



**Shroffs
Foundation
Trust**

सेवा सद्भाव विकास

December-2017

The stories of Path Makers



*"We should not evaluate the situation on our prejudice basis"
VIVEC and Thermax have proven it" Manisha Kharva*



VIVEC 
सा विधा या विमुक्तये

Vivekanand Institute of Vocational
and Entrepreneurial Competence

*Industrial
Welding Training
Course for girls
Supported by*


THERMAX

**Preface**

I am happy to share the case studies of 13 girls who have bravely accepted the industrial welding course which is generally male dominant field. I appreciate the courage and commitment shown by these girls working with the male workers.

I take this opportunity to thank Thermax team for the motivation and efforts, which was the guiding force behind this innovative program.

I am sure the collaboration of VIVEC and Thermax will bring revolutionary impact in motivating girls to come forward for this field in a larger way.

This would be contribution towards the empowerment of women.

Sanjay Jain
Director
December-2017

Introduction

Shroffs Foundation Trust (SFT) is a reputed NGO promoted by Shroff family- a well known industrialist family in Gujarat and India. The Trust provides support services in diverse areas like, Agriculture, Animal Husbandry and Natural Resource development along with public health services and quality education in more than 400 villages.

SFT joined hands with Tribal Development Department to set up high quality and state of art Vocational Training Centres (VTC) under the Public Private Partnership (PPP) model.

This is a revolutionary concept and opportunity in skill training sector as availability and skill levels of semi skilled manpower is very low in our country. This is an effort to bridge the gap of requirements of qualified professionals and trained personnel.

VIVEC offers 20 different skill training courses to the tribal youth with 100% job placement opportunities. Apart from regular training, VIVEC has established strong collaboration with leading industries for training and placement of students. The collaboration starts from designing of course, Trainings of our trainers, regular monitoring for quality check and providing technologies on which the trainees have to work and.

The partnership with Thermax for training of female welders is a part of the innovative program.



Priyanka Gohil (18) & Divya Gohil (20)
Education: 12th and 10th
Address: B-65, Somnathnagar, Tarsali, Vadodara,
Mobile: 7623956541

Priyanka Gohil and Divya Gohil are real sisters, 18 and 20 years of age. They had very little opportunity of education, as Priyanka could complete her 12th, while Divya couldn't.

Father works in a factory at GIDC and Mother is a house wife. Because of financial constraints the family could not live together, both the sisters were sent to their relative's home.

Divya came to know from her school about VIVEC institute and courses offered there.

They came to know about Thermex sponsored welding course and assured job opportunity on successful completion of training.

Their father was surprised, the girls were talking about male dominated work !, He immediately refused, But respecting the feelings of the daughters he agreed. Thus Priyanka and Divya joined welding course.

The beginning of the course was not pleasant, electrical spark while practical threat of injury, but safety gear, regular practice and counselling by trainers made them confident.

Entering Thermex was the test of their confidence, as the male workers were wondering about working girls on welding machines. The Nachiketa sessions for personality development and learning for soft skill had made them confident.

The cooperative workers helped in grooming them. After spending few days they have made up their mind to appear for the Indian Boiler Regulation (IBR) necessary to be confirmed worker at Thermex!



Najera Shekh, Education: 12th
Address: Navapura, Marathi Moholla, Vadodara
Mobile: 9054346745

Najera is youngest child of her family; being an only daughter she got love from all family members. However it was noteworthy that there was no gender bias in the family. Unfortunately she was born with a minor physical abnormality as the muscles of her neck were not flexible to move. But she never felt guilty or handicapped in her education and daily life.

Fortunately her father was in welding business, who motivated Najera when she expressed her willingness to join VIVEC, mother was little hesitant but she respected her daughter's dream. However their society was not happy with the decision.

Najera says, "I have seen my father working on old age welding machinery, but I was surprised when I saw the modern welding lab at VIVEC" She further says, "Little hesitation to work as welder also disappeared"

She further says, "Nachiketa, training made me confident to think and build my carrier"

When I entered Thermax, the workers started saying that I would not be able to work as I was handicapped however I did not give up and made up my mind to perform the best"

After training of three months, one day a senior technical officer came to see the works, he was surprised to know that Najera was the best in quality of work.

Najera has set example for the girls who are physically challenged!!



Prerna Hemant Kharva- 22 Years, Education: B.Com.
Address: Shiyabag, Vadodara. Mobile: 9429952068

Prerana belongs to lower middle class family as her father is electrician who works on job work basis and earns about Rs.300 a day, to meet the household requirement her mother also works as wage labourer.

In spite of the vulnerable family condition the family educated Prerana up to graduation in commerce.

Unfortunately she could not get appropriate job to contribute to the family livelihood requirements.

She further completed *Tally* course to get job as an accountant, but she couldn't.

It was testing time for her, she felt extremely unhappy as she was not able to support her family, who had sacrificed to make her graduation possible.

One day, Asmita her close friend told her about *URJA* project of VIVEC, Prerna refused for welding course, as it was male dominant field. Asmita herself was willing to join this course and she kept on counselling her. Finally she succeeded.

Prerana was Graduate, her ego was not accepting such technical work, but as time passed, she felt homely at VIVEC, the learning experience on world class machineries made her proud, and appreciation from trainers and colleagues motivated her to perform her best in the male dominant field.

She says, VIVEC and Thermax are my second homes, I was searching the career opportunity, and it was IBR job at Thermax!



Hemaxi Chandrakant Kharva- 18 Years, Education: 12th
Address: Kharvavad Road, Madanzanpa Vadodara.
Mobile: 7285016057

Hemaxi's father is a carpenter and earns average Rs. 15000 a month by job works, mother is house wife, she gets job works in marriage seasons and two younger brothers are in primary schools. Hemaxi was not very bright student up to secondary education; hence she left further study and got job of computer operator at private clinic with remuneration of Rs.6000 a month. She left the job as it was not suitable to her nature. 10 months passed, she could not get appropriate job.

Asmita and Prerna together counselled her, as both had already applied for the course of welding sponsored by Thermax.

Hemaxi could not make up her mind and got late admission. She worked hard to cop up with the completed syllabus and practical, her colleagues helped a lot to catch up with the syllabus. The support of her class mates and trainers motivated her.

Hemaxi says, *"I was completely at loss of confidence, as I was under graduate and not taken formal education on English and computer literacy" Nachiket training filled this gap and made me confident."*

On Thermax experience, Hemaxi says, *"I immediately started working on grinding, gas cutting, welding, 1G and 3G x-ray with excellent quality, the superiors are happy with my work."*

On her carrier, *"Hemaxi says," Earlier I didn't have carrier objective, now I have my career objective to appear for the IBR exam and become confirm employee at Thermax!"*



Asmita Rameshbhai Kharva- 24 Years, Education: B.Com
Address: Navapura Kharvavad, Vadodara.
Mobile: 8160107988

Asmita belongs to lower middle class family, her father and two brothers work as colour labourer on contract basis with average monthly income of Rs.15000. Recently one brother met an accident while working and expired, they became vulnerable in livelihood.

To meet the livelihood needs she worked as call centre operator with a remuneration of Rs.6000 a month.

Because of odd working hours and distance from home she left the job. For same reasons she left two-three jobs.

When she came to about welding course at VIVEC and Thermax, she had very bad taste in working with private agencies. She immediately refused. She visited VIVEC and Thermax with her friend to see the environments. She was convinced to join the course.

Asmita says, "When I saw other girls learning on soft courses like, computer, sewing and bed side assistant labs, I felt awkward to join the hard working course like welding"

But immediately the feeling of regret disappeared when real training started. Asmita bravely faced all discomforts while learning on welding lab and completed the course with allegiance and top quality skill.

On Thermax experience, she says,

"It is like my second home, all seniors take parental care of us"



Gayatri Arvindbhai Kharva- 24 Years, Education: S.Y B.Com
Address: Navapura Kharvavad, Vadodara.
Mobile: 8487954970

Gayatri was nourished like a boy in her family. She got multiple skill trainings like, ITI, *Tally* and DTP after leaving her graduation half way.

In spite of getting multiple skill training she didn't get appropriate job. She worked as receptionist and maintained contact with the institution where she got these training, for career guidance.

Meanwhile the institution head informed about *URJA* project of VIVEC to Gayatri, but the family did not encourage her as they consider it as unlike girl's profession.

The institution head accompanied her in visiting both VIVEC and Thermax. After visiting both the institutions she made up her mind and in spite of initial opposition by family, she joined the welding course at VIVEC.

On VIVEC experience, Gyatri says, "*VIVEC completely transformed my personality and made me confident in my professional life and made me responsible for the family and society*"

About Thermax, Gaytri says, "*Company take homely care, they have built change room exclusively for us and provided all logistic services, so that we are able to concentrate on our work*"

Gayatri further says,

"I will marry the boy who agrees to my working at Thermax"



Mamta Manojbhai Rudre -20 Years, Education: 10th
Address: 105, Rajivnagar, Tarsali, Vadodara.
Mobile: 9624791557

Mamta belongs to five members' middle class family. All family members are earning by various skill based jobs. She was average student in secondary education, scored 62% in 10th and left further study.

VIVEC was very familiar name for Mamta as one of her relatives works at VIVEC as a trainer. She came to know about URJA project from her relative, but like others, welding course for girls was not easily digestible for her family.

But she WAS able to convince the family as all members had been good earning from skill based jobs.

Two year gap after 10th had made her homesick and it was not easy to leave home for six months.

Mamta says, joining VIVEC was just like changing home, from smaller family I become members of huge family and friends" Apart from learning VIVEC inculcated culture, ethics and values in my personality, I emerged as skilled and responsible citizen of society"

Mamta says "I feel proud to be a part of Thermax; a value based work place where girls are treated as their daughters" She further says, Thermax would be the ultimate destination in my professional carrier"



Apexa Girishbhai Gohil -23 Years, Education: 10th & ITI
Address: 821/8 Khanka Colony, Filendgunj, Panchamaharal parel
Dahod, Mobile: 8141631858

Apexa belongs to a well to do family, as her Father has grade-I job in Railway, Brother is diesel mechanic and younger sister is a fitter. All members of family are in skilled based job, hence they wanted Apexa to go in same field for training.

Surprisingly Apexa did not wanted technical education as her career plan, she was interested in classical dance. In her case the family struggled to convince her for welding course.

Apexa visited VIVEC with her brother to see the VIVEC campus and campus life, she says, *"I was so happy to see many girls learning on various trades, I immediately made up my mind to join welding course at VIVEC"*

Apexa says, *"I was extremely surprised comparing the infrastructure and machineries at ITI and VIVEC" on completion of ITI course I could get only 10% theoretical knowledge, whereas in VIVEC I could learn professionally on modern machines"*

On Thermax experience, Apexa says *"it was just like shifting to another home"*, she further says, *"my father feels proud of working me as welder at Thermax"*

Apexa says, *"Now my career is getting stability and I can dance as my favourite hobby"*



Manisha Gajanand Kharva -22 Years, Education: B.com
Address: 30 Vishwakarma Society, Baranpura, Vadodara.
Mobile: 9328611431

Manisha is the youngest daughter of the family. Her father is a carpenter and works on call repairing works, earns average Rs.10000 a month.

Manisha was sent to Mumbai with her close relative for some employment, but after spending a year, she came back as she could not get graceful work in a metro city like Mumbai.

She started B.Com as external student and also joined chemical cosmetic courses in Vadodara.

She got employment in Ashoka garment as accessory job work. Still she was not happy; her income was not satisfactory and steady.

She joined multiple agencies and left because of two reasons, graceful job and steady income.

Her previous training institute informed her about *URJA* project, she was hesitant but after visiting VIVEC she was convinced to join the welding course.

About VIVEC Manisha says, *"The training and infrastructure are undoubtedly world class, but I learnt lessons of life skills and build my character"*

She Says, *"We should not evaluate the situation on our prejudice basis" VIVEC and Thermax have proven it"*



Ramila Badiya Ninama-18 Years, Education: 12th
Address: Village: Gankhajuri, Block: Dhanpur: District: Dahod
Mobile: 9512157043

Ramila belongs to a tribal family of a typical tribal village Gankhajuri of Block Dhanpur in Dahod district.

The family depends on Agriculture as main livelihood activity.

Her two younger brothers and a sister are in primary and secondary education levels. Ramila was dreaming to get admission in Nursing but she could not compete in merit. Ramila was highly disappointed and given up further study and started helping her father in farm works.

One of her cousins had got training at VIVEC; hence she knew the reputation of VIVEC as training institute. She started thinking to accomplish her dream to become a nurse and applied for Bed side Assistant course at VIVEC.

VIVEC team counselled her to join *URJA* project, basis her counselling she joined welding course. Her father was of the impression that Ramila has joined Nursing. He got angry when he knew the fact! But after all a father is a father he relented.

Thus Ramila started training at VIVEC, She says, *“Apart from technical learning I learnt the lessons of soft skills, which has transformed my personality and equipped me to face the life realities with great confidence”*

Like other colleagues Ramila says,

“Thermax is my second home, I feel socially and financially secured and I am determined to pursue this course.



Rasila Manubhai Sangade-20 Years, Education: 12th
Address: Village: Nalu, Block: Dhanpur: District: Dahod
Mobile: 7567986072

Rasila also belongs to a tribal farmer's family of a remote village in Dhankheda block of Dahod district.

Unfortunately she lost her father at young age. She lives with her Grandfather and Grand Mother. Rasila is also the eldest at home and her mother has responsibility to meet the livelihood requirement. She started joining hands in farming and farm works.

One of her relatives had got training at VIVEC, hence she was aware of VIVEC and the courses offered there.

No education fees, free lodging-boarding and assured job were the attraction for her to join VIVEC, as this was her felt need.

Rasila says, "When I entered VIVEC, I felt extremely confused I was not knowing the manners of cities, but Nachiketa lessons and the sensitive trainers taught me the soft skill of personality development"

Rasila very sensibly says, "VIVEC and Thermax are like religious places for me"

Rasila further says, "I am hopeful for getting confirm job at Thermax, which will be a sustainable livelihood for my family"



Sunita Kantilal Mohaniya -19 Years, Education: 12th
Address: Village: Khalta, Block: Dhanpur: District: Dahod
Mobile: 9726794722

Sunita belongs to a joint tribal farmer family of a small village named Khalta in Dhanpur block of Dahod District. However Sunita is the eldest in seven children of her parents, but she had not gone out of her village and lack of exposure made her shy.

Sunita says, "I was not aware about the course I should join for better opportunities in career building"

She further says, "The VIVEC team very patiently explained the benefits of each course offered at VIVEC, finally I joined welding course under URJA project of Thermax"

Sunita says, "She had never heard the words like career building and personality development, this was like my second birth and I started learning like a child"

Sunita Says,"I will marry the boy who will respect my carrier as welder"

Like other girls Sunita feels homely at Thermax, and if given an opportunity she would like to develop her career as master worker in industrial welding.