

EMPOWERMENT THROUGH LIVELIHOODS SKILLS TRAINING, FINANCIAL LITERACY & HEALTH AWARENESS



Intervention Locations:
Mumbai, Panchkula and Noida

Duration :
November 2024 - March 2025

EXECUTIVE SUMMARY



FPA India, with financial support from TruCap, implemented the 'Bedside Nursing Attendant Programme towards creating livelihood opportunities' for young women from urban slum communities in and around the 'M Ward' between October 2023 and March 2024. The initiative combined an employable skill-building with awareness and health service sessions focused on sexual and reproductive health and rights, including the prevention of cervical cancer — a critical priority in women's health.

Out of 31 underprivileged young women enrolled in the programme, 19 successfully completed their internships. Additionally, over 612 community members accessed sexual and reproductive health services, including cervical cancer screening, and 75 adolescent girls received HPV vaccinations to protect them against cervical cancer.

As part of the initiative, women's community groups in Bhiwandi were also introduced to financial literacy through sessions conducted under the TruCap programme.



Following the successful completion of Phase I, FPA India requested TruCap to consider supporting a second phase of the project at new high-need locations. In this proposed phase, the General Duty cum Home-Based Nursing Care Assistant Training was proposed to continue in Mumbai, with Panchkula; identified as a new location based on community demand.

Additionally, a short-term intervention was proposed in the NOIDA communities served by FPA India. This intervention was designed to focus on raising awareness about cervical cancer, conducting screening sessions for eligible women, and to provide a financial literacy sessions for women. Across all three proposed locations, the HPV vaccination programme that proposed to cover 61 girls aged between 9 to 14 years.

PROJECT OUTCOMES AT A GLANCE

General Duty cum home-based nursing care assistant training programme for young girls

01

TOTAL ENROLLEMENT GENERAL DUTY CUM HOME-BASED NURSING CARE ASSISTANT TRAINING

43 as against planned 32 (134%)

02

TOTAL NUMBER OF PERSONS COMPLETING THE CLASSROOM TRAINING

34 as against planned 27 (126%)

03

TOTAL NUMBER OF PERSONS COMPLETING ON-THE-JOB TRAINING

34 as against planned 22 (155%)

Cervical cancer awareness, screening and HPV vaccination

04

NUMBER OF INDIVIDUALS PROVIDED WITH INFORMATION ON CERVICAL CANCER PREVENTION

633 as against planned 300 (211 %)

05

NUMBER OF WOMEN SCREENED FOR CERVICAL CANCER

183 as against planned 100 (183%)

06

NUMBER OF ADOLESCENT GIRLS VACCINATED AGAINST HPV ACROSS INTERVENTION LOCATIONS

97 as against planned 61 (159 %)

OBJECTIVES



Objective One

To enhance livelihood opportunities for marginalized and excluded individuals, prioritizing young women and/or persons of diverse sexual orientation or gender identities, in the operational area of FPA India in Panchkula and Mumbai, by imparting Vocational Training and providing with placement opportunities

Objective Two

Enabling adolescent girls and young women to be aware of their sexual and reproductive health and rights, with a focus on cervical cancer prevention and to empower themselves through knowledge about financial literacy, within the operational area of FPA India in NOIDA and Mumbai.

PROJECT PROGRESS DETAILS

Technical Trainings

Upon receiving the grant in mid-November, the implementing branches were informed about the project confirmation. The FPA India team at the headquarters conducted location-specific induction and project orientation sessions for all project staff. While the orientations for Panchkula and Noida teams were held virtually, an in-person training session was conducted for the Mumbai team. During these sessions, detailed action plans, deliverables, and timelines were shared for each location.

General Duty cum Home-Based Nursing Care Assistant Training - Panchkula and Mumbai

A four-month training programme was implemented in both locations, adapted from the previous phase. The course was structured into two segments, including a one-month internship at FPA India clinics or affiliated nursing homes, clinics, or hospitals.

The training curriculum combined theory and hands-on practice and was delivered through lectures, demonstrations, roleplays, discussions, Q&A sessions, and observational learning. Practical components included clinical skills such as: Measuring temperature and blood pressure, First-aid and wound dressing, Infection prevention and control, Instrument sterilization and autoclaving, Bed making and biomedical waste disposal, Basic medicine dispensing, Medical record-keeping.

To ensure a holistic approach to patient care, the training also emphasized counseling and communication skills. On-the-job training was facilitated through FPA India's own clinics and/or partner institutions.



IMPLEMENTATION OF THE TRAINING COURSE AND OUTCOMES

The training course was conducted in FPA India's Panchkula and Mumbai branches. In consultation with head office, the implementing branches prepared the IEC material, for the course and cervical cancer awareness- HPV vaccination.

The existing field team did mobilization activities and by end of November, both branches listed down the interested candidates for the course.

As proposed, total 32 candidates were expected to be enrolled for the course through 16 enrolments at each location. On mobilization, total 25 candidates expressed and enrolled themselves for the course in Panchkula whereas in Mumbai, total 18 candidates were enrolled. Out of total 43 candidates, 34 completed the course.

It was anticipated that, there would be 15- 16 % drop-out before the completion of course and some may further turn down the on-the job training offered after the completion of theory and internship. Thus, the anticipated number of trainees completing the course was proposed as 27 and the number of trainees accepting placements was anticipated to be 22.

With the overwhelming response to the course particularly in Panchkula, FPA India achieved the deliverables as follows:



ENROLLEMENT:
43 AS AGAINST
PLANNED 32 (134%)



COMPLETION:
34 AS AGAINST
PLANNED 27 (126%)



PLACEMENT:
34 AS AGAINST
PLANNED 22 (155%)

Challenges:

The training period coincided with higher secondary board examinations, presenting challenges for some trainees in balancing their academic commitments with vocational training.

Strategies for successful retention

To support retention and reduce dropouts, tailored strategies were implemented at both branches. In Panchkula, trainees were offered stress management sessions during the course to help them cope with academic and training pressures. Meanwhile, the Mumbai branch focused on enhancing trainee engagement by incorporating regular exposure to practical, hands-on learning experiences.

CERVICAL CANCER AWARENESS, SCREENING AND HPV VACCINATION

Awareness

Cervical cancer continues to be one of the most common cancers among women in India and remains a leading cause of cancer-related deaths in women across low- and middle-income countries. However, it is a preventable and potentially curable disease if detected early and treated effectively.

As part of the project, the objective was to sensitize over 300 women of reproductive age, adolescents, and their caregivers, recognizing that awareness among parents and caregivers is a critical prerequisite for obtaining consent for HPV vaccination for young girls.

To address this, the implementing branches organized targeted awareness sessions—with a dual focus: 1: For women in reproductive age: Emphasizing the importance of regular screening for early detection. 2: For parents and caregivers: Highlighting the significance of HPV vaccination as a preventive measure.

Awareness sessions were conducted across schools, community settings, and FPA India's static clinics, where women also accessed sexual and reproductive health (SRH) services.

Panchkula reached out to total 143 women and girls through two awareness sessions, Mumbai branch conducted total four sessions covering 191 women and adolescents and Noida reached out to 300 women and adolescents through total nine sessions

**AWARENESS SESSIONS ON
PREVENTION OF CERVICAL CANCER**
THE PROGRAMME REACHED TO 634 WOMEN FROM
REPRODUCTIVE AGE GROUPS AND ADOLESCENT
GIRLS AS AGAINST PLANNED 300 (211%)



Cervical Cancer Screening

Under the programme, a cervical cancer screening intervention was planned for 100 women in Noida. Following targeted awareness sessions focused on prevention, eligible women were encouraged to undergo screening through dedicated health service sessions conducted by FPA India at its satellite clinic in Noida.

It was observed that women in Noida were generally hesitant to participate in screening, often seeking medical care only after experiencing clear symptoms or when health issues became unmanageable through basic treatment. This reluctance reflected a broader trend where preventive care is not typically prioritized in the absence of visible health concerns.

In contrast, the response in Mumbai was significantly more positive, with higher community demand and willingness to participate in screening. As a result, screening activities were conducted at both locations.

The screening details:

- Noida: 105 women screened (exceeding the original target of 100)
- Mumbai: 78 women screened

These figures reflect both the need for continued awareness efforts in more resistant communities and the success of demand-driven screening in urban areas like Mumbai.

HPV Vaccination Programme

The HPV vaccination initiative was implemented across all three project locations: Noida, Panchkula, and Mumbai. The original target was to vaccinate a total of 61 girls, between the age group of 9 to 14 years. The location-wise deliverables were as follows:

- Noida: 21 girls
- Panchkula: 20 girls
- Mumbai: 20 girls

During the end-of-programme assessment; it was noted that, some administrative and programme budget lines had underspent. In order to ensure maximum utilization for the programmatic activities, FPA India proposed to vaccinate additional girls using the underspent, which was approved by TruCap.

Following the approval, teams at Panchkula and Noida were asked to mobilize additional girls for vaccination. The response, particularly in Panchkula, was overwhelmingly positive.

As a result, Panchkula provided vaccination to additional 11 girls and Noida planned total 15 additional vaccinations some of which were secured for the children of Trucap family.

Additional Vaccinations session as directed by TruCap

On TruCap's request, 9 vaccine doses were procured and reserved at FPA India's Urja Clinic in Noida for the children of TruCap staff. A vaccination session was scheduled in consultation with TruCap's SPOC on 2nd August 2025. However, TruCap SPOC later informed that, they were unable to organize the group in accordance with the guidelines and requested to identify and use the vaccines for underprivileged girls.

Accordingly, on 8th August 2025, FPA India's Noida team conducted a vaccination session for 9 additional girls from the community.

Final Outcomes

- HPV Vaccination: 97 girls vaccinated against the planned 61 — achieving 159% of the target.
 - 1: Noida Total: 46 girls vaccinated
 - 2: Panchkula Total: 31 girls vaccinated
 - 3: Mumbai Total: 20 girls vaccinated
- Total Women Screened for Cervical Cancer: 183 against the planned 100 (183% achievement)



SCREENING
183 AS AGAINST
PLANNED 100 (183%)



VACCINATION
97 AS AGAINST
PLANNED 61 (159 %)