Impact Assessment of CSR Project of 'Skill Development Training to Unemployed Youth' by CIPET, PAN India

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We are thankful to our research team, field officers and others for extending full support in completing the project.

J Kiranmai
Head, Center for CG and CSR
IPE, Hyderabad

Prof S Sreenivasa Murthy
Director,
IPE, Hyderabad

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Executive Summary

Central Institute of Petrochemicals Engineering & Technology (CIPET) (formerly known as Central Institute of Plastics Engineering & Technology (CIPET)) was established in 1968 by Government of India with the assistance of United Nations Development Programme (UNDP) at Chennai. The main objective of setting up of this specialized institute was to develop manpower in different disciplines of Plastics Engineering & Technology as no similar institute was in existence in the country. To achieve this objective, CIPET and PFC entered an MoU and organized various skill development training programs in plastics manufacturing. PFC sanctioned of Rs. 14.93 to train 2500 youth. The main aim of the project is to:

- Equip the unemployed youths with skill sets, who are the major driving force for economic development and technology innovation.
- Impart skill development training to fresh entrants for developing technical & professional skills and enhance the employability.

Outcomes

The project has resulted in 80 to 85 % of placement for all the students who have successfully completed the course with a salary range of Rs 8000 to 15000 per month. Some of the students were also offered two placement and had a choice to choose the company to work for. Further the companies offered facilities such as group accommodation, food and also provided medical facilities enabling students to accept the offers. The project was highly successful and sustainable.

Observations

The following are the overall observations:

- The candidates from the rural areas with poor family background were mobilized to enrol for the various skill development programmes. These candidates underwent comprehensive training in theory, practical skills, industry exposure, on-the-job training, computer proficiency, and communication skills specifically tailored for the petrochemicals and plastics manufacturing sector. The training equipped them with necessary knowledge, experience, and soft skills to excel in employment opportunities.
- After the successful completion of the courses, all the beneficiary trainees received their course completion with level 4 certificates from NSQF.
- As the courses were job-oriented, most of the students were offered placements after the successful completion of the course which resulted in the increase in livelihood opportunities for the rural youth both men and women.
- The courses also encouraged youth to take up entrepreneurship in various auxiliary industries relating to plastics manufacturing.
- The project also improved the socio-economic conditions as they were placed immediately after the completion of the course with reasonable pay packages.
- The project also supplied skilled resources to local / regional employers while reducing the unemployment.

CHAPTER 1
Introduction to Corporate Social Responsibility

Introduction

According to the UNIDO[1], Corporate social responsibility is a management concept whereby companies integrate social and environmental concerns in their business operations and interactions with their stakeholders. CSR is generally understood as being the way through which a company achieves a balance of economic, environmental and social imperatives (Triple-Bottom-Line Approach) while at the same time addressing the expectations of shareholders and stakeholders. In this sense, it is important to distinguish CSR, which can be a strategic business management concept, and charity, sponsorships or philanthropy. Corporate social responsibility (CSR) is one of the most central concepts in the literature and, indicates the positive impacts of businesses on their stakeholders. However, despite the growing literature on this concept, the measurement of CSR is still problematic. Although the literature provides several methods for measuring corporate social activities, almost all have some limitations.

CSR in India: The Present Scenario

The CSR provisions of the Companies Act, 2013 seek to create an enabling environment by promoting and facilitating far better connections between businesses and communities. It aims at facilitating deeper thought and long-term strategies for addressing some of our most persistent social, economic, and environmental problems; they will assist in synergizing partnerships between corporate, governments, CSOs (civil society organizations), academic institutions and social entrepreneurs. Business resources can be channelled into various programmes to address social, economic, and environmental problems and bring about a sustainable future for all. The latest Companies Act, 2013, reflects the importance of CSR as part of a company's business strategy. Section 135 contains five sub-sections on CSR. Schedule VII of the Companies Act lists out the CSR activities. Section 135 (5) CSR expenditure states that the board of every company referred to in sub-section (1) shall ensure that the company spends, in every financial year, at least two per cent of the average net profits of the company made during the three immediately preceding financial years, in pursuance of its CSR policy:

> *Provided further that if the company fails to spend such amount, the board shall, in its report made under clause (o) of sub-section (3) of section 134, specify the reasons for not spending the amount.*

1 https://www.unido.org/our-focus/advancing-economic-competitiveness/competitive-trade-capacities-and-corporate-responsibility/corporate-social-responsibility-market-integration

The various initiatives studied in each of the thrust areas of CSR are:

- Initiatives under education: managing schools, infrastructure support, quality of education, scholarship, adult education, girl child education.
- Initiatives under health: infrastructure and equipment support, water and sanitation, senior care, maternal and child health and health camps.
- Initiatives under livelihood: skill development and income generation.
- Initiatives under environment: green initiatives, water management, water conservation.
- Initiatives under rural development: support for differently able, awareness generation, rehabilitation initiatives, infrastructure, and youth clubs.

Figure 1.1: CSR Areas

New Amendments in CSR

The Ministry of Corporate Affairs vide Notification No. G.S.R. 40(E), dated 22 January 2021, issued the Companies (Corporate Social Responsibility Policy) Amendment Rules, 2021. After 22 January 2021, the governments cleared their intention on CSR policy that do for society or is ready to pay the fine along with CSR amount. The whole concept of CSR provisions shifted from 'Give the explanations for not spending the CSR and now do the CSR activities' to 'Pay the fine for not spending the CSR and transfer the fund into National fund'. Basically, in this CSR Companies (CSR Policy) Amendment Rules, 2021, many changes came into effect such as:

- Change in the definition of CSR.
- Shifting from direction to mandatory CSR obligation
- Mandatorily Registration of CSR Agency / NGO/ Trust
- Change in board responsibilities.
- Analysis of Impact on Society by Impact Assessment
- Introduction of 'Ongoing Project'
- Comment on Spent & Unspent CSR fund by the statutory auditor.

After seeing these amended provisions of CSR, corporates have taken special care that donating to an agency /NGO/ Trust will not fulfil CSR obligation. It is the responsibility of the board to comply with all the provisions under these rules.

About Power Finance Corporation and its CSR and Sustainability Policy

PFC is a Maharatna company incorporated on July 16th, 1986. PFC is a leading Non-Banking Financial Corporation in the Country which plays a crucial role in the rise of India as a global player. PFC is rated as 'AAA' by Domestic Rating Agencies such as CRISIL, ICRA & CARE.

CSR and Sustainability Policy of PFC

- Ensure an increased level of commitment at all levels in the organisation to operate its business in an economically, socially and environmentally sustainable manner while recognizing the interests of its stakeholders.
- Generate a societal goodwill for PFC through CSR activities and help reinforce a positive & socially responsible image of PFC as a corporate.

CSR Thrust Areas

 Ensuring environmental sustainability measures	 Sanitation & Provision of Safe drinking water
 Promoting Education and Employment enhancing vocational skills	 Activities related to supporting differently abled person
Activities related to health sector 	**Others**  Swachh Bharat Kosh  Clean Ganga Fund  PM Cares Fund

CSR and Sustainability Development Committee

The following Committee approves and recommends the projects to be undertaken by the company in CSR and SD. The committee comprises of the following members:

- Independent Director – Chairman
- Independent Director – Member
- Director (Finance) – Member
- Director (Projects) – Member
- Director (Commercial) - Member

CHAPTER 2
Scope, Methodology and Design

The study is of descriptive in nature. A descriptive study essentially reviews whether the project has been operating as planned, scheduled and determines whether the project has achieved desired objectives, and finally analyses the outcome of the project.

Objectives and Method of Study

The major objective of the study is as follow:

- Equipping the unemployed youths with skill sets, who are the major driving force for economic development and technology innovation.
- Imparting skill development training to fresh entrants for developing technical & professional skills and enhance the employability.

To achieve the above objectives the impact assessment criteria adopted is that of the OECD – Development Assistance Committee(DAC) Framework. The projects impact is assessed with the help of the six parameters.

Scope of work

As per the provisions of Rule 8 (3) (a) of the amended Companies (CSR Policy) Rules, impact assessment of CSR projects has to be undertaken by companies. The scope of the study covers the following:

- Impact assessment of the CSR project
- Case studies from the initiatives
- Short videos of testimonies and geo-tagged photographs for the projects

The following is the impact matrix that has been drawn from the framework:

Very Low	Low	Moderate	High	Very High
<50%	50% – 59%	60%-69%	70%-79%	≥80%

Sample

Simple random sampling method is used for the selection of random subset of people from a larger group or population. In this method, each member of the group has an equal chance of getting selected. The method is commonly used in statistics to obtain a sample that is representative of the larger population. The table provides the details of interaction held by IPE team with CIPET officials and dates of visits.

Name of the Unit	Type of Course	Respondents
CIPET-Hyderabad	Machine Operator - CNC - Lathe	30
	Machine Operator - CNC Milling	40
	Machine Operator Plastic Extrusion-(MO-PE)	35
	Machine Operator-Injection Moulding	25
	Machine Operator-Plastic Processing (MO-PP)	25
CIPET-Vijayawada	Machine Operator-Injection Moulding	25
CIPET Lucknow	Machine Operator-Injection Moulding	25
	Machine Operator-Plastics Processing (MO-PP)	25
CIPET Chennai	Machine Operator-CNC – Lathe	25
	Machine Operator-Plastics Processing (MO-PP)	25

CIPET-Lucknow: Visiting Date: 25th April 2024

S. No.	Name of the Executive	Designation
1	Dr. S N Yadav	Principal Director & Head (Additional Charge)
2	Shri Ratan Kumar	Manager (Technical)
3	Shri Vivek Kumar	Manager (Technical)
4	Shri Krishna Pratap Singh	Technical Officer
5	Shri Praveen Kumar	Asst. Technical Officer
6	Shri Lovekush Mishra	Technician Grade-I

CIPET-Hyderabad: Visiting Date: 29th April 2024

S. No.	Name of the Executive	Designation
1	Shri P K Sahoo	Principal Director & Head (Additional Charge)
2	Shri D Anjaneya Sharma	Manager (T)
3	Shri B Srikar	Sr. Tech. Officer
4	Shri K Munibabu	Tech. Officer
5	Shri R Manikandan	Tech. Officer
6	Shri D Vijaya Kumar	Asst. Tech. Officer
7	Shri S Srinivas	STA (SG)
8	Shri D Jagan	STA (SG)
9	Shri M Ashok Kumar Rao	STA (SG)

S. No.	Name of the Executive	Designation
10	Shri S Rajan Prabhu	STA
11	Shri T Jayaramulu	STA
12	Shri M Dharmaraju	STA
13	Shri D Pramod Kumar	Tech. Grad-II
14	Shri R Ashok Kumar	Tech. Grade -III

CIPET – Vijayawada: Visiting Date: 30th April 2024

S. No.	Name of the Executive	Designation
1	Dr. Chinta Sekhar (Contacted telephonically)	Joint Director & Head
2	Shri N Ramesh Babu	Manager (T)
3	Shri N Ravindra Reddy	Senior Technical Officer
4	Shri Balu J	Technical Officer

CIPET – Chennai: Visiting Date: 8th May 2024

S. No.	Name of the Executive	Designation
1	Mr. S. Ilangovan	Principal Director (Purchase: Civil & Technical Infrastructure)
2	Shri Y Hidayathullah	Manager (Technical)

Outputs and Deliverables

The outcome of the study are as follows:

- To analyse the relevance, efficiency, and effectiveness of the project
- To provide information regarding impact assessment of the project and understand the stakeholder's perception about the project.

As a deliverable of the project, a well-structured, well-documented impact assessment report with all relevant analysis, photographs, and short videos.

CHAPTER 3
Impact Assessment of CSR Project of 'Skill Development Training to Unemployed Youth' by CIPET, PAN India

Name of the Project	Impact Assessment of CSR Project Of 'Skill Development Training to Unemployed Youth By CIPET, PAN India
Project Start and End Date	2016-17 and 2017-18
Project Cost	Rs 14.93 Crores
CSR Schedule VII Item	Item (ii)
SDG Goal	

About the Project

Central Institute of Petrochemicals Engineering & Technology (CIPET) (formerly known as Central Institute of Plastics Engineering & Technology (CIPET)) was established in 1968 by Government of India with the assistance of United Nations Development Programme (UNDP) at Chennai. The main objective of setting up of this specialized institute was to develop manpower in different disciplines of Plastics Engineering & Technology as no similar institute was in existence in the country.

CIPET offered a wide range of machine operator skills, including Tool Room, CNC – Lathe, CNC Milling, Plastic Extrusion, Injection Moulding, Plastic Processing, Plastics Recycling, Blow Moulding, and Maintenance of Machinery (MM). These courses were designed to equip individuals with the necessary skills and knowledge to excel in the plastics manufacturing industry. Power Finance Corporation has collaborated with CIPET in 2016-17 to bridge the gap between the demand and supply of skilled workers in the plastics manufacturing industry. Recognizing the need for trained individuals in various machine operator skills, the partnership focused on providing a residential training for six months. This allowed the participants to fully immerse in the training and focusing on acquiring the required skillset. The training programs are designed to expose trainers to industrial training both theoretical and practical. Around 2500 candidates were selected across the country to undergo training in 25 CIPET centres. The program provided placements to the student on completion.

Need for the Project

The Indian plastics industry currently consists of more than 50,000 processors, employing over five million individuals, and its estimated value exceeds USD 40 billion. By end of 2029 year,

the industry is projected to grow at a CAGR of 6.6%, resulting in numerous job opportunities. Additionally, there is a rising number of ancillary industries such as machinery, technology, exporters, importers, and recyclers, which play a crucial role in the entire value chain. This dynamic and expanding sector offers millions of job prospects across various professional domains for the youth of India, ranging from manufacturing and engineering to sales and marketing. There has been a need to enhance skill development training programs for unemployed youth in plastic manufacturing and allied industries, which will create more job opportunities and contribute to the country's economic growth.

PFC Initiation

To bridge the gap, CIPET and PFC executed an MoU and organized various skill development training programs in plastics manufacturing. PFC sanctioned of Rs. 14.93 to train 2500 youth.

Project Cost: Rs. 14.93 crores

Project Execution: FY 2016-17 and 2017-18

CIPET Centres: 25

The table details the brief profile of the students admitted:

Composition	Male: 2344 (94%)	Female: 156 (6%)
Socio-Economic Status of Candidates	General 283 (11%)	Backward caste communities (OBC, SC &ST) 2217 (89%)

Courses and Selection process

The following are the various courses provided by CIPET as per MoU with PFC

1) **Machine Operator – Tool Room:** Machine Operator – Tool Room is tasked with operating tool room machines to carry out a range of operations such as drilling, shaping, lathe work, milling, turning, and grinding on metal and plastic components according to given specifications.

2) **Machine Operator – Plastics Processing:** The Machine Operator in Plastics Processing is tasked with loading plastic materials into injection moulding/extrusion/blow moulding machines to produce plastic goods. Their main duties include overseeing the plastic specifications and granules, as well as configuring and running the machinery, and handling the processing and finalizing of the products.

3) **Machine Operator - Injection Moulding:** Machine Operator – Injection Moulding is tasked with loading plastic materials into the equipment to produce plastic products. Their main responsibilities include overseeing the plastic specifications and granules, configuring, and running the moulding machinery, and shaping and finalizing the end products.

4) **Machine Operator – Plastics Extrusion:** Machine Operator – Plastics Extrusionis tasked with loading plastic materials into the extruder and carrying out the extrusion process. Their main duties include overseeing the quality of the plastic and granules, configuring, and running the extruder equipment, and shaping and finalizing the product.

5) **Machine Operator & Programmer – CNC Lathe**: The CNC lathe machine operator is accountable for operating the computerized numerically controlled (CNC) lathe machine to carry out lathe operations on metal and plastic components according to the given specifications. Additionally, they create, load, and validate machine tool programs for CNC lathe machines using suitable software following the provided procedures.

6) **Machine Operator & Programmer – CNC Milling**: The CNC milling machine operator is accountable for operating a computerized numerically controlled (CNC) milling machine to carry out milling tasks on metal and plastic components in accordance with given specifications. Additionally, they create, load, and validate machine tool programs for CNC milling machines using suitable software following provided procedures.

7) **Machine Operator – Blow Moulding**: The role of a Blow Moulding Machine Operator involves the operation and maintenance of blow molding machines to manufacture plastic containers and various other products. This position necessitates a comprehensive knowledge of the blow molding process, along with the skills to identify and resolve any issues that may arise, and to adjust or repair the machines as needed.

8) **Machine Operator-Plastics Recycling:** The Machine Operator – Plastics Recycling is responsible for operating the Plastics Recycling machine to create high-quality Plastics granules from Plastics Waste materials. This position necessitates fundamental communication, numerical, and computational skills for employees to perform tasks under strict supervision.

Selection process: CIPET adapted three step model for selection of the students. An advertisement detailing the eligibility criteria is released in all the regional and popular newspapers, shortlisting of students and conducting interviews and finally selecting the candidates.

Impact Assessment Analysis

Relevance: PFC Limited, in partnership with CIPET, played a crucial role in addressing the skill gap that was arising in the plastic manufacturing industry through a diverse range of skill development training programs. These initiatives were specifically designed to empower the youth with the essential skills and knowledge needed to secure employment or establish their own businesses. By aligning with the "National Skill Development Policy," PFC and CIPET actively contributed to the government's goal of creating job opportunities and fostering self-employment and entrepreneurial growth. The collaboration resulted in high standard and met industry requirements. The programs focused on providing training in various job profiles such as machine operators in Tool Room, CNC – Lathe, CNC Milling, Plastic Extrusion, Injection Moulding, Plastic Processing, Plastics Recycling, Blow Moulding, and Maintenance of Machinery (MM). These programs were tailored to address the specific needs of the plastic industry, equipping participants with the necessary technical skills and knowledge, offering placement opportunities for trained individuals, and successfully achieving the project objectives.

Efficiency: All CIPET centers have effectively utilized CSR funds to organize skill development training programs for 2500 unemployed individuals within the designated timeframes. The centers are equipped with competent and well-trained faculty members who deliver top-notch training in Plastics Engineering to both unemployed youth and aspiring entrepreneurs. By utilizing a blend of traditional and modern microprocessor-controlled processing machines, all CIPET centers provide students with diverse practical training prospects. These resources play a crucial role in fostering a proficient workforce in the plastics industry. The program was conducted during 2017-18.

The training programs offers a well-balanced combination of theoretical and practical modules, with a greater emphasis on practical learning, with a ratio of 30:70. The program's framework and content are tailored to the industry, providing trainees with hands-on experience in learning plastics manufacturing techniques such as injection moulding, blow moulding, plastics extrusion process, and more. Trainees receive training on how to operate auxiliary machinery and equipment that are commonly used in the industry. Through these training programs, students gain knowledge about various types of plastics product manufacturing machines. Additionally, students are placed in different plastics manufacturing industries to further enhance their learning experience.

Effectiveness: The PFC project involved 25 CIPET centers nationwide, which have been instrumental in changing the lives of 2500 unemployed and underemployed youth. These centers have imparted essential skills and training to help them succeed in plastics manufacturing and related sectors. Among the 2500 students, a remarkable 2073 have secured positions as trainee machine operators in Tool Room, CNC – Lathe, CNC Milling, Plastic Extrusion, Injection Moulding, Plastic Processing, Plastics Recycling, Blow Moulding, and Maintenance of Machinery (MM). These roles offered salaries ranging from Rs. 8000 to 15000, marking a significant career advancement and improving the socio-economic status of individuals. It is important to highlight that most of these trainees had only completed X class and ITI courses, with no prior industry experience. However, over a period of time some of the alumni have become floor managers and supervisors in a span of 5 year.

Coherence: This initiative is in accordance with the National Policy on Skill Development established by the Government of India to cultivate a proficient workforce. The primary goal of

this policy is to empower young individuals by imparting them with advanced skills, knowledge, and internationally recognized certifications. Through this approach, the policy strives to offer them avenues for employment on both domestic and international levels, ultimately securing India's position in the constantly changing global job market.

CIPET aligns its mission with the National Policy on Petrochemicals Sector in Skill Development, aiming to enhance the skilled workforce to meet industry demands, thereby boosting employability and fostering national growth. CIPET offers 37 different Skill Development Training Programs / Qualifications that are in accordance with the National Skills Qualifications Framework (NSQF) and have been approved by the National Skills Qualifications Committee (NSQC), under the Ministry of Skill Development and Entrepreneurship (MSDE), Government of India.

Impact: The partnership between CIPET and industry collaborators facilitated the connection between trained individuals and potential employers, benefiting both parties. CIPET centres played a crucial role in supplying skilled workers to the plastics industry, contributing to economic growth, and providing job prospects for the trained candidates. These efforts were instrumental in developing a competent workforce in the plastics manufacturing field, resulting in increased production rates, and expanded operations for companies, ultimately fostering economic and industrial progress. Around 2073 trained youth (83% of the candidates) out of 2500 candidates who underwent training for this project successfully obtained the suitable position of trainee machine operator in the fields of petrochemicals, plastics processing, and related industries.

This significant increase in students' earnings after CIPET training programme has not only improved their financial situation but has also uplifted their families' socio-economic status. They now have the means to provide better opportunities for their family members and improve their overall quality of life. The success of these trainees is a testament to the effectiveness of the training provided by the CIPET centres.

Sustainability: The Skill Development training programs offered by CIPET are sustainable due to the financial support received from the government and CSR funds. This enabled CIPET centres to extend various skill development training programs to youth across the nation. With state-of-the-art technology, experienced faculty from the industry, and ongoing Research & Development, CIPET enhances the quality of skill development training programs in petrochemicals and plastics manufacturing industries, resulting in rising demand of these courses. The course content and practical sessions are regularly updated to align with the changes in the petrochemicals & plastics manufacturing sector. CIPET's skill development training programs are highly sought after by mouth, who are attracted by the advanced machinery and expert faculty.

Project Outcomes

The project has resulted in 80 to 85 % of placement for all the students who have pursued and successfully completed the course with a salary range of Rs 8000 to 15000. Some of the students were also offered two placement and had a choice to choose the company to work for. Further the companies offered facilities such as group accommodation, food and also provided medical facilities enabling students to accept the offers. The annexure 2 details the list of prominent recruiters in all the selected centres of the study.

Total Number of Candidates Were Trained	Total Number of Students Were Placed	Percentage of Placement	Salary Range (Minimum and Maximum)
2500	2073	83%	Minimum: Rs. 8000 Maximum: Rs. 15000

The table below depicts the details of the courses conducted in selected centres and the number of students who underwent the training along with the placement details:

Center Name	Type of the Course	Students Enrolled	Students Placed	in %
CIPET-Chennai	1) Machine Operator - CNC - Lathe (MO-CNC-L) 2) Machine Operator Plastic Processing (MO-PP)	80	58	72.5%
CIPET-Vijayawada	1)Machine Operator - Injection Moulding (MO-IM) 2) Machine Operator- Plastics Processing (Mo-PP)	80	62	77.5%
CIPET-Lucknow	1) Machine Operator-Injection Moulding (MO-IM) 2) Machine Operator-Plastic Processing (MO-PP)	80	68	85%
CIPET-Hyderabad	1) Machine Operator - CNC - Lathe (MO-CNC-L) 2) Machine Operator - CNC Milling (MO-CNC-M) 3) Machine Operator Plastic Extrusion-(MO-PE) 4) Machine Operator-Injection Moulding (MO-IM) 5) Machine Operator-Plastic Processing (MO-PP)	200	149	74.5%

The following are various outcomes of the project:

- Enhanced accessibility of skilled young individuals for employment prospects in the petrochemical and plastic industries.
- Enhanced accessibility of vocational trainings for viable and sustainable livelihood alternatives for unemployed youth.
- Enhancement of personal growth and development among young beneficiaries through comprehensive training programs
- Empowerment of disadvantaged segments of society through targeted initiatives
- Augmented economic and social stability among marginalized youth communities.

Overall Impact of Skill Development Training Programs – Rated by Students

Content	Faculty	Practical Knowledge – Laboratories	Infrastructure	Placement Support	Test Assessment / Certification	Boarding / Lodging
4/5	4/5	5/5	5/5	4/5	4/5	5/5

Rating Scale: 1: Very Poor; 2: Satisfactory; 3: Good; 4: Very Good and 5: Excellent

Impact Matrix

The project's overall impact was assessed through an examination of its relevance, efficiency, effectiveness, coherence, impact, and sustainability. The project met the overall expectations of beneficiary stakeholders and achieved high scores in terms of its overall impact.

Impact (Rating)	1 (Very Low)	2 (Low)	3 (Moderate)	4 (High)	5 (Very High)
Relevance					
Efficiency					
Effectiveness					
Coherence					
Impact					
Sustainability					

Data Analysis

The IPE team interacted with the Principal Directors, Technical Heads, faculty members, trainee candidates, parents of trainee candidates, and employers to evaluate the impact of the PFC project on the CSR project of 'Skill Development Training to Unemployed Youth By CIPET, PAN India'. The team visited four CIPET centers and circulated a questionnaire to the students who have completed the course. The team interacted with about 280 students (telephonically and personally), 30 trained faculty, and 20 parents to gauge their satisfaction levels regarding the courses design, content, duration of training programs, employment opportunities for students, and the transformative effects on the families of unemployed youth, as well as the alignment with national skill development policies.

The data analysis is depicted in two phases. One analysing the data centre-wise while the other studying the satisfactory level of students on various parameters.

Satisfaction Survey

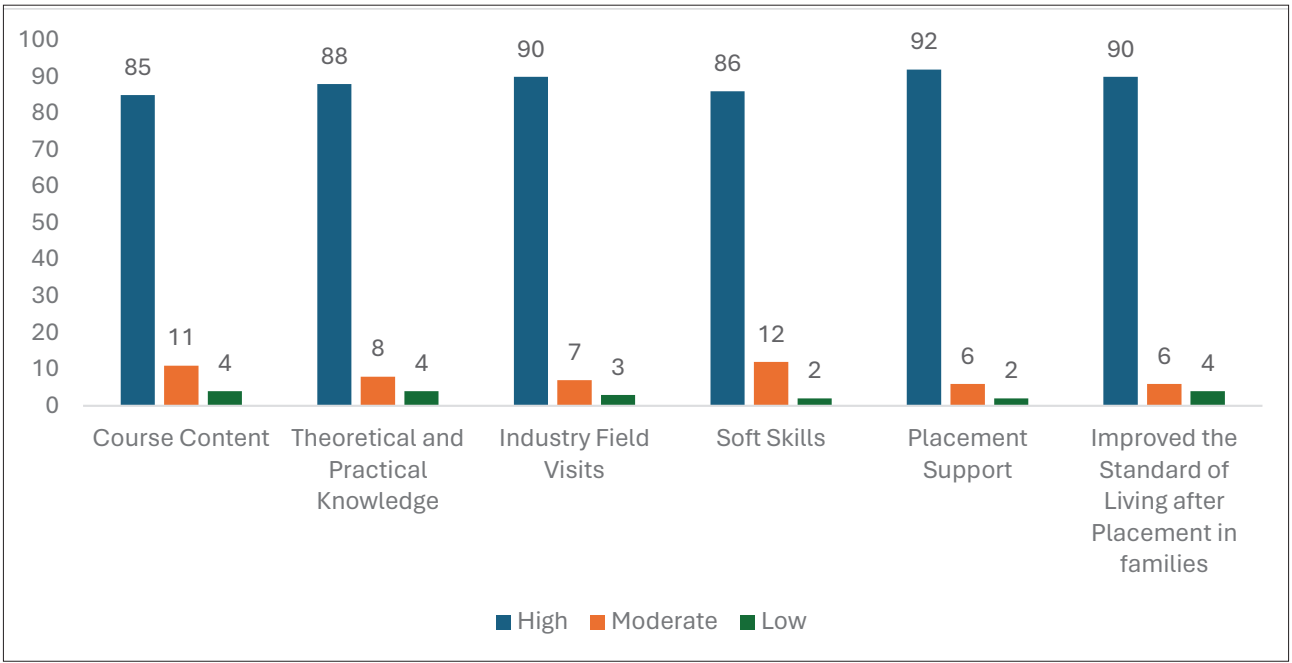
CIPET, Hyderabad

Student Satisfaction Survey

155 questionnaires were administered to the students who passed the course. It was found that 85% to 90%of the students expressed the overwhelming response and high level of satisfaction in terms of course content, program design and delivery, lodging and boarding and placements. The chart depicts the responses of the students and their satisfaction levels on PFC sponsored course conducted at CIPET Hyderabad.

My son passed his X class and could not continue his education due to the high cost of education. We came across the advertisement from CIPET and admitted. On completion of the course, he got placed. Currently he is working as Supervisor in a company and earning a monthly salary of Rs. 35000/-. This helped us to improve living standards by constructing a pucca house and buying a two-wheeler and also supported the family financially.

Pitla KantaiahaTrainees Father, CIPET-Hyderabad



Course Content: The courses' content design, which includes various machine operator courses like CNC-Lathe, CNC-Milling, Plastic Extrusion, Injection Moulding, and Plastic Processing, has garnered a high satisfaction rate of 85% among the trainees. These courses were meticulously crafted by CIPET centres to ensure alignment with industry job roles. The trainees have praised the expert faculty at CIPET centres for their proactive approach in discussing new trends in plastic manufacturing and updating the curriculums accordingly. Furthermore, the trainees value the unique training programs offered exclusively at CIPET centres. Conversely, 11% of the respondents expressed moderate satisfaction.

Theoretical and Practical Knowledge: The training programme at CIPET Hyderabad received high satisfaction from 88% of the participants, who expressed their contentment with the improvement in their practical and theoretical knowledge. These individuals highlighted that the training programmes conducted by CIPET-Hyderabad lasted for a duration of six months. The theoretical classroom teaching, which encompassed soft skills, basic computer skills on MS office, and other topics, accounted for a total of 288 hours. Additionally, 672 hours were allocated for practical sessions for each training course to ensure comprehensive training for various machine operator job roles. The training labs for each course have been equipped by CIPET Hyderabad. These practical sessions have enabled the participants to put into practice the skills they acquired during theoretical sessions and utilize the necessary tools. The acquisition of both theoretical and

practical knowledge played a crucial role in securing placements for the trainees. Furthermore, 8% of the respondents expressed moderate satisfaction.

Industry Field Visits: During the training period, a significant majority of 90% of respondents expressed their high satisfaction with the Industrial fields organized by CIPET-Hyderabad. These individuals emphasized that CIPET-Hyderabad conducted diverse industrial tours every two months, enabling them to acquire firsthand experience in traditional and micro-processor automatic types and more. CIPET-Hyderabad provided a 4-week apprentice training program in various companies of plastic industry and allied industries that allowed them to gain practical experience in real-time scenarios. These visits opened abundant opportunities for securing placements upon the successful completion of their training courses. Furthermore, 7% of respondents expressed their moderate satisfaction.

Soft Skills:86% of trainee students at CIPET-Hyderabad expressed their high satisfaction with the soft skills provided through the PFC Skill Development Training programs. They emphasized the regular soft skills classes, such as communication (including spoken English), leadership, teamwork, problem solving, time management, critical thinking, stress management, and conflict resolution. Basic computer proficiency skills were also taught to the students. These skills were seen as crucial for the workplace. Conversely, 12% of the beneficiaries were moderately satisfied.

Placement Support: The placement support provided by CIPET-Hyderabad received high satisfaction from 92% of the students who participated in the survey. These students highlighted the fact that CIPET-Hyderabad has established partnerships with numerous companies in the plastic manufacturing industry, particularly those located in Hyderabad and its surrounding areas. The extensive network of the plastic manufacturing industry that CIPET-Hyderabad possesses enables them to offer suitable placements to well-trained students. On the other hand,6% of the respondents expressed moderate satisfaction.

Improved the Standard of Living after Placement in Families: 90% of the students who participated in the survey expressed their high level of satisfaction with the improvement in their standard of living after their placement. These students mentioned significant enhancements in their families' economic situations, especially since most of the trainees' families fall below the poverty line and are primarily engaged in agriculture or wage labour, earning just enough to cover their daily meals, and struggling to finance their daughters' marriages. The issues faced by these families were successfully addressed due to the trainees' increased income levels, which allowed them to meet their family's needs. Additionally, around 6% of the respondents reported being moderately satisfied.

Instructors (Trainers) / Faculty Satisfaction Levels: The IPE team engaged with 15 trainers (faculty members / Training Officers) at CIPET -Hyderabad to evaluate the Impact assessment of five skill development training programs sponsored by Power Finance Corporation Limited during 2017-18. All training programs were carried out in a residential format with a six-month duration. The trainers highlighted the importance of PFC's timely financial assistance to CIPET-Hyderabad in enabling them to conduct various skill development training programs. The students were offered placement with salaries ranging from Rs. 8500 to 12000 per month upon successful

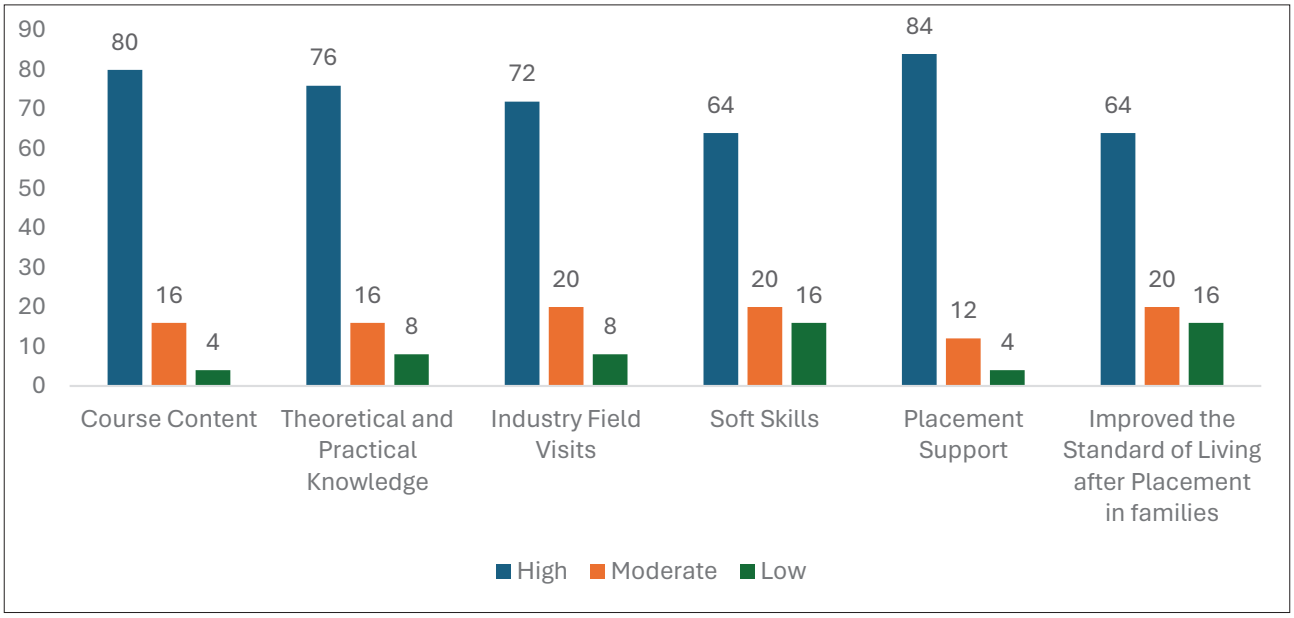
completion of the training course. The trainers also emphasized the advanced machinery and equipment, quality teaching staff, various testing laboratories, processing laboratories, and tool room machinery and equipment available at the CIPE-Hyderabad centre, which aids trainees in acquiring practical skills in blow moulding, plastics extrusion, CNC lathe, CNC milling machine, and tool room equipment.

Parents Satisfaction Levels: The IPE team engaged with ten parents of CIPET trainees who shared their high level of satisfaction after their children secured placements in plastic manufacturing industries following the completion of skill development training programs at CIPET-Hyderabad. They also acknowledged an improvement in their family income levels and socio-economic status, leading to an enhancement in the quality of living standards within their communities. The parents expressed their gratitude for the skill development training programs provided by CIPET-Hyderabad and sponsored by PFC

CIPET-Vijayawada

Student Satisfaction Survey

Around 25 students responded to the questionnaire, who successfully completed their training program at CIPET-Vijayawada. The satisfaction level of training course with respect to course content, theoretical and practical knowledge, industry field visits, soft skills, placement support and improved stand of living after placement parameters. Most of the students expressed high satisfaction with all above said parameters.



Course Content: 80% of students expressed their high satisfaction with the design of the machine operator - injection moulding course content. They also confirmed that the course content has allocated 30% of weightage to theoretical sessions and 70% of weightage to practical sessions, creating a perfect blend of theory and practice. They emphasized the course content's value, which included topics such as industrial safety practices. Moreover, the course content encompassed communication skills, entrepreneurship development, basic computer concepts, and industrial visits, further enhancing its overall development of the student.

Theoretical and Practical Knowledge: The training program held at CIPET Centre in Vijayawada garnered high satisfaction from 76% of the beneficiaries who took part of the survey. They were pleased with the improvement in their practical and theoretical knowledge following the training. The theoretical classroom teaching spanned 288 hours, while practical sessions were carried out for 672 hours to provide comprehensive training The acquisition of both theoretical and practical knowledge played a vital role in securing placements for the trainees. On the other hand, 16% of the beneficiaries reported moderate satisfaction. Most of the students were offered two placement opportunities. The companies that recruited are KIA Motors, Arimco, etc.

Industry Field Visits: The industrial field visits organized by CIPET-Vijayawada were highly appreciated by 72% of the beneficiary students. Students were taken to KIA Motors for practical learning as apart of industry visits.

Placement Support: The survey results revealed that 84% of the students took part in the study expressed high satisfaction with the placement assistance offered by CIPET-Vijayawada. They mentioned that the institution's staff and faculty members are highly dedicated and committed to helping students find suitable placements. The students felt that the guidance and support they received from CIPET-Vijayawada throughout the placement process were instrumental in their successful job placements.

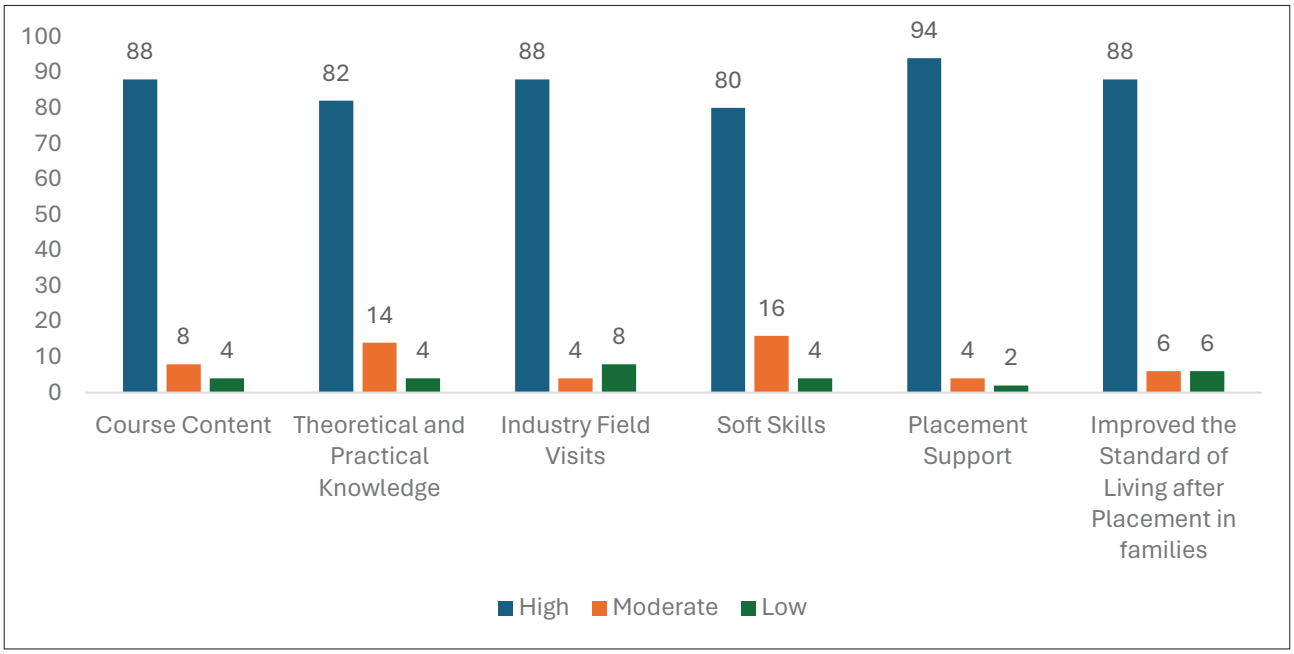
Improved the Standard of Living after Placement in Families: 64% of the students conveyed a notable degree of contentment regarding the enhancement in their living standards after their placement. These students highlighted substantial advancements in their families' economic circumstances, primarily since most of the trainees' families fall below the poverty threshold and depend on agriculture or wage labour for their livelihood. On the other hand, 20% of the participants reported a moderate level of satisfaction.

Instructors (Trainers) / Faculty and Parents: The IPE team interacted with ten faculty members. The faculty informed that the centres have the high-end technology including microprocessor-controlled pet stretch blow moulding machine, Transformers, simulations, computer-based microprocessor controlled automatic injection moulding machine, etc enabling the students to become updated with machines. The students are also engaged to work in the shop floor on various projects that the centre get from various corporate enabling them to have hands on experience. They noted a positive change in their family income levels and socio-economic status, resulting in an overall improvement in the living standards within their communities. The parents conveyed their appreciation for the skill development training programs offered by CIPET-Vijayawada and supported by PFC.

CIPET-Lucknow

Student Satisfaction Survey

The team interacted with 50 students who had successfully finished skill development training programs for machine operator – Injection moulding and machine operator – plastics processing at CIPET- Lucknow.



Course Content: A significant majority, comprising 88% of the respondents, conveyed their high level of satisfaction regarding the design of their skill development training programs' courses. They praised the comprehensive approach that encompassed theory, practical sessions, industry visits, soft skills training, certification, preplacement preparation, internships, and placement support. The design of the content and practical sessions for injection moulding and plastics processing courses were particularly commended for their alignment with industry requirements and provision of hands-on experience to trainee candidates. Conversely 8% of the trainees reported their moderate satisfaction with course content.

Theoretical and Practical Knowledge: Most respondents, 82%, expressed their high satisfaction with the enhancement of their theoretical and practical knowledge following their participation in the skill development training programs for machine operator roles in Injection Moulding and plastics processing. They particularly appreciated the balanced approach of 30% theory and 70% practical sessions, which they believed significantly improved their practical skills. Some students mentioned learning theory concepts through practical sessions, while others preferred to first grasp the theory before applying it practically. The theoretical classroom instruction lasted 288 hours, while practical sessions spanned 672 hours, ensuring a comprehensive training experience for machine operators in Injection Moulding at CIPET Lucknow. On the other hand, 14% of beneficiary respondents revealed moderate satisfaction.

Industry Field Visits: The industry field visits organized for trainees of machine operator-injection moulding and machine-operator plastics processing as part of their skill development training programme received high satisfaction from 88% of the respondents. They highlighted the trainees' exposure to practical knowledge on plastics processing methods, injection & blow moulding techniques, and various auxiliary equipment used in plastics processing. These systematic practical sessions during the industry field visits greatly enhanced the trainees' real-time industrial experience, ultimately leading to their successful integration into the field. In contrast, 4% of the beneficiaries expressed moderate satisfaction.

Soft Skills: The soft skill training sessions conducted by CIPET-Lucknow as part of the machine operator-injection moulding and machine operator – plastics processing training, supported by PFC, received a high satisfaction rating of 80% from the respondents. They praised CIPET-Lucknow for providing them with valuable skills such as communication, interpersonal relations, stress management, work culture understanding, conflict resolution, knowledge of industrial laws, and more, which enabled them to effectively assimilate into the operational procedures and policies of their respective workplaces. Conversely, 16% of the beneficiary respondents expressed a moderate level of satisfaction.

Placement Support: The placement support provided by CIPET Lucknow received high satisfaction from 94% of the respondents. They emphasized that CIPET-Lucknow's extensive industry network connections in plastics manufacturing throughout the country greatly facilitated the trainees in securing placements. Many trainees opted to join locations such as Lucknow, Noida, Ghaziabad, Dadra Nagar Haveli, and Panchkula, where plastics manufacturing companies are situated. Additionally, the trainees expressed their appreciation towards CIPET-Lucknow for not only offering wage employment but also providing accommodation in these companies. On the other hand, 4% of the respondents expressed moderate satisfaction.

Improved the Standard of Living after Placement in families: 88% of the respondents expressed high satisfaction with improved living standards of their families after getting placements through these programs. Prior to this, trainee candidates were limited to unskilled labour work after completing X classes, However, these training programs have ultimately transformed their socio-economic conditions, leading to a content, and settled life. On the other hand, 6% of the respondents expressed moderate satisfaction.

> Mr Suresh could not continue education after X class. As a result, he assisted his father on a farm. He came across a friend who helped him to join the Skill Development Training program offered by CIPET, Lucknow in 2017-18. He completed his course successfully and got placed at a salary of Rs 12,000. Parents expressed happiness on the successful completion and told that the course has helped him to improve the earnings. At present, Mr Suresh is earning 40,000/- per month.
>
> *IPE Teams interaction with Mr Suresh's Father*

Instructors (Trainers) / Faculty Satisfaction Levels: The trainers informed that the students were dedication attending classes and engaging in practical activities throughout the training period, resulting in successful placements in different plastic manufacturing companies. They also noted that the facilities at CIPET-Lucknow, such as the state-of-the-art laboratory equipment in the machine tool room, processing laboratories, and design/CAD/CAM facilities, have significantly enriched the hands-on learning experience for participants in various skill development training programs.

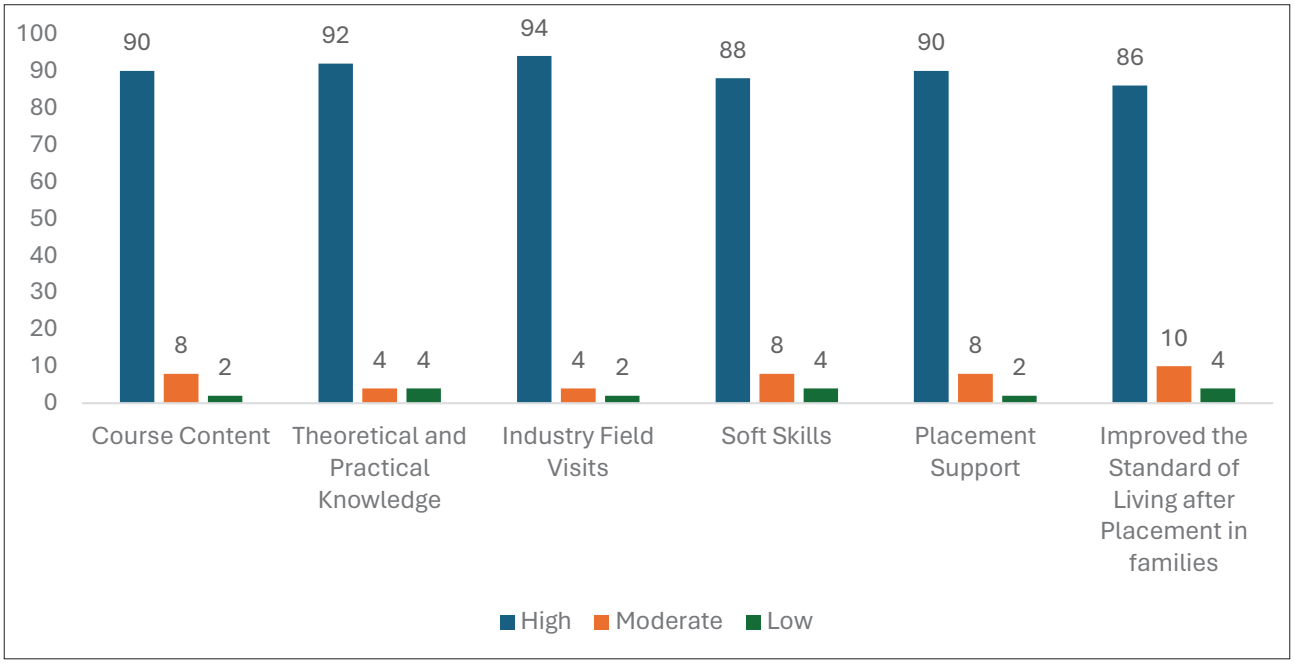
Parents Satisfaction Levels: The parents expressed their gratitude for the effective training that helped their children secure placements in plastics manufacturing companies, enabling them to establish their careers and providing financial support to enhance their social and economic standing.

CIPET-Chennai

Student Satisfaction Levels: A questionnaire was administered by the IPE team to 50 students who completed skill development training programs for CNC-lathe and plastics processing at CIPET-Chennai, supported by PFC. Most trainee students reported high levels of satisfaction with the course content, theoretical and practical knowledge, industry visits, soft skills training, placement assistance, and improved quality of life post-placement.

Course Content: 90% respondents expressed their high satisfaction with the design of the course content for the machine operator CNC-lathe and machine operator plastics processing courses. These courses covered a diverse range of topics including metal cutting & cutting tools, conventional & microprocessor-controlled CNC lathe machines, etc. These topics were carefully selected to meet the industry requirements of plastics manufacturing. In contrast, 8% of the respondents reported moderate satisfaction.

Theoretical and Practical Knowledge: Students highlighted the importance of practical sessions in these training programs, with 92% of the total 960-hour training duration dedicated to hands-on learning for both courses. Trainees gained valuable experience working with various CNC lathe machines, blow and injection moulding machines, which helped them transition smoothly into real work environments in companies. 4% of respondents expressed their moderate satisfaction.



Industry Field Visits:94% of respondents revealed their high satisfaction with industry field visits organized by CIPET-Chennai as part of PFC sponsored skill development training programs. These systematic practical sessions during the industry field visits greatly enhanced the trainees' real-time industrial experience, ultimately leading to their successful integration into the field.

Soft Skills: 88% respondents indicated their high satisfaction with the soft skills improvement because of the skill development training programs. They informed that these sessions had a positive impact on their communication and interpersonal skills in the professional setting.

Placement Support: A significant 90% of respondents conveyed their high satisfaction with the placement support offered by CIPET-Chennai. 8% of students reported their moderate satisfaction.

Improved the Standard of Living after Placement in families: 86% of respondents expressed their high satisfaction with the enhanced standard of living conditions. Students not only are meeting their daily needs staying away from families, but they are also sending money to the parents in their villages. Most of the companies offered accommodation and food for the students after placement enabling them to save money.

CIPET-Chennai instructors (Trainers) / Faculty Satisfaction Levels: Teachers are satisfied that the skill development training programs offered by CIPET-Chennai have successfully supplied a skilled workforce to the plastics manufacturing industries, leading to a significant demand for their courses and programs. Parents are also delighted to see that the training assisted their children in securing positions in plastics manufacturing companies, allowing them to kickstart their careers and offering financial stability to improve their social and economic status.

Overall Observations

- The candidates from the rural areas with poor family background and mainly belongs to SC/ST, other economically weaker categories were mobilized to enrol for the various skill development programmes. These candidates underwent comprehensive training in theory, practical skills, industry exposure, on-the-job training, computer proficiency, and communication skills specifically tailored for the petrochemicals and plastics manufacturing sector. The training equipped them with necessary knowledge, experience, and soft skills to excel in employment opportunities.
- After the successful completion of the courses, all the beneficiary trainees received their course completion with level 4 certificates from NSQF.
- As the courses were job-oriented, most of the students were offered placements after the successful completion of the course which resulted in the increase in livelihood opportunities for the rural youth both men and women.
- The courses also encouraged youth to take up entrepreneurship in various auxiliary industries relating to plastics manufacturing.
- The project also improved the socio-economic conditions as they were placed immediately after the completion of the course with reasonable pay packages.
- The project also supplied skilled resources to local / regional employers while reducing the unemployment.

Case Studies

Name	Ajay Rout
Father's Name	Surendra Raut
Date of Birth	19.08.1990
Scheme	Skill Development Training Programs
Name of the Course	Machine Operator Plastic Extrusion
Sponsored by	M/s Power Finance Corporation Limited
Date of Commencement /Completion	20.11.2017 to 19.05.2018
Employed at (Name & Address of the Industry)	M/s HSIL,Isnapur, Hyderabad
Designation	PVC Pipe Operator
Salary (per Month)	Rs 35,000/-
Mobile No	7204485585

The training program at CIPET-Hyderabad, sponsored by the Power Finance Corporation, has been instrumental in securing a stable position for me at HSIL, Isnapur, Hyderabad. The comprehensive training I received in plastic extrusion machine operation has significantly boosted my career prospects. Hailing from a large family of 16 members in a small village in the Vaishali district of Bihar State, I completed my X Class in 2016. Due to family constraints, I was unable to pursue further education and had to move to Bangalore to support my family. Initially working as an unskilled labourer for a meagre salary of Rs. 6,000, I realized the importance of acquiring specialized skills. Motivated by a friend's success story, I enrolled in the plastic manufacturing machine operator course at CIPET-Hyderabad. After completing the training, I secured a job at HSIL in Isnapur, Hyderabad, as a trainee machine operator. Through hard work and dedication, I have been promoted to PVC Pipe Operator with a monthly salary of Rs. 35,000. I am now able to support my extended family, including my wife and children settled in Hyderabad, as well as other relatives in Vaishali.

- **Ajay Rout**

Trainee, Machine Operator – Plastics Extrusion, CIPET – Hyderabad

Case Study 2

Name	Sanjay Kumar
Father's Name	Ram Kumar
Date of Birth	20.12.1987
Scheme	Skill Development Training Programms
Name of the Course	Machine Operator – Plastics Processing
Sponsored by	M/s Power Finance Corporation Limited
Date of Commencement /Completion	18.08.2017 and 17.02.2019
Employed at (Name & Address of the Industry)	M/s Polyplastics Industries (India) Private Limited, Rewari, Haryana
Designation	Machine Operator – Plastics Processing
Salary (per Month)	Rs 40000/- Present Salary Rs. 12000/- Recruitment time

I am currently employed as a Machine Operator in the Plastics Processing department at Polyplastics Industries (India) Limited, situated in Rewari city, Haryana state. This opportunity arose

after I completed a skill development training program in machine operation at CIPET-Lucknow. Presently, I am earning a salary of Rs. 40,000, which is a significant increase from my initial salary of Rs. 12,000 when I initially joined the company in February 2019. This career progression has enabled me to provide financial support to my family, which comprises of six members. My father works as a farmer and agricultural laborer, while my mother is a homemaker. We reside in Kothiya village, Mau District, Uttar Pradesh, where we have limited agricultural land. Due to financial constraints, my father faced difficulties in arranging marriages for my two sisters. I had to discontinue my education after completing X class due to our family's circumstances. However, with the encouragement of a friend, I enrolled in the machine operator training program at CIPET-Lucknow, which ultimately paved the way for a successful career as a machine operator in the plastics industry. Due to the secured job, I was able to support my father in arranging my sisters' marriages, and I continue to provide ongoing support to my family, ensuring the happiness of all its family members.

- **Sanjay Kumar**

Machine Operator – Plastics Processing, CIPET – Lucknow

Annexure 1

Courses sponsored by PFC in CIPET Centres

S. No.	Name of the Centre	Total Trainee Number	Courses Details
1	CIPET-Ahmedabad	80	1) Machine Operator - CNC Milling (MO-CNC-M) 2) Machine Operator - Blow Molding (MO-BM)
2	CIPET-Amritsar	80	1) Machine Operator - Tool Room (MO-TR) 2) Machine Operator - Plastic Processing (MO-PP)
3	CIPET-Aurangabad	120	1) Machine Operator - Tool Room (MO-TR) 2) Machine Operator - Blow Moulding (MO-BM) 3) Machine Operator - CNC - Lathe (MO-CNC-L)
4	CIPET-Baddi	80	1)Machine Operator - Injection Moulding (MO-IM) 2) Machine Operator - Plastic Processing (MO-PP)
5	CIPET-Balasore (APPTC)	90	1) Machine Operator - Plastics Extrusion (MO-PE) 2) Machine Operator - Plastics Recycling (MO-PR)
6	CIPET-Bhopal	160	1) Machine Operator - Plastic Processing (MO-PP) 2) Machine Operator - Injection Moulding- (MO-IM) 3) Machine Operator - CNC - Lathe (MO-CNC-L) 4) Machine Operator - CNC - Milling (MO-CNC-M)
7	CIPET-Bhubaneshwar I	80	1)Machine Operator - Plastics Processing (MO – PP) 2) Machine Operator - Injection Moulding (MO-IM)
8	CIPET-Bhubaneshwar II	160	1) Machine Operator - CNC - Lathe (MO-CNC-L) 2) Machine Operator - CNC - Milling (MO-CNC-M) 3) Machine Operator - Maintenance of Machinery (MM) (Batch-I) 4) Machine Operator - Maintenance of Machinery (MM) (Batch-II)

S. No.	Name of the Centre	Total Trainee Number	Courses Details
9	CIPET-Chennai	80	1) Machine Operator - CNC - Lathe (MO-CNC-L) 2) Machine Operator - Plastic Processing (MO-PP)
10	CIPET-Guwahati	40	1) Machine Operator - Injection Moulding- (MO-IM)
11	CIPET- Gwalior	80	1)Machine Operator - Plastics Processing (MO–PP) 2) Machine Operator - Injection Moulding (MO-IM)
11	CIPET-Hajipur	160	1) Machine Operator - CNC Milling (MO-CNC-M) 2) Machine Operator - Blow Moulding (MO-BM) 3) Machine Operator - Plastic Extrusion (MO-PE) 4) Machine Operator - Tool Room (MO-TR)
12	CIPET-Haldia	160	1) Machine Operator - CNC Milling (MO-CNC-M) 2) Machine Operator - Blow Moulding (MO-BM) 3) Machine Operator - Injection Moulding (MO-IM) 4) Machine Operator - Tool Room (MO-TR)
13	CIPET-Hyderabad	200	1) Machine Operator - CNC - Lathe (MO-CNC-L) 2) Machine Operator - CNC Milling (MO-CNC-M) 3) Machine Operator - Plastic Extrusion-(MO-PE) 4) Machine Operator - Injection Moulding (MO-IM) 5) Machine Operator - Plastic Processing (MO-PP)
14	CIPET-Imphal	40	1) Machine Operator - Plastic Extrusion (MO-PE)
15	CIPET-Jaipur	160	1) Machine Operator - CNC - Lathe (MO-CNC-L) 2) Machine Operator - Tool Room (MO-TR) 3) Machine Operator - Plastic Extrusion-(MO-PE) 4) Machine Operator - Plastic Processing (MO-PP) 5) Machine Operator - Blow Moulding (MO-BM)
16	CIPET-Kochi (CBPST)	120	1) Machine Operator - Plastic Processing (MO-PP) 2) Machine Operator - Injection Moulding (MO-IM)
17	CIPET-Lucknow	80	1) Machine Operator - Injection Moulding (MO-IM) 2) Machine Operator - Plastic Processing (MO-PP)
18	CIPET-Madurai (ATPDC)	160	1) Machine Operator - CNC - Lathe (MO-CNC-L) 2) Machine Operator - CNC Milling (MO-CNC-M) 3) Machine Operator - Injection Moulding (MO-IM) 4) Machine Operator - Tool Room (MO-TR)
19	CIPET-Muthal	160	1) Machine Operator - Injection Moulding (MO-IM) 2) Machine Operator - Plastic Extrusion-(MO-PE) 3) Machine Operator - Plastic Processing (MO-PP) 4) Machine Operator - Tool Room (MO-TR)
20	CIPET PWMC GUWAHATI	50	1) Machine Operator - Plastic Recycling (MO-PR)
21	CIPET-Raipur	40	1) Machine Operator - Plastic Processing (MO-PP)
22	CIPET-Valsad	40	1) Machine Operator - Injection Moulding (MO-IM)
23	CIPET-Vijayawada	80	1) Machine Operator - Injection Moulding (MO-IM) 2) Machine Operator - Plastics Processing (Mo-PP)
	Total	2500	

Annexure 2

List of Prominent Recruiters

1) CIPET-Hyderabad

S. No.	Name of the Company	Address
1	Vidhatha Plastics India (P) Limited	Cherlapally, Hyderabad
2	Harshavaradhan International	Kothur, Mahabubnagar
3	Fennar (India) Limited	Patancheruvu, Hyderabad
4	Star Plast Industries	Kavkur, Medchal, Hyderabad
5	Kumar Industries	Nacharam, Hyderabad
6	NCL Wintech India Limited	Pashamylaram, Sangareddy
7	Synergy Med Plasteck	Suryanagar, Mallapur, Hyderabad
8	Maruthi Tubes Pvt Ltd	Cherlapally, Hyderabad
9	Mold-tek Packaging limited	Annaram, Medak
10	Malathi Polymers Private Limited	Cherlapally, Hyderabad
11	Nidhi PVC Industries	Arjalabavi, Nalgonda
12	RM Industries	Cherlapally, Hyderabad
13	Maheshwari Polymers	IDA, Jeedimetla, Hyderabad
14	Linkwell Telesystems Pvt. Ltd	Cherlapally, Hyderabad
15	Integrated Solutions	Jeedimetla, Hyderabad
16	Gold Stone Technologies Pvt. Ltd	Cherlapally, Hyderabad
17	S P Polymers Pvt. Ltd	Cherlapally, Hyderabad
18	Latha Enterprises	Cherlapally, Hyderabad
19	Surya Polypet Quality Products	Visakhapatnam
20	Miostop Enterprises	Jeedimetla, Hyderabad
21	CRI Pumps	Hosur, Karnataka
22	Sun Polymers India Pvt Ltd	Cherlapally, Hyderabad
23	Mahalakshmi Industries	Kushaiguda, Hyderabad
24	Dev Engineering	Balanagar, Hyderabad
25	V3 Industries	Moulaali, Hyderabad
26	Madhuri Engineerings Pvt Ltd	Qutubulalpur, Hyderabad
27	Euraflux	Jeedimetla, Hyderabad
28	Alpla India Pvt Ltd	Pashamailram, Sangareddy
29	SymbioPlast (India) Pvt Ltd	Chengicherla, Ghatkesar, Rangareddy

2) CIPET-Lucknow

S. No.	Name of the Company	Address
1	Sterlite Technologies Ltd	Dadra and Nagar Haveli - 396230
2	Feim industries	Maisana Industrial Area, Gujrat
3	Radiant Polymer Pvt. Ltd	Ghaziabad, Uttar Pradesh - 201 010
4	Timex Industries Pvt. Ltd	Panchkula, Haryana - 134109
5	Misun Pure Lights	Bawana, Delhi, Delhi - 110039
6	Prince pipes &fitting pvt ltd	Bhardrabad-Sidcul highway Uttrakhand - 299402
7	SRF Ltd.	Pithampur, Madhya Pradesh - 454775

3) CIPET – Vijayawada

S. No.	Name of the Company	Address
1	Renuka Plasti Crafts (P) Ltd.	Jeedimetla, Hyderabad, Telangana – 500055
2	Mold-Tek Group	Jubilee Hills, Hyderabad - 500033
3	SUZLON	Mangalore, Karnataka
4	Konis Polymer	Nulakapeta, Tadepalli (M), Guntur
5	Aditya Polymers	Vijayawada
6	Ratna Plastics	Rajahmundry
7	INNOCORP Ltd	Nacharam, Hyderabad
8	Nano Polymers	Maddipadu, Prakasham
9	Sairam Polymers	Viajayawada
10	Micro Plastics	Bangalore
11	UPA Windows & Doors	Vijayawada
12	CIPET-Vijayawada	Vijayawada

4) CIPET-Chennai

S. No.	Name of the Company	Address
1	Wimplast Ltd	Pudugummidipundi, Tamil Nadu - 601201
2	Sintex BAPL Ltd	Sriperumbudur, Tamil Nadu - 602105
3	Ready LED lighting Pvt. Ltd	Chennai - 600032
4	Prince Plasto Pvt Ltd	Ambattur
5	Sun Engineering Technologies	Chennai
6	Autobahn Motor Products Pvt Ltd	Chennai
7	Abhijeet Arihant Autoplast Lt	Maraimalai Nagar, Tamil Nadu - 603209
8	SSF India Pvt Ltd	Hosur
9	Raghav Lifestyle Private Ltd	Buddi, Himachal Pradesh
10	GM Pens International Pvt Ltd	Puducherry
11	Dilson Products	Ambattur
12	Iykot Hitech Tool Room Pvt Ltd	Chrompet, Chennai - 600 044
13	Twin Industry	Alandur
14	ZF Electronics India Pvt Ltd	Madurai

About the Centre for Corporate Social Responsibility (CCSR)

The Centre for Corporate Social Responsibility (CCSR) was set up during 2011 to promote training, research, consultancy assignments and document case studies in thrust areas of CSR. The Centre works on the existing body of knowledge, systems, structures, models, and mechanisms associated with diff erent CSR initiatives; it also provides a platform for discussing CSR guidelines and the latest developments in the fi eld. The Institute of Public Enterprise (IPE) has been part of the Department of Public Enterprises (DPE), Government of India initiative on introducing Corporate Social Responsibility (CSR) as an element of the performance matrix in Central Public Sector Enterprises (CPSEs). IPE was invited to attend the meetings of the Working Group on CSR in 2007-08 and 2009-10, and was nominated by DPE as a Member of the Executive Committee on CSR in 2011 to develop, design, and implement courses for CPSEs. Recognizing the importance of the subject and also the realization that there is a dearth of experts in this emerging fi eld, it was decided that IPE could play a major role in research, development, and advocacy of CSR. This idea led to the establishment of the Center for Corporate Social Responsibility in 2011 at IPE.

The main objectives of the center:

- To conduct interdisciplinary and collaborative research and document case studies in thrust areas of CSR dealing with contemporary issues and challenges.
- To integrate the existing body of knowledge, systems, structures, models, and mechanisms associated with diff erent CSR initiatives by interfacing with industry and academia.
- To disseminate information about the latest happenings in the CSR fi eld to the people engaged in policy making, policy analysis, policy research, practitioners, and other stakeholders.

PROJECT LEADER

Prof. S. Sreenivasa Murthy, Director, IPE

PROJECT COORDINATOR

Ms. J. Kiranmai, Head – Centre for CG and CSR, IPE

TEAM MEMBERS

Mr. M. Vaman Reddy, Project Associate, IPE

Ms. B. Deepa, Research Associate, IPE

About Institute of Public Enterprise (IPE)

The Institute of Public Enterprise (IPE) was established in 1964 as an autonomous non-profit society. IPE is a premier AICTE approved management Institute focusing on transforming students into leaders of tomorrow in organizations and society. IPE's key objectives include management education, research, consultancy, and training. In 1995, the Institute launched its first two year full-time Post Graduate Diploma in Management (PGDM) programme to provide skilled human resources to meet the requirements of industry.

Keeping in view the market demand, the Institute also launched sector specific PGDM programs in the areas of Marketing, Banking Insurance and Financial Services, International Business and Human Resource Management. IPE's engagement with long-term management education has received wide appreciation from the industry, government, and social sector enterprises. The Institute continuously endeavours to update the content and teaching methodology of its courses based on feedback from the end-users, ensuring the quality, relevance, and utility of all its programs and courses.

IPE is consistently ranked among the leading B-Schools in India in most well-known ranking surveys. IPE has also been awarded a premium accreditation label of the SAARC region, 'The South Asian Quality Assurance System' (SAQS). Over the years IPE has won several awards and honours for its academic & research excellence.

IPE has a very successful track record of running MDPs over a long period of time. IPE also has a strong Research and Consultancy division, which provide consulting services and undertakes research projects for various national organizations. The Institute has been recognized as a 'Center of Excellence' by the Indian Council of Social Science Research (ICSSR), Ministry of Education, and Government of India.

The Governance of the Institute is overseen through a Board of Governors composed of eminent policy makers, academicians, and CEOs of public and private sector enterprises.

IPE Estd : 1964

INSTITUTE OF PUBLIC ENTERPRISE

(Under the aegis of ICSSR, MoE, GoI)

Hyderabad

City Office

Osmania University Campus, Hyderabad - 500 007

Phone: +91-040-27098145 | Fax: +91-040-27095183

Campus

Survey Nos. 1266 and 1266/94, Shamirpet (V&M),

Medchal, Hyderabad, Telangana - 500101

Phone: +91-40-23490900 | Fax: +91-040-23490999

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