

INSHAKTI
FOUNDATION
SKILLS | EDUCATION | LIVELIHOOD

 @in_shakti

 InShakti Foundation

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Skills that Changed Lives

From Learning to Earning:
Youth Micromovements

Project EXCEL
Bolstering Opportunities

About



Established in 2014, InShakti Foundation is a purpose-driven philanthropic initiative dedicated to driving social change. The foundation focuses on empowering unemployed and underemployed individuals across India, particularly youth by equipping them with 21st century vocational and technical skills.

Mission

To bridge India's skill gap by fostering education, empowerment, and employment.

Vision

To provide value-based education and training to marginalized communities, enabling pathways to meaningful employment and sustainable entrepreneurship.

About



Nayara Energy is a new-age downstream energy and petrochemicals company with a formidable presence spanning across the entire hydrocarbon value chain, from Refining to Retail. Nayara Energy operates in India for India driven by a relentless commitment to fuel the nation's energy aspirations. At the heart of our operations lies the Vadinar refinery, India's second-largest single-site refinery with a capacity of 20MMTPA. With over 6,300 Retail Outlets, we cater to the need for reliable and safe mobility across the length and breadth of the country.

We have adopted a phase wise asset development strategy to enter the petrochemicals sector which will be a significant step in our crude to chemicals journey. Through sustainable development projects in Health and Nutrition, Education and Skill Development, and Sustainable Livelihoods, Nayara Energy enhances the quality of life in the communities it operates in. Delivering value for all our stakeholders is at the very core of our beliefs and we are committed to providing the energy that fuels the dreams of our employees, customers, partners, and communities.



Achintya Singh
Head-CSR
Nayara Energy Limited

Foreword

At Nayara Energy, the strength of our Corporate Social Responsibility (CSR) initiatives lies in strategic collaborations with reputable agencies, institutions, and individuals. These partnerships enable us to harness collective expertise and drive sustainable development. This booklet is a testament to such synergy, developed under the aegis of Nayara's Project EXCEL.

Project EXCEL encompasses a comprehensive suite of interventions tailored for diverse age groups. From empowering youth and women to achieve economic independence, to handholding potential entrepreneurs through structured trainings and market linkages, the project addresses diverse dimensions of skill development. A cornerstone of this initiative is the well-rounded training in employability and soft skills—an essential toolkit for young individuals aspiring to thrive in a dynamic global economy. Skills such as creative thinking, effective communication, and collaborative problem-solving significantly enhance employability and entrepreneurial potential.

This booklet attempts to consolidate journeys of youth striving and thriving, through a wealth of knowledge, aligned with contemporary trends made accessible. We take that trainees will find it both practical and inspiring, and that it will serve as a valuable resource in equipping them with industry-relevant competencies.



Deepak Malhotra
Director, InShakti Foundation

Foreword

At InShakti Foundation, our journey since 2014 has been defined by a commitment to bridging the skill and education gap in India. Through our programs, we empower individuals with the tools they need to build better futures for themselves, their families, and their communities.

It gives me immense pride to present this booklet, which encapsulates the impact of "Project Excel" – a noble CSR project of Nayara Energy. Together, we have reached over 2,000 youth in the Jamnagar and Dwarka districts of Gujarat, with 60% of them being young women. These individuals have been equipped with vocational skills, 21st century employability skills, and, most importantly, opportunities to step into meaningful employment.

This initiative would not have been possible without the support provided by Nayara Energy to create the state-of-the-art skill centers and the invaluable support of government ITIs and colleges that collaborated with us. The success stories captured in this booklet are a testament to the resilience and determination of these students. Each story highlights the transformative power of skilling, showcasing how these

individuals have embraced their potential and are now contributing to their communities and the economy.

I extend my heartfelt gratitude to Nayara Energy with a special mention to the CSR team for their unwavering support and vision in enabling this life-changing initiative. Together, we continue to create pathways for countless young boys and girls to thrive.

Let these stories inspire us all to dream bigger and work harder to bring positive change to the lives of many more.

PROJECT EXCEL

Project EXCEL, a CSR initiative of Nayara Energy, is strategically focused towards bolstering rural economy across the spectrum of prevailing livelihoods, new skills, tapping opportunities and building on potential. The initiative encompasses a diverse array of interventions in skill development, farmers' capacity building, entrepreneurship development, and social welfare.

To make a lasting impact, Project EXCEL continues to strengthen the ecosystem through convergence and collaboration with farmers' collectives, local institutions, NGOs, government bodies, private sector partners, and community-based organizations.

Project EXCEL's blended skill training with mentorship, enterprise support, advanced assistance to farmers, and a reliable linkage to access better markets and social welfare schemes, have been positively impacting the lives and livelihoods of over 10,000 households in Jamnagar and Devbhumi Dwarka districts of Gujarat.



Our field research and stakeholder consultations for Devbhumi Dwarka & Jamnagar depicts:



Limited access to job opportunities, career guidance, placement services and technical training facilities for local youth



Mismatch between demand and supply of skills and jobs available

Objective : Enhancing Access to Employment



Training and Skill Development for the unemployed youth



Getting the beneficiaries job ready as per industry requirements



Develop a linkage between the industry and the talent pool



Skill based training for the underprivileged individuals

Methodology and Approach



Curriculum Development

Integration: Develop a curriculum integrating 21st century skills with vocational training.

Industry Alignment: Collaborate with industry experts to align the curriculum with current and future job market needs.

Flexibility: Design modular courses for easy updates as per changing technologies and industry demands.



Pedagogical Approach

Project-Based Learning (PBL): Implement PBL where students apply vocational and 21st century skills in real world projects, promoting active learning.

Blended Learning: Inculcate online tools to enhance learning through digital platforms and workshops.

Experiential Learning: Include internships, apprenticeships, and on-the-job training for hands-on experience.



Technology Integration

Online Platforms: Collaborated with new age online platforms for AI based learning.



Instructor Training and Development

Mentorship: Pair educators with industry professionals to bridge academic knowledge with practical industry insights.



Assessment and Evaluation

Competency-Based Assessment: Evaluate students based on their ability to apply skills effectively.

Continuous Feedback: Provide regular feedback to guide student improvement.



Partnerships and Community Involvement

Industry Collaboration: Partner with industry associations for internships, lectures, and curriculum development.

Community Engagement: Understand local needs for effective vocational training and community development.



Scalability

Scalability: Design programs adaptable to different regions and vocational needs.



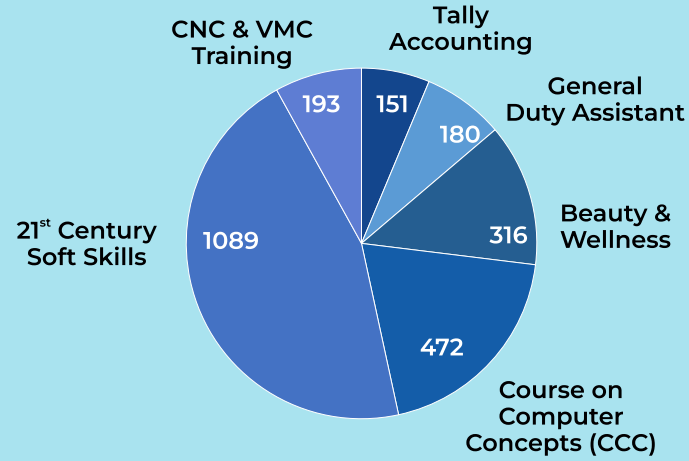
Monitoring and Improvement

Regular Reviews: Update curriculum and practices based on feedback.

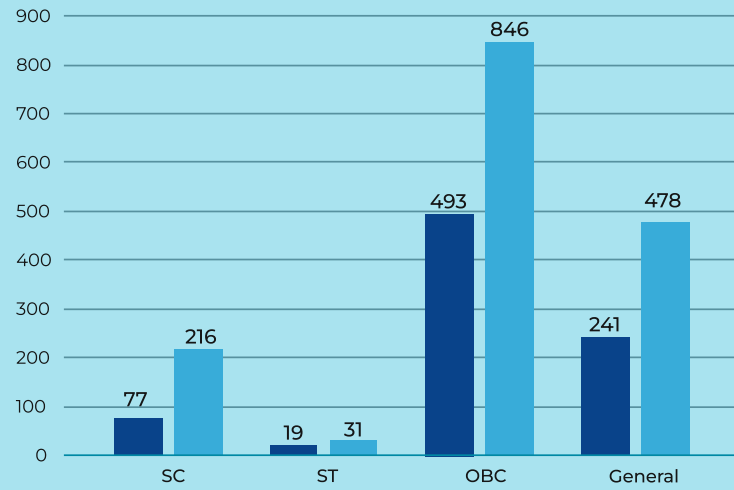
Impact Assessment: Assess program impact on student careers and industry relevance periodically.

Outreach

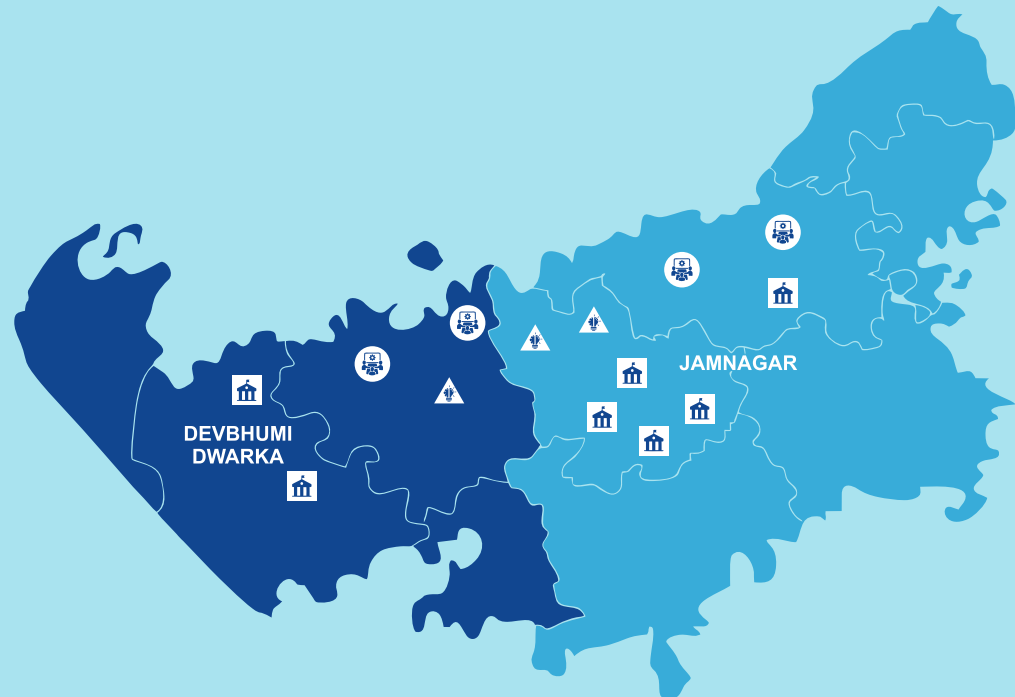
Trade Wise Data
Jan'24-March'25



Enrolled Youth
Jan'24 to March'25



- Jamnagar
- Devbhumi Dwarka
- YES Centre
- Industrial Training Institute (ITI)
- Colleges & Other Institutes



Expected Outcomes



Training **1000 youth**
on vocational skills



Training **1200 youth**
on 21st century soft skills



Promoting **entrepreneurship**
among youth



Placement assistance
to **600 youth**



Driven by Dreams, Powered by Grit

Tulja & Kajal's Leap from Village to Victory

Sethvadala, Jamnagar

In the opportunity-scarce village of Sethvadala in Jamnagar district, Tulja(22yrs) and Kajal(20yrs) dreamed of lives beyond traditional expectations. With hopes of building brighter futures for themselves and their families, the two young girls moved to Jamnagar, carrying only determination and dream to success. They shared a modest hostel room and embraced the challenges of urban life with quiet resolve.

Their breakthrough came when they discovered computer training course- Course on Computer Concepts (CCC)—offered under Project Excel, an initiative by Nayara Energy. Through this program, they not only gained digital skills but also the confidence to explore careers they once thought were out of reach.

With placement support from the initiative, both Tulja and Kajal secured jobs as computer operators in a well known pharmacy. The role required working late-night shifts, ending at 2 a.m.—a daunting commitment for girls from conservative rural backgrounds. Initially hesitant, their families eventually gave their support, recognizing the determination and responsibility the girls displayed.

To ensure their safety, transportation support was arranged by the employer for their commute.

They were responsible for billing, order management, and operating digital systems—tasks they quickly mastered due to their training. Within just a few months, each of them began earning ₹15,000 per month, marking a significant step toward financial independence.

From a remote village to city-based employment, Tulja and Kajal's journey is a powerful reminder of how access to skills and the courage to act can break down barriers. Their story stands as proof that given the chance, even the most modest beginnings can lead to remarkable transformation.



Typing Her Way to Freedom

Riddhi Jadav's Journey to Corporate Grace

Jamnagar

In a joint family of 24 members, **Riddhi Jadav(22yrs)** quietly nurtured a dream of building her own future. While her father and brother handled the family's small business, its inconsistent income left her longing for a more stable and independent path.

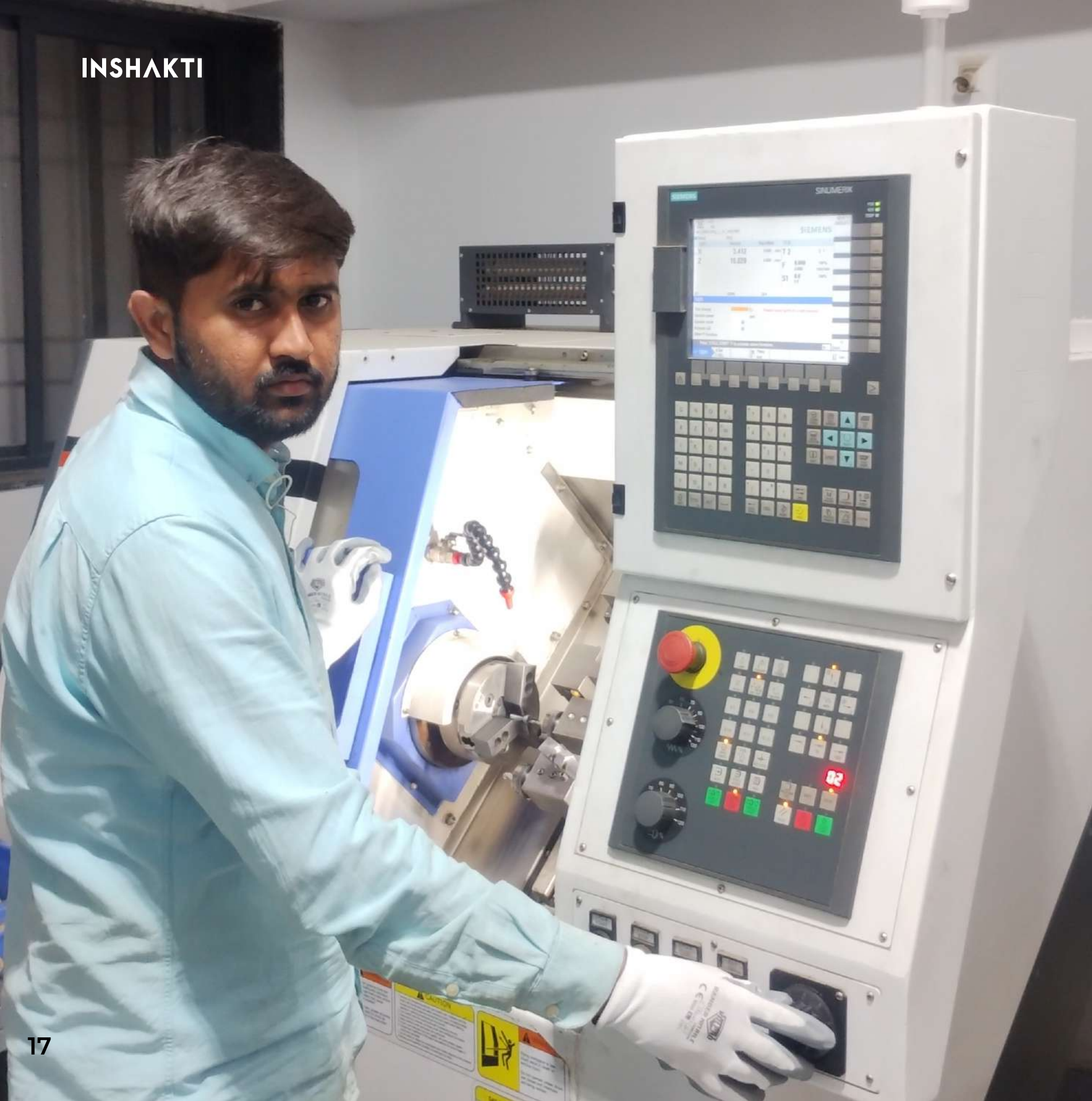
Riddhi had always wanted to support her family, but social expectations and financial limitations often stood in the way. The high cost of professional training and initial reluctance from her family made her aspirations seem distant.

A turning point came when her sister's friend told her about a computer training course. Though the early batches were full, she registered her interest—and two months later, the opportunity finally arrived.

What followed was a journey that blended digital literacy with workplace readiness. The training helped her build not just technical skills, but also the confidence to navigate the professional world. A job fair was organized as part of the program opened doors to real employment possibilities.

With newfound confidence from interview-prep and motivational sessions, Riddhi engaged with potential employers and impressed recruiters. Her persistence paid off when she secured a back-office role with a reputed company, earning a steady income.

Today, Riddhi stands as a beacon of change, breaking barriers and defying societal expectations. With financial independence in hand, she not only supports her family but also envisions a brighter future. Her story exemplifies the transformative impact of Project Excel's commitment to empowering individuals through skill development.



Turning Gears, Changing Lives

Ayub's Engineered Breakthrough

Jamnagar

Ayub Muhammad Rafiq (26yrs), a humble and hardworking young man from Jamnagar, was always determined to support his family of five. His father worked as a laborer, and Ayub, having completed his education up to the 9th grade, contributed by delivering soda bottles across different areas of Jamnagar. However, his earnings, which were based entirely on commission, were meagre and insufficient to secure a stable future.

One day, a friend informed Ayub about the Technical Training Centre, an initiative by the InShakti Foundation, supported by the Jamnagar Factory Owners Association and Nayara Energy. The center offered courses in CNC operations, AutoCAD, and other technical skills, along with job placement opportunities. Although Ayub had no prior knowledge of CNC machines or AutoCAD, the prospect of learning a valuable skill and securing a job intrigued him.

With a mix of hope and determination, Ayub enrolled in the CNC training program. For someone who had never seen a CNC machine before, the training proved both challenging and exciting. The trainers at the center provided excellent guidance, helping Ayub develop a strong foundation in CNC operations.

After completing the training, Ayub was given an opportunity to interview at the manufacturing company. Armed with his newly acquired skills and confidence, he successfully cleared the interview and secured a job as a CNC Operator.

Today, Ayub proudly operates CNC machines, a skill he once never imagined learning. Reflecting on his journey, he shares, "For someone like me, who had never even seen a CNC machine, to now be working as a CNC Operator—it's nothing short of a miracle. I am deeply grateful to the Jamnagar Factory Owners Association, Nayara Energy, and the InShakti Foundation for transforming my life."

Confidence in Every Click

Mahek Makwa's Journey to Empowerment

Jamnagar

Mahek Makwa (21yrs), a young girl from the Scheduled Tribe community, has always believed in the power of hard work and self-reliance. Growing up with limited access to opportunities, she was determined to grow—both personally and professionally. She enrolled herself in CCC Course at YES centre Jamnagar.

Though Mahek was naturally confident and expressive, she struggled with adapting her behavior to professional ecosystem. During the training, she learned the importance of professional conduct, humility, and effective communication—skills that helped her navigate workplace expectations more confidently.

Beyond technical training, the program offered guidance in resume writing, email etiquette, and other professional soft skills, giving her a strong foundation to enter the job market. Regular motivation sessions further boosted her self-belief and helped her recognize her potential.

Mahek's dedication paid off when she secured a customer service role at a well-known automobile company. The interview was a significant moment for her—a symbol of how far she had come and a major step toward financial independence.

Now employed and thriving, Mahek is not just focused on her own success but she is determined to guide and encourage other girls in her community to dream bigger. Her journey proves that with the right mindset and support, even those from the most marginalized backgrounds can chart their own path and inspire others along the way.



Beauty Skills, Bold Futures

Bina & Hemlata's Brush with Transformation

Jamnagar

Bina Gondaliya(20yrs) and Hemlata Parmar(19yrs), two young girls with big dreams for themselves and their families, found their paths crossing during a journey of personal and professional growth through project EXCEL. Both came from modest backgrounds—Bina's father worked in the brass industry and her mother as a cook, while Hemlata's family relied on the daily wages of her father and brother.

Bina had long aspired to become a beautician. Inspired by her elder sister, who had spoken positively about a local skill training program, she decided to follow her passion. Hemlata, similarly motivated to improve her family's circumstances, eagerly enrolled when she learned about a Beauty and Wellness course being offered at Youth Employability Service(YES) centre, Jamnagar.

During the course, the two girls were trained not only in beauty techniques but also in vital life and workplace skills. Lessons in communication, personal grooming, and basic English boosted their confidence and helped them carry themselves professionally. Project Excel holistic approach prepared them to step into the workforce with assurance.

Their dedication soon led to job opportunities at a popular local salon. After a successful round of interviews and one month of hands-on training, both officially joined the team. Today, they have built a loyal client base, with customers specifically requesting their services.

Now confident professionals, Bina and Hemlata are proud to contribute to their families' income and have already begun dreaming of opening their own salon in the future. Their story stands as a powerful example of how focused skill-building, paired with ambition, can open doors and transform lives.

From Tools to Tech

Tushal Makwana's Leap into Skilled Success

Jamnagar

Tushal Makwana (19yrs) is a powerful example of resilience and transformation. With education only up to the 10th grade, he faced immense challenges—especially after his father fell seriously ill, leaving Tushal as the sole provider for his family. With no formal training or steady income, he worked as a daily wage laborer, holding onto the hope of a better future without knowing how to reach it.

Everything changed upon finding a training program in CNC programming and AutoCAD design. Drawn by his interest in technical work, Tushal seized the opportunity. Throughout the course, he applied himself wholeheartedly, determined to break the cycle of hardship through skill and hard work.

His efforts soon bore fruit. After completing the training, Tushal participated in a placement drive where he received offers from four companies—a moment of pride and disbelief for someone who once struggled to find consistent work. He accepted the position as a Quality Supervisor at a local manufacturing unit, with a monthly salary of ₹15,000 and strong prospects for promotion.

Tushal's transformation—from a laborer to a skilled professional—goes beyond personal success. It stands as a message to others in similar situations: with the right support and a determined mindset, it's possible to turn dreams into reality. Today, he not only supports his family with confidence but also inspires those around him to believe in their potential.



Strength Behind Every Success

Daksha Parmar's Life of Strength & Success

Jamnagar

Daksha Parmar's (22yrs) journey is one of strength, determination, and a deep desire to uplift her family. Her husband's income from a power plant job was insufficient, and Daksha knew she needed to step forward towards building a more stable and secure future.

Determined to make a meaningful contribution, she decided to acquire professional skills. She enrolled herself in Tally accounting course. Daksha attended every session with dedication, learning not just technical skills but also gaining exposure through industry visits and personality development workshops that helped her understand the expectations of a modern workplace.

Her consistent efforts led to a breakthrough—she was selected for a job at a local automobile company. This opportunity marked a significant milestone in her life. However, balancing her new role with the responsibilities of managing a household was a challenge. Daksha carefully navigated both, organizing her time and energy to meet the demands of work and family.

Her achievement is more than a personal victory—it's a message to other women in her community. Daksha has become a source of motivation, showing that with the right support and a strong will, it's possible to overcome everyday's obstacles and build a better life. Today, she stands as a proud working professional and a guiding light for many others.

Soft Skills, Strong Start

Komal Idariya's Career Shift

Khambhalia, Devbhumi Dwarka

Komal Idariya (19yrs), a final-year student at Government Arts and Commerce College in Khambhalia, grew up in a household where financial struggles were a daily reality. Her father, a fruit vendor, worked hard to support the family, but with limited income, even basic educational expenses were difficult to manage—leaving little space for future aspirations.

Komal's turning point came when 21st century skill development program in Soft Skills and Personality Development was introduced at her college. Designed to build communication, public speaking, and professional behavior, the training helped Komal to grow in confidence and refine her interpersonal abilities. It became a foundation for her personal and professional growth.

Equipped with these skills, she was soon selected for a receptionist role at a local automobile dealership, where she now earns a monthly salary of ₹9,000. This income has helped ease the financial burden on her family and marked her first step into the world of work.

This opportunity created through Project Excel offered Komal more than just training—it opened a practical pathway to growth. Her journey illustrates how the right learning environment can help students from modest backgrounds take confident steps toward self-reliance and success.

Komal's journey is a reminder that talent exists everywhere—it only needs the right support to shine. Today, she is proud to support her family and looks ahead with renewed confidence in her future.





Celebration of 'Women Empowerment Week'

International Women's Day March'24

To commemorate International Women's Day, InShakti Foundation, in partnership with Nayara Energy, hosted a vibrant week long cultural event highlighted as Women Empowerment Week, celebrated from March 7 to 10, 2024.

The week-long initiative saw enthusiastic participation from approximately 250 trainees enrolled in 21st century soft and employability skill programs under Project Excel. A series of engaging competitions and awareness seminars were organized, including a Mehndi Competition, Millets Dish Competition, Best Out of Waste Competition, Traditional Wear Competition, and Drawing Competition.

The closing ceremony on March 10 was organized at Dhanvantari Auditorium featured prize and certificate distribution for competition winners. The event was graced by Sh. Premsookh Delu, Superintendent of Police (Jamnagar District), who delivered a powerful address on women's safety and empowerment. His inspiring words reinforced the importance of such initiatives in fostering a secure and inclusive society.

A cultural dance performance and a compelling role play further enriched the program, showcasing the creativity and talent of women while conveying meaningful social messages.

The celebration proved to be a resounding success, providing a platform for women to showcase their skills and fostering a spirit of empowerment, learning, and community engagement.



Few More Glimpses of Finale Event of Women's Day Celebration



Launch of New Multi-Skill Training Centre



Inaugurated on 28th Nov'24
by **Shri G.T. Pandya**,
Collector, Devbhumi Dwarka



Dedicated YES Centre
empowering youth
with 21st century vocational &
soft skills training

Courses Offered



**Course on
Computer Concept
(CCC)**



**Tally
Accounting**



**Beauty
& Wellness**



173 candidates
successfully trained and certified
(till March'25)



100+ candidates
enrolled in Quarter 1(2025-26)

Glimpses of Multi Skill Training Centre at Khambhalia



In a transformative step towards enhancing skill development and empowering communities, InShakti Foundation with support of Nayara Energy inaugurated a new Multi-Skill Training Centre in Khambhalia Taluka on 28th November 2024, as part of Project EXCEL. This centre is dedicated to addressing the skilling needs of urban and rural youth from Khambhalia and neighboring villages like Kanchanpur, Harshadpur, Shaktinagar, and Haripar Danta, with a strong focus on women empowerment.

In its initial phase, the centre offers three foundational courses: Tally Accounting, Course on Computer Concepts(CCC) and Beauty & Wellness, designed to equip participants with practical, job-oriented skills. Additionally, training in life skills, personality development, and general English ensures participants gain essential interpersonal and communication skills, enhancing their confidence and employability.

The inauguration was graced by Sh. G.T. Pandya, District Collector, Devbhumi Dwarka, and Mr. Amar Kumar, Head of Refinery Nayara Energy Addressing the event, Mr. Pandya emphasized the importance of skill enhancement in today's job market, while Mr. Kumar highlighted Nayara Energy unwavering commitment to social responsibility.

From Scrap to Skill: Empowering Jamnagar's Workforce through CNC & VMC Excellence

Jamnagar, recognized as Asia's largest brass parts manufacturing hub, is home to over 5,000 units with an annual turnover of ₹2,000 crore. These units process imported scrap into high-quality brass billets, bars, and components—supporting the livelihoods of more than 1.5 lakh individuals.

In the post-pandemic era, rising global demand for brass has prompted industries in the region to adopt modern CNC and VMC technologies. However, a shortage of skilled CNC operators and programmers has emerged as a key barrier to growth.

To address this, Nayara Energy, through its CSR initiative Project EXCEL, in collaboration with the Jamnagar Factory Owners' Association, has set up a state-of-the-art CNC/VMC Technical Training Centre. Located in a fully equipped two-storied facility, the centre includes 2 CNC machines, 1 VMC machine, and 4 console units, offering a comprehensive curriculum that combines in-depth theory with practical, hands-on training.

A significant milestone in this journey was marked on 21st January 2025, when Mr. Prasad Panicker – Executive Chairman, Nayara Energy, formally inaugurated the newly installed VMC machine at the Technical Training Centre. The event was graced by Mr. Amar Kumar – Head of Refinery, Nayara Energy, Nayara Energy CSR team, representatives from the Jamnagar Factory Owners' Association, and other esteemed guests.

This pioneering initiative not only addresses a critical skills gap but also reflects Nayara Energy's deep commitment to youth empowerment and sustainable livelihoods. By creating pathways to industry-ready training and employment, the centre is laying a strong foundation for a skilled, self-reliant, and future-ready workforce in the region.



New VMC Machine Inaugurated at Technical Training Centre

Words of Inspiration

Sh. G.T. Pandya
District Collector
(Devbhumi Dwarka)

All the courses offered are truly commendable. This initiative goes beyond merely showcasing CSR activities—it focuses on providing essential infrastructure, ensuring 100% trainee retention, fulfilling social objectives and responsibilities, and promoting key areas such as women and child development, youth empowerment, and employability. I sincerely appreciate the thoughtful and impactful approach taken by Nayara Energy.



Sh. Premsukh Delu
Superintendent of Police
(Jamnagar District)

On behalf of Jamnagar Police, I extend my heartfelt gratitude to Nayara Energy for organizing impactful activities through Project Excel as part of their CSR initiatives.



Sh. Amar Kumar
Head of Refinery,
(Nayara Energy)

Project Excel' aims to showcase Nayara Energy's commitment towards social responsibility by implementing various social upliftment programs in nearby areas. In addition to initiatives in education, health, and agriculture, the company is actively engaged to develop the skills of the youth. Nayara Energy continuously working to enhance quality of life of surrounding communities.