



IMPACT ASSESSMENT REPORT

**UP-SKILLING OF 3,000 WOMEN FOOD HANDLERS FOR THE JOB
ROLE OF “MILLET PRODUCTS PROCESSOR” IN JHARKHAND
SEPTEMBER 2025**

Prepared By

TABLE OF CONTENTS

Sl no.	Topic	Page
01	Setting the context	06
02	About FICSI	08
03	About the project	09
04	Executive Summary	10
05	Impact at a glance	12
07	About the intervention	13
08	Approach and methodology	15
09	Findings • Relevance • Effectiveness • Efficiency • Impact • Coherence	17-22
10	Success Story	23
11	Conclusion	29

LIST OF FIGURES

Fig.1 OECD framework deployed for the study

Fig.2 Technical approach for the study

Fig.3 Education Profile

Fig.4 Age Wise Representation

Fig.5 Monthly Household Income

Fig.6 Adherence to basic hygiene practices

ABBREVIATIONS

FICSI - Food Industry Capacity and Skill Initiative

FPO - Farmers Producers Organization

FSSAI - Food Safety and Standards Authority of India

GMP - Good Manufacturing Practices

GHP - Good Hygiene Practices

MSP - Minimum Support Price

NSQF - National Skills Qualifications Framework

SHG - Self Help Group

FICCI- Federation of Indian Chambers of Commerce and Industry

MSDE- Ministry of Skill Development & Entrepreneurship

MoFPI- Ministry of Food Processing Industries

NCVET- National Council for Vocational Education and Training

NSDC - National Skill Development Corporation

OECD- Organization for Economic Cooperation and Development

SGS- Société Générale de Surveillance

SDG- Sustainable Developmental Goals

ETHICAL CONSIDERATION

Informed consent: The interviews were done after receiving respondent's consent. Even after the interviews were completed, their permission was sought to proceed with their responses.

Confidentiality: The information provided by participants has been kept private. At no point were their data or identities disclosed. The research findings have been quoted in a way that does not expose the respondents' identities.

Comfort: The interviews were performed following the respondents' preferences. In addition, the interview time was chosen in consultation with them. At each level, respondents' convenience and comfort were considered.

Right to reject or withdraw: Respondents were guaranteed safety and allowed to refuse to answer questions or withdraw during the study.

ACKNOWLEDGEMENT

We, SGS, would like to express our gratitude to FICSI for entrusting us with this impact assessment assignment. We are extremely thankful for their assistance during the course of the study.

We thank everyone who supported and facilitated the study and contributed to gathering insights.

We truly appreciate all the intellectual guidance from the FICSI team throughout the study. Last but not least, we want to express our gratitude to everyone who spent the time answering the extensive survey.

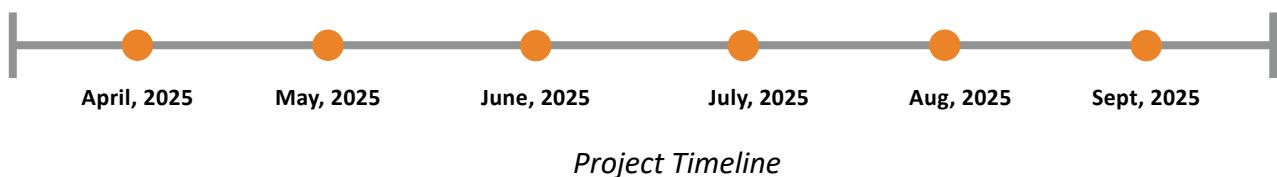


ABOUT SGS

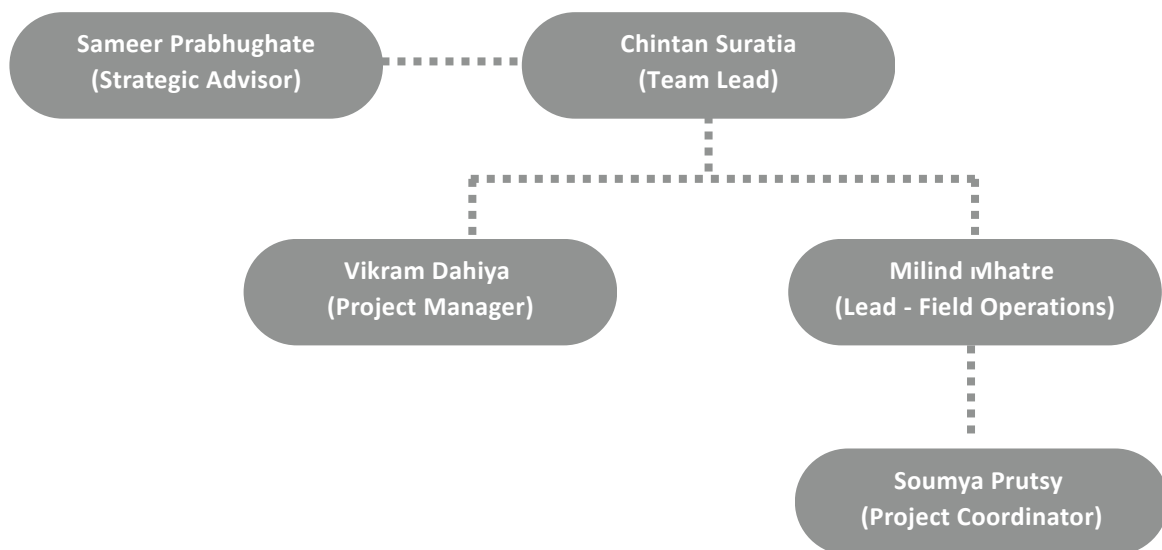
Founded in 1878, SGS is the world's leading company in testing, inspection, verification, and certification services, setting the global benchmark for quality, sustainability, and integrity across industries.

Our mission is to create a better, safer, and more interconnected world by helping businesses manage risk, improve efficiency, and drive sustainable growth. With tailored solutions spanning agriculture, automotive, consumer goods, energy, healthcare, and more, we support organizations in meeting regulatory requirements and achieving higher performance standards.

As a trusted global partner, SGS combines its impact-led approach, expertise, and extensive presence to deliver measurable results. We collaborate with corporations, philanthropic organizations, foundations, and social organizations to design and implement CSR programs, ensuring compliance while maximizing social impact. Our integrated platform enables corporates and institutions to meet CSR mandates effectively and sustainably.



Core Project Team





SETTING THE CONTEXT

India is the world's largest millet producer, accounting for approximately 38–40% of global output and about 80% of Asia's production, with total annual production around 17–18 million metric tonnes in 2023–24. Rajasthan alone contributes over 31% of India's millet output. Despite the volume, millet processing remains limited and inefficient, hindered by outdated infrastructure, fragmented value chains, and short shelf-life (20–30 days) of millet flours and grains. Many small-scale units lack access to modern dehulling, polishing, and packaging systems.

Post-harvest losses are high, largely due to inadequate storage, poor drying techniques, and weak supply chains. These losses reduce recoverable volume and erode farmer incomes. While government schemes like MSP support, extended shelf life initiatives, and inclusion in public distribution systems are underway, they cover only 4–5% of the total production under PMGKAY. India's millet exports remain low—under 1% of total production—despite growing global demand.

Jharkhand's millet production has seen a notable increase: from 12.8 thousand tonnes in 2018–19 to 47.6 thousand tonnes in 2022–23, indicating growing cultivation and potential. Despite this increase, processing and value addition in Jharkhand remain underdeveloped: very few women's groups or FPOs engage in decentralized processing, packaging, or marketing of millets. Proper drying, milling, and storage facilities that could minimize losses are largely absent.

Despite a rise in millet cultivation, processing practices remain largely informal, with limited access to clean water, protective equipment, scientific storage, and food safety knowledge. Studies show that over 60% of rural food units lack handwashing stations, and only 20% use safe water, increasing the risk of contamination. In Jharkhand, women-led SHGs and farmer groups often process millets using traditional methods that compromise product safety and marketability. Unsafe drying surfaces, cross-contamination, and poor packaging further undermine nutritional value and shelf life.

The challenge is further intensified by limited access to food safety training, business development skills, and formal certifications. While women in SHGs or community kitchens often possess strong traditional cooking skills, the absence of exposure to Good Manufacturing Practices (GMP), Good Hygiene Practices (GHP), and foundational knowledge in packaging or branding hampers their ability to scale up or commercialize their products. As a result, they remain excluded from institutional markets, retail supply chains, and public procurement programs that are increasingly embracing millet-based products.

-
- <https://apeda.gov.in/milletportal/Production.html>
 - <https://www.apeda.gov.in/IndianMilletshttps://pib.gov.in/PressReleasePage.aspx?PRID=1947884>
 - <https://www.indiapostlive.com/india-news/india-produced-more-than-180-lakh-tonnes-of-millet-in-2024-25-rajasthan-top-producer-of-grain/58820/>
 - <https://www.agriculturejournal.org/volume12number3/comprehensive-analysis-of-millets-in-india-area-production-cost-of-production-and-export-statistics/>



Khunti, Jharkhand, India
2, Dakbangla Rd, Bengali Colony, Khunti, Jharkhand
835210, India
Lat 23.072778° Long 85.280517°
08/12/24 12:00 PM GMT +05:30

ABOUT FICSI

The Food Industry Capacity & Skill Initiative (FICSI), also recognized as the Food Processing Sector Skill Council, is a nonprofit organization registered under the Societies Registration Act of 1860. This initiative has garnered support from the Federation of Indian Chambers of Commerce and Industry (FICCI) in collaboration with the Ministry of Skill Development & Entrepreneurship (MSDE) and the Ministry of Food Processing Industries (MoFPI). The organization's headquarters is situated at the third floor of the Shriram Bhartiya Kala Kendra Building, Copernicus Marg, New Delhi 110001.

FICSI operates as an autonomous entity within the industry, with the primary objective of cultivating a skilled workforce tailored for the Food Processing Industries. Its role extends to fostering a culture of food-related knowledge and enhancing the skills of individuals engaged in the food processing sector. Notably, FICSI is registered under the National Council for Vocational Education and Training (NCVT) as an Awarding Body.



ABOUT THE PROJECT

The Government of India (GoI) has prioritized skill development, creating the Ministry of Skill Development and Entrepreneurship (MSDE) in 2014 and launching the National Skill Development Mission (NSDM) to improve coordination, training capacity, and productivity. Additionally, the SANKALP programme, launched in 2018 with World Bank assistance, aims to support structural reforms and strengthen skill development systems at national and state levels

The project was approved in the 16th PAB meeting of SANKALP (MSDE) held on 14th June 2024. The objective is to provide 90 hours of RPL and bridge course training for 3,000 women beneficiaries in Jharkhand in “Millet Products Processor” (FIC/Q1011) job role. The MoU was signed between MSDE and FICSI on 23rd August 2024 to implement the project.



EXECUTIVE SUMMARY

The Sankalp Millets Project in Jharkhand, aimed at upskilling 3,000 women food handlers as “Millet Products Processor,” has demonstrated significant outcomes in building capacity, enhancing livelihood potential, and fostering safe food practices across six districts: Bokaro, Chatra, Giridih, Gumla, Hazaribagh, and Khunti. The intervention was designed to equip women from self-help groups (SHGs) and farmer-producer organizations (FPOs) with practical skills in post-harvest handling, value addition, hygiene, and millet-based food entrepreneurship. The training was aligned with the NCVET approved job role “Millet Products Processor” (FIC/Q1011) and delivered through a 90-hours training module (60 hours practical, 30 hours theoretical).

A total of 372 beneficiaries were covered in four districts in Jharkhand—Bokaro, Khunti, Hazaribagh, and Giridih in the impact assessment led by SGS, using a mixed-method approach. The program effectively targeted SHGs and FPOs working women, while nearly 12% had no formal education, 29% women received primary education and more than 50% had completed secondary education, underscoring the need for vocational training over academic prerequisites. The majority (51%) were between 18–35 years of age, representing a workforce with long-term livelihood potential.

This training initiative has significantly empowered women beneficiaries by building their skills and confidence in preparing value-added millet products. Nearly 73% of participants rated the training as excellent, while 83% expressed strong confidence in product preparation and 79% gained awareness of packaging and shelf-life management. Importantly, 89% applied their skills immediately post-training, reflecting strong knowledge transfer. The program also ensured tangible outcomes, with 98% of women adopting better hygiene practices and 99% successfully receiving DBT support. Aligned with key SDGs such as No Poverty, Good Health, Gender Equality, Decent Work, and Responsible Consumption, the initiative has enabled women to create market-ready millet products like cookies, laddoos, biscuits, and breads—paving the way for sustainable livelihoods and economic growth.

The program also sparked a wave of entrepreneurial energy. Several women have already taken initial steps to start or grow small millet-focused ventures. Their understanding of product packaging, branding, and shelf-life has improved noticeably, making their products more appealing and market-ready. The strong demand among participants for more advanced training highlights their desire to keep learning and scaling up.

By equipping women with practical skills and market-oriented knowledge, the initiative not only strengthens their role in local economies but also aligns with national programs such as Eat Right India, PM-FME, and Skill India. In the context of India's leadership in declaring 2023 as the International Year of Millets (Shri Anna), the project contributes meaningfully to broader goals of economic inclusion, gender empowerment, and sustainable food systems. It stands as a promising model for community-based enterprise development in the millet sector, fostering both social impact and sustainable livelihoods



IMPACT AT GLANCE

OUTPUT

73%

Rated training as
Excellent

83%

Expressed strong
confidence in preparing
value-added millet
products

79%

Developed awareness
of packaging & shelf-
life management

89%

Applied skills immediately
post-training

SDG ALIGNMENT



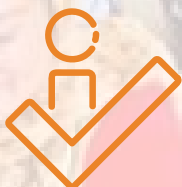
OUTCOME

98%

Confirmed adopting better
hygiene (gloves, aprons,
storage practices)

99%

Received DBT
successfully



Women beneficiaries now equipped with market-ready millet
products (cookies, laddoos, biscuits, breads)

ABOUT THE INTERVENTION

The Up-Skilling of 3,000 Women Food Handlers for the job role of “Millet Products Processor” in Jharkhand under the SANKALP programme aimed to strengthen the technical and entrepreneurial capabilities of women associated with Farmer Producer Organizations (FPOs) and Self Help Groups (SHGs). Implemented by Arya Collateral Warehousing Services Pvt. Ltd. and Aerosoft Healthcare Pvt. Ltd., the project provided 90 hours of structured training on millet processing, value addition, food safety, hygiene, waste management, and marketing, alongside digital and financial literacy. Covering six districts—Ranchi, Giridih, Bokaro, Hazaribagh, Chatra, and Gumla—the initiative successfully trained 3,000 women, of whom 2,955 were certified, with 2,936 receiving Direct Bank Transfer (DBT) support to compensate for lost income during training. The training also encouraged SHG formation, enabling collective action, peer monitoring, and resource sharing.

The programme has resulted in enhanced knowledge, improved hygiene compliance, better product quality, and increased market readiness among the women beneficiaries. Participants are now equipped with modern techniques for millet-based food preparation, safe handling, attractive packaging, and customer engagement, which have helped them expand their market presence. The integration of digital skills has further enabled them to adopt online sales and digital payments, opening new income streams. By combining skill development with market-oriented practices, the project has created a foundation for sustainable livelihoods and greater economic empowerment for women in Jharkhand’s rural communities.

Mobilization

of eligible women
beneficiaries from
community-based
institutions

Skill enhancement

in food safety,
hygiene (including
GMP and GHP), and
millet product
processing
techniques

Assessment and certification

leading to a
nationally recognized
NSQF certificate

ABOUT THE INTERVENTION

6

**Districts in Jharkhand i.e
Bokaro, Chhatra, Giridih,
Gumla, Hazaribagh, Kunti**

3,000

**Women Beneficiaries
(Food Handlers)**

Name of District	Total Trained	Total Assessed	Total Pass/Certified	Total Fail	Total Absent
Bokaro	243	242	242	0	1
Chatra	238	229	228	1	9
Giridih	1,595	1,583	1,579	4	12
Gumla	148	143	143	0	5
Hazaribagh	685	675	675	0	10
Khunti	91	88	88	0	3
Grand Total	3,000	2,960	2,955	5	40

Key achievement of the project

Total Trained	Total Assessed	Total Certified	Fail	Absent	DBT
3,000	2,960	2,955	5	40	2,936

APPROACH AND METHODOLOGY

This section outlines the approach adopted to assess the impact of the intervention, including the study design, data collection methods, sampling strategy, and analytical framework used to derive key insights.

A mixed-methods approach was employed to ensure a comprehensive and nuanced understanding of the intervention's outcomes. The study combined both quantitative and qualitative data collection tools, enabling triangulation of findings and capturing diverse stakeholder perspectives. Participatory assessment techniques were integrated to actively involve beneficiaries and local stakeholders in the evaluation process, thereby enhancing the reliability and contextual relevance of the results.

The impact assessment was guided by the Organization for Economic Cooperation and Development (OECD) framework, providing a structured evaluation across key dimensions such as relevance, effectiveness, efficiency, impact, and sustainability. This framework enabled a systematic review of the intervention's design and implementation, and helped identify strengths, challenges, and opportunities for scaling and improvement. The methodology was tailored to support FICSI in measuring progress against intended objectives and informing evidence-based decision-making for future interventions.



Fig 1: OECD framework deployed for the study

Phase I: Planning

In the initial planning phase, the SGS team worked closely with FICSI to develop a thorough understanding of the project's scope, objectives, and expected outcomes. Based on these consultations, tailored qualitative and quantitative data collection tools were designed to capture relevant information from key stakeholders. Field enumerators underwent structured training and orientation sessions led by SGS to ensure consistent and accurate data collection. A detailed fieldwork plan was developed in coordination with FICSI and its implementation partners, outlining logistics, timelines, and stakeholder engagement strategies.

Phase II: Implementation

During the implementation phase, the data collection tools were customized to suit the unique needs of different stakeholder groups, including beneficiaries, trainers, and program administrators. A pilot test was conducted to validate the tools for clarity, relevance, and reliability. Based on feedback, minor refinements were made before full-scale data collection commenced.

Phase III: Assessment and Dissemination

Following data collection, all datasets were rigorously cleaned, coded, and subjected to systematic analysis using both descriptive and thematic techniques. The findings were synthesized into a comprehensive impact assessment report, highlighting key insights, outcomes, and recommendations. The report serves as an evidence base for FICSI to assess program effectiveness and inform strategic planning for future interventions.

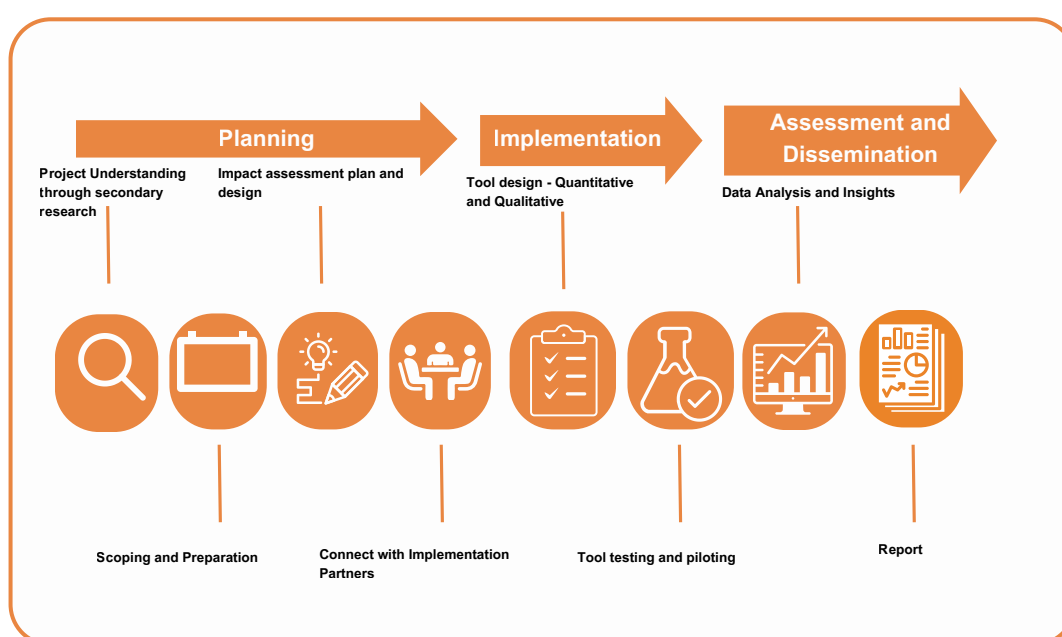


Fig 2: Technical Approach for the Impact Assessment Study

KEY FINDINGS



RELEVANCE

This chapter presents a summary of the demographic characteristics and key insights from the impact assessment, which engaged 372 beneficiaries. Since the initiative is exclusively focused on women, all participants in the study were female. Women from 14 villages across four districts in Jharkhand—Bokaro, Khunti, Hazaribagh, and Giridih participated in the survey.

In terms of location wise participant's representation, Bokaro had the highest participation, with 155 women—around 42% of the total respondents. Khunti followed with 95 women (26%), while Hazaribagh contributed 64 participants, accounting for 17%. Giridih made up the remaining 15% with 58 women participating in the survey.

The educational profile of the participants makes this project highly relevant. With nearly 50% of the women having completed secondary education or higher, the group possesses the foundational literacy and comprehension skills needed to effectively absorb and apply technical training in millet processing, food safety, and hygiene. This enhances the likelihood of successful knowledge transfer and practical implementation. At the same time, the presence of 12% participants with no formal education highlights the importance of this intervention in bridging knowledge gaps through accessible, skill-based training.

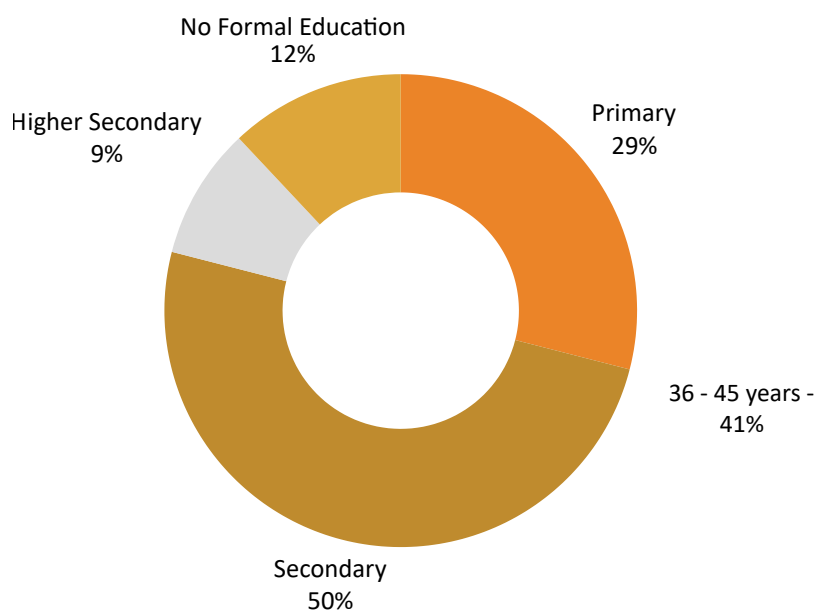


Fig 3: Education Profile

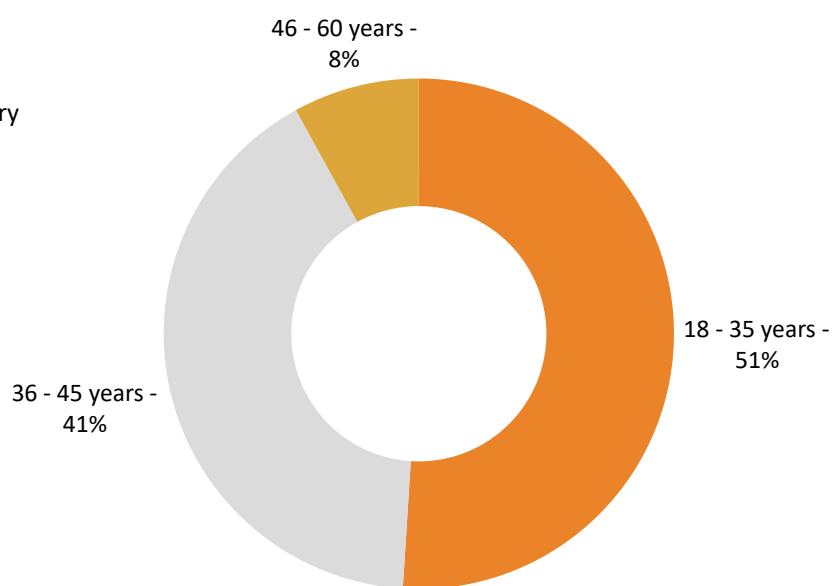
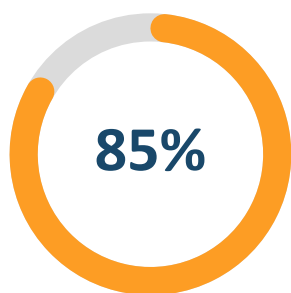


Fig 4: Age wise representation



Of the respondents are associated with SHGs, rest with FPOs

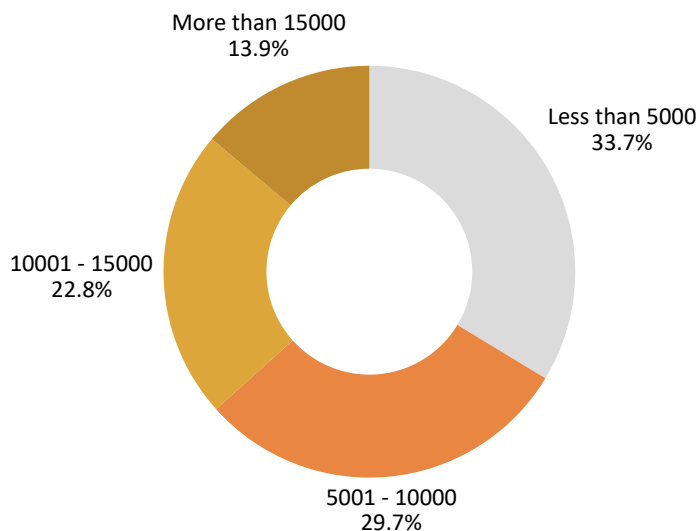


Fig 5: Monthly Household Income

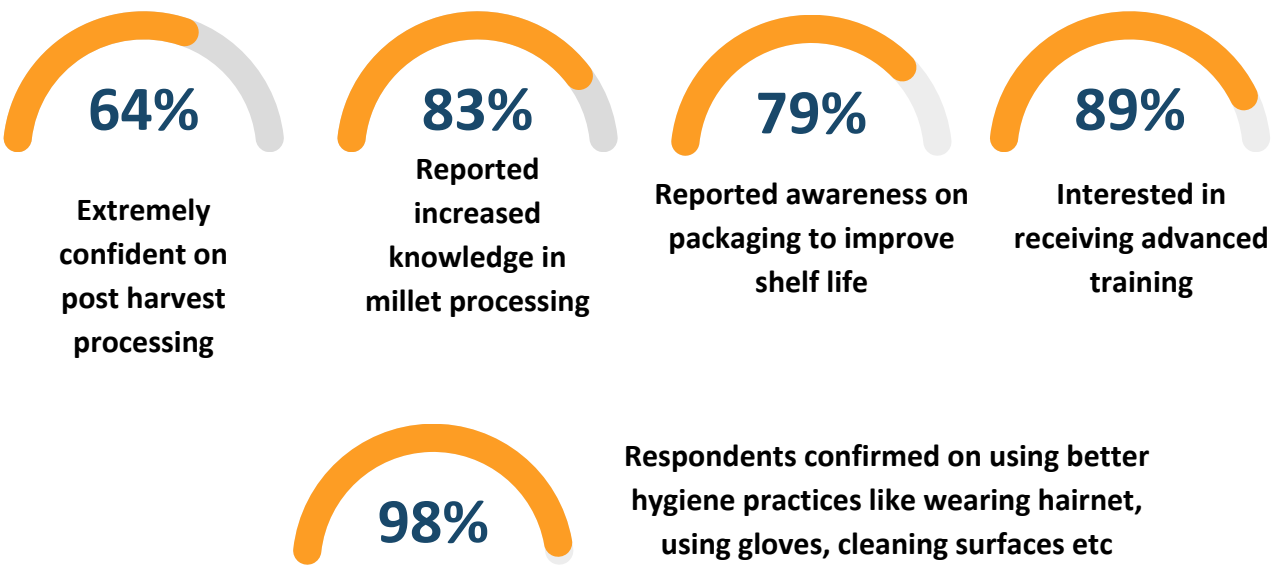
The demographic and economic profile of the participants reinforces the critical relevance of the intervention. With 85% of the women coming from households earning less than ₹15,000 per month—and over a one third earning below ₹5,000—the project effectively targeted economically marginalized communities. This strategic focus ensures that the training supports those who are most in need of sustainable income-generating opportunities. Additionally, the broad age distribution—with a majority in the 18–45 age range—indicates a strong potential for long-term engagement and entrepreneurial growth. These women are not only economically active but also likely to benefit from skill enhancement, thereby strengthening their household income and contributing to the local economy.

Across India, many women engaged in food-related livelihoods work in the informal sector, often lacking access to formal training, food safety infrastructure, or regulatory certification. This challenge is especially pronounced in rural areas, where women—though deeply involved in food preparation through household or SHG-led enterprises—rarely have structured avenues to upgrade their skills or align with food safety norms. Their role in the local food economy is often undervalued due to limited awareness, minimal exposure to entrepreneurship, and lack of access to credit, technology, and institutional support.

EFFECTIVENESS

The training program proved highly effective in building both technical skills and economic confidence among participating women. It empowered them with practical expertise in millet-based food products while also nurturing an entrepreneurial mindset. A significant 83% of participants expressed strong confidence in producing value-added millet products such as laddus, biscuits, and breads—demonstrating the program’s success in delivering clear, hands-on instruction.

In addition to processing skills, the training enhanced participants’ capacity in critical post-harvest practices. Around 64% reported notable improvements in cleaning, drying, and storage techniques—essential for reducing spoilage and preserving product quality. Packaging and shelf-life management also stood out as key gains, with 79% of women acknowledging a deeper understanding of how packaging not only boosts product shelf stability but also supports hygiene compliance and market appeal. These outcomes highlight the program’s comprehensive approach to upskilling, directly linking knowledge acquisition to improved product quality and business readiness.



The training led to notable behavioral shifts in hygiene and food handling practices. Participants widely adopted the use of gloves, aprons, and hairnets during food preparation, while also improving handwashing habits and ensuring cleaner surfaces and proper ingredient storage. These changes reflect stronger food safety awareness and greater preparedness for entry into formal markets.

From an entrepreneurial perspective, the program significantly boosted self-confidence among participants. Approximately 67% felt equipped to start or grow millet-based businesses, and 76% expressed willingness to promote their products within local markets.

EFFICIENCY

All participants (100%) successfully completed the 15-day (90-hours) training program, which comprised 60 hours of hands-on practice and 30 hours of theoretical learning. This strong turnout highlights both the training's relevance and the effective engagement of SHG networks.

Accessibility-wise, 92% of the participants found the training venues to be conveniently located. Trainers, certified through a formal ToT program at NIT Rourkela, delivered sessions using a mix of hands-on demonstrations, local language facilitation, and engaging teaching methods. Feedback on the training quality was highly favorable, with around 73% of participants rating it as excellent. The rest described the training as either good or very good.



Received Certificates



Received DBT



**Respondents feel
training locations were
easily accessible**

Regarding conceptual understanding, 61% of participants shared that their doubts were consistently resolved during the sessions, while an additional 30% noted that their queries were frequently addressed. This indicates strong engagement and the effectiveness of the training format and content.



IMPACT

The project has made a tangible difference in the lives of its women beneficiaries, both in terms of immediate skill application and early economic returns. Nearly 89% of participants reported actively using their newly gained skills in food preparation or processing. Around 80% also observed growing local interest and demand for their millet-based products. Notably, 12% of the women had already launched new millet-related income activities within just two to three months after completing the training—underscoring the program’s role as a catalyst for entrepreneurial action. Additionally, 44% reported an increase in income, reflecting the training’s potential to improve financial outcomes.

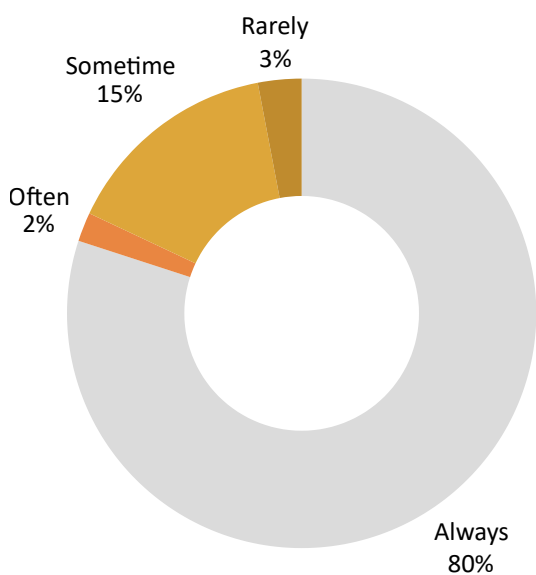
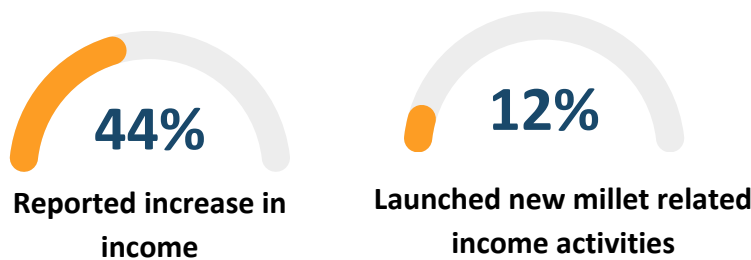


Fig 6: Adherence to basic hygiene practices while handling food



The initiative significantly improved food safety habits among participants. A large number of women reported adopting essential hygiene practices, including using head covers and gloves, regular handwashing during food preparation, properly cleaning utensils and surfaces, storing ingredients safely, and checking expiry labels. These behavioral shifts reflect the broader goals of FSSAI’s push for localized food safety compliance and help foster safer, more reliable food ecosystems at the community level. In terms of financial support, most eligible candidates successfully received Direct Benefit Transfer (DBT) under the scheme. Among the small percentage (1%) who did not receive it, the primary reason cited was documentation issues. Although immediate economic outcomes were modest, the progress made lays a strong foundation for long-term livelihood improvements.

COHERENCE

The millet upskilling initiative for women food handlers in Jharkhand is closely aligned with India's national and global agenda to mainstream millets as “Shri Anna”—a symbol of climate-resilient nutrition and sustainable agriculture. Anchored within the vision of the International Year of Millets 2023, the program strengthens government efforts to reintroduce millets as vital “nutri-cereals” that support food security, farmers' welfare, and ecological sustainability. By training women from Self-Help Groups (SHGs) and Farmer Producer Organizations (FPOs) in post-harvest handling, value addition, and food safety, the initiative advances the objectives of the PM-FME Scheme by formalizing micro-enterprises and enabling grassroots entrepreneurship in the millet sector. The integration of FSSAI-compliant practices further reinforces the Eat Right India movement, while NSQF-aligned certification connects participants to the larger Skill India Mission.

At the same time, the program directly contributes to the Atmanirbhar Bharat Abhiyan by empowering rural women with market-ready skills that improve livelihoods and promote self-reliance. The initiative also supports India's commitment to reposition millets as smart foods—nutritious for consumers, resilient for farmers, and sustainable for the planet. By focusing on economically vulnerable women and micro-enterprise workers, it creates pathways for inclusive growth and community-led enterprise models that can be scaled across millet-producing regions. In doing so, the project not only aligns with India's milestone celebration of Shri Anna but also demonstrates how localized capacity-building can translate into national progress on nutrition, gender empowerment, and climate-smart food systems.



SUCCESS STORY



Rajni Devi, a 29-year-old woman from Khunti, Jharkhand, spent her early adult life as a daily wage laborer—balancing household responsibilities, raising her children, and managing recurring debt. Until 2025, business or entrepreneurship was far from her reality. But everything changed when she joined the Millet Products Processor training program under FICSI’s women-focused skilling initiative. With only a Class 4 education, Rajni was unsure about what to expect. Initially, she believed the course would be just another certificate, but the hands-on learning changed her perception. As she began making and selling bajra cookies and energy laddoos, she realized the potential of turning a local grain into a source of income.

The training not only taught her millet-based recipes but also introduced her to food safety practices—such as using gloves, aprons, and proper storage methods—skills she now applies both in her kitchen and while selling at SHG fairs. Through market visits and group work, Rajni gained exposure to packaging, shelf-life estimation, and selling techniques. Today, she earns ₹10,000-₹15,000 per month (varies as per demand) and is known in her community as “Rajni Didi—the one who sells millet cookies.” She has co-founded a small group of four women to take bulk orders and hopes to register with the local FPO to supply nutritious millet snacks to school kitchens. Though she still faces challenges like lack of packaging equipment and working capital, Rajni’s story is a powerful example of how grassroots skill development can unlock self-reliance, dignity, and leadership among rural women.

SUCCESS STORY



Lilawatri Devi, a 30-year-old woman from Jamua village in Giridih district, Jharkhand, comes from a humble farming family. With an education up to Class 8, she spent most of her time managing household chores and supporting seasonal agricultural work. Although her family regularly cultivated madua (ragi), it was only ever used to make rotis at home. There was no awareness of its business potential or nutritional diversity beyond routine meals.

Before joining the program, Lilawatri had no exposure to entrepreneurship or food processing. Household income was irregular and low, and she had little say in financial matters. When she heard about the training program, she enrolled with curiosity but also hesitation.

Initially, she faced several challenges. With no prior experience, she was nervous about trying unfamiliar recipes. Juggling training hours with household responsibilities was difficult. Moreover, millet-based bakery items were completely new to her community, making it hard to find early buyers. However, Lilawatri persisted, and over time, she overcame these barriers with encouragement and continued practice.

The transformation was striking. She not only learned how to make a variety of millet-based snacks but also started selling them at local markets and fairs. Her family began consuming more diverse and nutritious meals, and her work sparked interest among other women in the village. What began as a small training opportunity has now turned into a budding home-based bakery, giving Lilawatri both financial independence and a new identity as a local entrepreneur.

TESTIMONIALS

Individuals

सफलता की कहानी



मेरा नाम अनीता देवी है "मुझे इस प्रशिक्षण से यह समझ आया कि मिलेट्स श्रीअन्न की उन्नत खेती एक बेहतर आजीविका का साधन हो सकता है। जिससे सवस्थ्य जीवन की कल्पना की जा सकती है मैंने अपने खान पान में इससे सामिल किया एवं अपने व्यवसाय में शामिल कर के मिलेट्स प्रोडक्ट बनाकर काफ़ी अच्छा आय कर पा रही हूँ जिससे मुझे काफ़ी खुशी मिली है, जिससे मेरी आमदनी 30% बढ़ गई है। यह बदलाव MSDE और FICSI फूड प्रोसेसिंग सेक्टर स्किल काउंसिल एवं एयरोसॉफ्ट हेल्थकेयर प्राइवेट लिमिटेड के सहयोग से संभव हुआ। अब मैं गांव की अन्य महिलाओं को भी मिलेट्स की प्रोडक्ट्स बनाने और उपयोग करने के लिए प्रेरित कर रही हूँ। और मैं बहुत बहुत आभारी हूँ की इस तरह के प्रशिक्षण कार्यक्रम में मुझे हिस्सा बनने का अवसर मिला। -अनीता देवी.

सफलता की कहानी



मेरा नाम आशा देवी है , MSDE और FICSI फूड प्रोसेसिंग सेक्टर स्किल काउंसिल के द्वारा संकल्प कार्यक्रम प्रोवाइड किया गया मिलेट्स प्रोडक्ट प्रोसेसिंग पंद्रह दिनों के प्रशिक्षण ने मुझे मिलेट्स के महत्व को समझने और उसे अपने व्यवसाय में अपनाने का अवसर दिया। मैंने मिलेट्स से लैक्स बनाना सीखा और अब अपने गांव में बिस्कुट, लड्डू और उच्च गुणवत्ता वाले मिलेट्स बेकरी प्रोडक्ट बनाकर अपना व्यापार को पहले से ज्यादा कमाई कर रही हूँ। जिससे मेरी आर्थिक स्थिति मजबूत हुई है। और एयरोसॉफ्ट हेल्थकेयर प्राइवेट लिमिटेड के सहयोग से संभव हुआ। अब मैं अन्य महिलाओं को भी प्रेरित कर रही हूँ - आशा देवी.

सफलता की कहानी



मेरा नाम जोलिका देवी है मिलेट्स प्रोडक्ट प्रोसेसिंग की नब्बे घंटे की प्रशिक्षण ने मेरे दैनिक जीवन में एक बड़ा बदलाव लेकर आया है, पहले मैं पारंपरिक अनाज पर निर्भर थी, लेकिन इस प्रशिक्षण के बाद मैंने मिलेट्स को अपने और अपने परिवार के आहार में शामिल किया। मैंने इससे हेल्दी लैक्स बनाना सीखा और अब हम अपने व्यवसाय में मिलेट्स प्रोडक्ट्स को शामिल करके काफ़ी अच्छा इनकम कर पा रही हूँ यह अवसर संकल्प कार्यक्रम MSDE, FICSI एवं एयरोसॉफ्ट हेल्थकेयर प्राइवेट लिमिटेड की मदद से मिला, जिससे मैं आत्मनिर्भर बनी हूँ इसके लिए मैं पूरे टीम को धन्यवाद देती हूँ।- जोलिका देवी.

TESTIMONIALS

Individuals



मेरा नाम पूनम देवी है मैं एक छोटे से गाँव से हूँ मैंने सोचा कि नहीं था कि हमें अपने व्यवसाय को बढ़ाने के लिए इस तरह की प्रशिक्षण अपने गाँव पंचायत में संभव हो पाएगा, मैंने इस प्रशिक्षण के दौरान मिलेट्स से लड्डू, कुकीज़ और बिस्कुट बनाना सीखा। अब मैं अपने SHG समूह के साथ मिलकर इन उत्पादों का निर्माण और विक्रय कर रही हूँ। हमारे उत्पादों की मांग बढ़ रही है, जिससे हमारी मासिक आय में वृद्धि हुई है। यह सफलता संकल्प कार्यक्रम के तहत MSDE, FICSI फूड प्रोसेसिंग सेक्टर स्किल काउंसिल एवं एयरोसॉफ्ट हेल्थकेयर प्राइवेट लिमिटेड के समर्थन से संभव हुई है जिसका मैं हृदय से बहुत आभारी हूँ - पूनम देवी

सफलता की कहानी



मेरा सरिता देवी है संकल्प कार्यक्रम के तहत मिलेट्स आधारित उत्पाद बनाना सीखा और अपने SHG समूह के साथ मिलकर इन्हें स्थानीय बाजार में बेचना शुरू किया। अब हमारे उत्पादों की मांग बढ़ रही है और हर महीने की आय में हो रही है। यह प्रशिक्षण पंद्रह दिनों की मिल का पत्थर सभित हुई है मेरे जीवन में जिससे मेरे व्यवसाय के आय में मिलेट्स प्रोडक्ट को शामिल किया और घरेलू महिलाओं को वि बताया जिससे सिर्फ मेरा ही नहीं और हमारे पड़ोस के महिलाएँ वि अब मिलेट्स आधारित प्रोडक्ट्स का निर्माण कर व्यवसाय कर रही हैं मैं धन्यवाद देना चाहती हूँ MSDE, FICSI एवं एयरोसॉफ्ट हेल्थकेयर प्राइवेट लिमिटेड को जिसके सहयोग से संभव हो पायी। - सरिता देवी

सरिता देवी

Testimonials

SHG/FPO MEMBERS

"Johar! My name is Reena and I am from Mahil village in Murhu block of Khunti district, Jharkhand. Through FPO, I came to know about a 15-day training program on millets. The trainers visited our village, registered our names, and invited us for the training."

"During these 15 days, we learned in detail about finger millet (madua) its varieties, methods of cleaning, and the right techniques for cultivation as per Jharkhand's climate conditions. We were taught about the appropriate use of potash, urea, and other inputs. The sessions were not only informative but also interactive, using games to make learning engaging."

"We were shown how to process different types of millets and the variety of value-added products that can be made from them. The training also guided us on setting up our own processing units and becoming successful entrepreneurs. This experience has given me confidence and skills to move forward in my business journey. I am thankful for the support and guidance provided."

- Reena, JSPI SHG Member, Khunti

"Namaste, I'm Malti Devi from Hazaribagh, member of Vikas Mahila Mandal. When I got to know about the millet processing training, I thought it would just be a small session. But once I joined, I realised how much I didn't know. I had always used millets at home in the usual way, but through training I learnt how to clean them properly, store them well, and even turn them into tasty snacks and products that people can buy."

"The best part was that it wasn't just theory, we got to do everything ourselves. We wore gloves and hairnets, handled the grains, and tried out different recipes. It felt good to see the end product looking clean, fresh, and ready for the market. Before this, I never thought about how important these small steps are for hygiene and quality."

"I now feel more confident to make millet products that I can sell in my village and nearby markets. This training has opened new opportunities and way forward, millets are not just food on our plate, they can also be a way to earn and support our families."

- Malti Devi, Vikas Mahila Mandal, Hazaribagh

Testimonials

"Namaste, I am Kamli Devi from Hazaribagh and a member of the Kalyani SHG. Through the millet processing training, I learned various techniques for cleaning, processing, and creating value-added products beyond traditional dishes. We were taught proper food safety, hygiene, and packaging practices, and even practiced making millet-based snacks ourselves. This knowledge has boosted my confidence to improve my family's income and share these skills with other women. I now see millets as both healthy and a source of livelihood."

– Kamli Devi, Kalyani SHG, Hazaribagh

"I am Memuna Khatoon from Dabri village in Giridih. Before this training, millets were just a simple grain we cooked at home. I never imagined they could become so many different products or even a way to earn extra income. In the training, I learnt how to clean the grains properly, process them with care, and pack them so they stay fresh for a long time."

"What I liked most was the practical sessions, which helped in step by step learning. Using gloves, covering our hair, keeping our tools clean... these might seem like small things, but I realised how important they are for making good-quality food that people trust."

"Now, I try making and selling millet snacks and other products. This training showed me that with the right skills and proper guidance, even a small crop like millet can open big opportunities."

- Memuna Khatoon, Pushap Aajivika Sakhi Mandal, Dabri, Giridih

"My name is Shabnam Khatoon, and I am from Giridih. I am part of the Rohini Swayam Sahayata Samuh. I joined the millet processing training thinking it would just teach a few cooking methods, but it turned out to be much more than that. I learnt how to clean and handle the grains properly, process them with care, and pack them in a way that keeps them fresh for longer."

"Before this, I never paid much attention to things like hygiene or packaging we just made food the way it was done at home. But in the training, they explained why it matters for quality and for selling in the market. We even got to try making different millet snacks ourselves, and seeing them come out clean and neatly packed gave me a lot of satisfaction."

This training has made me see millets not just as a healthy grain, but as a way to bring more income and confidence into our lives."

-Shabnam Khatoon, Rohini Swayam Sahayata Samuh, Giridih

CONCLUSION

The Millet Products Processor training program in Jharkhand, targeting 3,000 women across six districts, aimed to build the capacity of SHG and FPO-linked women in millet-based food processing. Delivered through a structured 90-hour NSQF-aligned course, the initiative focused on enhancing technical skills, hygiene compliance, and market preparedness.

The program successfully reached women from low-income households, many of whom had limited formal education but strong traditional culinary skills. Training outcomes indicate high levels of knowledge acquisition, confidence in preparing millet-based products, and improved post-harvest and packaging practices. There was a clear behavioral shift toward food safety, with consistent adoption of hygiene protocols such as the use of gloves, hairnets, and safe storage methods.

A key highlight was the emergence of entrepreneurial ambition—many women began applying their skills immediately, with some initiating small millet-based ventures. There was also strong interest in further training, signaling the program's credibility and relevance.

The initiative directly supports national priorities such as Eat Right India, PM-FME, and Skill India, while contributing to Sustainable Development Goals related to food security, women's empowerment, and sustainable livelihoods. Continued support through market linkages, incubation, and credit access will be essential to deepen the long-term impact and foster scalable grassroots enterprises in the millet value chain.

Moving forward, sustaining this impact will require ecosystem-level support through market linkages, access to credit, incubation opportunities, and continuous upskilling. Nonetheless, the initiative has laid a strong foundation for transforming millet-based microenterprises into viable and scalable models of rural economic empowerment.



www.sgs.com

4B, Adi Shankaracharya Marg, Vikhroli
(West), Mumbai, Maharashtra 400083

