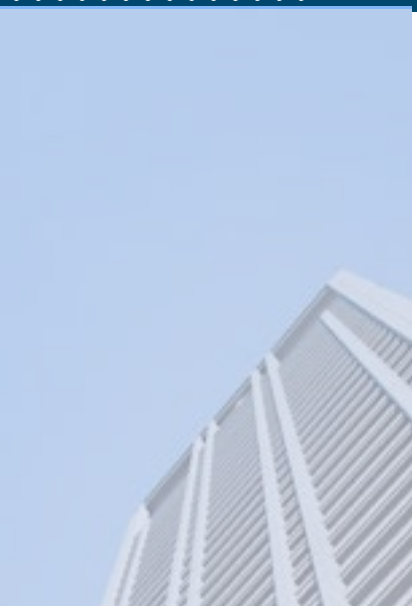


Table of Contents

1 ABBREVIATIONS 04

2 ABOUT THIS REPORT 05

3 EXECUTIVE SUMMARY 06

4 INTRODUCTION 10

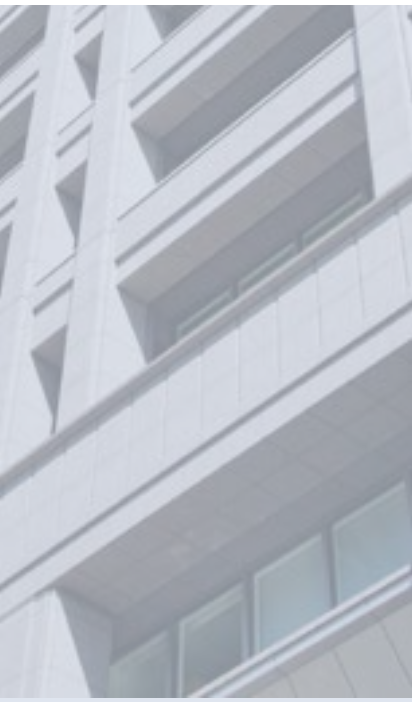
5 SCOPE OF WORK 14

6 METHODOLOGY OF THE STUDY 15

7 ASSESSMENT OF CSR PROJECT 18

8 ASSESSMENT OF IMPACT 41

9 CONCLUSION 46





ABBREVIATIONS

ABBREVIATIONS	FULL FORM
CSR	Corporate Social Responsibility
EWS	Economically Weaker Section
IRECS	Inclusiveness, Relevance, Expectation, Convergence, Service Delivery
IRFC	Indian Railway Finance Corporation
ITI	Industrial Training Institute
MOU	Memorandum of Understanding
OBC	Other Backward Class
PSU	Public Sector Undertaking
SDG	Sustainable Development Goals
SC	Scheduled Caste
ST	Scheduled Tribe
UC	Utilization Certificate

ABOUT THIS REPORT

This report presents the independent impact assessment of the CSR project undertaken by Indian Railway Finance Corporation (IRFC) in partnership with Construction Industry Development Council (CIDC) for the "Employment Oriented Training and Skill Development Programme for 1000 Unemployed youth / SC / ST / OBC / Women & EWS of Society" implemented during June 2023-June 2024.

The assessed project involved skill development program aimed at training 1000 unemployed youth from marginalized communities across multiple trades. The program was implemented across 8 CIDC training centers, spanning from June 2023 to December 2023.

Site Assessment Conducted by
Ms. Jyoti Pakhale
Mr. Vishal
Report Prepared by
Ms. Nisha Gupta
Mr. Mohit Kumar
Mr. Warish Hussain

The report is organized to provide a comprehensive evaluation covering project background, implementation analysis, beneficiary impact assessment, utilization review, sustainability evaluation, and actionable recommendations for future CSR interventions in skill development.

All findings presented maintain complete objectivity and are supported by data sources, stakeholder feedback, and documented evidence, ensuring accuracy and reliability of the impact assessment conclusions.

PHDCCI
PHD House, 4/2 Siri Institutional Area
August Kranti Marg, New Delhi - 110016
www.phdcci.in



EXECUTIVE SUMMARY

This report presents the Impact Assessment of the CSR Project undertaken by Indian Railway Finance Corporation (IRFC) for Construction Industry Development Council (CIDC) - Employment Oriented Training and Skill Development Programme for 1000 Unemployed youth/SC/ST/OBC/Women & EWS of Society at various CIDC training centers across India for project duration spanning June 2023-24.

PHDCCI Report Number: 2025-26/PHDCCI/CSR/CIDC-007

Date of Project Assessment: Site visit conducted on 26th August 2025 (CIDC Head Office, Nehru Place, New Delhi), 28th August 2025 (CIDC Training Center Dhaulana) and on-desk assessment of all candidates 22nd August- 13th September 2025

Date of the Report: 13th September 2025

A.1 PROJECT BACKGROUND

FUNDED BY
IRFC

IMPLEMENTATION PARTNER
Construction Industry Development Council (CIDC)

PROJECT DURATION
June 2023-24

IRFC CONTRIBUTION
INR 6,85,74,000/-

PARAMETER	DETAILS
Project Category	Vocational Skill Development - Employment Generation Programme
Target Beneficiaries	1000 Unemployed youth from SC/ST/OBC/Women & EWS categories
Actual Candidates Trained	1,002 candidates
Training Centers	8 CIDC centers across Uttar Pradesh, Jharkhand and Haryana
Training Duration	3 months (76 training days) per batch
Training Methodology	80% Practical, 20% Theoretical instruction
Trades Covered	General Work Supervisor, Electrician, Office Assistant, Land Surveyor, Lab Technician, Plumber
CSR Agreement Date	2nd June 2023
Program Completion (Training)	14th December 2023
Overall Placement Rate	73.48% Approx. (as per sample impact assessment)

A.2 KEY ACHIEVEMENTS

- Trained 1,002 candidates against target of 1,000, achieving target completion
- Established comprehensive residential training infrastructure including accommodation, meals, safety equipment, and training materials across 8 strategically located CIDC centers
- Maintained program completion rate of 95.6% with 46 dropouts from 1,048 enrolled candidates
- Implemented industry-aligned curriculum with 80% practical training ensuring job-readiness
- Approx. 73.48% (as per sample impact assessment) overall placement rate, exceeding the minimum 70% target commitment
- Generated employment opportunities with starting salary ranges from INR 10000-19000 monthly
- Facilitated placements across construction, infrastructure, and allied sectors through network of 400+ partner companies
- Reached target demographics with 65.4% OBC, 15.6% SC, 7.5% EWS, 9.6% General, and 1.2% ST representation
- Covered beneficiaries from 12 states (U.P., Bihar, Maharashtra, Jharkhand, Rajasthan, M.P., Uttarakhand, Chandigarh, W.B., Delhi, Assam, Haryana) with focus on rural and marginalized communities (80.9% rural participation)

Impact assessment also identified areas requiring attention for enhanced program effectiveness. Key challenges include –

- High beneficiary unreachability rates (48% of sample assessed) and variable placement success across centers (25%-84%) affecting post-training follow-up and long-term impact monitoring
- Work condition challenges leading to job discontinuation including 12+ hour shifts, distance from home, and inadequate workplace facilities
- Limited female participation (7.4%) indicating need for targeted gender inclusion strategies

A.3 IMPACT HIGHLIGHTS & INSIGHTS

PROGRAM EFFECTIVENESS INSIGHTS

EMPLOYMENT & LIVELIHOOD BENEFITS	BENEFICIARY REACH	OPERATIONAL EXCELLENCE
• Enhanced employability through industry-relevant skill training • Real world experience gained through practical sessions of 80%	• 1,002 total candidates successfully trained (from 1048 candidates enrolled) from June 2023 to December 2023 • SC/ST/OBC/Women & EWS as primary beneficiary categories	• Program completion rate 95.6% (1002/1048 candidates) • Enhanced technical capabilities for construction industry employment

SOCIAL & ECONOMIC INSIGHTS

Primarily youth aged 18-35 years from marginalized communities receiving specialized vocational training

Geographic coverage of candidates spanning 12 states with concentration in Uttar Pradesh (Approx. 40.4% of beneficiaries)

Employment generation with competitive salary structure making livelihoods sustainable compared to previous unemployment status

Average monthly income range INR 10,000-19,000 varying by trade specialization and geographic location

A.4 ALIGNMENT WITH SDG GOALS



A.5 KEY RECOMMENDATIONS

- Expand training to additional zones through comprehensive needs assessment and critical skill gap identification
- Develop specialized modules for emerging construction technologies and green building practices
- Establish placement quality monitoring teams to ensure acceptable workplace conditions
- Implement targeted female outreach strategies and gender-friendly training environments
- Expand geographic coverage to underrepresented states for equitable program distribution
- Create partnerships with local organizations for improved beneficiary identification in remote areas
- Establish funds for equipment maintenance and technology upgrades
- Develop digital monitoring platforms for real-time tracking of training progress and career progression

Note: Assessment conducted through comprehensive field verification, stakeholder interviews with 445 beneficiaries (42.5% sample coverage), successfully contacted: 230 candidates (51.7% of sample) and detailed analysis of program implementation across 8 CIDC training centers. Stakeholder interactions: 478 individuals across trainees, trainers, officials, parents, and industry partners. The evaluation employed both quantitative performance metrics and qualitative stakeholder feedback to provide objective assessment of program effectiveness and areas for improvement.

KEY PROJECT ACCOMPLISHMENTS

Skill Development | Employment Generation |

Sustainable Operations| Measurable Social Impact



INTRODUCTION

Corporate Social Responsibility (CSR) has evolved from a voluntary philanthropic activity to a strategic imperative that drives sustainable business growth while addressing critical societal challenges. In India, the Companies Act, 2013 made CSR mandatory for eligible companies, requiring them to spend at least 2% of their average net profits of the preceding three years on CSR activities. This legislative framework has transformed the CSR landscape, making India one of the first countries to mandate corporate social spending through law.

The unemployment challenge in India, particularly among youth from marginalized communities, represents a significant socio-economic concern requiring targeted interventions. With limited access to quality skill development opportunities and industry-relevant training, these communities face substantial barriers to employment and economic empowerment. The construction sector, despite being one of India's largest employment generators, continues to face acute skilled manpower shortages, creating a significant opportunity for strategic skill development interventions.

Construction Industry Development Council (CIDC) plays a crucial role in India's skill development ecosystem, serving as a premier institution for construction sector training and capacity building. Their residential training programs, combining theoretical knowledge with extensive practical experience,

have established a proven track record in transforming unemployed youth into industry-ready skilled professionals across multiple construction trades.

B.1 THE EVOLUTION OF CSR REGULATIONS IN INDIA

The Companies (Corporate Social Responsibility Policy) Amendment Rules, 2022, further strengthened the CSR framework by introducing stringent impact assessment requirements. These amendments represent a significant step toward ensuring accountability and transparency in CSR implementation, mandating that companies with CSR budgets of INR 10 crore or more in any fiscal year, and all projects with outlays of INR 1 crore or more, must undertake comprehensive impact assessments by independent agencies.

Key Regulatory Requirements for CSR Impact Assessment:

- Companies with a CSR budget of INR 10 crore or more in any fiscal year and all projects with outlays of INR 1 crore or more must undertake an Impact Assessment by an independent agency.
- Impact Assessment must be conducted at least one year after programme implementation is complete.
- For multi-year programmes, Impact Assessment should be conducted after completion of the programme and a follow-up assessment after one year of programme completion.
- If programmes are renewed or scaled up after each financial year, separate Impact Assessments should be taken up every year.
- Impact assessment related expenditure may be booked as a CSR expense as long as it does not exceed 2% of the total CSR spending or INR 50 lakh, whichever is higher.
- The CSR impact assessment report will be annexed to the annual report on CSR.

B.2 ABOUT INDIAN RAILWAY FINANCE CORPORATION (IRFC)

Indian Railway Finance Corporation (IRFC) is a Navratna Public Sector Enterprise under administrative control of the Ministry of Railways, Government of India. The company was set up in December 1986 for mobilizing funds from domestic and overseas markets to meet the pre-dominant portion of Extra Budgetary Resources requirement of Indian Railways.

Since inception, IRFC has funded acquisition of 13,764 locomotives, 76,735 passenger coaches and 2,65,815 freight wagons. The focused approach to supporting the expansion and modernisation of Indian Railways keeps perfectly poised to make Indian Railways future-ready. The company has played a critical role in augmenting the annual plan outlay of Indian Railways by way of mobilizing funds from all across the financial spectrum forming part of EBR funding.

B.3 IRFC COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY

As part of its Corporate Social Responsibility and Sustainability Policy, IRFC strives to remain a responsible corporate entity aware of its responsibilities to all stakeholders. The corporation supports Sustainable Development programmes of the Government to save the mother earth and for healthy living of future generations of mankind. It contributes towards inclusive growth and equitable development in the society, through empowerment of the marginalized underprivileged sections.

IRFC's CSR Policy and its Initiatives:

As a responsible corporate citizen, IRFC has been committed to make Corporate Social Responsibility an important element of the working of the Company thereby addressing environmental, social and economic concerns of the society.

IRFC envisions supporting the cleanliness initiatives of the Government and promoting Sustainable Development, renewable energy, capacity building in collaboration with the Government and/or with other Public Sector Undertakings and/or with Government agencies, in a scalable manner and thereby set a foundation for a clean, green, educated and capable & bright India. IRFC's CSR policy has been framed in accordance with the Companies Act, 2013, CSR Rules, and Guidelines issued by Department of Public Enterprises (DPE). The policy encompasses activities listed in Schedule VII of the Companies Act, focusing on:



Healthcare and Sanitation:
Promoting healthcare access, safe drinking water, provision of toilets especially for girls, health and sanitation



Education and Capacity Building:
Enhancing educational opportunities and employment-enhancing vocational skills



Environmental Sustainability:
Contributing to Swachh Bharat Abhiyaan and Clean Ganga Fund, ecological balance, conservation, and environmental protection



Support to Marginalized Communities:
Addressing basic needs of deprived, underprivileged, neglected and weaker sections including SC, ST, OBCs, minorities, BPL families, old and aged, women/girl child, physically challenged persons



Infrastructure Development for Railway Ecosystem:
Projects peripheral to the activities of Indian Railways

B.4 IRFC'S CSR PROJECT IMPACT ASSESSMENT REPORT

Impact assessment is an important tool for accessing the consequences of possible and actual programs and presents relevant evidence on the positive and negative effects of CSR intervention. The evaluation of CSR initiatives enables organizations to embrace and catalyze organizational change, leading to significant performance improvement by incorporating best practices, emphasizing stakeholder focus, and leveraging external, value-added perspectives.

The impact assessment of CSR project funded by IRFC aims to comprehensively evaluate the effectiveness and long-term sustainability of their employment-oriented skill development initiatives and provide insights into their impact on training institutions, beneficiaries, and communities they serve. This study assesses various aspects, including project scope, objectives, training performance, beneficiary outcomes, employment generation, skill enhancement, and livelihood improvement.

CSR PROJECT - EMPLOYMENT ORIENTED TRAINING AND SKILL DEVELOPMENT PROGRAMME, CONSTRUCTION INDUSTRY DEVELOPMENT COUNCIL (CIDC)

IRFC partnered with Construction Industry Development Council (CIDC), a premier skill development institution for the construction sector. This partnership exemplifies effective public-private collaboration in addressing unemployment challenges and skill gaps within India's construction industry ecosystem.

The Employment Oriented Training and Skill Development Programme represents IRFC's strategic investment in human capital development, addressing critical unemployment challenges among marginalized communities including SC/ST/OBC/Women & EWS categories. This initiative demonstrates the corporation's commitment to meaningful CSR intervention that creates lasting impact while supporting India's skill development and employment generation objectives.

The project emerged from a comprehensive needs assessment that identified the requirement for industry-relevant skill development opportunities for unemployed youth from underserved communities, implemented across 8 CIDC training centers spanning multiple states to maximize geographic reach and impact.



SCOPE OF WORK

The main objective of the study is to evaluate the CSR Activity of Indian Railway Finance Corporation (IRFC), specifically focusing on the Employment Oriented Training and Skill Development Programme targeting 1000 unemployed youth from marginalized communities including SC/ST/OBC/Women & Economically Weaker Sections (EWS) of society. The study aims to evaluate the impact of the project on the beneficiaries and communities it serves.

Scope of work of the study includes the following:

- To study consistency of the project implementation
- To study the direct/ indirect impact of the project- achievement of the objective for which the project was sanctioned
- To study the financial outgo of the project
- Verification of relevant documents of the CSR project
- Understand Cost Effectiveness of the Project
- Analyse the feedback of the Target Beneficiaries
- Assess the Impact of the Project on the target beneficiaries and communities



METHODOLOGY OF THE STUDY

The following step by step methodology and approach were adopted while conducting Impact study of CSR Project undertaken by IRFC for the Employment Oriented Training and Skill Development Programme for 1000 unemployed youth from SC/ST/OBC/Women & EWS categories through Construction Industry Development Council (CIDC) as implementing partner.

The PHDCCI team visited the CIDC Head Office, Nehru Place, New Delhi on 26th August, 2025 and CIDC Training Center Dhaulana on 28th August, 2025, conducting comprehensive field assessment at the project sites and facilities

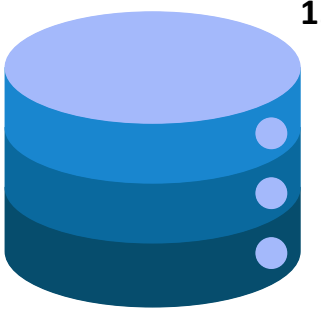
C.1 APPROACH FOR IMPACT ASSESSMENT

The Impact Assessment of the IRFC CSR project was conducted through a systematic approach designed to evaluate the effectiveness, operational performance, and livelihood impact of the employment-oriented skill development program. The assessment employed a mixed-method approach combining quantitative performance metrics with qualitative stakeholder feedback to provide a comprehensive understanding of the project's outcomes.

The methodology included primary data collection through beneficiary interviews and structured feedback sessions, secondary data analysis of training records, placement data, and completion certificates, and on-site facility verification to assess the program's contribution to enhanced employability, skill development, sustainable income generation and sustainable livelihood creation.

C.2 METHODOLOGY FOR IMPACT ASSESSMENT OF CSR PROJECT

The broad methodology adopted for the Impact Assessment of CSR Project, followed with IRECS Framework (Inclusiveness, Relevance, Expectation, Convergence, Service Delivery), is furnished below:



1. PRELIMINARY DATA/INFORMATION COLLECTION:

- Collection of preliminary data/information pertaining to CSR Project from CIDC and IRFC
- Evaluation of available documentation to gain understanding of the project's background, implementation strategy, and technical specifications
- Review of CSR MOU dated 2nd June, 2023 and other project documents including utilization certificates and completion reports

2. PHYSICAL VERIFICATION & STAKEHOLDER ENGAGEMENT:



- Conducted physical verification of training facilities, infrastructure, and operational status at CIDC centers
- Reviewing all relevant documentation related to the project implementation
- Engaging in interviews and discussions with key stakeholders including IRFC CSR team, CIDC management, training coordinators, and placement officers
- Understanding the beneficiary demographics and training outcomes across different trades



3. TRAINING PROGRAM PERFORMANCE ASSESSMENT:

- Assessment of training facility conditions, curriculum quality, and delivery methodology
- Evaluated operational efficiency through training completion statistics, dropout rates, and beneficiary satisfaction levels
- Assessed employment outcomes and placement success rates using tracking data across different trades and training centers

4. IMPACT ASSESSMENT:



- Conducted feedback sessions on a sample basis to program beneficiaries through semi-structured questionnaires covering employment status, income improvement, skill utilization, and overall program satisfaction
- Identified and assessed impact of comprehensive skill development training on employment generation, income enhancement, and livelihood sustainability
- Evaluated short-term and long-term benefits generated by the program including career progression, entrepreneurship development, and social empowerment



5. REPORT PREPARATION AND SUBMISSION:

- Prepared comprehensive Impact Assessment report, capturing all findings, insights, stakeholder feedback, and evidence-based recommendations
- Submitted the report to IRFC, highlighting the project's achievements in employment generation, skill development effectiveness, operational challenges encountered, and strategic recommendations for enhancing future skill development CSR initiatives



ASSESSMENT OF CSR PROJECT

D.1 CSR PROJECT OVERVIEW

The project received an approved fund allocation from Indian Railway Finance Corporation (IRFC). The sanctioned amount was utilized for implementing the Employment Oriented Training and Skill Development Programme for 1000 unemployed youth from SC/ST/OBC/Women & EWS categories through Construction Industry Development Council (CIDC).

IRFC provided comprehensive funding for the residential skill development program aimed at enhancing employability and creating sustainable livelihood opportunities for marginalized communities. The project encompassed comprehensive training across multiple trades including procurement of training materials, residential facility management, expert instruction, placement assistance, and post-training support. CIDC undertook extensive coordination and implementation efforts to ensure systematic delivery of quality skill development training across 8 training centers.

The project began with detailed planning and beneficiary selection, followed by batch-wise training implementation spanning from June 2023 to December 2023. The comprehensive program was completed in December 2023 with placement assistance continuing through 2024.

D.2 OBJECTIVE AND EXPECTED OUTCOME OF THE PROJECT

The objective of CSR Project undertaken by IRFC through Construction Industry Development Council (CIDC):

- To provide comprehensive residential skill development training to 1000 unemployed youth from SC/ST/OBC/Women & EWS categories
- To enhance employability through industry-relevant training in high-demand construction trades
- To create sustainable livelihood opportunities and improve income levels for marginalized communities
- To address skill gaps in the construction sector while empowering disadvantaged youth

EXPECTED OUTCOMES: The project aimed to achieve at least 70% placement rate among trained candidates, significant income improvement for beneficiaries, enhanced technical competency in chosen trades, and strengthened confidence levels enabling long-term career development and social empowerment.

D.3 ACTIVITIES AND IMPLEMENTATION

Following steps for implementation of Project:

D.3.1. PROJECT PLANNING AND INFRASTRUCTURE DEVELOPMENT:

The project involved comprehensive outreach and selection process targeting unemployed youth from marginalized communities. Selection criteria included educational qualification, age bracket, family economic background, and willingness to relocate for employment opportunities.

Component	Details
Target Beneficiaries	1000 unemployed youth from PAN India
Training Duration	3 months residential program (76 training days) (8 hours of structured learning)
Educational Qualification	Group A-At least Higher Secondary Group B - At Least Graduate
Age bracket	18 years minimum / 35 years maximum
Medium of Instruction	Hindi / English/ Local Language

<table>
<tr><th>Component</th><th>Details</th></tr>
<tr><td>Training Trades</td><td>First Batch (3rd June 2023 to 2nd September 2023)
<table>
<tr><td>General Work Supervisor (G.W.S.)</td><td rowspan="3">GROUP-A</td></tr>
<tr><td>Electrical Wiremen</td></tr>
<tr><td>Land Surveyor</td></tr>
<tr><td>Lab Technician</td><td rowspan="2">GROUP-B</td></tr>
<tr><td>Office Assistant</td></tr>
</table>
Second Batch (15th September 2023 to 14th December 2023)
<table>
<tr><td>General Work Supervisor (G.W.S.)</td><td rowspan="3">GROUP-A</td></tr>
<tr><td>Electrical Wiremen</td></tr>
<tr><td>Land Surveyor</td></tr>
<tr><td>Lab Technician</td><td rowspan="2">GROUP-B</td></tr>
<tr><td>Office Assistant</td></tr>
</table></td></tr>
<tr><td>Training Centers</td><td>8 locations across 5 states-
CIDC Vishwakarma Pratham- Plot No -18, Sector 20A, Behind Parsvanatha Mall Faridabad, Haryana
CIDC Vishwakarma Dwitiya- Ramshapur, Post – Chandoki, Tehsil- Gauri Ganj, District- Sultanpur, Uttar Pradesh
CIDC Vishwakarma Tritiya – Basatpur Link Road, Dhaulana, Dist- Hapur, Uttar Pradesh
CIDC- Gorakhpur- Purvanchal Academy Manas Vihar Colony, Sangam Chauraha, Laxmipur Padari Bazar, Gorakhpur Uttar Pradesh
CIDC- Bokaro – Plot No-80, Lohanchal Colony, Sector-12, Bokaro Steel City, District Bokaro- Jharkhand
CIDC- Sitapur- Village -Kanmau, Post- Sitara Soi, District -Sitapur Uttar Pradesh
CIDC- Ranchi- R.K Palace, Lake Road, Near Devi Mandap Temple, District – Ranchi, Jharkhand
CIDC- Dalton Ganj- Janakpuri, Palamu, NH-75, Medini Nagar Road, Daltonganj Jharkhand
</td></tr>
<tr><td>Training Methodology</td><td>20% Theory, 80% Practical hands-on training</td></tr>
</table>





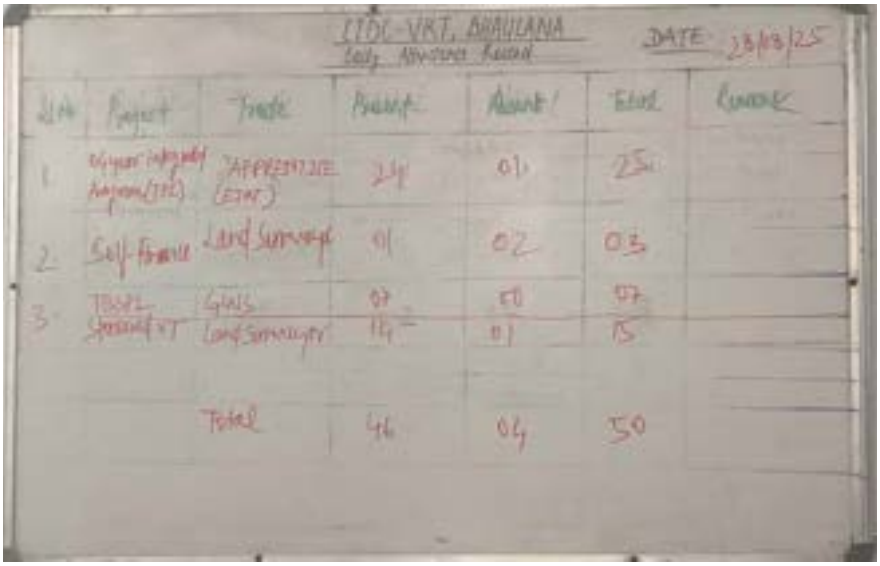
D.3.2. TRAINING IMPLEMENTATION AND FACILITY MANAGEMENT:

- **Residential Facilities:** Boarding and lodging arrangements with amenities









- **Training Infrastructure:** Well-equipped laboratories, workshops, and practical training areas

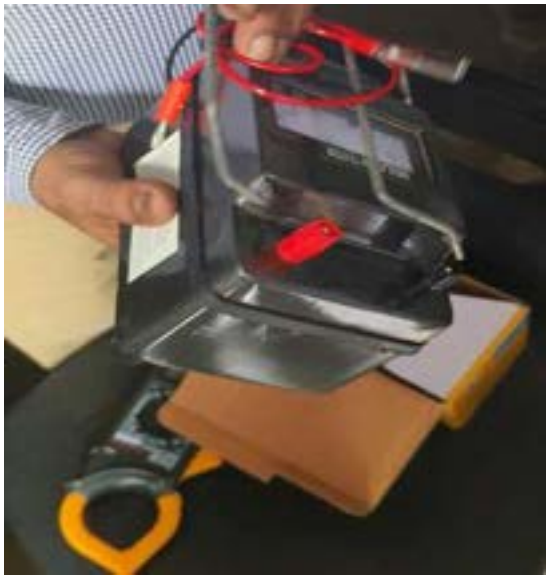












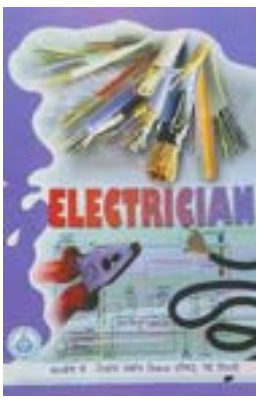
- **Expert Faculty:** Qualified instructors with industry experience across all trades



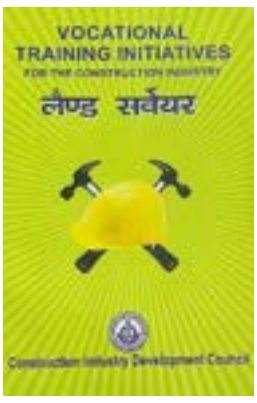
- **Training Materials:** Complete study kits including books, safety equipment, and practical tools



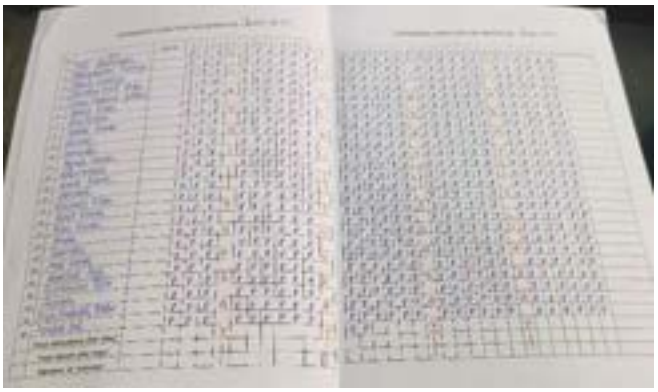


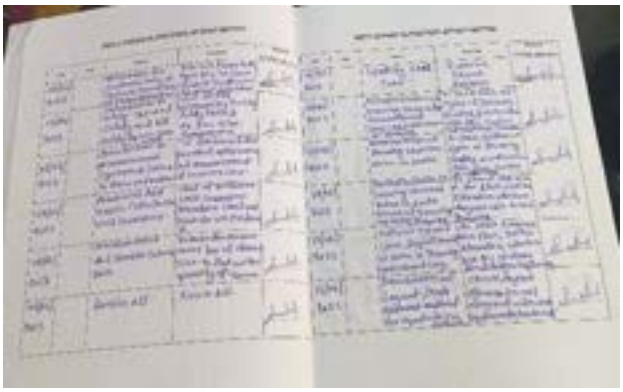






- **Assessment System:** Weekly, monthly, and final evaluations to track progress

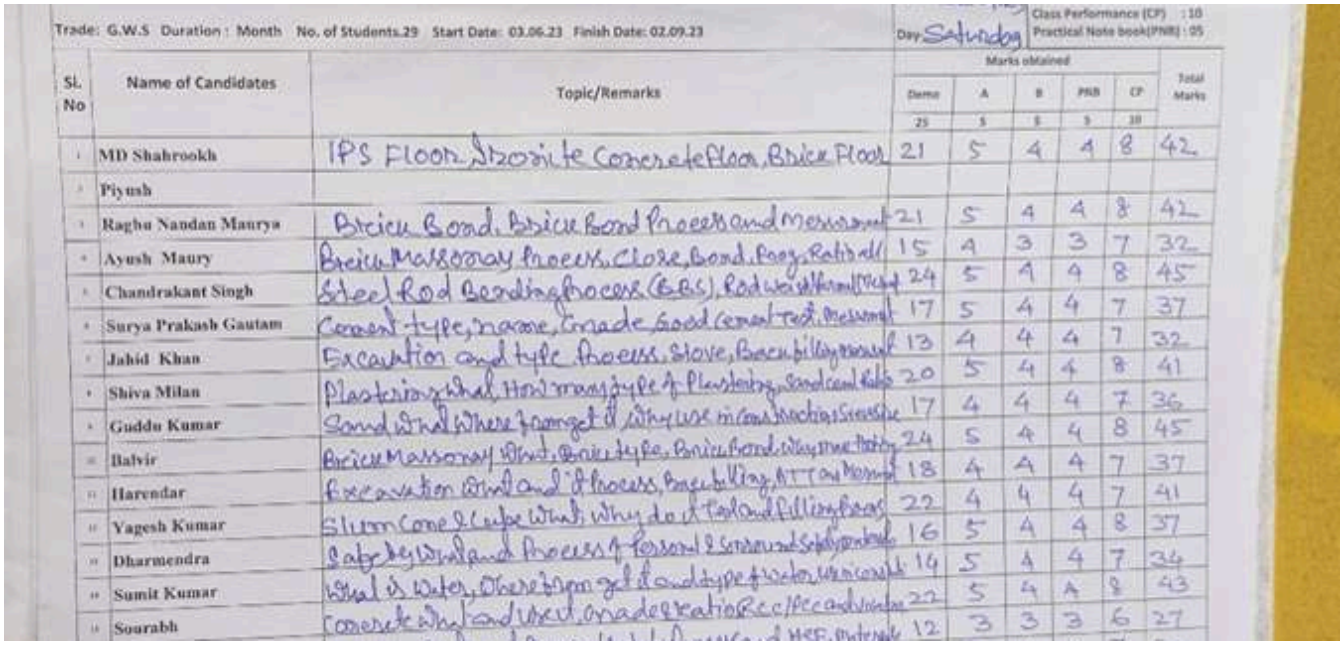












D.3.3. PLACEMENT ASSISTANCE AND POST-TRAINING SUPPORT:

- **Industry Partnerships:** Collaboration with 400+ companies for placement opportunities
- **Job Matching:** Systematic matching of candidate skills with industry requirements
- **Placement Facilitation:** Placement cell arranges interviews and interactions with prospective employers for all interested candidates. The Onus of taking up jobs with the construction companies remains totally with the selected candidates. A candidate refusing employment will at best be offered only two placement interviews.
- **Follow-up Support:** Tracking of placed candidates and career progression monitoring

D.4 COMPOSITION OF BENEFICIARIES

The training program reached diverse beneficiary groups across multiple states, demonstrating inclusive outreach and effective targeting of marginalized communities.

D.4.1. BENEFICIARY DEMOGRAPHICS:

S.No.	CIDC Centre	Number of Beneficiaries	Geographic Coverage - Primary States (Rural vs. Urban)	Education Background Candidates
1	CIDC-Faridabad	First Batch- 24 Second Batch- 0	Uttar Pradesh, Haryana, Jharkhand, Delhi, Assam (Approx. Rural Students: 17 students (70.8%) and Urban Students: 7 students (29.2%))	12th, B.A. B.Com
2	CIDC-Ramshahpur	First Batch- 60 Second Batch- 75	Uttar Pradesh (Approx. Rural Students: 134 students (99.3%) and Urban Students: 1 students (0.7%))	10th, 12th, B.A. B.Com, B.Sc

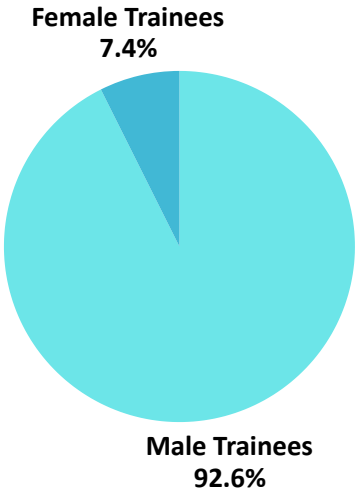
S.No.	CIDC Centre	Number of Beneficiaries	Places for Students Reached	Education Background Candidates
3	CIDC- Dhaulana	First Batch- 103 Second Batch- 76	Uttar Pradesh, Bihar, Rajasthan, Jharkhand, Madhya Pradesh, Maharashtra, Chandigarh, Uttarakhand (Approx. Rural Students: 154 students (86%) and Urban Students: 25 students (14%))	12th, B.A. B.Com, B.Sc, BBA, Graduate, Post Graduate
4	CIDC Gorakhpur	First Batch- 167 Second Batch- 248	Uttar Pradesh, Bihar, Jharkhand, Maharashtra (Approx. Rural Students: 382 students (92%) and Urban Students: 33 students (8%))	12th, Graduate, Post Graduate
5	CIDC- Bokaro	First Batch- 59 Second Batch- 0	Jharkhand, Madhya Pradesh, Bihar, Uttar Pradesh, West Bengal, Rajasthan (Approx. Rural Students: 44 students (74.6%) and Urban Students: 15 students (25.4%))	10th, 11th, 12th ITI, B.A., B.Sc, Graduate, ITI
6	CIDC- Sitapur	First Batch- 68 Second Batch- 59	Uttar Pradesh (Approx. Rural Students: 117 students (92.1%) and Urban Students: 10 students (7.9%))	10th, 12th ITI, B.A., B.Sc, Graduate, M.A. M.Com

S.No.	CIDC Centre	Number of Beneficiaries	Places for Students Reached	Education Background Candidates
7	CIDC- Ranchi	First Batch- 25 Second Batch- 0	Bihar, Uttar Pradesh, Jharkhand (Approx. Rural Students: 25 students (100%) and Urban Students: 0 students (0%))	10th, 12th ITI
8	CIDC- Daltonganj	First Batch- 25 Second Batch- 59	Jharkhand, Uttar Pradesh, Bihar (Approx. Rural Students: 85 students (81.7%) and Urban Students: 19 students (18.3%))	10th, 12th, Diploma
Total Beneficiaries		**1048 Candidates Enrolled**		
Drop-Out (as per CIDC)		**46 Candidates**		
Total Candidates Completed Training (after Drop-Out)		**1002 Candidates**		

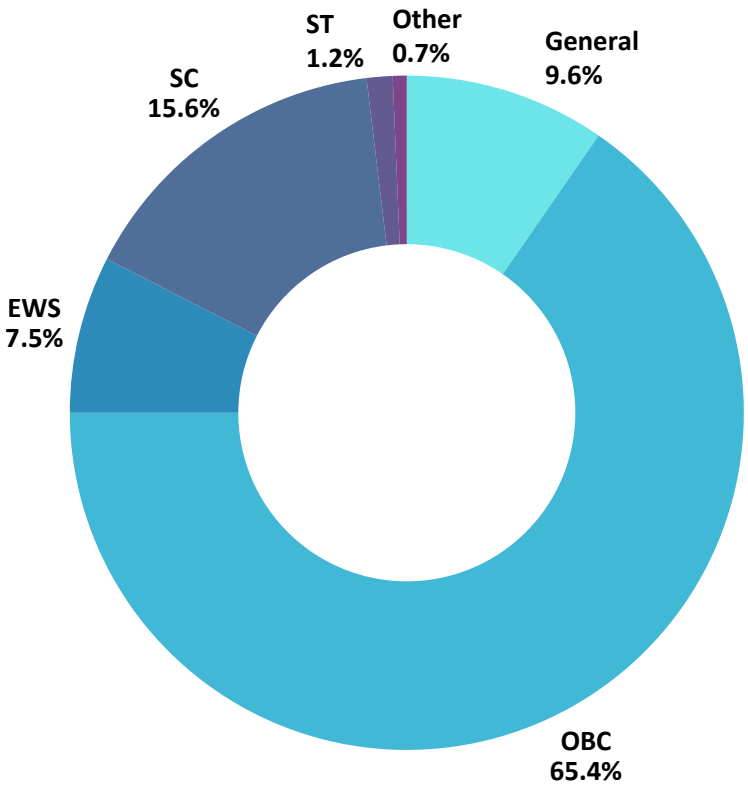
D.4.2. GENDER DISTRIBUTION:



Gender	Trainee Count after Drop-out (as per CIDC)
Male Trainee	928
Female Trainee	74
TOTAL	**1002**



D.4.3. CATEGORY-WISE BENEFICIARIES DISTRIBUTION:



General (101 Beneficiaries)

OBC (685 Beneficiaries)

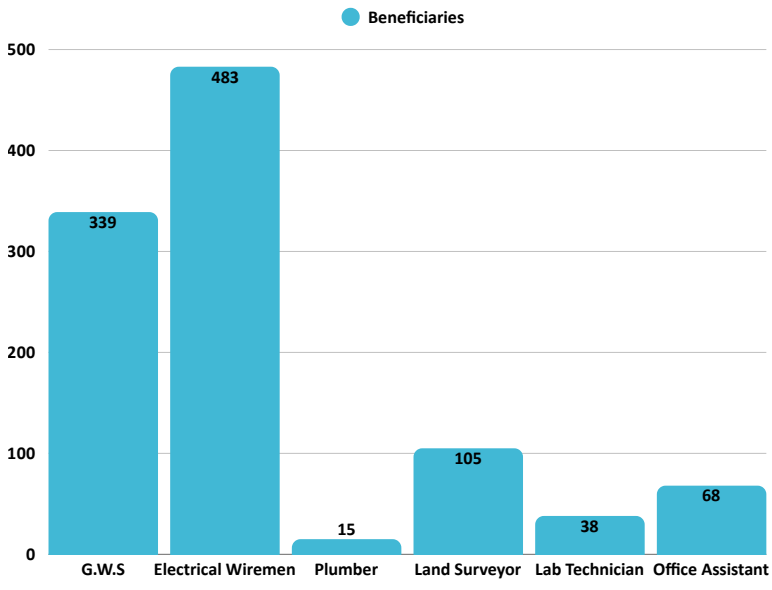
EWS (79 Beneficiaries)

SC (163 Beneficiaries)

ST (13 Beneficiaries)

Other (7 Beneficiaries)

D.4.4. TRADE-WISE DISTRIBUTION:



Trade	Beneficiaries	Percentage
G.W.S	339	32%
Electrical Wiremen	483	46%
Plumber	15	1%
Land Surveyor	105	10%
Lab Technician	38	4%
Office Assistant	68	6%
Total	**1048**	**100%**

D.5 BENEFICIARIES INTERACTION

PHDCCI team visited CIDC Head Office, Nehru Place, New Delhi on 26th August, 2025 and CIDC-Dhaulana Training Center on 28th August, 2025, conducting comprehensive field assessment at the project sites and facilities.

Additionally, PHDCCI team conducted structured feedback sessions at the facility with current students and staff, and comprehensive feedback collection from alumni of both training batches - First Batch (3rd June 2023 to 2nd September 2023) and Second Batch (15th September 2023 to 14th December 2023).

The assessment employed stratified sampling methodology across both completed batches to ensure representation across different training centers and trades

Photographs During Site Assessment






PROGRAMME FOR UNEMPLOYED YOUTH
INDIAN RAILWAY FINANCE CORPORATION
Future on Track
Sponsored by:
INDIAN RAILWAY FINANCE CORPORATION
(A Government of India Enterprise)
(UNDER CSR INITIATIVE)
Under Auspicious Of :
Organized By:
N·S·D·C
National
Skill Development
Corporation
Transforming the skill landscape



















D.5.1. STAKEHOLDER CATEGORIES ENGAGED:

STAKEHOLDER TYPE	SAMPLE ASSESSMENT OF BENEFICIARIES	PERCENTAGE OF TOTAL SAMPLE
TRAINEE (PROGRAM GRADUATES)	445	93.10%
TRAINEE (OTHER PROGRAMS)	10	2.09%
TRAINER	8	1.67%
OTHER CIDC STAFF (ADMIN/STORE/CENTRE INCHARGE)	8	1.67%
INDUSTRY PARTNERS	2	0.42%
PARENTS/FAMILY MEMBERS	5	1.05%
TOTAL	**478**	**100%**

D.5.2. PROGRAM TRAINEE INTERACTION:

PHDCCI team conducted structured interviews and surveys with beneficiaries across 8 CIDC centers to assess program impact and satisfaction levels. The comprehensive interaction methodology covered multiple stakeholder categories with varying sample sizes across different locations.

Batch 1 (June-September 2023):

- 224 candidates contacted out of 531 total (42.18% sample)

Batch 2 (September-December 2023):

- 221 candidates contacted out of 517 total (42.75% sample)

Total Sample: 445 out of 1048 trained candidates (42.5% overall sample from Program Trainee)

D.5.3. CENTER-WISE ASSESSMENT RESULTS (PROGRAM TRAINEE):

CIDC Center	Total Beneficiaries	Sample Assessed of Beneficaries (Program Trainee)	Sample Coverage (%)	Sucessfully Connected	Candidate Drop-Out from Training (From Sample)	Not Reachable/ Wrong Number
CIDC-Faridabad	24	12	50%	4	0	8
CIDC-Ramshahpur	135	67	50%	33	2	34
CIDC-Dhaulana	179	60	34%	45	1	15
CIDC-Gorakhpur	415	146	35%	96	9	50
CIDC-Bokaro	59	19	32%	9	0	10
CIDC-Sitapur	127	91	72%	22	1	69
CIDC- Ranchi	25	13	52%	4	0	9
CIDC-Daltonganj	84	37	44%	17	5	20
TOTAL	**1048**	**445**	**42%**	**230**	**18**	**215**

D.5.4. SITE-WISE PLACEMENT SUCCESS ANALYSIS:

CIDC Center	Candidates Interviewed/Placed through CIDC (From Sample Assessed)	Placement Rate	Average Salary Range (INR)
CIDC- Faridabad	2/4 sucessfully connected	50.00%	12,000 - 17,000
CIDC- Ramshahpur	26/33 sucessfully connected	78.79%	12,000 - 26,500
CIDC- Dhaulana	38/45 sucessfully connected	84.44%	10,000 - 28,000
CIDC- Gorakhpur	77/96 sucessfully connected	80.21%	12,000 - 21,500
CIDC- Bokaro	5/9 sucessfully connected	55.56%	12,000 - 20,000
CIDC- Sitapur	15/22 sucessfully connected	68.18%	12,000 - 19,000
CIDC- Ranchi	1/4 sucessfully connected	25.00%	15,000
CIDC- Daltonganj	5/17 sucessfully connected	29.41%	14,000 - 17,000
TOTAL	**169/230 sucessfully connected**	**73.48%**	

D.5.5. ANALYSIS AND OBSERVATION:

The assessment reveals demographic concentration with Uttar Pradesh contributing 65.6% of beneficiaries, indicating strong regional program penetration while highlighting opportunities for broader geographic expansion.

Gender-specific assessment reveals: out of 445 total sample candidates, 11 female candidates (2.5%) were included for assessment.

Among 11 female respondents, 6 candidates (54.5%) were successfully connected, of which 2 candidates (33.3%) dropped out during training, 1 candidate (16.7%) secured CIDC placement, while 3 candidates (50%) were not offered any job placement.

The male participation (92.6%) and rural background (91.4%) of beneficiaries aligns with program's target demographic but presents scope for enhanced female outreach initiatives.

Center-wise performance variations, ranging from 25% to 84.44% placement success rates, reflect diverse local market conditions and industry partnerships, demonstrating the program's adaptability to regional employment landscapes while indicating potential for knowledge sharing between high-performing and developing centers.

Regarding job satisfaction and retention, out of 169 candidates placed through CIDC placement (from sample assessment), only 12 candidates (7.1%) across centers (7 from Ramshahpur (58.3% of retained candidates), 2 from Dhaulana (16.7%), 2 from Faridabad (16.7%), and 1 from Sitapur (8.3%)) remain with the same organization till assessment date, indicating satisfaction with their current employment but also highlighting the low overall job retention rate of placed candidates.

D.5.4. KEY CHALLENGES IDENTIFIED:

- High unreachability/wrong number rate (215 out of 445 contacts - 48%) across centers, specially Sitapur Centre second batch high non-response rates
- High job discontinuation rates due to excessive work hours (12+ hour shifts reported)
- Work pressure and standing job requirements causing early job abandonment
- Distance from home locations leading to employment discontinuation for family reasons
- Poor accommodation and stay arrangements at placement locations affecting job retention
- Salary stagnation in entry-level positions (Min. INR 10000- 12000) with limited growth prospects
- Candidates leaving CIDC-provided placements within 2-8 days due to unsuitable work environments and stay arrangements, indicating gap between placement quality and market expectations
- Payment delays and unclear salary structures in some placement companies
- Limited choice in job locations leading to acceptance of unsuitable positions
- Candidates choosing not to join offered placements due to pursuit of further studies or starting own businesses
- Limited post-placement support and follow-up mechanisms
- Minimal female participation (7.4%) across all training centers, with high dropout rates among enrolled female candidates

D.6 BENEFICIARIES FEEDBACK (CASE STUDIES)

Female candidate (Other) from CIDC-Faridabad,
Office Assistant Trade

I am Nibras Anis. The training provided by CIDC was good. The residential training was safe and supportive for female candidates. After completing my training at CIDC, I searched for jobs independently and secured a position at TCS. The office assistant training provided fundamental computer and administrative skills needed for the corporate environment. CIDC training gave me the confidence to apply for jobs at reputed companies. The training environment was encouraging for women.

Male candidate (OBC) from CIDC-Ramshahpur,
General Work Supervisor Trade

I am Suraj Prajapati. The CIDC training was excellent, and the accommodation and food were also good. I completed a 3-month training program from June to September 2023. Through CIDC's placement assistance, I secured a job with Apco Infratech at a salary of INR 15,000 as a Surveyor. I am currently still working with the same organization and have received salary increments. The work environment is positive, and accommodation is also provided by the company.

Male candidate (SC) from CIDC-Sitapur,
Electrician Trade

I am Shubham Kumar, and my hometown is Mangraura, Sitapur. I received training from CIDC-Sitapur center from June to September 2023. The training quality was good - the first half focused on theoretical knowledge and the second half on practical application. Through placement assistance, I secured a position at DBJ Haryana. However, I left the job after 8 days due to excessive workload and having to stand for 12 hours daily. The salary offered was ₹19,000. After leaving that position, I am currently seeking new employment opportunities.

Male candidate (OBC) from CIDC-Ranchi,
Electrical Wiremen Trade

I am Manish Kumar Sahani. Training quality was good but placement salary offered was only ₹10,000 which was insufficient. Had to decline CIDC placement and currently still search for better opportunities.

Female candidate (SC) from CIDC-Gorakhpur,
General Work Supervisor Trade

I am Maya, residing in Basdiliya, Siddharthnagar. I received training from CIDC-Gorakhpur center. The accommodation, food, and training were good, and they also conducted practical sessions. Through placement assistance, I was offered a job at Minda Haryana and joined the company. However, I had to leave the position due to health issues.

Male candidate (OBC) from CIDC-Daltonganj,
General Work Supervisor Trade

I am Pikesh Kumar Singh. I completed a 3-month training program from Sept.-Dec. 2023 at CIDC-Daltonganj center. I stayed at the center for the complete 3 months, and the food and accommodation were good. Through CIDC placement, I secured a job in Bangalore as a Supervisor with a salary of ₹17,000 and after deductions for PF they mentioned receiving ₹15,000. However, I worked there for only 3-4 days and left because the job profile was not suitable. I am currently working as a Supervisor in Kolkata, earning ₹16,000.

Male candidate (EWS) from CIDC-Dhaulana,
Lab technician Trade

I am Sachin Singh, and my hometown is Ambedkar Nagar. I completed a 3-month training program from September to December 2023 at CIDC-Dhaulana center. The training was good - they provided both theoretical and practical sessions, with the second half consisting of complete practical training. Through CIDC placement, I secured a job in Rewari, Ahmedabad at ₹18,000 and am still working there. However, I am switching jobs in the next 2 days as I have received an offer from an MNC company in Bhavnagar for salary growth. I appreciated the training and found the instructors to be excellent, particularly Mr. Sachin and Mr. Gauri Shankar, who are knowledgeable and provided good guidance. I would recommend this training to others.

Trainer from CIDC-Sitapur,

For Supervisor

I am Mr. Deepak Sharma, serving as a Trainer at CIDC-Sitapur. I hold a Diploma and bring over 20 years of extensive field experience to my role as a Supervisor training instructor.
My training methodology combines theoretical knowledge with hands-on practical applications, ensuring students gain comprehensive understanding of surveying techniques, site supervision, quality control, and safety protocols. Having worked across various construction projects throughout my career, I am able to share real-world insights and industry best practices with our trainees.

Technical Trainer from CIDC-Gorakhpur

I am Rakesh Kumar, serving as a Technical Trainer at CIDC-Gorakhpur. At 40 years of age, I bring over 18 years of extensive industry experience combined with my MBA education. At CIDC-Gorakhpur, I specialize in training programs for Supervisors, Surveyors, and technical support roles. My training methodology emphasizes hands-on learning combined with theoretical foundations, ensuring students develop both technical competency and practical problem-solving skills.

Electrical from CIDC-Dhaulana

I am Anil Kr. Srivastava, with a B.Tech (Electrical) degree and experience since 1983. I have been with CIDC for 2.5 years, previously working in pharmaceuticals and Power Grid Corporation. I teach Basic Electrical concepts (Voltage, Current, Phase), electrical wiring, and Indian Electricity Rules. In practical sessions, I cover test equipment usage (test lamps, rubber mats, phase testing), panel inspection, motor operations, and electrical cabling. While Transmission and Distribution cannot be practically demonstrated due to safety constraints, I ensure students understand the basic theoretical principles.

Family Member (Husband) of Trainee (OBC)

Office AssistantTrade

I am the husband of Mrs. Manju Gaud, residing in Gorakhpur. She completed training at CIDC Gorakhpur center. The training was successfully completed, but no job was offered through the placement service. She is currently pursuing further studies in B.A.

D.7 SUMMARY OF BENEFICIARY SATISFACTION

S.No.	Parameter	Satisfaction Level	Sample Basis	Feedback Summary
1	Training Delivery Quality	High	427 out of 445 candidates (96%) found training satisfactory	Industry-aligned curriculum appreciated with practical focus. Experienced trainers and hands-on approach well-received. Only 18 candidates (4%) dropped out citing training irrelevance, teaching quality issues, or lack of placement prospects
2	Infrastructure & Facilities	High	444 out of 445 candidates (99.8%) rated positively	Almost all connected candidates mentioned stay and boarding facilities were good. Minor issues: 1 candidate from Sitapur reported problems during rainy season; 1 candidate from Bokaro suggested tighter security as some students left facility unauthorized
3	Placement Effectiveness	Medium	169 candidates placed through CIDC from sample	Initial placement assistance rated good, but follow-up support limited. Only 12 candidates (7.1%) remained with original CIDC placements till assessment date. Major attrition due to work pressure, 12+ hour standing jobs, long-distance postings, salary delays
4	Job Quality & Working Conditions	Low	Based on 157 candidates who left original placements/ offered placements	Work pressure, excessive working hours (12+ hours), standing job requirements, and poor working conditions identified as major concerns causing job discontinuation

S.No.	Parameter	Satisfaction Level	Sample Basis	Feedback Summary
5	Salary & Growth Prospects	Medium	169 placed candidates	Starting salaries range INR 10,000-19,000, meeting basic expectations but limited growth opportunities. Salary delays and unclear increment policies reported at several placement companies
6	Post-Training Support	Low	445 sample candidates	Inadequate long-term support for placed candidates. Limited career guidance, and insufficient monitoring of workplace conditions post-placement
7	Female-Friendly Environment	Medium	11 female candidates (2.5% of sample)	Out of 11, female respondents 6 Nos. successfully connected: 2 candidates (33.3%) dropped out during training, 1 candidate (16.7%) secured CIDC placement, 3 candidates (50%) not offered job placement. Gender-specific support mechanisms need strengthening
8	Salary Expectation vs Reality	Medium	169 placed candidates	Initial salary expectations generally met, but career growth and increment prospects below expectations. Candidates seeking better opportunities left within 6-12 months for higher-paying positions

Satisfaction Level Criteria:

- **High:** 80%+ positive response with minimal concerns
- **Medium:** 60-79% satisfaction with notable areas for improvement
- **Low:** Less than 60% satisfaction with significant systemic issues



ASSESSMENT OF IMPACT

The CSR project undertaken by Indian Railway Finance Corporation (IRFC) through Construction Industry Development Council (CIDC) has demonstrated impact on training delivery capabilities for skill development and employment generation among economically disadvantaged youth. The assessment study highlighted several impacts across multiple dimensions including skill enhancement, employment generation, income improvement, and capacity building among target beneficiaries.

E.1 PROJECT IMPACT OVERVIEW

Program Performance:

1002 Candidates
Total Candidates Trained

46 candidates (4.4%)
Drop-out Rate

74 candidates (7.4%)
Female Participation

12 candidates Approx. (7.1% of CIDC placements)
Job Retention Rate (Based on Sample Assessed)

73.84% Approx. (169/230 successfully connected)
Overall Placement Rate (Based on Sample Assessed)

8 centers, 7 states focus on rural/semi-urban areas
Geographic Coverage of Candidates

E.2 COMPREHENSIVE IMPACT ANALYSIS

Qualitative and Quantitative Impact Analysis:

QUANTITATIVE IMPACT		QUALITATIVE IMPACT
Target Achievement Rate: 1048 candidates enrolled against 1000 target	**GOAL** 1000 Target Beneficiaries	80:20 practical-theoretical methodology created industry-ready workforce with problem-solving capabilities
95.6% Training Completion Success Rate (1002/1048 candidates)		Rural Youth Retention: Providing local employment opportunities reducing migration pressure
25%-84.44% - Center-wise Approx. Placement Success Rate variation range	**DURATION** 3 Months Residential Training Program	Good short-term outcomes, uncertain long-term prospects
Approx. 58.3% (7 out of 12) - Ramshahpur Center leads in job retention performance (as per sample assessed)		Enhanced social status and community recognition to candidates through skill certification
Avg. ₹10,000-₹19,000 - Monthly salary range achieved by placed candidates, enhanced household income	**COVERAGE** 8 Centers 3 States Network (U.P., Jharkhand, Haryana)	Improved prospects of employability through industry-relevant skills
89.7% Approx. benefiting marginalized communities (65.4% OBC + 15.6% SC +7.5% EWS + 1.2% ST) and rest 9.6% General		Project addressed skill development needs for construction and allied industries
Approx. 80.9% rural beneficiaries across 11 states candidates reached indicates successful penetration into underserved areas with limited skill development infrastructure	**INVESTMENT** ₹6.86 Cr Funded by IRFC	Training enabled candidates to adapt across multiple construction trades, increasing their market flexibility and reducing dependency on single-skill employment opportunities

E.3 IRECS FRAMEWORK ALIGNMENT

The IRECS Framework provides a comprehensive evaluation methodology that ensures systematic assessment of CSR projects across five critical dimensions. This framework validates the holistic approach adopted project, demonstrating alignment with international best practices for sustainable development initiatives.

The project demonstrates strong alignment with the IRECS Framework and we have evaluated the project's adherence to the following framework dimensions on a scale of 'Good', 'Acceptable' and 'Need Improvement'.

IRECS FRAMEWORK ASSESSMENT CRITERIA:

'Good' - Positive outcomes;

'Acceptable' - Minor gaps;

'Need Improvement' - Significant gaps

INCLUSIVENESS:

The project successfully included diverse beneficiary groups - SC/ST/OBC/EWS candidates representing various marginalized communities. With 80.9% candidates from rural areas, 65.4% OBC candidates, 15.6% SC candidates,7.5% EWS candidates, ST 1.2%, and representation from 11 states candidates with concentrated impact in UP, Bihar, Jharkhand, the program demonstrated strong inclusiveness. Residential training model enabled participation from remote areas. However, female participation remained low at 7.4% and high dropout rates, indicating scope for improvement in gender inclusiveness. Heavy focus on Hindi-belt states limits national reach. Assessment: Acceptable.



RELEVANCE:

The project addressed skill development needs for construction and allied industries. Training curriculum aligned with industry requirements. The 80% practical and 20% theoretical approach relevant for employability enhancement, as evidenced by 73.48% placement rate. Beneficiary feedback indicated high relevance to career goals and market demands. Assessment: Good.

EXPECTATION:

The project met basic stakeholder expectations regarding skill development and employment generation. While placement targets were achieved, quality of placements and working conditions fell short of beneficiary expectations. Issues such as 12+ hour shifts, standing work requirements, and distance from home affected job satisfaction rates due to working conditions such as long hours and job discontinuation rates. Better alignment needed between placement opportunities in entry level positions and realistic job market expectations for enhanced sustainability and broader social impact. Assessment: ÆĚĚÊ Ā J KJÑĚİ ĚĮ L

CONVERGENCE:

The project demonstrates effective convergence through formal MOU framework with CIDC, coordination with training delivery systems, and integration with industry placement mechanisms. Documentation and reporting guidelines were comprehensive and well-maintained. Assessment: ÃIJIJÊ.

SERVICE DELIVERY:

Training delivery mechanisms ensured consistent quality standards across centers with standardized curriculum and facilities. However, post-training support and career guidance services showed significant gaps, affecting long-term retention and career progression. Assessment: ÉÉĚJ LEÈĬĚ.

E.4 SUMMARY OF IMPACT STUDY

IMPACT ASSESSMENT CRITERIA:

High - Significant measurable benefits affecting large number of beneficiaries

Medium - Moderate benefits with some scope limitations

Low - Limited benefits or scope

S.No.	PARAMETERS	BENEFICIARY VIEW POINT	IMPACT
HEALTH & WELLNESS BENEFITS			
1.	Enhanced physical wellbeing through improved industrial safety training and routine	Yes	Medium *(Improved personal discipline and daily routine habits)*

S.No.	PARAMETERS	BENEFICIARY VIEW POINT	IMPACT
2.	Reduced stress and anxiety through skill acquisition and employment prospects	Yes	Medium *(Improvement in mental wellbeing and confidence level)*
SOCIAL BENEFITS			
3.	Enhanced social status and community recognition through skill certification	Yes	High *(1,002 candidates received industry-recognized certificates)*
4.	Increased confidence and communication skills through training exposure	Yes	High *(Interpersonal communication abilities positively enhanced among majority candidates)*
5.	Network building with peers and industry professionals	Yes	Medium (Professional networking opportunities and peer support system)
EMPLOYMENT & LIVELIHOOD BENEFITS			
6.	Enhanced employability through industry-relevant skill training	Yes	High *(Real world experience gained through practical sessions of 80%)*
7.	Entrepreneurship preparation and self-employment options	Limited	Low *(Some candidates started own ventures but limited support)*
ECONOMIC BENEFITS			
8.	Income generation through employment placements	Yes	Medium *(Improvement in monthly income for regular income, however some had poor work conditions, so left after some time)*
9.	Family economic support and poverty reduction	Limited	Medium *(Placement rates have poor work conditions and salary ranges vary)*



CONCLUSION

The CSR project undertaken by Indian Railway Finance Corporation (IRFC) through Construction Industry Development Council (CIDC) has successfully achieved its primary objectives and created measurable impact on skill development and employment generation for marginalized youth across India. The project demonstrated IRFC's commitment to corporate social responsibility by creating sustainable vocational training opportunities that continue to benefit unemployed youth from SC/ST/OBC/Women and EWS categories while addressing critical skill gaps in the construction industry.

Through the implementation of the "Employment Oriented Training and Skill Development Programme for 1000 Unemployed youth," including comprehensive residential training across 8 CIDC centers, professional skill development in construction trades and placement support, the project has transformed employment prospects for over 1,000 candidates. The program provides industry-relevant technical skills through 80% practical and 20% theoretical training approach that significantly enhances employability while ensuring cost-effective service delivery and sustainable skill development opportunities.

F.1 QUANTITATIVE IMPACT SUMMARY

IMPACT METRIC	ACHIEVEMENT	TARGET STATUS
Candidates Trained	1,002 candidates successfully trained	Target Exceeded (1000 Candidates target)
Training Centers Operational	8 CIDC centers across 3 states (Uttar Pradesh, Jharkhand, Haryana)	Target Met
Program Completion Rate	95.6% completion rate (46 dropouts from 1,048 enrolled)	-
Skill Certification	100% (1002) candidates received industry-recognized certificates	Target Met
Beneficiary Assessment Coverage	445 candidates contacted (42.5% sample basis)	-
Overall Placement Rate	73.48% Approx. candidates placed (Based on Impact Assessment Sample)	Target Exceeded (70% minimum)
Average Starting Salary	INR 10,000-19,000 monthly salary range (starting salary range)	-

The impact assessment also identified areas requiring attention for enhanced program effectiveness. Key challenges include –

- High unreachability rates (48% of sample assessed) affecting post-training follow-up and long-term impact monitoring
- Work condition challenges leading to job discontinuation including excessive working hours (12+ hour shifts) and unsuitable workplace environments
- Limited female participation (7.4%) indicating need for targeted gender inclusion strategies

F.2 FUTURE RECOMMENDATIONS

- Expand skill development training to additional zones after conducting comprehensive needs assessment by identifying critical skill gaps
- Develop specialized training modules for emerging construction technologies including green building practices and modern construction equipment operation
- Establish dedicated placement quality monitoring teams to ensure workplace conditions meet acceptable standards and reduce job discontinuation rates
- Design targeted outreach and support mechanisms to increase female participation through specialized recruitment drives and gender-friendly training environments
- Expand geographic coverage to underrepresented states and regions to achieve more equitable program distribution
- Develop partnerships with local organizations in remote areas to improve beneficiary identification and selection processes
- Create fund provisions for equipment maintenance and technology upgrades to ensure continuous program delivery
- Create digital platforms for real-time monitoring of training progress, placement status, and beneficiary feedback to enable long-term tracking of career progression.