



GOVERNMENT OF KERALA

Abstract

Women and Child Development Department- Kerala State Women's Development Corporation- Programme on Finishing School for Women- Financial Year 2025-26 - Administrative Sanction accorded -Orders issued.

WOMEN AND CHILD DEVELOPMENT (B) DEPARTMENT

G.O.(Rt)27/2026/WCDD

Dated,14/01/2026

AS Number : AS/WCD/25/47851

Valid upto : 31/03/2026

Read 1 Letter No. KSWDC/P3/AP/2025-26 dated 24.06.2025, 12.11.2025, 19.12.2025 from Managing Director, Kerala State Women's Development Corporation.

2 Minutes of the 2nd Departmental Working Group Meeting held on 26.09.2025.

ORDER

Kerala State Women's Development Corporation has a total budget allocation of Rs.200 Lakhs under the Head of Account 2235-02-103-89 for "Programme on Finishing School for Women" during the Financial Year 2025-26. Managing Director, KSWDC as per the letter read as 1st paper above had requested to accord administrative Sanction for an amount of Rs.120 Lakhs from the budget allocation for the implementation of "Programme on Finishing School for Women" under

the Head of Account 2235-02-103-89 in the Financial Year 2025-26.

(2) The Second Departmental Working Group meeting held on 26.09.2025 had approved the proposal subject to the condition that 50% of the total cost shall be met from the own fund of KSWDC.

(3) Government have examined the matter in detail and are pleased to accord Administrative Sanction for an amount of Rs.1,20,00,000/- (Rupees One Crore and Twenty Lakhs Only) for "Programme on Finishing School for Women" subject to the condition that 50% of the total cost shall be met from the own fund of KSWDC. For the purpose an amount of Rs.60,00,000/- (Rupees Sixty Lakhs Only) is sanctioned under the Head of Account 2235-02-103-89 for Kerala State Women's Development Corporation during the FY 2025-26 as shown below. The details of the schemes and the sanctioned amount for each scheme under the head of account 2235-02-103-89 is provided in Annexure I to IV.

Sl. no	Components	Proposed Financial Targets (Rs. In lakhs)	Proposed Physical Targets (no. of beneficiaries)
1	REACH (Own finishing school of KSWDC)	50.00	9448
2	ASEPN - Advanced Skill Enhancement Programme in Nursing	20.00	55
3	Language Proficiency Enhancement for Nursing Students- Introductory English Training Programme (IETP)	40.00	150
4	LEAD (Learn, Empower, Achieve, Develop) Finishing Programme for final year girl students in Polytechnic colleges	10.00	150
TOTAL		120.00	9803

Head Of Account

Sl No	Head	Amount (in Rs)	AS Number	Valid Upto
1	2235-02-103-89-00-00-0-P-V	60,00,000	AS/WCD/25/47851	2026-03-31

Works / Proposals

Sl No	Requirements	Estimate Amount (in Rs)

Sl No	Requirements	Estimate Amount (in Rs)
1	Kerala State Women's Development Corporation Programme on Finishing School for Women Financial Year 2025 26 Administrative Sanction	60,00,000
Total(Sixty Lakh)		60,00,000

By Order of the Governor,
Additional Secretary
 Women and Child Development

The Managing Director, Kerala State Women Development Corporation, Thiruvananthapuram.

The Principal Accountant General (Audit), Kerala, Thiruvananthapuram.

The Accountant General (A&E), Kerala, Thiruvananthapuram.

Finance Department

Women and Child Development (A) Department

Web & New Media (for publishing in the website).

Stock file/ Office Copy.

Forwarded By Order,
 SANTHOSH KUMAR T K

Annexure I

1. REACH (OWN FINISHING SCHOOL OF KSWDC)

Plan Allocation Proposed : Rs. 50 Lakhs

No. of beneficiaries : 9448 students

COMPONENT 1

REACH (OWN FINISHING SCHOOL OF KSWDC)- RECURRING EXPENSE, REPAIR/MAINTENANCE OF FINISHING SCHOOL - REACH AT THIRUVANANTHAPURAM & KANNUR

Revised Plan Allocation Proposed: Rs. 45 lakhs

(The balance expenditure will be met from the revenue generated and other funding sources of the Corporation)

Proposed Physical Target : 2948 trainees

'REACH-Resource Enhancement Academy for Career Heights' is a professional finishing school by KSWDC to professionally groom women from all strata of the society and prepare them for the corporate environment. The Finishing School programmes operates from REACH centers located in Trivandrum and Kannur.

Features:

- REACH Certification Program for professional Career orientation in basic IT, Communicative English, and Soft Skill Trainings and Entrepreneurship Development Training
- Tie ups with RUTRONIX, ODEPC, CMD, NORKA various Arts & Science college to name a few for conduct of various career oriented training courses
- Training facilities such as smart classrooms, computer lab, language/retail labs.

Courses offering through reach:

- Communicative English Training
- IT & IT Allied Courses
- REACH Certification Programme - Soft Skills & IT Training
- Artificial Intelligence
- Python Programming
- Data Science (DS USING R & DS USING PYTHON)
- Web designing
- “Swatva-2.0”- Personality Development Programme
- Pre Departure Orientation Programme (PDOP)

Courses proposed to be offered in the future:

- Machine Learning
- Cyber Security Analyst
- Ethical Hacking
- Embedded Systems (MICROCONTROLLER & ADVANCED MICRO CONTROLLER)

PHYSICAL ACHIEVEMENT (TRAINING DAYS)

Sl. No	Centre	2023-24		2024-25	
		Students Trained	Training Days	Students Trained	Training Days
1	REACH, TRIVANDRUM	2008	19424	440	434753
2	REACH, KANNUR	811	3470	243	4881
	TOTAL	2819	22894	683	439634

ACTION PLAN 2025-26

Till recently REACH Finishing School had been functioning with plan fund support from the Government. Courses were being offered with subsidized fees. Lately it was observed that this is not a viable strategy for functioning of the training institution and hence a paradigm shift is suggested in its operations. REACH introduced new and variant courses based on

present labour market/ industry requirements. It is also proposed to introduce more self-financing/ income generation courses so as to make REACH a viable and sustainable initiative.

COURSES PROPOSED & PROJECTED INCOME FOR 2025-26

REACH plans to enhance skills training in 2025-26 alongside the finishing school programs. Some of the courses proposed at REACH Tvm & Kannur are:

i. Training programmes and income projected for the year 2025-26 at REACH Tvm

Sl.no	Course Name	Duration	No. of students per batch	No of batch per year	Cost per student in(Rs.)	Total Income(Rs.)
1	Data science using R &DS using Python)	98 hrs	25	3	11000	825000
2	Python	40 hrs	25	6	5000	750000
3	Artificial Intelligence	96hrs	25	3	9000	675000
4	Web Designing	48hrs	25	3	5000	375000
5	LED Manufacturing Training	5 days	25	4	5000	500000
6	Swatva-2.0- Personality Development	15days	30	3	2944	264960
7	Solar Installation Training	5 days	25	4	5000	500000
8	Communicative English Training	50 hrs	25	7	1180	206500

9	Communicative English Training- Advanced	50 hrs	20	6	2360	283200
10	Pre Departure Orientation Programme	3 hrs	60	20	800	960000
Projected training Income for the year 2025-26 from REACH Tvm (i)						53,39,660.00

ii. Training programmes and income projected for the year 2025-26 at REACH Kannur

Sl No.	Course Name	Duration of the course	No. of students per batch	No of batch per year	Cost per Student (in Rs.)	Total Income (in Rs.)
1	REACH Certification Program	50 days	20	5	2,500	2,50,000
2	Rutronix Course- CWPDE	182 days	10	3	4,050	1,21,500
3	DCA	182 days	10	3	5,300	1,59,000
4	PGDCA	365 days	10	3	12,600	3,78,000
5	PDCFA (Professional Diploma in Computerized Financial Accounting)	182 days	10	2	7600	1,52,000
6	CTTC (Diploma in Computer Teachers Training Course)	365 days	10	2	9600	1,92,000
7	Tally accounting	1 Month	20	3	5000	3,00,000
8	Online MS Office	15 days	20	7	1,000	1,40,000
9	Baking Workshop	3 days	30	6	500	90,000
10	Online Communicative English Training for Professionals	10 Days	12	4	500	24,000
11	Web Designing	3 Months	10	2	10,000	200,000
12	Soft Skill sessions for Field Executive (Female)	15 days	15	2	500	15,000
13	EDP Training for SC category	10 days	20	4	1,000	80,000
Projected training Income for the year 2025-26 from REACH Kannur (ii)						21,01,500.00

A. TOTAL PROJECTED TRAINING INCOME (in Rs.)

Projected training Income for the year 2025-2026 from REACH Tvm (i)	53,39,660.00
Projected training Income for the year 2025-2026 from REACH Kannur (ii)	21,01,500.00
TOTAL	74,41,160.00

The recurring expenditure details of Reach Trivandrum and Kannur are given below:

Tab 1.Recurring Expenditure (REACH-Thiruvananthapuram)

Sl no	Particulars	Proposed amount for FY 2025-26 (in Rs.)	
1	Curriculum Development		600000
2	Electricity Charges	25000*12	300000
3	Advertisement charges		500000
4	Telephone charges	8000*12	96000
5	Purchase, Repairs & maintenance- Building/Machinery		450000
6	Placement Cell (TA) & Admin Exps.		500000
7	Salary of the Employees		4839776
TOTAL			72,85,776/-

Details of salary expenses at REACH Tvm (in Rs.)

7.a	Trainers (2 No.s)	31164*12*2	7,47,936
7.b	Empaneled Trainer Fees		5,00,000
7.c	State Head (1 No.s)	60000*12	7,20,000
7.d	Team Leader (1 No.s)	37996*12	4,55,952
7.e	Admin Staff (2 No.s)	28000*12*2	6,72,000
7.f	System administrator (1 No.s)	31164*12	3,73,968
7.g	Office Assistant (1 No.s)	25000*12	3,00,000
7.h	Sweeper (1 No.s)	20000*12	2,40,000
7.i	Placement cum Marketing officer (1 No.s)	37996*12	4,55,952
7.j	Salary of Project/Training Coordinator	31164*12	3,73,968
TOTAL			48,39,776

Tab 2.Recurring Expenditure (REACH-Kannur)

Sl no	Particulars	Proposed amount for FY 2025-26 ((in Rs.)	
1	Rent	70000*12	8,40,000
2	Electricity Charges	22000*12	2,64,000
3	Advertisement charges		5,00,000
4	Telephone charges	3500*12	42,000
5	Refurbishment Work		16,87,936
6	Generator Fuel	2000*12	24,000
7	Placement cell Expenses		2,00,000
9	Salary of the employees		44,11,760
TOTAL			79,69,696

Details of salary expenses at REACH Kannur (in Rs.)			
9.a	Trainers (3 Nos.)	31164*12*3	11,21,904
9.b	Empaneled Trainer Fees		5,00,000
9.c	Team Leader (1 No.s)	37996*12	4,55,952
9.d	Admin Staff (2 No.s)	28000*12*2	6,72,000
9.e	System administrator (1 No.s)	31164*12	3,73,968
9.f	Office Assistant (1 No.s)	25000*12	3,00,000
9.g	Sweeper (1 No.s)	20000*12	2,40,000
9.h	Marketing Assistant (1 No.s)	31164*12	3,73,968
9.i	Salary of Project/Training Coordinator	31164*12	3,73,968
TOTAL			44,11,760

AS/WCD/25/47851

B) FINANCIAL SPLITUP OF PROJECT COST (in Rs.)

Recurring Exp. of REACH, TVM (Tab. 1)	72,85,776/-
Recurring Exp. of REACH, KNR (Tab. 2)	79,69,696/-
Project Management Cost	1,85,688/-
TOTAL PROJECT COST	1,54,41,160/-

PROPOSED ALLOCATION FOR THE FY 2025-26

Particulars	Amount (in Rs.)
A Total Project Cost (Financial split up details given as Table B)	1,54,41,160/-
B (-) Expenses proposed to be met from income generated * (Table A)	74,41,160/-
C (-) Expenses proposed to be met from other fund sources of Corporation	35,00,000/-
D Balance fund requirement from Govt./Proposed Outlay D= [A-(B+C)]	45,00,000/-

COMPONENT 2**REACH CAREER GUIDANCE AND COUNSELLING PROGRAMME FOR GIRL STUDENTS/ WOMEN****Proposed allocation:** Rs. 5 lakhs**Proposed Physical Target :** 6,500 girl students/ women

In today's rapidly evolving world, empowering girl students and women with the right

guidance and counselling is paramount for their personal and professional growth. Recognizing this need, KSWDC proposes to initiate a comprehensive Career Guidance and Counselling programme through REACH Finishing School aimed at providing comprehensive guidance and support to girl students at Higher Secondary Schools/women in making well-informed career choices in home land and abroad.

The program will be implemented in collaboration with educational institutions, and community organizations to reach a wider audience of girl students and women. Workshops, seminars, and counselling sessions will be conducted regularly to cover topics such as career exploration, resume writing, interview preparation, networking, and personal branding. Special emphasis will be placed on empowering women from marginalized communities and providing them with equal access to opportunities.

To ensure the effectiveness and efficiency of the program, consultants specializing in career guidance and counselling will be empaneled through outsourcing. These consultants will be selected based on their expertise, experience, and ability to provide personalized guidance to girl students and women.

Sl. No.	Particulars	Amount (in Rs.)
1	Workshops and Seminars (Rs. 250000/- x 1 nos.)	2,50,000
2	Conduct of carrier guidance and counselling programme in schools (offline) (Rs. 5000/- x 50 Govt./Aided Schools)	2,50,000
TOTAL		5,00,000/-

TOTAL PROJECT COST / PROPOSED ALLOCATION 2025-26

Particulars	Amount (in Rs.)
COMPONENT 1 Recurring Expense, Repair/Maintenance of Finishing School - Reach at Thiruvananthapuram & Kannur	45,00,000/-
COMPONENT 2 REACH career guidance and counselling programme for girl students/women	5,00,000/-
Fund requirement from Govt./Proposed Outlay	50,00,000/-

Annexure II

2. ADVANCED SKILL ENHANCEMENT PROGRAMME IN NURSING (ASEP -NURSING)

Plan allocation proposed : 20 lakhs

No. of beneficiaries proposed : 70 nurses

In 2020, the Government envisaged formulation and implementation of programmes to bridge the gap between the demand and supply of skilled nurses to the health care sector worldwide. KSWDC is conducting ASEP - Nursing Programme since FY 2020-21, as a finishing course for nursing graduates seeking overseas employment in tune with the goals outlined by the Government of Kerala. The programme is designed in hybrid model. Under this programme **KSWDC has successfully trained 304 nurses in 10 batches.**

Component 1

Training programme for Graduate/GNM nurses aspiring to have a career abroad

No. of beneficiaries proposed : 10 nurses

KSWDC in association with NORKA, Centre for Management Development (CMD) and Overseas Development and Employment Promotion Consultants Ltd (ODPEC) introduced a comprehensive finishing programme for Graduate/GNM nurses aspiring to have a career abroad.

Objectives of ASEP-N

1. To develop essential advanced nursing skills of the graduate/GNM nurses to suit the global standards
2. To facilitate the qualified participants in seeking a lucrative career abroad in nursing

Beneficiaries

- i. Graduate/GNM certified nurses
- ii. Hospitals/Health Care Authorities in India, Middle East, UK, Australia, U.S.A., other European Union Countries.

Course Structure

The course is planned in five modules with a total duration of six months with maximum of 48 hours /week.

MODULE I: English Communication (IELTS/OET) (8 weeks)

MODULE II: Personality and soft skill training (2 weeks)

MODULE III: Basic IT Skills (1 week)

MODULE IV: Basic Nursing Skills Review (1 week)

MODULE V: Emergency and Critical Care Skills (2 weeks)

MODULE VI: Infection Control and Patient Safety (1 week)

MODULE VII: Clinical Training - (6 weeks)

(Observership at MDICU's of Tertiary Care Hospitals)

In the FY 2025-26, KSWDC proposes to continue programme implementation and complete training of 10 nurses and also assist in their overseas placement.

Component 2

French and German Language Training programme

No: of beneficiaries proposed: 30 nurses

Language proficiency has emerged as a key skill in today's globalised world, enabling students and professionals to access international education, employment, and cultural exchange opportunities. Among the most sought-after foreign languages, **German and French** stand out due to their wide global reach, economic relevance, and strong demand across Europe, the Middle East, and other regions.

Germany, Austria, Switzerland, France, Canada, and several African countries rely heavily on skilled migrants and internationally certified language learners to support sectors such as healthcare, education, hospitality, engineering, IT, and research. Proficiency in French or German significantly enhances an individual's ability to study abroad, qualify for skilled migration pathways, and secure competitive employment both overseas and within India.

Introducing structured **German and French language training** offers learners the opportunity to acquire globally recognised skills through internationally accepted frameworks (A1, A2, B1 levels). Institutions such as **Alliance Francoise** for French and **government-supported institutes like NIFL** for German and French provide certified programmes that strengthen communicative competence, cultural awareness, and job readiness.

For Kerala and India, where youth aspire for global mobility and international careers, integrating foreign-language training into capacity-building initiatives can create a strong pipeline of internationally competent professionals. Offering fee waivers and merit-based scholarships further ensures that economically disadvantaged but talented learners can participate fully, promoting equity, inclusion, and social upliftment.

Proposed Scholarship / Merit-Based Waiver

- Additionally, KSWDC proposes that out of each batch, **10 students** (meritorious candidates, selected via entrance exam) be given **full scholarship (i.e. 100% fee waiver)** for **A1 level course** — even if they are not BPL.
- This encourages merit, rewards talent, enables access for economically disadvantaged or high-potential students, and builds goodwill for the programme.

Considering the standard fee rate proposed by authorised/ accredited institutions for German/ French Language Training and also propose a **fee waiver scheme** for deserving candidates.

Level	Typical Fee (per student)	Proposed Subsidy Policy / Waiver
A1 (~120 hrs)	Rs.19,131	Full fee sponsorship for meritorious students
A1/A2 (beginner)	Rs.9990	Full fee sponsorship for meritorious students

Mode of training

- To associate with accredited/ authorized Training partner. The batch commencement schedule to be shared by them.
- To develop a scholarship/ selection criterion to identify 10 meritorious students to be inducted by the institutions.
- Full fee for A1 level training to be sponsored. These students have to successfully complete the A1 level training to be qualified for the next level scholarship (viz. A2, B1)

Financials

Language	Level	Fee	Training for 10 students
German	A1	₹ 9,990	₹ 99900
French	A1	₹ 19,131	₹ 19,1310
		Total	₹ 2,91,210

In the FY 2025-26, KSWDC proposes to complete training for 10 nurses under this component of ASEP-N programme.

Component-3

Geriatric Care& Disability Caregiver Course

The world is experiencing an unprecedented demographic transformation. By 2050, the global population aged 60+ is expected to double, crossing 2 billion. With increased life expectancy and declining fertility rates, every country is now compelled to strengthen systems that ensure dignified ageing. Kerala is ageing faster than the national average—16% of the population is above 60 years. The state is a natural hub for the care economy due to strong health indicators, high literacy, and growing demand for caregivers.

Training Approach to Enhance Quality of Life

Training caregivers must focus on competency-based, experiential learning, including:

- Structured curriculum
- Hands-on practice
- Person-centered care
- Enhancing physical, emotional, and social well-being
- Family engagement
- Preparing for longevity and chronic disease management

REACH proposes to provide the training conforming to national standards:

Course Duration: 450 hours (3.5-4 months)

Mode: Offline

Certification: NCVET (in partnership with accredited agency)

Financials of the programme

Budget for Geriatric & Disability Caregiver Training Programme

Batch Size: 30 students

Total Training Hours: 450 hours

Training Cost per Hour: ₹1000/hour

Training Cost Calculation

Item	Calculation	Amount (₹)
Trainer Fee	450 hours × ₹1000/hour	4,50,000

Per Student Cost (Training Fee Only)

₹4,50,000 ÷ 30 students = ₹15,000 per student

Detailed Budget Including Administrative & Training Support Costs

Cost Component	Basis of Calculation	Amount (₹)
Trainer Fees	450 hrs × ₹1000/hr	4,50,000
Training Coordinator Honorarium	₹10,000/month x3 months	30,000
Training Materials	₹400 × 30 students	12000

Practical Training Supplies	₹200 × 30 students	6,000
Simulation / Lab Charges	Lump sum	10,000
Assessment & Certification Cost	₹2000 × 30 students	60,000
Miscellaneous	Lump sum	10,000

Total Estimated Programme Budget

Component	Amount (₹)
Training Fees	4,50,000
Administrative & Support Costs	1,28,000
Total Programme Budget	5,78,000

Per Student Total Cost (Including Administrative Costs)

₹5,78,000 ÷ 30 students = ₹19267 per student

PROGRAMME BUDGET

TAB-1: Component 1: Programme Expenditure (Batch Wise)

Proposed Batch Size: 10 students (One tutor per batch)

Sl.No	Particulars	Hours	Unit Cost (in Rs.)	Total Cost per Batch (in Rs.)
1.	Clinical Training (Theory) 1. Basic Nursing Skill 2. Emergency and Critical Care Nursing Skills 3. Infection Control and Patient Safety	100	1300	130000
2.	Clinical Training (Practicum) 1. Basic Nursing Skill 2. Emergency and Critical Care Nursing Skills 3. Infection Control and Patient Safety	30	1300	39000
3	Personality & Soft Skills Training	10	1000	10000
	TOTAL COST			1,79,000/-

TAB-2: Component 2: Programme Expenditure (Batch Wise)

Proposed Batch Size (German French) : 20 students

Sl.No	Particulars	No. of students	Unit Cost (in Rs.)	Total Cost per Batch (in Rs.)
1	German	10	9990	99900
2	French	10	19131	191310
	TOTAL COST			2,91,210

TAB-3: Component 3: Programme Expenditure (Batch Wise)

Proposed Batch Size (Theory): 30 students (One tutor per batch)

Batch Size (Practicum): 10 students (3 teams with one tutor each)

Total Estimated Programme Budget

Component	Amount (₹)
Training Fees	4,50,000
Administrative & Support Costs	1,28,000
TOTAL COST	5,78,000

TAB 4- Other Expenditure

Sl. no	Particulars	Total Cost (in Rs.)
1	Promotion & Awareness	80,870
2	Miscellaneous Expenses (TA, Stationary, Documentation)	5000
3	Salary of Project Officer (Rs. 37996 X 12 months)	4,55,952
4	Salary of Project Coordinator (Rs. 31164 x 12 months)	3,73,968
5	Project Management Cost	36,000
	TOTAL	9,51,790

PROJECT COST / PROPOSED ALLOCATION 2025-26

Sl.no	Particulars	Unit Cost	Total Cost
Tab1	Cost for conduct of 1 batch	1,79,000	1,79,000
Tab 2	Cost for conduct of 1 batch	2,91,210	2,91,210
Tab 3	Cost for conduct of 1 batch	5,78,000	5,78,000
Tab 4	Other Expenditure		9,51,790
	TOTAL		20,00,000

Annexure III

3. LANGUAGE PROFICIENCY ENHANCEMENT FOR BSC NURSING STUDENTS - INTRODUCTORY ENGLISH TRAINING PROGRAMME (IETP)

Plan Allocation Proposed: Rs. 40 lakhs

Proposed no. of beneficiaries: 150 beneficiaries (5 batches)

The global shortage of trained nurses, estimated by the World Health Organization, presents an opportunity for Kerala, renowned for its educated workforce. Kerala nurses are highly sought after internationally, particularly by GCC and EU countries, due to their proficiency and adaptability. Despite the high demand for nurses abroad, many face barriers due to insufficient English proficiency and cultural adaptability. The lack of opportunities for professional growth locally also drives Kerala nurses to seek careers overseas. With 124 nursing colleges in Kerala and around 6500 students, there's a critical need to bridge the competency gap, especially in English language skills, to facilitate international career opportunities.

The Kerala State Women's Development Corporation (KSWDC) introduced "Introductory English Training Programme," through its REACH finishing schools in the financial year 2022-23 in collaboration with Cambridge University Press and Assessment Pvt. Ltd. The program is designed to equip final year nursing students with the necessary skills for international careers by improving their English proficiency for exams such as IELTS/OET. Additionally, it offers behavioral training to foster cultural sensitivity and adaptability within diverse healthcare environments. **During the financial year 2023-24, KSWDC has successfully trained 172 students under the programme.**

In the FY 2025-26, KSWDC proposes to conduct IETP training for 150 students in 5 batches.

TAB- A TRAINING COST PER BATCH

Sl. No.	Expenditure Heads	Training Hours	Cost of training one student (@ Rs.200/-/hour)	Total Cost (30 students)
A ELT - BSC Nursing Final Year Students & Other Aspirants				
	1. English Communication (Reading, Writing & Listening)	100	20000	600000
	2. Personality Development & Soft Skills Training	20	4000	120000
	Total cost for 1 batch (30 students)	120		720000

TAB B- OTHER EXPENDITURE

Sl. no	Particulars	Total Cost (in Rs.)
1	Screening of candidates	11032
2	Miscellaneous Expenses (Admin. Exps & Documentation)	15000
3	Salary of Project Coordinator (Rs.31,164x12)	373968
	TOTAL	400000

PROJECT COST / PROPOSED ALLOCATION 2025-26

Sl. no	Particulars	Unit Cost (in Rs.)	Total Cost (in Rs.)
Tab A	Cost for conduct of English Language Training Programme (150 students- 5 batches)	720000	3600000
Tab B	Other Expenditure		400000
	TOTAL		4000000

Annexure IV

4) LEAD (LEARN, EMPOWER, ACHIEVE, DEVELOP) FINISHING PROGRAMME FOR FINAL YEAR GIRL STUDENTS IN POLYTECHNIC COLLEGES

Plan Allocation Proposed: Rs. 10 lakhs

Proposed no. of beneficiaries: 150 beneficiaries (5 batches)

LEAD (Learn, Empower, Achieve, Develop)- The Journey to Excellence

“Empowerment” requires a productive pathway to channelize and streamline the vibrant energy of the youth. Nowadays, there are lot of options for personality development, like umpteen number of YouTube channels, Instagram pages and online learning platforms. But nothing can beat the presence of a dedicated mentor who can handhold and show them the right path. To support the efforts by Directorate of Technical Education (DTE), the REACH finishing school of Kerala State Women's Development Corporation (KSWDC) proposes to bring a customized plan to empower the girl students of Polytechnic Colleges across Kerala.

Through “LEAD”, REACH is trying to define a pathway to youth with thought provoking sessions and games. Apart from confidence building, which is the integral part of personality development programmes, priority is given for why women should have a career or financial independence in life. When purpose is defined, students will be interested to actively involved in training programmes which in turn makes the program successful.

Course Objective:

Participants will be able to:

- Increase their productivity by appropriately managing priorities
- Improve their leadership skills by developing their self-skills
- Develop an optimistic attitude and become a problem solver
- Manage their day effectively by learning the time management skills
- Become a team-player with better collaboration with others
- Learn to set SMART goals and objectives to produce results
- Effectively deal with interruptions and distractions of life and work
- Learn an efficient and effective way for addressing Interviews

- Improve productivity by framing a strong mental attitude in stressful situations
- Develop knowledge about the importance of financial management

Session Plan for “LEAD”

Sl. No	Topic	Duration (hrs)
1	Self -Introduction	2
2	Effective Communication	2
3	Emotional Intelligence	2
4	Goal Setting	2
5	Interpersonal Skills	2
6	Team work and Collaboration	2
7	Positive attitude	1
8	Leadership skills	1
9	Image management (Professional Grooming)	2
10	Public Speaking	2
11	Etiquette and Manners	2
12	Creative and Critical thinking	2
13	Time and stress management	2
14	Problem solving & Decision making skills	2
15	Resume Preparation	2
16	HR Session	2
17	Interview Skills & FAQ's	4
18	Mock interviews	4
16	Importance of Financial independence	1
17	Financial literacy and financial planning	1
Total		40

Training mode: Offline

Proposed Venues:

1. Women's Polytechnic College, Kaimanam, Thiruvananthapuram
2. Women's Polytechnic College, Kayamkulam
3. Women's Polytechnic College, Ernakulam
4. Women's Polytechnic College, Thrissur
5. Residential Women's Polytechnic College, Payyannur

Financials of the Programme

Target Beneficiaries: 150 students (final year girl students in 5 Women Polytechnics in Kerala)

Sl. No	Name of Scheme/Its Components	Budget Outlay (in Rs)
A	Course preparation	
	Content Preparation	75,000
	Training of Trainers	60,000
	Total	1,35,000
B	Project Cost for one programme	
	Training Cost	1,00,000
	Stationery	6,500
	Documentation	4,500
	Faculty Coordinator Remuneration	2,000
	Total	1,13,000

Consolidated Financials

Name of Components	Budget Outlay (in Rs)
A	1,35,000
B	5,65,000*
Salary of Programme Promoter (Rs.23,000x12)	2,76,000
Project Management Cost (2.4 % of total cost)	24,000
Total	10,00,000

*Project Cost for one programme is Rs.1,13,000/-. Hence total cost is $Rs.1,13,000 \times 5 = Rs.5,65,000/-$

Mode of Execution: The programme will be implemented in offline mode. This is envisaged as 5 hours training in a week (total 8 weeks)