

4th National Skill Conference

'Get Linked and Improvise Skills Training Interventions'

**India International Centre, New Delhi
10-11 January 2011**



A CONCISE REPORT

**Functional Vocational Training and Research Society
No. 19, 3rd Cross Hutchins Road, St Thomas Town Post, Bangalore -560084**

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Executive Summary

Context and Objective of the Conference

Indian skill scenario always shows the demand hugely outstrips supply. The 70 per cent of the country's farming population whose paltry contribution to the nation's GDP at 16 per cent is a cause for worry and arguably account for its problems. Multi-pronged approaches on skill promotion by central and State governments, and autonomous bodies like ILO, CII, FICCI and IAMR under planning commission continue to gather momentum to give a fresh fillip. FVTRS has been one of the forerunners facilitating the cause by regularly organising an annual National Skill since 2007 together with a wide spectrum of stakeholders to deliberate on its various dimensions aimed at developing systemic responses to enhance efficiency of training interventions. A galaxy of players were thus initiated to address the issue of skill-gap to create skilled workforce needed to the various sectors and labour market with an inclusive approach.

Objectives of the Conference

- Promotion of inclusive growth, benchmark and standardisation
- Formation of an ardent array of doers in VET and to bond and link with peers doers
- Improvise skill training interventions and diversified trade-sets
- Promotion of Sectoral Skill Councils
- Promotion of Research and Development

Conference

Fourth edition of National Skill Conference was convened jointly by Functional Vocational Training and Research Society (FVTRS) and National Institute of Open Schooling (NIOS) at New Delhi on 10-11 January 2011.

Mrs Daniele SMADJA, Ambassador and Head of the Delegation of EU to India spoke on strengthening of NVQF, enhancing interface with Indian players to capacitate them in promoting skill development in the country. She appreciated the strong association of EU with FVTRS over the years in her welcome address. Dr S S Jena, Chairman of NIOS envisaged the partnership with FVTRS in extending vertical academic mobility in the rural pockets of the country. Mr David Thompson CEO of JobsAustralia spoke of successful models of VET that would be beneficial at Indian context to bridge the existing skill-gap.

Mr Jagadananda, Orissa State Information Commissioner, RTI expressed concern on excluded population who are to be incorporated in national policy on education and skill promotion.

From the key-note address by Dr Tharakan, Vice Chancellor of Kannur University, the delegates realised the need to reinvent and secure the knowledge-base of indigenous people of the country in the effort to build skilled workforce. Dr P Basak, Governing Board Member of FVTRS gave brief outline on 21st century skills.

Thematic sessions on Macro-Micro Perspective of Skill Promotion; Government's Initiatives and Hand-holding Support; Skill Gap and Sectoral Skill Councils; Grooming for Enterprises, Skills for Business and Indigenous Models; and Challenges for Improvising in Community Interventions, Inclusions, Bench-marking and Standardising were held. Speakers from NABARD, ILO, World Bank, NIOS, NSDC, NCPRI, national organisations working for skill development, inclusive growth, empowerment of differently-abled people, and credibility of NGO sector spoke on their experiences, efforts on concerned issues with an emphasis on collective approach culminating on the importance of Research and Study related to various shades in the unorganised sector. All deliberations gave the message to work collectively by taking stock of the existing opportunities and challenges and visualising the future dimensions to improvise skill interventions by effectively linking with experiences and existing best practices.

Conference Proceedings

Inaugural Session

The programme started by recital of National Anthem followed by lighting of the lamp by the distinguished guests.

Welcome Address by Dr S S Jena, Chairman, NIOS, Ministry of HRD, New Delhi



Dr Jena stressed on the significance of knowledge and skill for growth of an individual and a nation as a whole. He highlighted the need of skill development for knowledge based economy that is the demand of labour market in India. Based on the available database, Dr Jena said that only 2 per cent people of age group of 15-29 years have completed formal education and 8 per cent people have undergone vocational training by informal education. Nearly 93 per cent workforce is engaged in the unorganised sector and 12.8 million unskilled workforces join the unskilled labour force every year. India has the capacity to train only 3.1 million people through formal and informal educational system.

NIOS is promoting standard and competent model for VET in India through private public partnership with industries, companies, educational institutions and NGOs. In this context, NIOS is being privileged to be partner with FVTRS and its partners to provide academic qualification to the trainees undergoing vocational courses and he welcomed the dignitaries and delegates to the conference.

Inaugural Address by H.E. Mrs Daniele SMADJA, Ambassador, Head of the Delegation, Delegation of European Union to India



Mrs SMADJA expressed her happiness in attending the conference and spoke on the commitment of European Union (EU) for Vocational Education Training (VET) in India. She spelt out the initiatives of EU in India to promote skill development programmes for the marginalised and needy community to enhance livelihood status and in making VET an integral part of the formal educational system. She recalled EU's association with FVTRS since 2007 and congratulated FVTRS for successful implementation of VET project for vulnerable sections in India.

EU in recent years is involved in three major arena of skill development in India. Strengthen the process of National policy on National Vocational Qualification Framework (NVQF); to establish interface with Ministry of Labour and Employment, Department of Rural Development, National Skill Development Corporation (NSDC), Indira Gandhi National Open University (IGNOU), National Bank for Agriculture and Rural Development (NABARD), Directorate General of Employment and Training (DGET) for formulation and implementation of projects on skill development and to enhance the capacity of DGET to apply and adopt international best practices on skill development, informed Mrs SMADJA to the gathering. She concluded the speech by wishing FVTRS all the success and to be an agent of change in the field of skill development.

Address by Mr Jagadananda, Orissa State Information Commissioner, Right to Information Act and Member, General Body, FVTRS



He congratulated FVTRS to organise the fourth National Skill Conference at New Delhi with the partnership of NIOS. He put forward the need of inclusive approach against the backdrop of massive school dropout rate at tribal belts of the country. National policy on education and skill promotion should incorporate the needs of indigenous and vulnerable sections of the country. In the era of networking and linkage, partnership with right kind of organisations is essential for promoting skill development across the country, said Mr Jagadananda.

Address by Mr David Thompson, CEO, JobsAustralia, Melbourne



Mr Thompson spoke about the organisation’s work he is representing in the field of VET dedicated for unemployed young population in Australia. He stressed on the role of VET in helping indigenous and marginalised segment of the population in realising their skill and capacity to get best employability opportunities. He explained existing educational system and skill training programmes in Australia. Similar model of education system of skill development would help in producing the required skilled workforce in India, said Mr Thompson based on his experience.

Presidential Address by Dr Antony Kariyil, President, FVTRS



Dr Antony Kariyil spoke on the ever changing needs of a dynamic society amidst the modern technology and traditional knowledge of human life. He emphasised to keep the spirit high by responding with an approach of ‘helping people to help themselves’ as FVTRS is doing since inception for the young population of the country.

NSC Souvenir was released by H.E. Mrs Daniele SMADJA Ambassador, Head of the Delegation, Delegation of European Union to India. Research study report titled ‘Appropriate Alternatives’ – A Micro Perspective on Skill Development for School Dropout Youth’ was released by Mr David Thompson, CEO, JobsAustralia.



Vote of Thanks was proposed by Mr Albert Joseph, Executive Director, FVTRS to all the dignitaries and delegates in the name of the underprivileged young population of the country who knew no sin nor blame anyone for their plight, and who got employment opportunities through skill training.

Session after Tea

FVTRS AT A GLANCE

by Mr. Felix D’Souza, Programme Manager and Ms Chinmayee Subash, Project Manager of EU-supported Project, FVTRS

Mr D’Souza spoke on the involvement of FVTRS since its inception in 1993 in promoting vocational training for school dropout and illiterate youth of the country. He explained the efforts of the organisation in sensitising stakeholders and extending financial support to the implementing agencies. Ms Subash spoke about the second phase of the EU-supported project for three years that commenced from January 2010 to work mainly among the BRGF districts. She explained its major focus on conducting interface meetings, market fair, youth and entrepreneurs’ convention, research apart from organising funding support to VT projects through regional offices set-up at Dimapur, Hyderabad and Jodhpur.

Presentation details in Annexure 1 and 2

Keynote Address by Dr P K Michael Tharakan, Vice-Chancellor, Kannur University, Kerala



‘Survival of an individual is based on skills s/he possesses to perform to lead a dignified life by securing an occupation and be in harmonious relations with diverse elements of the society’ Dr Tharakan started his deliberation on significance on skill development. Skill formation, upgradation and training are therefore needed for people engaged in three basic sectors; agriculture, service and manufacturing sector in India. Present economy of the country is adversely affected by the unskilled and semi-skilled labour workforce disguised in the form of unemployment

and underemployment, pointed out Dr Tharakan.

He spoke about the need of capital intensive techniques in tackling problems of the migrant labour which is about 70 per cent of the total labour force below the age of 35 years. He recommended for a well defined system to train unskilled and semi-skilled population to become entrepreneurs in accordance to the prevailing market demand. In India, only 4 per cent of the total workforce is skilled and thus marketable and as per the market mechanism, low skilled labour contributes to a low level of production and vice-versa. Hence, skill training programmes are the need of the hour to bridge the skill gap, highlighted by Dr Tharakan.

Knowledge base and skill of trainers have to be enhanced in order to create more skilled and trained trainers to promote VET and more institutions of VET should be started to cater the needs of ever-increasing labour workforce in the country. The need is to recognise indigenous knowledge base of people of our country by incorporating their skill-sets in training programmes. Dr Tharakan concluded his speech, giving emphasis on the decentralised and multi-centralised approach, making use of available resources in skill development for creating a healthy and prosperous India.

Testimonials of by Trained and Employed Persons



They responded as when asked what they gain from the training programmes....

....मैं यहां तक नहीं पहुंच पाती....

....अब मैं भी कुछ कर दिखा सकती हूं!....

....मैं अपने मां बाप की मदद कर सकती हूं!....

Ten successful trained youth from different regions of the country shared their journey to success as entrepreneurs and employees after completing vocational training. Ms Anita Sharma facilitated the trainees to share about their experiences and views on the type of training they received, presently what they are doing, the message they want to give to other youngsters, and what they were doing if not attended or completed the training. Fr Varghese Mattamana, Treasurer of FVTRS facilitated the trainees.

The former trainees on the dais were Shabana, Vishwaraj, Aneesh, Bharati Nayak, Jasoda Nayak, Geeta Devi, Jaya Soni, Pramila, Poonam, Rubi, Tausif, Renuka Kujur, and Mariya Toppo.

Details in Annexure 3

Address on 21st 'Century Skills' by Dr P Basak, Member, Governing Board, FVTRS



'Why we are concerned about 21st century skills in 2011 after completing a decade of the century when the world today is more concerned about issues of pollution, global warming and melting of glaciers' posed Dr Basak as on starting his presentation. The answer came further in his speech that it is better late than never and it is high time to think and to act on the issue of skilling young population of the country. FVTRS has signed the MoU with NIOS to facilitate young trainees to pass class 10th and 12th and is taking a leap in addressing the issue of skill development,

said Dr Basak.

He explained on the methodology and combination of the required skills in achieving the set targets. The three basic skills are reading, writing and arithmetic to ensure at least six levels of understanding (creating, evaluating, analysing, applying, describing and explaining, and knowledge for remembering) as per the Bloomington's taxonomy (later modified by Latin Andeson-1990). Main mantra of 21st century skills is to change the mindset of the individual for self-change, self-transformation, self-awareness and self-realisation to succeed in life, he told.

Presentation Details in Annexure 4

Post Lunch Session

Thematic Discussion on ‘Macro-Micro Perspective of Skill Promotion’, moderated by Dr Ghandi Doss, Member, Advisory Committee, FVTRS

Mr P V Ramachandran, General Manager, NABARD, Mumbai



50-52 per cent population in India are engaged in the agriculture sector that contributes around 16 per cent to the GDP. NABARD in cooperation with NGOs’ network has started skill training activities, and after-training support services from farm to non-farm sector by Rural Entrepreneurship Development Programmes (REDP) to promote entrepreneurs. The real hitch however, is credit availability to trainees after the training, low lending rate by bankers followed by high interest rates, he lamented.

Recently, NABARD has initiated RUDSETI ‘Rural Development & Self Employment Training Institute’ with joint efforts by banks and NGOs for unemployed youth to provide training and long term hand-holding support for post-training marketing and credit. Motivated by the initial success (60-70%), Government of India has decided to develop one RUDSETI in each district to cover 10 million youth in the coming years. Other initiatives of NABARD are setting up of Rural Innovation Fund for entrepreneurs, Gurukul- training centres for rural poor with the technical support of alumni in the State of Tamil Nadu and Rajasthan. The same is planned in other parts of the country as well, explained Mr Ramachandran.

Mr Paul Comyn, Senior VT & Skills Development Specialist, ILO, New Delhi



Mr Comyn has briefed about the ILO approach and activities in India in his address. He focussed on key principles for promotion of skill training in India including of formation of National framework on vocational training, multiple sectoral approach to skill development, appropriate data system of skill supply and demand in market, public and private partnership, and for relevant and quality formal and informal education.

Mr Comyn explained the activities of Decent Works Programmes for the period of 2007-12 and support provided in three industrial clusters in India; Domestic Workers Clusters in New Delhi, Glassware Cluster in Firozabad, Brassware Cluster in Moradabad under Skill Development Initiative (SDI). Need to study the opportunities of green jobs in India such as solar mission, said Mr Comyn.

Mr Comyn concluded his speech by mentioning the available Opportunities in India to work together for establishing and guiding sectoral skill council to put industries in the driving seat with NSDC, formation of NVQF and National Quality Standards and to use skill as an entry point activity in agriculture sector.

Dr John David Blomquist, Team Leader, Social Protection, World Bank



He stressed on micro and macro perspective of skill development for consistent economic growth of India. Such trades should be selected that fulfil the requirement of employability and productivity. The need is to promote vocational training and life skill based entrepreneurship programmes by appropriate state level agencies to create learned and skilled job aspirants in the unorganised sector. Public private partnership should be promoted with National Skill Development Council to reach to all sectors of trainees and to tap opportunities in the

unorganised unorganised sector.

Speakers in the session spoke of efforts of the national and international players for skill development and gave emphasis on the collective approach realising the micro challenges and opportunities.

Thematic Discussion on ‘Government’s Initiatives and Hand-holding Support’, moderated by Ms Anita Sharma

Dr K P Wasnik, Director, Vocational Education, NIOS, Noida, New Delhi

Dr Wasnik briefed about the National Institute of Open Schooling started in 1980 to cater to the need of vocational training and informal education in India. NIOS is primarily engaged in certification and



standardisation of vocational training, informed Dr Wasnik. He mentioned that NIOS has been trying to promote vocational courses in agriculture as 80-90 per cent workforce is unskilled in agriculture sector. He looked forward to promote skill development programmes in agriculture sector in partnership with FVTRS which a service provider to the rural areas in India.

Mr Ranjan Chaudhary, Principal, Programme Development, NSDC, New Delhi



Mr Chaudhary spoke of NSDC, the consultant agency initiated and established by Ministry of Finance, Government of India to promote public private partnership in the field of VET. The objectives of NSDC are to act as catalyst, provide funding and enabling functions to other players of VET. He mentioned about some of the projects with NGOs and voluntary organisations working on different models to promote VET in the country and requested stakeholders to get associated with NSDC.

Mr Nikhil Dey, Activist, Mazdoor Kisan Shakti Sangathan (MKSS) and National Campaign for People’s Right to Information (NCPRI), Rajasthan



‘How can be the farmers and people associated with agriculture and allied activities who provide food and move the country could be termed as ‘unskilled workforce’ asked Mr Dey raising the issue of a right terminology for labour workforce of the country in the present context. He mentioned about the MGNREGS work and the success of getting second crop for the first time in the history of Rajasthan, only because of water stored in ponds built by the project work. He spoke of the work that involved skilled labour under MGNREGS; work-site management, masonry work, work assigned for disabled people (3 per cent fund marked for disabled people). There are many trades in agro and other sectors in rural India that require recognition, skill development and handholding support in order to mainstream the workforce.

Need is to explore the opportunities in MGNREGS by FVTRS and its network to promote skill development programmes working with rural workforce and representatives of PRIs, as suggested by Mr Dey.

Session after Tea

Thematic Discussion on ‘Responding to Skill Gap and Sectoral Skill Councils’, moderated by Mr Navin Bhatia:

Fr K M Joseph, Director, Don Bosco Institutions, New Delhi



He informed the audience on the 129 Don Bosco institutions in the country working for skill development since 100 years to provide employment. They are involved in innovative measures in skill training to fulfil the requirement of present market demand and promote market oriented modular training including soft, language communication and leadership skills for job seekers to meet the industries requirement. Linkages with domestic and international organisations would help in designing and conducting relevant VET programmes based on industry needs, shared Fr Joseph.

Mr Manish Joshi, Head Operations, Dr Reddy's Foundation, Hyderabad



Mr Joshi briefed about the organisation, the CSR of a pharmaceutical company- Dr Reddy's Laboratories, India. Foundation is running 147 vocational training centres spread across the country with a mission to impart skills in rural India through a programme called LABS. In addition there are two training centres dedicated for differently abled people in Ahmedabad and Chennai, he told.

Mr Navin Bhatia, Director, WorkSkills, Gurgaon, New Delhi



Mr Bhatia started with the introduction of WorkSkills, the joint venture of Centum Learning Limited supported by Bharati Group and NSDC for addressing skill development of semi-urban dwellers. He spoke on the challenges of skill development prevalent in the country. In this state of circumstances, 30 crore trainees are to be trained by the year 2022 as per the statistics of Government of India. For achieving this

goal, the need is to train 3 lakh trainers. He emphasised on collective efforts of all concerned players in the field of VET to work towards community mobilisation, training, certification and placement support to provide more employability opportunities.

Day Two

Ms Anita Sharma invited Ms Ellen Pedersen, Deputy Head of EU Delegation to India.

Special Address by Ms Ellen Pedersen, Deputy Head of the Development Co-operation, EU, Delegation to India



Ms Pedersen shared her experience of past four years of working as EU delegate in India, especially with FVTRS promoting skill training through two consecutive projects supported by European Union. She feels like a member of FVTRS family and spoke of her satisfaction in the growing professionalism of FVTRS with its wide outreach through partners' network and other stakeholders. Initiative taken by FVTRS for certification of skill, entrepreneurship development programmes, linkages with national and educational institution in the field of VET are commendable for the skill promotion in India. She wished her desire to work extensively to visit the project areas of north-eastern region of India.

Thematic Session on 'Grooming for Enterprises, Skills for Business and Indigenous Models', moderated by Mr Susheel Ramola

Mr Hideki Kagohashi, Enterprise Development Specialist, International Labour Organisation (ILO), New Delhi



Mr Kagohashi shared functions of ILO focussing on integrating entrepreneurship and interventions to supplement skill support. He spoke on decreasing job opportunities in India and of traditional sectors in particular. There are 85 per cent people engaged in unorganised sector, hence the need is to skill training interventions and developing entrepreneurship. He discussed on the decent work, formal economy, and presented the micro picture of skill support in India. He spoke on informal workforce and informal entrepreneurship and growth pattern of entrepreneurship in India.

Entrepreneurship programmes and integrated approach with ILO tools for the development of entrepreneurs, VT and job placement were briefly explained by Mr Kagohashi.

Ms Jaya Misra, Director, Credence Global, New Delhi



Ms Misra spoke on the importance of life skills in every aspect of life based on her experience while working with corporate sector and young job aspirants. She explained the positive response she received for life-skill training package designed for MBA students at the time of recession, when everyone realised that generic skills ensure retention of jobs while technical skills alone are insufficient.

Industries, corporate and employers of every sector are emphasising on grooming of behavioural skills of the employees that enhance creativity and confidence in individuals. Incorporating life skills in vocational training is the need of the hour, pointed out Ms Misra.

Ms Koely Roy, Member, General Body, FVTRS



Ms Roy in her imitable style expressed her views on grooming for enterprise, based on the prevailing situation of West Bengal and of her work experience in the State. Scope of entrepreneurship is negligible in the State with limited resources (health, motivation, nutrition), desire and time. The need is of a strong motivation for a paradigm shift. She explained the strategy to develop enterprise should start backward by trying to know who are the mentor and the mentee. Intervention therefore, should be to analyse the opportunities available, develop linkages and try to gain first-hand knowledge.

Best approach would be identifying the knowledge base of trainees at the time of enrolment, information collected of the trainees, allow them to visit market asking them to find out the

opportunities available in the there for the trade after completing of the training. Training institutions can develop skills of trainees through production cum training centre along with classroom training in the first stage. Next stage enterprise of developing and expanding the business require interventions regarding expansion, diversification, investing in people, financial stability, creating brand and credibility, explained Ms Roy.

Mr Susheel Ramola, CEO, B-ABLE, BASIX Academy, New Delhi



Mr Ramola spoke emphasising on developing the mindset of youth with positive attitude, aspiration, entrepreneurship and competitiveness based on the requirement of market and industry. He advocated therefore for a comprehensive training pattern to earn profitable livelihood for the unskilled work force. It can be achieved through initiating, developing and nurturing marketing partnerships with the outside world.

Session after Tea

Thematic Session on ‘Challenges for Improvising in Community Interventions, Inclusions, Bench-marking and Standardising’, moderated by Dr Joseph Sebastian, Executive Director, IGSSS, New Delhi

Introducing the topic, Dr Sebastian started the discussion by saying ‘if there is no bench-marking, there would be no product selling’. One has to become conscious in the work to develop professionalism and to get involved to improvise credibility of the sector.

Dr Ghandi Doss, Member, Advisory Committee, FVTRS



Dr Doss tried to bring the attention of the audience to understand the reasons of school dropout syndrome and the gap in their learning capacity. It would be helpful in designing the course curriculum of vocational training according to the specific needs of the school dropout youth. Methodology would be designed as per trainees’ existing knowledge base and teaching method should be shifted from procedure based learning to concept based learning. Consideration of the basic elements would enhance the quality of training programmes, said Dr Doss.

Motivation to attend skill training is different to each individual and need to be identified by the trainers to retain trainees for the training course, suggested Dr Doss. To maintain the quality of training courses, one of the bench-marks as per the ISO standards, is to standardise the operational practices followed by diagnosing the skill-sets of the trainees. Role of trainers should be to help the trainees to visualise their future, showing them the growth pathways and not restricting to single trades but of continuous upgrading of learnt skills to get better livelihood chances. Dr Doss stressed on the need of written notes on each trade, value addition and to incorporate life skill in course modules.

Ms Tasneem Raja, Programme Officer, Sir Dorabji Tata Trust (SDTT), New Delhi



Ms Raja briefed the work areas of SDTT for the national development since its inception in 1932. She described the nature of intervention included of preventive and remedial intervention, community based rehabilitation and skill development and employability. SDTT is serving the disabled people of the country which is about one per cent of the population to make them employable. SDTT could make a paradigm shift in the attitude of normal people for inclusion of the differently-abled population to mainstream them, explained Ms Raja. She requested the delegates to join the

cause.

Dr Thomas Joseph, Director, SAHAI Trust, Coimbatore, Tamil Nadu



Dr Joseph explained the situation of paraplegic (persons with fatal spinal cord injury enable to lead a normal life) and the support services provided by the organisation SAHAI through his presentation ‘empowering the unseen’. Most of the paraplegics are from coconut tree climbers’ community, getting fatal and severe spinal cord injury due to their profession. He stressed on the need of a well defined support system for social and economic rehabilitation of people with severe spinal cord injury by setting up of

regional rehabilitation centres, special villages in the country. Need is to work together for the cause of this unseen people of the society who number about 2 million said Dr Joseph.

Mr Robert Dequadros, Head, Resource and PR, Credibility Alliance, New Delhi



Mr Dequadros emphasised to work for ensuring accountability and credibility in NGOs sector in the country. Credibility Alliance established by the network of NGOs and stressed on the need of bench-marking of NGOs based on their performance as in many countries in Europe are doing. It can be done by practising good governance, placing in standard HR (Human Resource) policy, standard operational practices, ensuring financial accountability and by adopting other accountability similar measures. As per the statistics available, very few NGOs are concerned to maintain the international standard and transparency. Hence there is a need to work together to ensure the credibility of NGOs in the country, said Mr Dequadros.

In the floor discussions, delegates shared about the need to understand the mental state of the focus youth, people with specific needs to make them employable, and the measures to ensure credibility and accountability of NGOs’ sector.

Session after Lunch

Research on Skill Education, India's Needs and Focus of FVTRS, moderated by Ms Gazala Paul, Member, General Body, FVTRS

Dr P Basak made a draft research policy paper on guidelines and presented before the audience. Dr Basak started the discussion by describing the primary objective of FVTRS is to empower non-school goers, early school leavers from marginalised and vulnerable communities to improve the quality of life and make them self reliant. Strategies of FVTRS are to meet the above-mentioned objectives to build, enhance, update knowledge, information, skills and to encourage, promote, initiate, sponsor and undertake research on all matters of empowering the unorganised sector.

He spoke on the size of unorganised sector, kind of attention required for skill education, skill research and providing leadership role in the unorganised sector. The need is to link skill education with livelihood options including traditional and non-traditional work and bringing in vast livelihood diversity to design diversified skill training programmes across the country. He described the four priority research areas mentioned in policy paper.

Recommendations for Draft Research Policy Paper

- Primary research and analytic tool could be added to enrich the research segment of the proposed policy paper
- Incorporation of successful modules run by FVTRS partners or to extract the strength of studied successful modules of training programme
- Scope of consultants
- Clear definition of term ‘skill’ with reference to the deliberation of Mr Nikhil Dey

Mandates and Recommendations to Stakeholders

Mr Albert Joseph, Dr Antony Kariyil, and Ms. Anita Sharma facilitated the discussions being moderated by Ms Gazala Paul. It was made clear to the delegates that recommendations may be made in such a way as practicable, pragmatic and doable with a realistic approach. The following points were discussed as self-mandates to delegates’ organisations and FVTRS on a complementarity basis, apart from suggestions and recommendations the conference had generated from the resource persons. Overall, major suggestions were an outcome of the formal deliberations.

1. Certification and recognition to the trainees and especially for trainees from very vulnerable sections.
2. Customised training programmes for partner organisation covering the issues of guidance for trainees’ placement, linkages to production units, strategies of marketing of products made by trainees, documentation skills, market analysis methodology and need assessment of trainees
3. Advocacy and lobbying for availing resources, schemes, funds available at national, international agencies and from government and other sources.
4. Capacity building and exposure to trainers

5. Professional teams to organise 'Training Needs Assessment'
6. Regional level workshop for capacity building on good governance
7. Regional directory of employers, skill development programmes, skill and trades, service providers, and skill mapping at regional level
8. More fund allocation for administrative cost and for project staff salary, reduce the implementing partners' contribution and facilitating partners to avail the support of government departments to organise programmes, workshop at micro-level.
9. National level programmes should be organised on a 'revenue model' with financial involvement of participating stakeholders and to go beyond FVTRS partners' network.
10. All associating partners to comply and align with norms of credibility alliances groups to enhance the image of voluntary sector both in governance and management

Valedictory Session

Fr Varghese Mattamana, Treasurer, FVTRS welcomed the delegates to the valedictory session. He presented a consolidation note of all sessions followed by a concise recap by Ms Anita Sharma on the two-day conference.

Chief Guest Address by Mr Amarjeet Banga, Director, SGSY, Ministry of Rural Development, Government of India



He appreciated the initiatives taken by FVTRS for skill development through the network of its partners in the country. Mr Banga briefly explained the programmes run by SGSY in the skill development linked with placement and Self-Help Groups. He expressed the need of research and information collection at regional and micro level as discussed in previous session of research policy paper in the conference. Certification, placement, handholding support to credit, market linkage are important issues to be incorporated as components of training programmes and are basics of programmes started by SGSY and other initiatives of educational institutions in the country, said Mr Banga. FVTRS efforts on similar issues with collaboration of NIOS, IGNOU and other institutions in the country are commendable and to be strengthened in coming years, said Mr Banga. He stressed on public private partnership to address the issue and promised all possible support from the department to the players of skill development.

Mr Albert Joseph, Executive Director proposed a vote of thanks to all distinguished guest, speakers, participants of the conference, making it meaningful and informative. Mr Felix D'Souza, Programme Manager, FVTRS was facilitated to design the concept "PASS10N" for FVTRS' in collaboration with NIOS. The two-day conference ended with a scintillating cultural performance by a group from Noida, New Delhi.



Acronyms

B-ABLE-BASIX Academy for Building Lifelong Employability
BRGF- Backward Region Grant Fund
BPL-Below Poverty Line
CEO-Chief Executive Officer
CII - Confederation of Indian Industry
CSR –Corporate Social Responsibility
DGET - Directorate General of Employment and Training
EDP- Entrepreneurship Development Programme
EU-European Union
FICCI- Federation of Indian Chambers of Commerce and Industry
FVTRS – Functional Vocational Training and Research Society
GDP- Gross Domestic Product
GOI- Government of India
GM-General Manager
HRD-Human Resource Development
IAMR- Institute of Applied Manpower Research
IGNOU- Indira Gandhi National Open University
ILO-International Labour Organisation
MES- Modular Employable Skill
MGNREGS- Mahatma Gandhi National Rural Employment Guarantee Scheme
MKSS - Mazdoor Kisan Shakti Sangathan
MoA-Memorandum of Agreement
MoLE- Ministry of Labour and Employment
MoU-Memorandum of Understanding
NABARD-National Bank for Agriculture and Rural Development
NCPRI- National Campaign for People’s Right to Information
NCVT- National Council of Vocational Training
NGO- Non Governmental Organisation
NIOS – National Institute of Open Schooling
NSDC- National Skill Development Corporation
NVQF- National Vocational Qualification Framework
PR-Public Relations
PRIs-Panchayati Raj Institutions
REDP- Rural Entrepreneurship Development Programme
RTI- Right to Information
RUDSETI- Rural Development and Self Employment Training Institute
SC- Scheduled Caste
SDTT- Sir Dorabji Tata Trust
SGSY- Swarnajayanti Gram Swarajgar Yojana
SHG- Self Help Group
ST-Scheduled Tribe
ToT- Training of Trainers
VET- Vocational Education Training
VT-Vocational Training

Annexure List

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Annexure 4	Presentation on 'FVTRS-EU supported Project at a glance' by Ms. Chinmayee Subash, Project Manager, FVTRS (EU)
Annexure 5	Details of Trainees' Testimonial
Annexure 6	Detailed Presentation on '21 st Century Skills' of Dr P Basak, Member, Governing Board, FVTRS
Annexure 7	Presentation on Macro-Micro Perspectives of Skill Promotion, The ILO Approach in India by Dr Paul Comyn, Senior VT and Skill Development Specialist, Decent Work Team for South Asia
Annexure 8	Presentation on Perspectives of Skill Promotion by Dr. John David Blomquist, Team Leader, Social Protection, World Bank
Annexure 9	Presentation on National Institute of Open Schooling by Dr K P Wasnik, Director, Vocational Education, NIOS
Annexure 10	Presentation on Dr Reddy's Foundation by Mr. Manish Joshi, Head Operations, Dr. Reddy's Foundation
Annexure 11	Presentation on Opportunity & Challenges of Skills Development in India by Mr Navin Bhatia, Director, WorkSkills, Gurgaon, New Delhi
Annexure 12	Presentation on Integrating Entrepreneurship + Interventions to Supplement Skills Support: ILO's global programmes & tools Skills for Business and Indigenous Models by Mr Hideki Kagohashi, Special Specialist on Enterprise Development, ILO Decent Work Technical Support Team, for South Asia
Annexure 13	Presentation on Grooming for Enterprise by Ms. Koely Roy, Member, Governing Board, FVTRS
Annexure 14	Presentation on Beyond the fringes Inclusion of people with disability by Ms Tasneem Raja, Programme Officer, Sir Dorabji Tata Trust & Allied Trusts
Annexure 15	Presentation on Empowering the Unseen by Dr Thomas Joseph, Director, SAHAI Trust, Coimbatore, Tamil Nadu
Annexure 16	Presentation on Accountability and Credibility? By Mr Robert Dequadros, Head, Resources and PR, Credibility Alliance, New Delhi
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