
RE ACADEMY SKILL CENTRE REPORT

Prepared For



Eicher Group Foundation (EGF)

Prepared By



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ISO 27001:2013 Certified

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EXECUTIVE SUMMARY

RE skill centre academy trains diploma-holder students who are in the age group 19 to 26 and are providing 100% placements for all the trained students. All of the students are taught the automobile trade they aim the training and the training is a mix of both theoretical as well as practical. It is a 1-month training program with a fixed 8 hours class per day. The majority of the beneficiaries that had completed the training (62%) are currently employed while 51% of them are earning a monthly income of Rs. 12,000/- The majority of the employed beneficiaries have a work experience of 6 months to 1 year. Nevertheless, a few of them (12.9%) are able to contribute to their families financially. 72% of the students feel that this timing was convenient while 78% of the students feel that the syllabus was structured.



ROYAL ENFIELD ACADEMY FOR TECHNICAL SKILLS

(A CSR initiative of Eicher Group Foundation)

Project Implementing Agency

CED (Tamil Nadu), Madurai

RRASE College of Engineering, Padappai, Chennai

ROYAL ENFIELD

CHAPTER 1: BACKGROUND

Eicher motor skill centre programme had built a RE academy in RRASE college, Chennai to give training to diploma-holder students from the age group 19 to 26. The training is completely free of cost which includes training, food, and accommodation. Also, 2 sets of uniforms are provided to them free of cost. The main focus of the training is in the Automobile trade sector. The monthly training is a blend of both theoretical and practical classes. The students are mixed well under the 5 sub-trades of the automobile trades to find their strengths and weakness. The training also includes periodic field visits to the nearby RE manufacturing plant. Guest lectures and weekend yoga classes are also organised for the students. At the end of the training, placements begin to facilitate employment opportunities for all the students. A follow-up on the placed students is done every 3 months to check the employment status of the students. Faculties are trained experts from the RE manufacturing sector holding at least 1.5 years of experience in their relevant field. Training is given using RE motorcycles on vehicle assembling and dismantling and RE motorcycle engines are used for Engine assembling and dismantling. A separate CNC lab is there exclusively for the RE academy to teach the lathe and CNC and a separate maintenance lab to teach about basic electric circuits and some concepts in the field of mechatronics. The classroom and the lab are well maintained with adequate ventilation with fire extinguishers for safety.

Vision

Giving training for rural candidates and focussing on placement to all candidates chosen for the training program.

Objectives

RE Academy for technical skills has been established to train the unemployed fresh polytechnic candidates from southern and eastern parts of Tamil Nadu which are not economically well developed.

These diploma candidates from the poorer sections of society will be provided sector-specific technical skill training as well as placement in the automobile sector.

Training Modules

Trade Training under CSR:

Under the CSR initiatives, REATS has been established at RRASE college of engineering. Fresh Diploma candidates will be trained in all trades.

On The Job training (OJT):

The on-the-job training here are:-



Coaching about five trades



Guest Lecture in soft skills, Yoga, life skills as well as industrial technical oriented.



Video training



Case studies



Industrial visit



Interactive training



E-Learning

Training Statistics

Trade Training under CSR:

Under CSR per year, we are placing 1000 candidates in the relevant automobile sector.

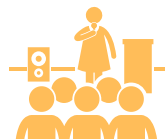
Trades offered in this training session:



Maintenance



CNC



Vehicle & Engine Assembly



Welding

Total Candidates placed in the year 2020-21:

987

From all technical courses, there is 100% placements every month.

Facilities



Training Academy main building



Classroom Area



RE bikes for training purposes



Engine assembling and dismantling classroom



RE 350cc demo engine for training



Engine assembling and dismantling table



Engine table



Staff table



Engines from training purpose



Machines for practice



Welding table



Maintenance lab



LAB Class Arrangement

CHAPTER 2: RESEARCH METHODOLOGY

Research can be stated as a logical and systematic search for new and useful information on a particular subject matter. Social Science Research refers to the systematic activity of gaining new understanding by following scientific principles and methods to minimize bias and subjectivity. It is opposed to writing something based on assumptions or speculations. Though information on certain facts can also be gained through common sense and based on general observation and hearsay, those facts won't be considered valid until they have been obtained in a methodical manner, which can stand the test of time. The defining characteristics of scientific research are objectivity, ethical neutrality, reliability, testability, and transparency. Identification of the research problem provides the starting point of research, which is then defined and redefined through a proper review of the Literature on the problem or deliberations with research experts and knowledgeable others in the subject matter of interest. Each research problem has a multitude of perspectives and dimensions, research cannot cover all of those in a single study. Thus, we need to delimit the research problem into a 'measurable problem and formulate objectives, make decisions on the research design, sample design, type of research instruments for collecting the data, and how these data can be edited, coded, classified, tabulated, and interpreted so that findings and conclusions can be reached.' Every research needs to have a proper methodology to foresee the problems that could arise in the course of research and steer through the research process in a proper direction without losing focus.



Engine assembling and dismantling classroom

Use of Mixed Methodology for Maximum Insights

The research problem consisted of understanding the extent of impact created by Eicher motors supported initiatives by building RE academy and helping poor and underprivileged students to get placed in the automobile company. both Quantitative and Qualitative techniques are used.

Application of Quantitative Techniques

A quantitative study will be needed if the focus is on presenting the study problem in terms of numbers, frequencies, percentages, etc. A quantitative study always uses structured tools like questionnaires and interview schedules, in which questions are planned well in advance by the researcher before entering the field. Though the information that is obtained is easily amenable to various statistical measures and tests, quantitative information has its own limitations. It can uncover only the surface phenomena. It is unable to penetrate beneath the surface and identify what is hidden deep beneath. In this study, to assess the impact of structured tools like the interview schedule administered was used. This helped in getting quantifiable information.

Application of Qualitative Techniques

Qualitative Research can only unravel enriched and hidden information that may not be evident on the face of it. The qualitative approach is distinguished by deeper probing and flexibility, and it can yield massive amounts of data that were not anticipated when the research was initiated. For better accuracy, to ensure anonymity, and at the same time, to cover a larger sample population, quantitative techniques were used. Qualitative techniques of interviews with key stakeholders and interviews with community people were adopted for a better understanding of the problem alongside Quantitative Research.

Ensuring Triangulation

Triangulation is needed to increase the credibility and validity of the research findings. It is also a measure taken to ensure the trustworthiness of the research process. The findings of the quantitative research have been verified with the insights from qualitative research and the reports have also been structured to reflect this point.

Research Design

- **Name of the project** : RE academy skill centre development
- **Project Partner** : Eicher motors
- **Research Design used** : Descriptive Research Design
- **Sampling Technique** : Simple random sampling
- **Sample size** : 50
- **Qualitative methods used** : In-depth interview and case studies

Study Tools

Tools used during the study

SoulAce has developed a mobile application a platform for data collection that the field team used to undertake the study. This application has real-time data entry and data upload with GPS location details with a questionnaire, for interaction with the project beneficiaries, as well as a provision to take pictures of each respondent.



Primary data was collected using two types of questionnaires.

Questionnaire for Primary Beneficiaries:

Structured questionnaires were developed reviewing the project details for each of the focus areas and indicators were pre-defined before conducting the surveys.

Questionnaire for Secondary Beneficiaries & Stakeholders:

Semi-structured questionnaires were developed for each type of sample of this group. Stakeholders were identified across the focus areas. One on One discussion was done with beneficiaries to prepare the case studies.

Ensuring Commitment to Research Ethics

Anonymity

Anonymity refers to not revealing the identity of the respondents. This research study strictly sticks to not revealing the identity of respondents unless the same is warranted for the illustration of success stories or case studies. After the research was completed, the study did not reveal which individual respondents answered which question in what manner. The results were revealed only as an aggregate, so no one would not be able to single out the identity of a particular respondent. This was required to not break the trust of the respondent by not revealing the individual identity.

Confidentiality

Research subjects participate in the process only based on the trust that confidentiality had maintained. Hence, the research would not reveal any data regarding the respondents for purposes other than the research study.

Non Maleficence

Research subjects participate in the process only on the basis of the trust that confidentiality will be maintained. Hence, the research will not reveal any data regarding the respondents for purposes other than the research study.

Beneficence

Any research study should lead to some benefits for the respondent. This research study ensures that individuals, groups, and communities benefit and that their well-being is enhanced.

Justice

Justice refers to being fair to all. This research study ensures equal treatment of all its research subjects and no biases or prejudices towards any group based on social stereotypes or stigma associated with being a member of a certain group or class.



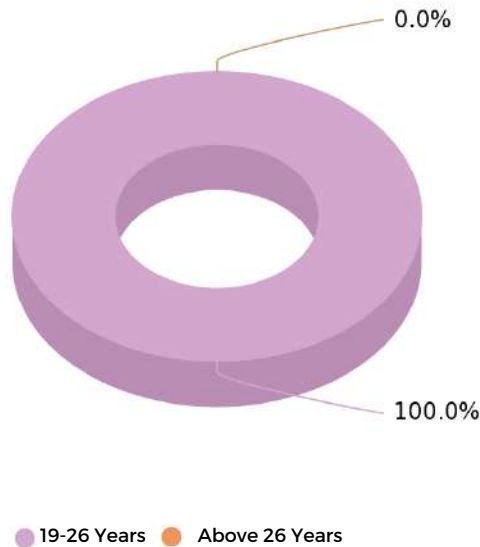
Demo Vehicle Lineup



Demo Engine

CHAPTER 3: DATA INTERPRETATION

Percentage distribution of beneficiaries Age-Group



All the students taking up this course are from the age group 19 to 26 years old.

I am Ramani, I have been working at RRASE College of Engineering, RE Academy for technical skills for the last 9 months. I work in Human resources.

According to me the strengths of the SD-REATS programs are as follows:

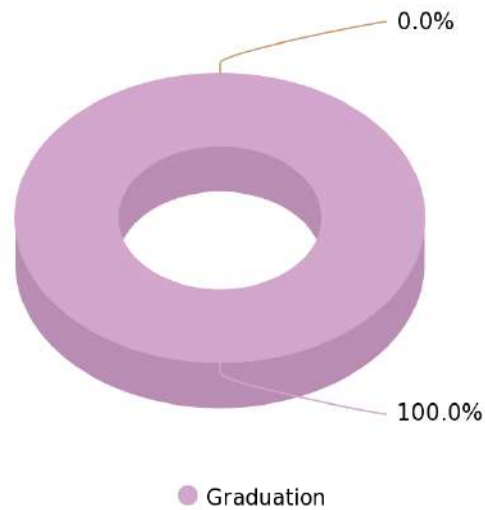
- 1-month training with 5 trades
- Complete free-of-cost training for diploma holders
- Giving industrial setup to the students
- Giving placements to unemployed students after training

To make the program better I would suggest developing infrastructure. Certain machines provided are out of condition and need to be repaired. The furniture had got old and broken and that needs to be replaced.

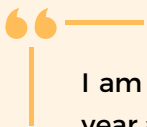
-Ms.Ramani, Head of the Department, Re academy, Chennai



Percentage distribution of beneficiaries by Educational Qualification



All the students taking up this course are graduates.



I am S.Hema, I have been working at RRASE college of engineering, RE Academy for the last 1 year and 3 months. I teach an Industrial Maintenance course.

The strengths of the programs are:

- Industrial visits
- Practical classes
- Soft skills training
- Placement for all the students

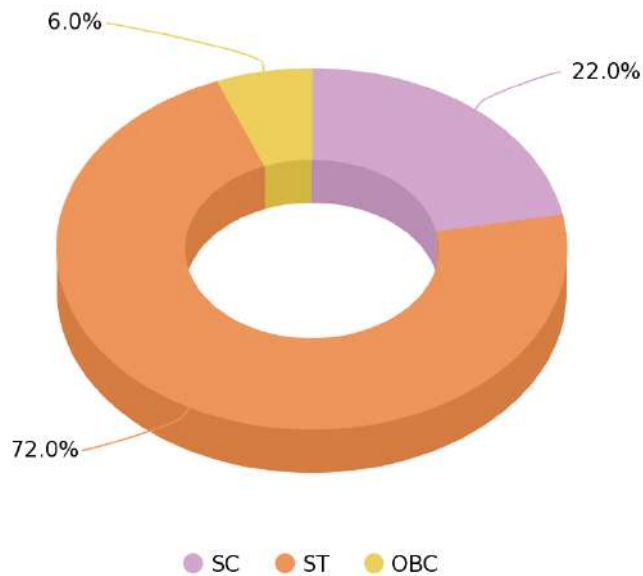
Some of the areas of improvement needed in this program are:

- Improvements in the infrastructure needed in the classrooms
- Mini projects could be given in the mid-month to test their skills
- Usage of some advanced technology in practical like Robotics
- Weekly quizzes are required to upskill the students

-Ms.S.Hema, Trainer, Re academy, Chennai



Percentage distribution of beneficiaries by Social Category



By the social category, the students are divided into 3 major groups. 72% of them are belonging to the ST category. 22% are from the SC category and 6% are from the OBC category.



I am M.Sumitha, I have been working at RRASE college of engineering, RE Academy for the last 3 years and 6 months. I teach a CNC machining courses.



The strengths of the CNC programs are as follows:

- Teach CNC coding
- Handle the components
- Working process (tool loading and unloading)
- Usage of Gauges

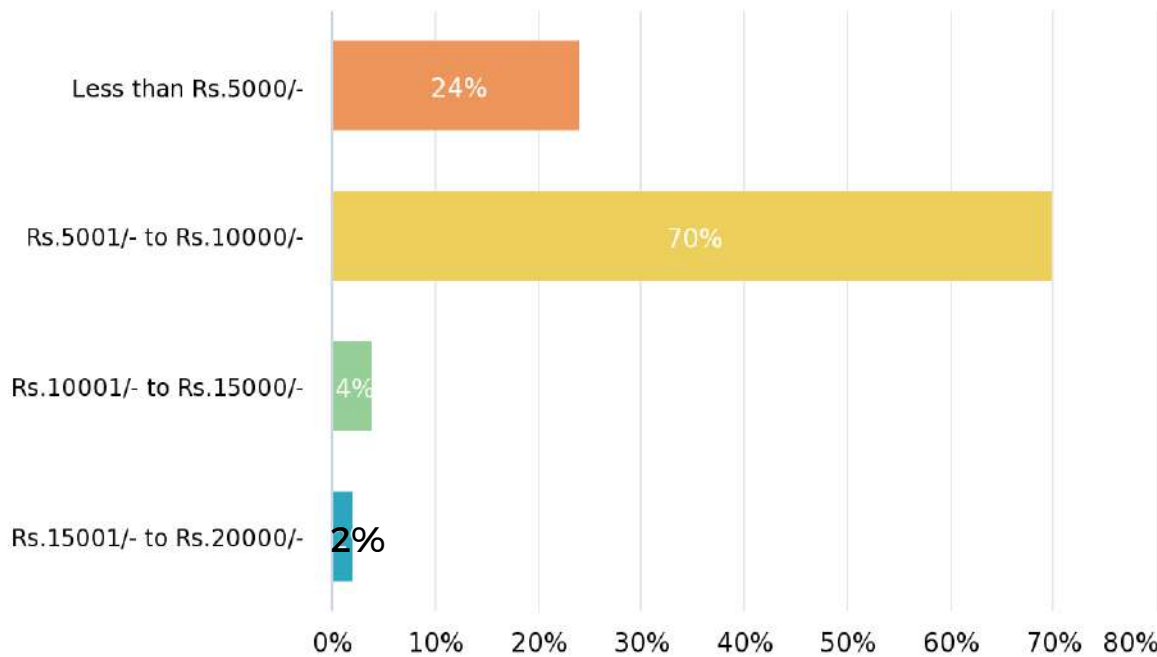
Areas of improvement are as follows:

- An in-depth course in CNC machine coding is needed
- Machine Simulation classes are needed

-M.Sumitha, Trainer, Re academy, Chennai



Percentage distribution of beneficiaries by Monthly Family Income (INR)



On basis of family income, it has been classified into 4 categories. 70% of the families earn Rs.5001 to 10,000 per month. 24% of the families earn less than Rs.5000. 4% of the families earn From Rs.10,001 to Rs.15,000. 2% of the families earn from Rs.15,001 to Rs.20,000.



I am J. Arunachala Perumal, I have been working at RRASE college of engineering, RE Academy for the last 3 years. I teach vehicle assembly course.



Some of the key strengths of the technical programs are as follows:

- Skill development and teamwork
- Communication skills
- Leadership/ management skills
- Ability to make decisions and solve problems

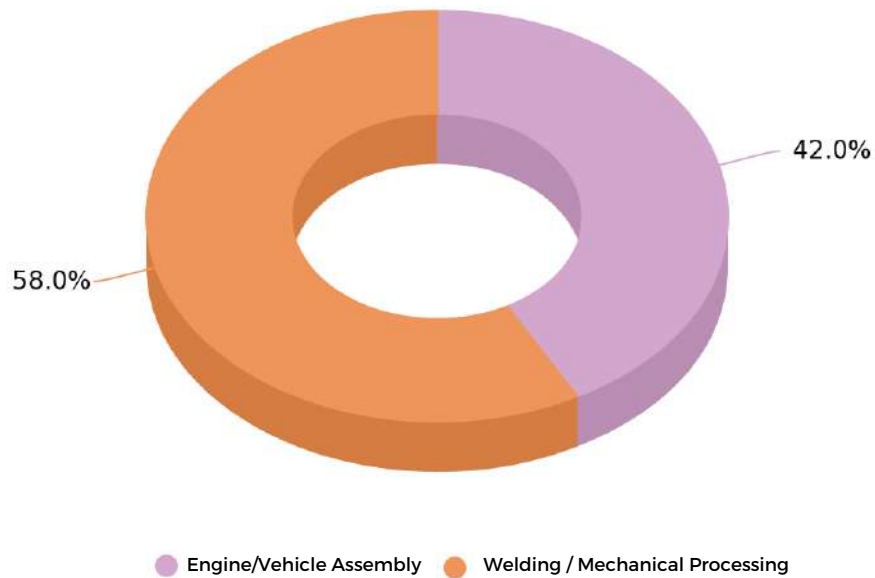
Areas of improvement include:

- In-house industry training programs are required
- Refreshing training needs to be given to the trainers once in 3 months
- Need to establish a link with Indian Automobile Association (IAA) to bring about new and innovative courses and improve creativity among students

-J.Arunacahala Perumal, Trainer, Re academy, Chennai



Percentage distribution of beneficiaries reported about the courses on which they have received training



On the basis of the trade, 58% of the students enrolled in Automobile Engine assembly and Vehicle Assembly whereas 42% of the students studied Welding and mechanical processing.



I am A. Aravindan, I have been working at RRASE college of engineering, RE Academy for the last 1 year and 6 months. I teach an Engine assembly course.



Some of the key strengths of the technical programs are as follows:

- Soft skills
- Time management
- Practical sessions
- Mind games

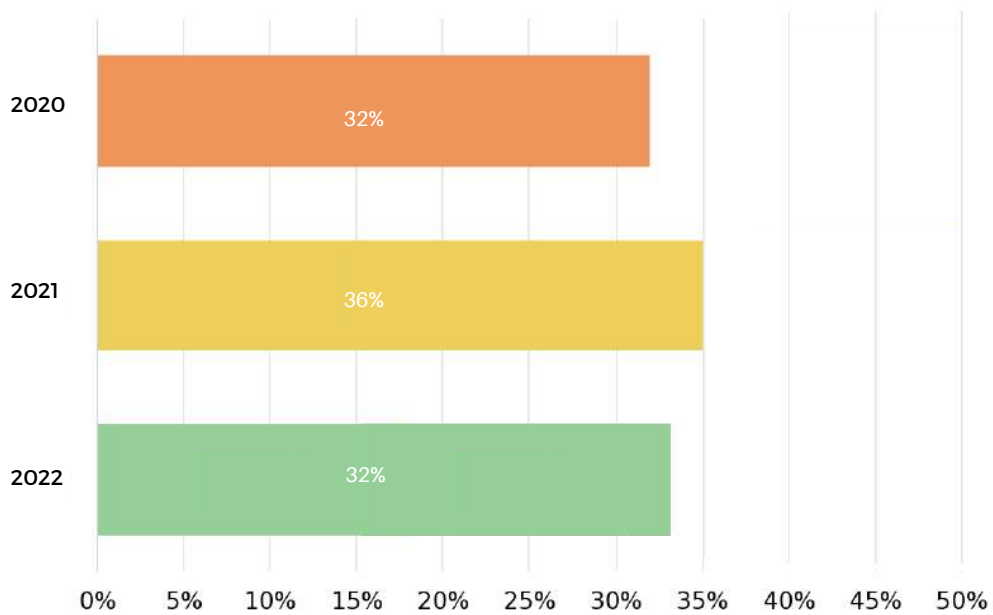
Areas of improvement needed are:

- Need new model prototypes
- Engine beds are old and not functioning properly. New ones are needed

-A.Aravindan, Trainer, Re academy, Chennai



Percentage distribution of beneficiaries by year/ time of receiving training



On seeing the year-wise data we can see that 36% of the students are from the year 2021. In 32% comes year 2020 and 2019 comes with 32%.



I am M. Siva, I have been working at RRASE college of engineering, RE Academy for the last 2 years and 6 months. I teach a Welding course.



Some of the key strengths of the technical programs are as follows:

- Skill development
- Practical sessions
- Industrial visit
- Extra-curricular activities

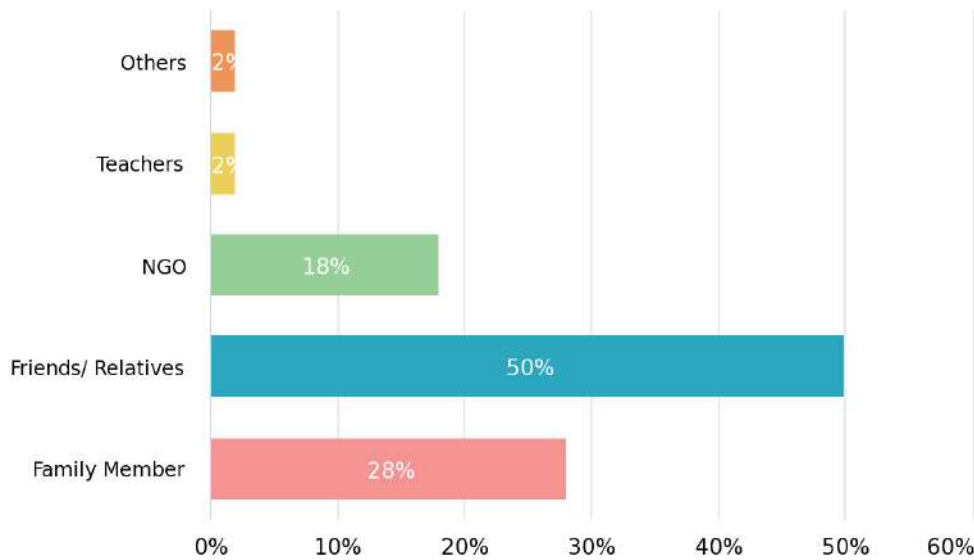
Areas of improvement include:

- The latest machinery is needed
- High-speed internet services are needed to conduct video classes for students

-M. Siva, Trainer, Re academy, Chennai



Percentage distribution of beneficiaries by their Source of knowledge about the Program



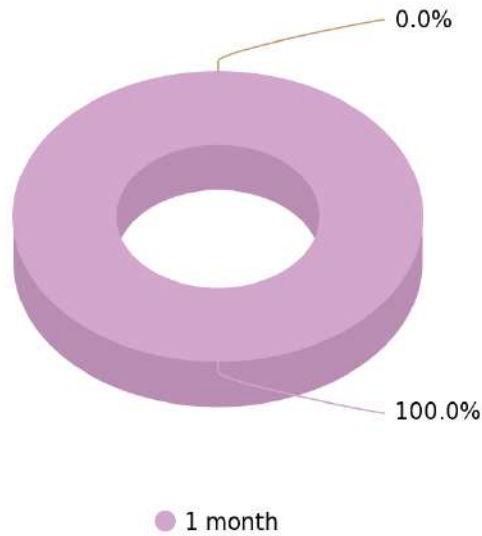
Many students are joining this program through some reference only. 50% of the students said that they had been informed about this program by their friends and relatives. 28% were referred by their family members. 18% by NGO persons. 2% by their teachers and 2% by other sources.

I am S.Harish from Tamil Nadu, I have pursued training at RRASE College of Engineering, RE Academy for technical skills in all trades during the year 2023. The duration, of course, is one month. Presently I am searching for a job. All the facilities are free and we have received practical exposure to a great extent. Learning in more of a hands-on way is an important aspect and will be very much helpful in the job. More modernized equipment will be an added advantage for the training program.

-S. Harish, Trainee, Re academy, Chennai



Percentage distribution of beneficiaries by duration of their training classes/ course



This is a pure 1-month course and goes as per schedule as stated by all of the respondents.

I am J. Kumaran from Tamil Nadu, I have pursued training at RRASE College of Engineering, RE Academy for technical skills in all trades during the year 2023. The duration, of course, is one month. I have received the training free of cost and it has strengthened my practical skills well covering 5 trades. Some of the aspects like sharing study materials in WhatsApp groups and weekly assessments quizzes can further strengthen the program as well.

Presently I am searching for a job and I am confident of getting a job with the desired skills. Thanks to the academy & the training program.

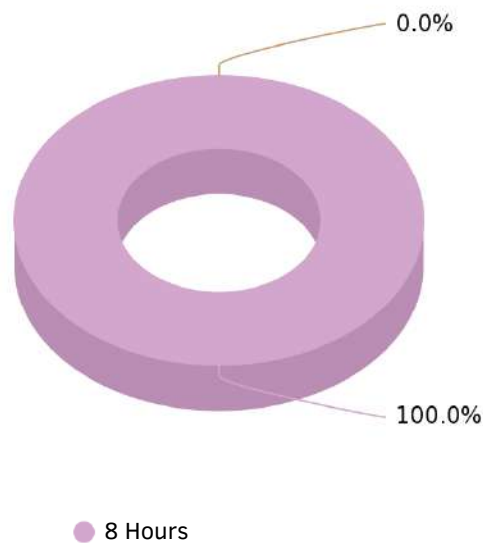


-J. Kumaran, Trainee, Re academy, Chennai



Bikes for demonstration

Percentage distribution of beneficiaries by training time in a day



It's a fixed 8 hours course from Monday to Saturday from 9am to 5pm.

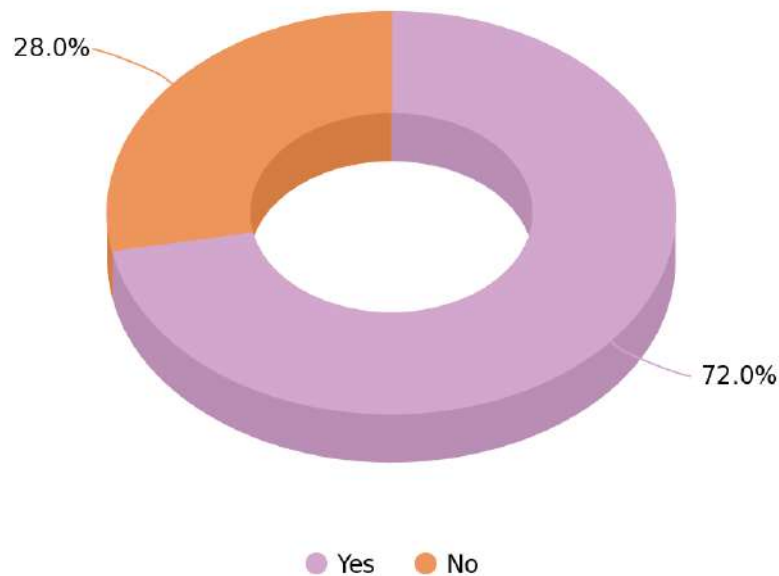
I am Sumesh Kumar Das from Jharkhand, I have pursued training at RRASE College of Engineering, RE Academy for technical skills in all trades during the year 2023. The duration of the course is one month. Free classroom training along with food and accommodation was a great support for me. I have received lots of practical exposure and hands-on training during the training.

Some mini projects to test our skills will be further beneficial for us.

-Suresh Kumar Das, Trainee, Re academy, Chennai



Percentage distribution of beneficiaries reported whether the timing of the training convenient for them or not



The training usually goes around 4 to 6 hours per day. 72% of the students say the timing is convenient and 28% of the students feel that this timing is a bit long for them.

I am Mohamed Siraj Alam from Bihar, I have pursued training at RRASE College of Engineering, RE Academy for technical skills in all trades during the year 2023. The duration of the course is one month.

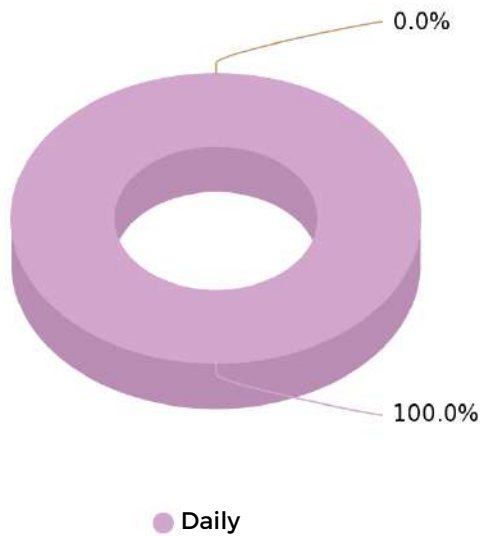
The course is completely free and the subjects taught are to be very useful. There is a record of 100% placement from the academy and hopefully, I will also get a job shortly.

Further to enhance the program, I think subject materials could be shared in PDF format. Subject material could be shared in PDF format on WhatsApp for ease of access. Medical facilities are also in need in case of emergency.

-Mohamed Siraj Alam, Trainee, Re academy, Chennai



Percentage distribution of beneficiaries reported about the frequency of training



All of the beneficiaries (trainees) reported that the classes take place daily for 8 hours and Sunday is a holiday.

I am A. Mohammed Asif from Bihar, I have pursued training at RRASE College of Engineering, RE Academy for technical skills in all trades during the year 2023. The duration, of course, is one month.

Some of the key strengths of this program are:

- Very useful and practical training
- The training, food, and accommodation are all free
- Technical training was well given
- In-depth training in Vehicle and engine assembling and dismantling

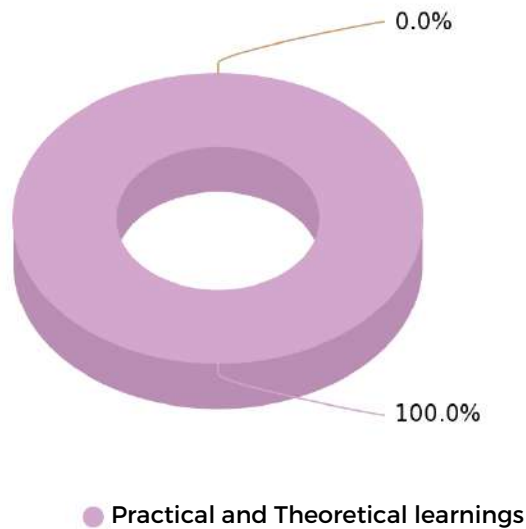
Some areas of improvement needed are:

- Some more training could be given on CNC machines

-A.Mohammed Asif, Trainee, Re academy, Chennai



Percentage distribution of beneficiaries by Mode/ nature of training received



All of the beneficiaries reported mixed approaches to learnings in the classes; Practical as well as theoretical.

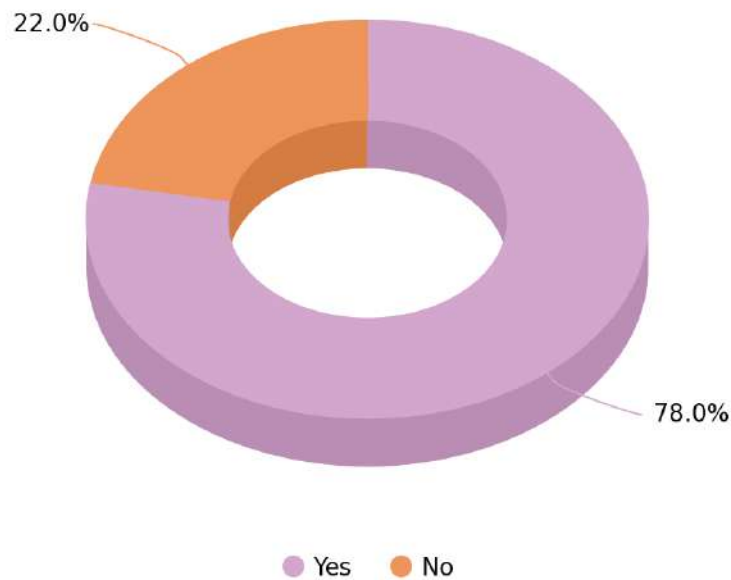
I am M.Muthukumar from Tamil Nadu, I have pursued training at RRASE College of Engineering, RE Academy for technical skills in all trades during the year 2023. The duration, of course, is one month. Presently I am searching for a job.

The key strength of the program is the practical classes which are well-explanatory. However, more CNC training programs and workshop classes can be further beneficial for us.

-M.Muthu Kumar, Re academy, Chennai



Percentage distribution of beneficiaries reported whether there was any structured syllabus for the training programme or not



From the end of the survey, it is found that 78% of the student said YES for structured syllabus, and 22% of the time a NO from the students.



I am S. Krishna Kumar from Tamil Nadu, I have pursued training at RRASE College of Engineering, RE Academy for technical skills in all trades during the year 2023. The duration of the course is one month. Presently I am searching for a job.



Some of the key strengths of this program are:

- Free training is given
- Free food and accommodation are provided
- Automobile training is very good

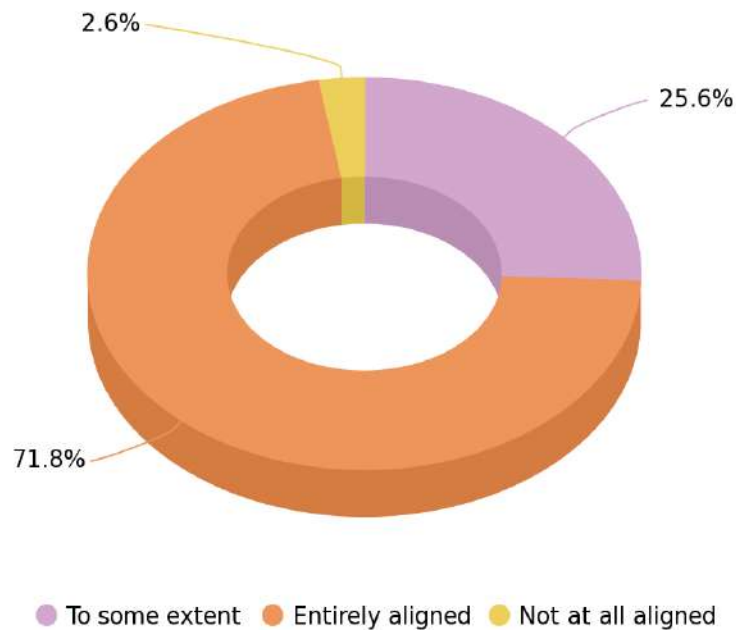
Some areas of improvement needed are:

- CNC training is needed
- A regular visit to the RE manufacturing plant is needed

-S.Krishna Kumar, Trainee, Re academy, Chennai



Percentage distribution of beneficiaries reported about Alignment of the syllabus with the current market demand



The syllabus has received a great response from the trainers as well as the trainees. 72% of the student said it's entirely aligned. 26% of them said it's to some extent and 3% said it's not aligned at all.

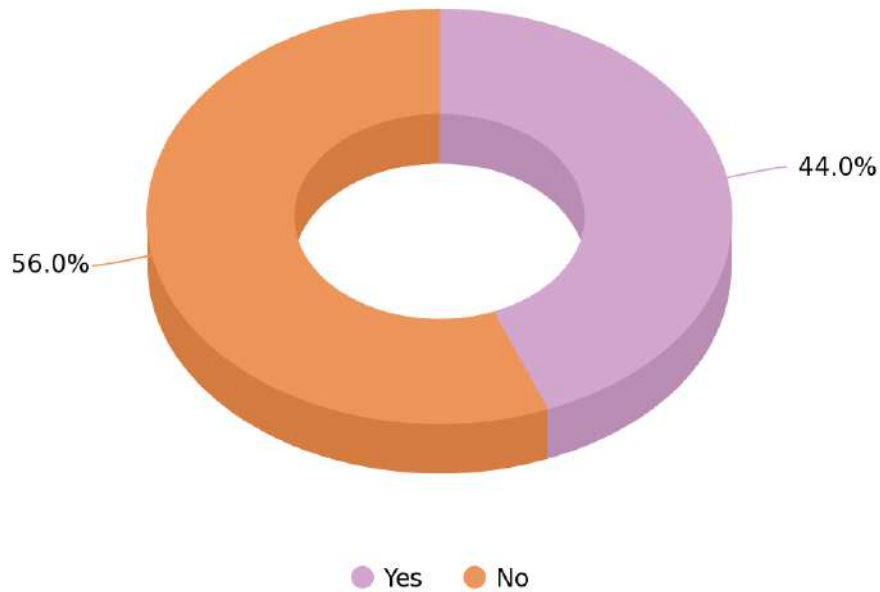
I am R.Manikandan from Tamil Nadu, I have pursued training at RRASE College of Engineering, RE Academy for technical skills in all trades during the year 2023. The duration, of course, is one month.

The program which is free of cost enhances our technical skills which are of utmost importance in current market demand and I will definitely get the desired opportunity. Thanks to the academy and program through which I will be in a position to support my family as well.

-R.Manikandan, Re academy, Chennai



Percentage distribution of beneficiaries reported whether there is any Eligibility criteria for admission to the course or not



On asking about the eligibility criteria it's said that 56% of the students said that there is an eligibility criterion and 44% of the students said there is no such thing.

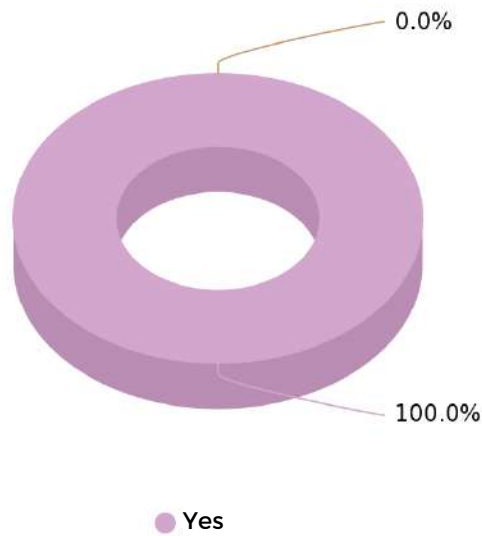
I am R. Harish from Tamil Nadu, I have pursued training at RRASE College of Engineering, RE Academy for technical skills in all trades during the year 2023.

RE bikes and functions are well explained which would be very much useful in the job. The training program is free of cost including food and accommodation. CNC training and more industrial visits are the only requirements to enhance the training program.

-R.Harish, Trainee, Re academy, Chennai



Percentage distribution of beneficiaries reported whether the training free of cost or not



The one-month training course is 100% free of cost which includes, training, food, and accommodation as reported all of the responded beneficiaries.



I am K.Udhayaprakash from Tamil Nadu, I have pursued training at RRASE College of Engineering, RE Academy for technical skills in all trades during the year 2023.

The one-month training is supported by RE trainers which is very much beneficial in enhancing confidence. I will be able to support my family in the coming days after getting a job.

-Udhayaprakash, Trainee, Re academy, Chennai





Machines for practice

Percentage distribution of beneficiaries reported about the behaviour and teaching approach of the teachers/ instructor



The teachers are very good at teaching the students. They impart both practical and theoretical knowledge to them. 56% of the students feel that this is only satisfactory whereas 44% of the student feel the teachers are good and friendly.

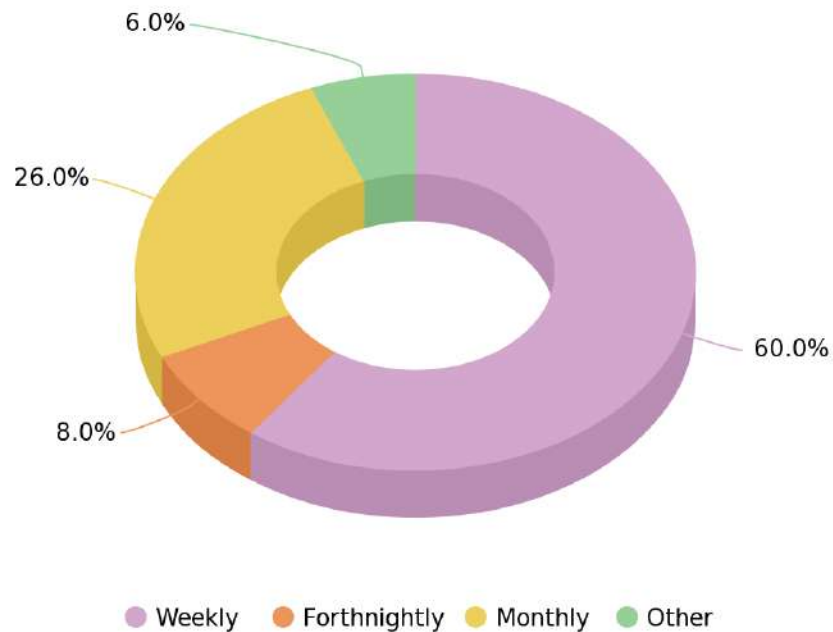
I am A. Anbuselvan from Tamil Nadu, I have pursued training at RRASE College of Engineering, RE Academy for technical skills in all trades during the year 2023.

The training is free for all and very much useful for the development of new skills. However, more in-depth CNC machining knowledge gaining is needed

-A.Anbuselvan, Trainee, Re academy, Chennai

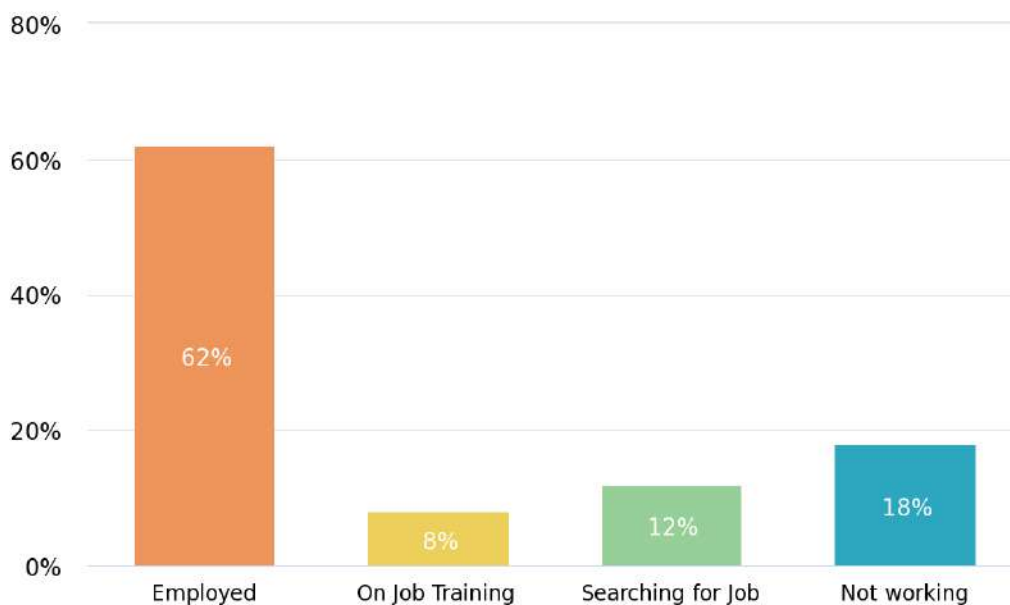


Percentage distribution of beneficiaries reported about the frequency of organizing exposure visits



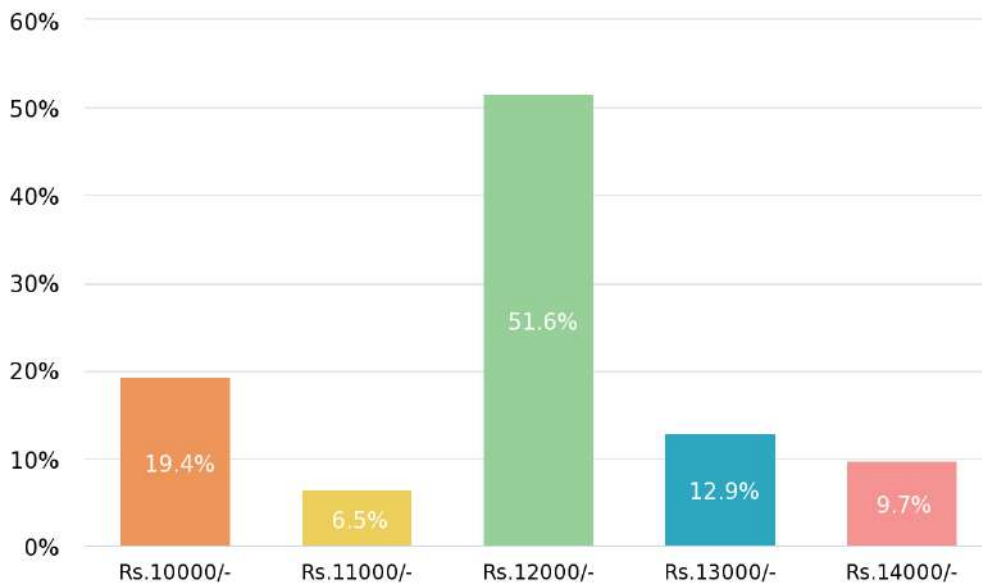
Industrial visits are a pivot point in this training module. 60% of the time weekly industrial visits are arranged and students are taken there. 26% of the time it's monthly once. 8% of the time it's a fortnight and 6% of the time it's a random visit to the industry.

Percentage distribution of beneficiaries reported about their current occupation



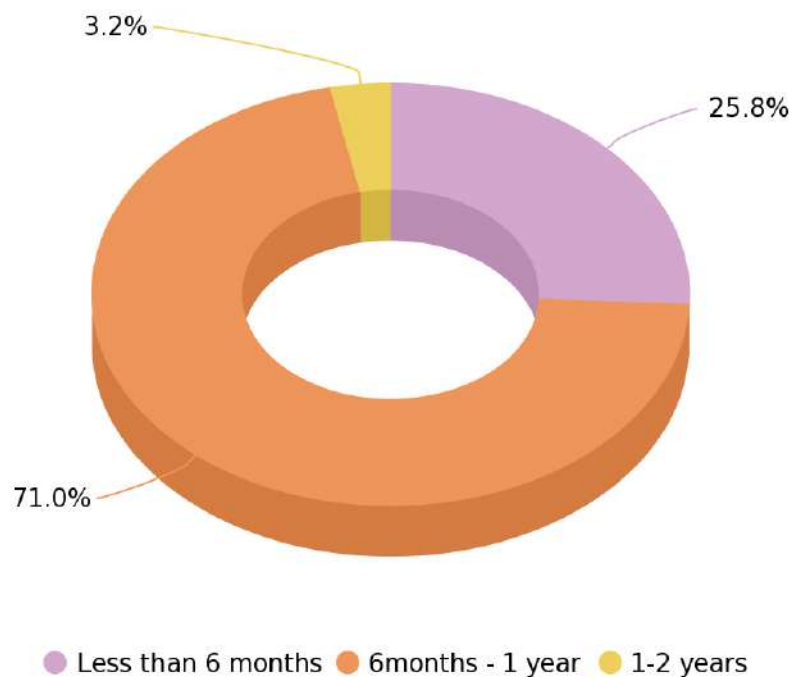
With respect to the current occupation, the majority of the trainee (62%) are employed. 18% of the students are not working. 12% of them are searching for a job. 8% are in on-the-job training.

Percentage distribution of beneficiaries reported about their monthly salary (in Rs.) (Employed)



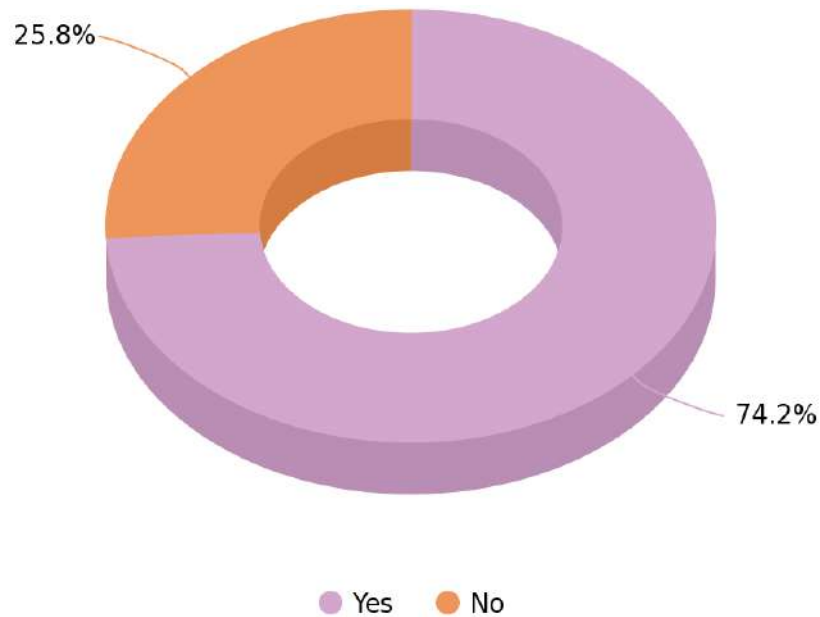
The students earned in a range of Rs.10,000 to 14,000 per month. 52% of them are earning Rs.12,000 per month. 19% earn Rs.10,000. 13% earn Rs.13,000 per month. 10% earn Rs.14,000 per month and 7% earn Rs.11,000 per month.

Percentage distribution of beneficiaries reported about their No. of years in an occupation



The majority of the trainee that is working (71%) are having 6 months to 1 year of experience in their employment while. 26% of them are having less than 6 months of work experience and a few of them (3%) having 1 to 2 years of work experience.

Percentage distribution of beneficiaries reported whether they got the opportunity to be engaged in the current occupation because of the training programme



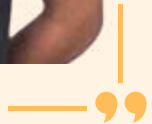
It's been found that 74% of the student had got a job due to the training and 26% of the students didn't get a job after the training.



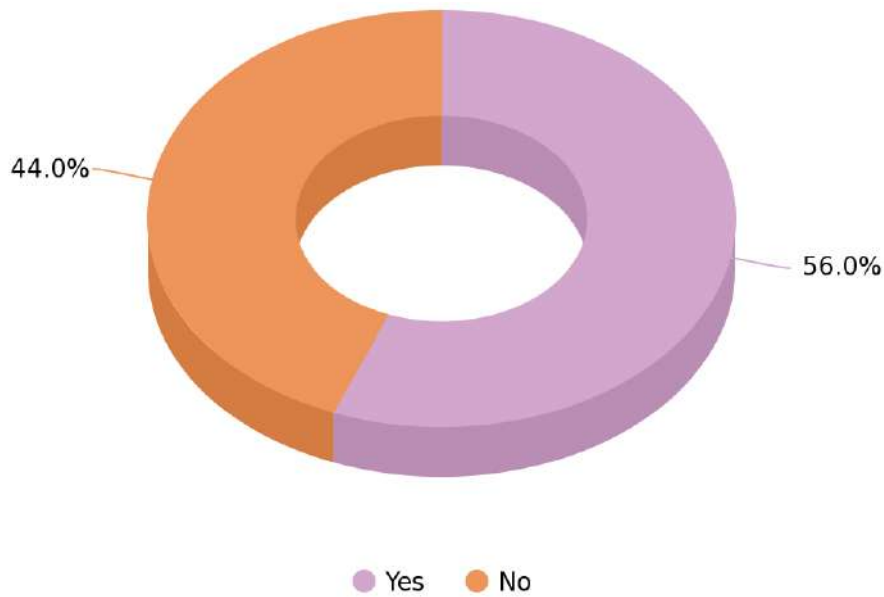
I am R. Vignesh from Tamil Nadu, I have pursued training at RRASE College of Engineering, RE Academy for technical skills in all trades during the year 2023.

The duration of the course is one month. Trainers are well-trained and cooperative. The quality of the training is very good and are well transferred. I am confident about getting a job after completion of the training. Study materials could be shared as a PDF via WhatsApp group for ease of access.

-R.Vignesh, Trainee, Re academy, Chennai

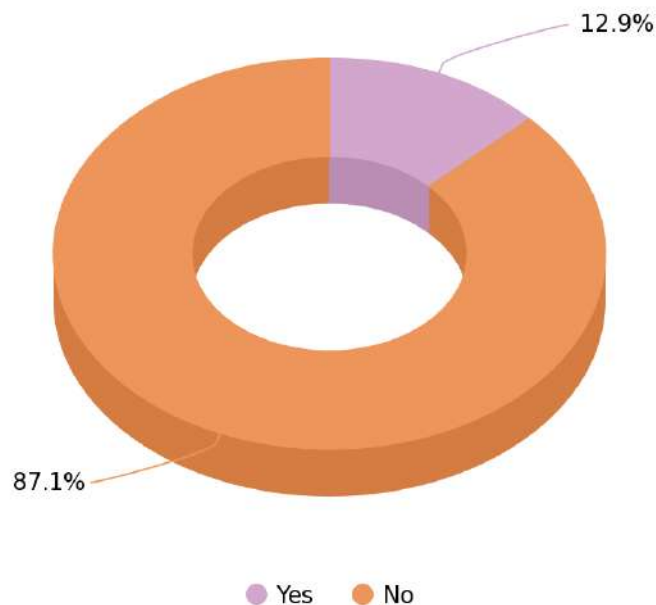


Percentage distribution of beneficiaries reported whether the training programme helped them in personality development



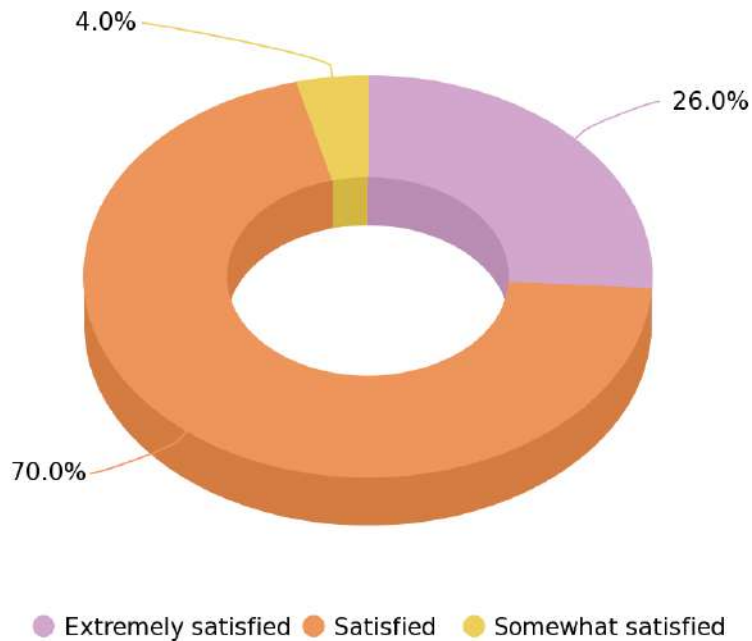
56% of the students said that personality development training benefited them a lot. 44% of them said it had not benefitted them at all.

Percentage distribution of employed beneficiaries reported whether they are/will be able to contribute to the family



The majority of the beneficiaries (87.1%) are not able to contribute to their family members, however, they are confident in supporting their families after some time. Whereas, 13% of them currently help their family members financially.

Percentage distribution of beneficiaries reported about the Level of satisfaction with the training programme



At the end of the survey, it has been found that 70% of the students are satisfied. 26% of the students are extremely satisfied and 4% of them are somewhat satisfied.

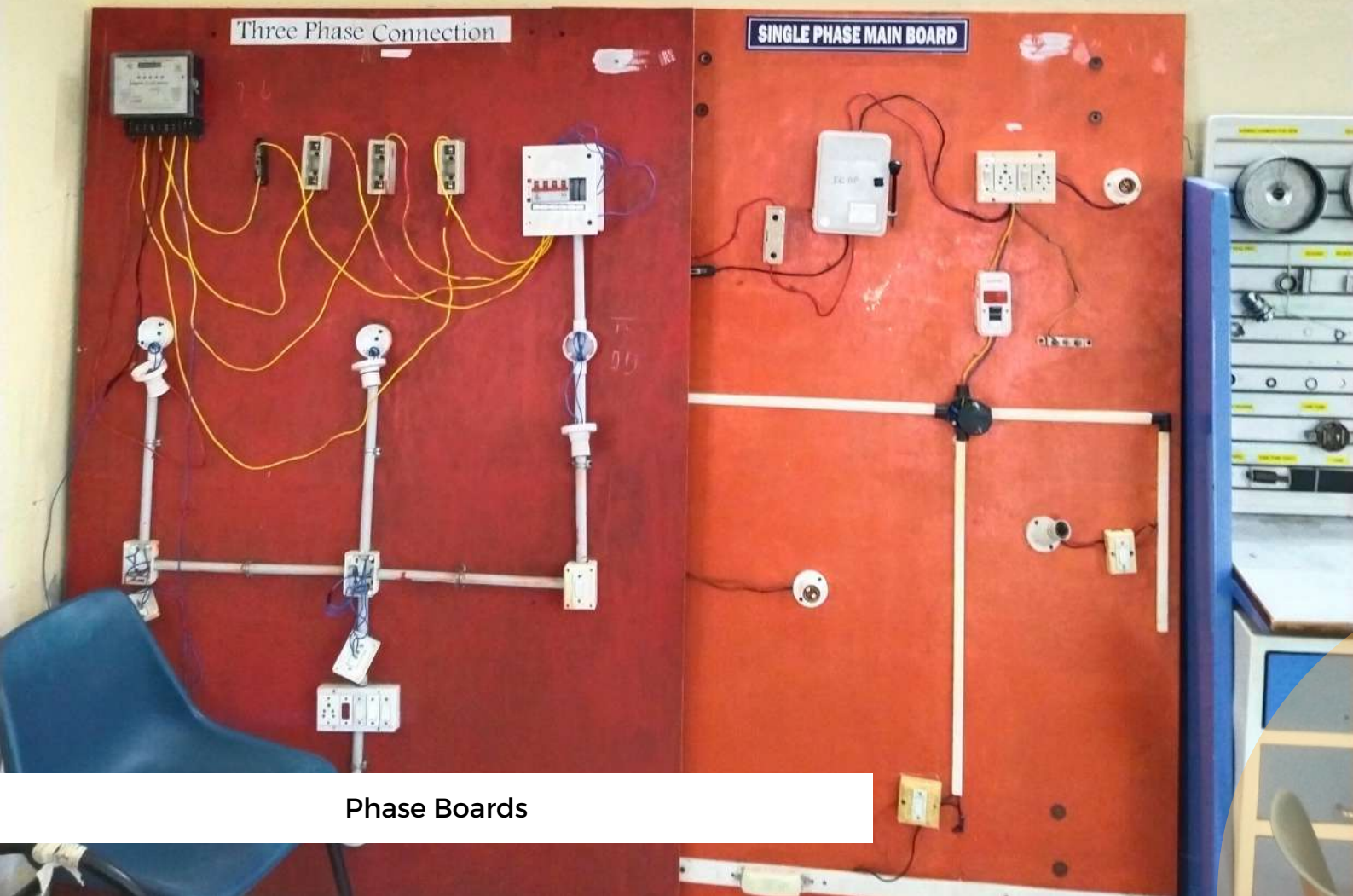
I am A. Mohammed Umar from Tamil Nadu, I have pursued training at RRASE College of Engineering, RE Academy for technical skills in all trades during the year 2023. The duration, of course, is one month.

The program provides practical exposure and hands-on training which will be beneficial for good earnings at the initial phase of employment. There is 100% placement for all students and I am confident of getting a suitable job also.

However, in-depth training in the CNC machining process is a further requirement for the students.

-A.Mohammed Umar, Re academy, Chennai





Phase Boards



Pneumatic Machines



RELEVANCE

The RE Skill centre training academy by Eicher motors is to help poor and underprivileged students to get into good jobs in the automobile industry. This Academy gives free training along with free food and accommodation and 100% placement for all in respective automobile companies.

RATING ● ● ● ● ●

COHERENCE

The project is well aligned with multiple SGD Goals.

Goal 4: Quality Education

Goal 10: Reduced Inequality

Alignment with Schedule VII of the Act.: Item No (ii)

Promoting education and employment enhancing vocation skills and livelihood enhancement projects;

RATING ● ● ● ● ●



EFFECTIVENESS

This skill development program by Eicher motor helps poor and underprovided children with a good and stable job in the automobile industry. The majority of the beneficiaries felt that the course is well aligned with the market demand and were satisfied with the training program.

RATING ● ● ● ● ●

EFFICIENCY

With the help of trainers from the RE motorcycle manufacturing sector come and give hands-on training and weekly industrial visits to the RE factory. Periodic Guest lectures and weekend Yoga classes had made children reach greater heights in their lives. The project is highly efficient.

RATING ● ● ● ● ●

IMPACT

This project mainly focuses on poor and underprivileged children from rural and semi-urban regions. Sources them and creates a training academy in a college. Providing them with free training with free food and accommodation for all students. Placement is rested assured for all the students and hence it has created an impact on their lives and their families.

RATING ● ● ● ● ●

SUSTAINABILITY

This impact created a huge footprint on the children's lives and also encouraged other students to take up this training program. The Students (ongoing) are confident to secure a job after completion of the training. Some of the beneficiaries that are employed have been supporting their families as well. The training program is sustainable as it is creating employment opportunities for the beneficiaries across different regions of India.

RATING ● ● ● ● ●

Index: 5 Points - Very High ; 4 Points - High ; 3 Points - Moderate ; 2 Points - Low ; 1 Point - Very Low

RECOMMENDATION

Some of the recommendations that can be said from the testimonials of trainers and trainees and the data interpretation report are:

- New and improved machines are needed for teaching.
- Good quality furniture is needed at the academy.
- Mini projects to test the student's effectiveness of learning.
- More structured syllabus.
- Sharing of study materials in PDF through WhatsApp.
- High-speed internet to stream videos for AV sessions.
- Detailed and in-depth training in CNC coding.

CONCLUSION

This Training academy by Eicher motors had created a very huge and positive impact on the trainees and as well as trainers. The trainees get this 1-month course free of cost, including free food and accommodation. Students get 100% placement through this program. Their job is safe and secure. Every 3 months the students are followed up by the academy. Overall the students are very much happy.