

<b>Context</b>	<p>Ayana, a renewable energy company (initially focussing on the solar sector) aims to develop greenfield solar parks and acquire existing assets in the underserved and less developed parts of India. A key objective of Ayana’s strategy is to provide skills, employment and entrepreneurship opportunities to local communities, with a special focus on women, youth and marginalised groups (e.g those with disabilities). This is in accordance with objective of ensuring a just transition to low carbon power generation by creating additional job opportunities for local populations.</p>
<b>Objectives</b>	<p>Ayana will conduct a community needs assessment at each project location, based on which it will develop and implement a community development plan. In keeping with Ayana’s strategy, the plan will give priority to the twin objectives of “Clean energy access” and “Skill development”:</p> <ul style="list-style-type: none"> <li>a) Access to clean / renewable energy among excluded groups whether by income, gender or class around it’s project area.</li> <li>b) Providing Skills, employment and entrepreneurship opportunities to local communities, with special focus on women, youth and marginalized groups.</li> </ul> <p>Note: in cases where projects other than energy access and skills development are deemed necessary (following from the community needs assessment), Ayana may consider these in lieu of, or in addition to, the provision of skills and energy access.</p>
<b>Energy Access</b>	<p>It is often the case that communities living around large utility scale power projects do not have access to energy and electricity. These communities rely on kerosene or firewood for lighting, cooking and daily chores.</p> <p>By providing clean, decentralised energy (e.g. solar lanterns, roof top PV, biogas solutions etc.) to these communities, Ayana will be leveraging its technical and business capabilities to contribute to sustainable development outcomes like education, livelihoods, healthcare etc.</p>
<b>Skills Training</b>	<p>A 2016 report by the Natural Resources Defense Council (NRDC)<sup>1</sup> has identified the availability of appropriately skilled manpower as one of the most prominent challenges for solar companies. The lack of proximity to training institutes and the poor quality of existing training programmes is particularly challenging for solar employers in India.</p> <p>The NRDC analysis estimates that in addition to highly skilled workers (for engineering design, business development and performance data monitoring) India would need nearly 624,600 semi-and low skilled technicians for construction. An additional 182,400 workers would be</p>

<sup>1</sup> <https://www.nrdc.org/sites/default/files/renewable-energy-solar-skill-gap.pdf>



needed by 2022 to carry out low-skill operation and maintenance functions for the numerous solar rooftop and utility scale projects planned to meet the targets set by the National Solar Mission.

This business imperative, combined with the desire to provide employment to local communities, presents an ideal opportunity for Ayana to work with existing institutes and training providers to build a corpus of technically trained workers who can be employed by Ayana or other organisations in the region.

Ayana will investigate the opportunity to develop targeted training programmes for the following semi and low skilled trades:

- Electrical technicians
- Mechanical technicians
- Plumbers
- Carpenters
- Construction labour
- PV installers
- Security personnel
- Operation, maintenance and equipment management
- Technical management for grid integration

**Location**

Ayana will focus on implementing its community development programmes in and around the geographical location of Ayana's operation/s. All community development plans will be presented to the Environment, Social, CSR (ESCSR) Committee for approval.

Priority states/countries include:

- Rajasthan
- Madhya Pradesh
- Andhra Pradesh
- Telangana
- Uttar Pradesh
- Odisha
- Bihar
- Jharkhand
- Chhattisgarh
- West Bengal
- Assam
- Manipur
- Arunachal Pradesh
- Meghalaya
- Mizoram
- Jammu & Kashmir
- Sri Lanka,
- Myanmar,
- Bangladesh,
- Nepal,
- Bhutan



**Partnerships and Collaboration**

Ayana will collaborate with relevant government organisations, NGOs and other civil society organisations to ensure successful and meaningful implementation of project activities. These may include:

- Credible technical providers, including corporate partners accredited by NSDC. These include the Skill India project set up by Xynteo, Ikea Foundation, Disha, SEWA, SEED, IT Power Private Limited.
- Government entities such as NSDC, MNRE (Women Entrepreneurship for Renewable Energy), Skills Council for Green Jobs and their associated Industrial Training Institutes (ITI) provided they have relevant and high quality training programmes

**Implementation**

At the Project/Asset level, as part of the planning and regulatory clearance phase, ***a community needs assessment*** would be carried out to identify the most appropriate programmes and interventions. This will be followed by:

- Selection of implementing partners/agencies whose commitments are aligned to Ayana's (see section on partnerships above)
- Design of CDP project structure/budget and approval from the ECSR committee.
- Implementation of Approved project.
- Monitoring project activities.
- Handing over project to community once it becomes self-sustaining

MD &CEO

AYANA RENEWABLE POWER PRIVATE LIMITED