

## **An action research on SCOPE (Skilling Community Owned Promotion and Enhancement)**

FVTRS conducted a four days' workshop on SCOPE during 22-25 May 2016. This workshop was attended by the entire FVTRS Programme team and Dr. A. J. Christopher, the former Head of the Department for Sacred Heart College, Tirupathur, Dr T. Babu from Christ College and Dr Jonas Richard, Head of Social Work Department, Kristu Jayanti College who is our consultant. It is the first action research undertaken directly by FVTRS. The purpose of the meeting was to provide orientation on action research and finalize the proposal design.

Skilling – Community Owned Promotion and Enhancement (SCOPE) has been an innovative model of skill development that facilitates better sustainable livelihood to the youth. With informal sector and rural areas as its key domain, this model seeks to stimulate community ownership and participation in skills promotion so that rural youth are gainfully employed and contribute to rural economy.

FVTRS team shared that during the review meeting of the skill training project it is realized that there is need to look at how to provide quality training to the youth. There was also a need felt regarding continuity in skill training programme and life skills, EDP, etc. The best practices which are seen at individual partner level has been brought together logically with a perspective into this model.

The common opinion was that the SCOPE model is designed in such a manner that, the programme is accountable to and controlled by the communities themselves and dedicated towards addressing the actual requirements of the youth rather than imposed in a top down manner.

The execution of this action research with the help of envisaged processes in the model during various phases of implementation will make the skill development a continuous process with more ownership by the community. This will ensure that the community at the end becomes highest decision maker and marginalized youth should also become part of growth and progress.





### SKILL NET KARNATAKA



The review meeting of Skill Net Karnataka was held on 19-20 May, 2016 at Bangalore. The two days meeting comprised of presentations, reflection on presentations, discussions, etc. It is noticed that the review meeting is a very good platform to learn from each other and take back new ideas.

It is observed that the partners who were lagging behind during previous review meeting are found to be performing very well. Micro level collective business has been initiated by many skill net groups. The partners and groups are making concerted efforts to mobilize government scheme for initiating new enterprises. So far a total of 926 groups are formed and there is a growth of 100 groups from the previous review. With regard to thrift and credit programmes altogether about Rs.72 lakhs has been saved by the members. Many groups are submitting applications for various schemes under MUDRA scheme and Rajiv Gandhi Chaitanya Yojana for starting new business initiatives.

A tool for assessing skill net groups and a monthly MIS format was finalized. The quarterly planning format was finalized and the plan prepared on the format will become basis for next review meeting. In order to build shared understanding and knowledge building, the partners have volunteered to make presentations on schemes of labour department, NRLM, KVIC and DHT.

Adding more flavor to the meeting three partners namely BDDS, SIRDS, SSN have released modules of electrician, driving and beautician courses. With the release of these three modules now there are four modules including the module of garment making prepared by HELP, Hiriyyur. The workshop was facilitated by Mr. Jimmy Mathew, Mr. Felix D'Souza and Ms. Divya from FVTRS.

### SKILL NET MADHYA PRADESH

The review meeting of Skill Net Madhya Pradesh was held on 16th May 2016 at AICUF Ashram, Bhopal. Shri. Santhosh Sharma, P.A to Chief Minister of Madhya Pradesh inaugurated the meeting and assured all the support from Madhya Pradesh Government. He also assured his availability to meet partners for addressing any major issues that they may encounter in the field of development. Dr. Shalini Saxena welcomed the participants followed by an introductory talk by Mr. P.M. Philip, Executive Director of FVTRS.

All the eight partner organizations made a detailed presentation of their activities and it was facilitated by Mr. Hanamant Bhajantri. At the end Mr. Jimmy Matthew facilitated the feedback session and way forward for next three months.

All the partners have started forming skill net groups in which majority of the members are trainees of FVTRS. The partners have started promoting collective enterprises and branding the business in the name of Skill Net. They have started applying and mobilizing Government schemes for the above purpose. The skill net groups have started thrift and credit programmes to generate internal resources.

It was also decided to make an assessment of expertise with each partner so that it can be shared among the skill net partners.





### **SKILL NET RAJASTHAN**

The review meeting of Skill Net Rajasthan was held on 23rd June, 2016 at Sawai Madhopur. Dr. Subash Chandra commenced the meeting by welcoming everyone. The meeting began with an introductory talk by Mr. P.M. Phillip, Executive Director, FVTRS. Mr. C.P. Nicholas and Mr. Jimmy Mathew facilitated the meeting. There were eleven partners in Rajasthan and all the organizations presented their Skill Net activities.

During the meeting it was agreed upon that we make all the groups functional with bye-laws, systematic meetings, bank account, savings etc. Effort has to be made to form groups of tradesmen whose trades are not recognized as skilled work. This will bring in identity to unrecognized skilled workers. Along with skill training livelihood enhancement of skilled workers also shall be kept in mind so that skill training will become a skill development process. For linking with more Government schemes we need to gather enough information on Government scheme, its mobilization process, etc. of NULP, DIC, KCC, Labour Department. It was also suggested to form a group of trainers on Skill Development in organic farming and the team members will be identified by the partners. The partners will also make detailed presentation in next meeting on Government schemes, marketing and certification process in organic farming.

### **RESULT BASED MANAGEMENT**

An orientation meeting on RBM was held for the FVTRS staff members from 11-13 April, 2016. The resource person for this workshop was Mr. Khilesh Chaturvedi. The purpose of the training was to clarify and develop common understanding of RBM (effect, orientation, concept terminology and the use of it).

The strategy paper of FVTRS has been used during the training programme to understand and apply RBM in PCM. Thus it has been helpful to FVTRS to bring out an action plan based on RBM for the forth coming year. We have also developed a tool and process of monitoring the annual plan.



Mr. Khilesh mentioned that for monitoring and analysis of project data, community participation is very important. Additionally, the opinions of field workers, supervisors and coordinators should also be taken into consideration. In the end, the Executive Director of FVTRS proposed the vote of thanks and the meeting was closed.



### FORMATION OF LIFE SKILL CLUB

The final workshop for the first batch of Training of Trainers on Life Skills was held on 14-15 April, 2016 at KROSS, Bangalore. The training was conducted in collaboration with Quest Alliance, Bangalore.

During the training programme a facilitation charter was developed for the members of ToT. At the end of the training programme all the trainees were awarded with a certificate of appreciation and course completion. It was decided that this team of trainers shall be known as Life Skill Club i.e. Network of Life Skill Trainers.

FVTRS will continue to train its own set of life skill trainers in order to have more resource team members who are talented, trained and updated. This team will be anchored by FVTRS. This team will be available for conducting training programmes for trainees and other stakeholders across India such as government institutions, non-government organizations, corporates, educational institutions, etc.

This life skill club at present has 25 members who can deliver training in nine languages.



### RESOURCE TEAM ON ENTREPRENEURSHIP DEVELOPMENT PROGRAMME

A fresh batch of EDP ToT was conducted from 25-29 April 2016 at FMC, Bangalore. The Programme was facilitated by Quest Alliance team. There were 32 participants from different parts of the country attended the training programme.

During this training “BYB” (Build Your Business) was introduced to the participants which has 14 modules. Participatory learning techniques were effectively used in the training programme. Facilitation and the Role of a Facilitator and working with Adult Learners were two other sessions which was handled during the workshop.

Finally, the participants were asked to prepare an action plan which needs to be conducted in the respective area for next six months. A WhatsApp group of the trained participants is formed to share the activities conducted in their areas. An on line platform is created to follow-up with the participants when they are in the field.



## Life Skill

Life skills is a term used to describe a set of basic skills acquired through learning and/or direct life experience that enable individuals and groups to effectively handle issues and problems commonly encountered in daily life.

The World Health Organisations defines life skill as *“abilities for adaptive and positive behavior that enable individuals to deal effectively with the demands and challenges of everyday life”*.

They include creativity, critical thinking, problem-solving, decision-making, the ability to communicate and collaborate, along with personal and social responsibility that contribute to good citizenship.

Life skill helps individuals in their growing years to develop self-confidence and successfully deal with significant life changes and challenges. It enables them to make a positive contribution by developing the expertise and experience they need to assert their rights and understand their responsibilities, while addressing challenges and accessing opportunities.

FVTRS has always tried to enrich its projects and partners by capacitating them with different skills like technical skills, life skills and entrepreneurship skills.

As life skills are important to learn as well, they are necessary for youth to not only succeed in finding a good job, but retaining in it. One reason why life skills are so important is because they give youth the ability to act in an independent manner.

A technical skill alone will not make their initiatives successful but they indeed require life skill to sustain what they start. Since FVTRS implements its projects through various partner organizations across India, the partners also require intensive capacity building in life skill to create a positive attitude among the trainees to have more perseverance in what they do.

Over the past two decades, educators, employers, and policymakers have increasingly placed great emphasis on the development of life skills as a way to prepare young people for success in today's rapidly changing and globalized world.

The good news is that there are a number of courses being developed which can assist people in developing these critical life skills. Schools and universities are increasingly adding life skills as a part of the formal curriculum, as an after school activity, or as a part of career guidance services. In addition, employers who see a need for improved life skills in their workplace, especially for new employees, are increasingly turning to life skill trainers to provide youth with on-the-job training. These are promising developments.

However, the lacunae are that these trainers and courses are not available in the remote areas and in the languages which are known to the trainees from the rural areas and uneducated families.

Realizing this need and further keeping the commitment to the development of the most excluded persons in the society FVTRS is launching a new initiative called Life Skill Club.

## LIFE SKILL CLUB

It's a pool of certified trainers whom FVTRS constructively selected and trained to be qualitative master trainers in life skills. This group consists of master trainers from various organizations from nook and corner of the country and it's a reliable network for conducting Life Skill Training for any organization.

Is a pool of resource persons who are competent in delivering life skill training even to the last person in the society.

Life skill club members constitute persons from the partner network of FVTRS.

- They are trained thoroughly by expert team and certified by them.
- They have good experience in facilitating skill training for the marginalised youth.
- They are an updated team of trainers who are trained and accompanied constantly by experts.
- The members of the team can deliver the training in eight languages.
- They are now spread out in eight States of India making it easy to access the services.
- At present the team consists of 25 persons.
- They can deliver the services when you wanted.

**WE ARE AT YOUR SERVICE IN MAKING THE UNDERPRIVILEGED YOUTH EMPLOYABLE**

## 10 LIFE SKILLS EVERY ADULT OUGHT TO MASTER

**No one gets a handbook, complete with all the competencies they'll need to acquire. We haven't outlined every skill you might need, but with these you're off to a good start**

**1. Accepting feedback gracefully** An amazing skill (which you can learn through practice) is to set aside your emotional response in the moment and focus on the information presented to you. Some of it will be valid and some of it invalid but let your brain decide that, not your ego. Satya Nadella, CEO Microsoft, has constantly received feedback on his leadership style since his ascent to the CEO position.

**2. Apologising sincerely** To err is human -but to craft a believable apology isn't a universal skill. The apology needs to be sincere, not qualified, not quantified, and also needs to outline how it will not happen again. Ellen Pao, ex-CEO, Reddit apologised to outraged Reddit users after firing Victoria Taylor, Reddit's director of talent.

**3. Managing your time wisely** Time-management skills are a must, unless you want to feel constantly frazzled. Perhaps the most important time-management lesson is that you should stick with one task at a time. Research suggests that multitasking is generally counterproductive, because the brain expends energy as it re-adjusts its focus from one activity to another.

**4. Saying no respectfully** many of us fear the word no because we don't want to let other people down. But when you're already swamped and your co-worker asks you to take an hour to help him with his project report, 'yes, of course' might not be the best answer. It's fine for people to ask -most likely, in their mind, they're trying to help introduce you to a great person or opportunity or meaningful cause. And it's just as fine for you to say no.

**5. Communicating through body language** Experts have highlighted specific body language techniques that can make you more likable. For example, don't break eye contact with your conversation partner, even after they've finished speaking. And make sure not to fidget or touch your face too much, which can give the impression that you're lying or anxious. Ensure your non-verbal cues are working just as well.

**6. Making friends in any environment** One way to make friends as a grownup is to trade confidences. Research suggests that self disclosure predicts liking, closeness, and relationship building. Another, surprisingly simple, tactic is to simply spend more time with the people you'd like to befriend. According to some research by mere exposure effect, we tend to like things and people we're familiar with.

**7. Speaking a second language** Learning a second language opens up the mind to an entirely new way of thinking. You'll notice and appreciate parts of the world you never before experienced. Some studies have found that being bilingual can improve cognitive skills and one of the best ways to learn a new language is through immersion. Michael Bloomberg, American business magnate, can speak English and Spanish.

**8. Sticking to a budget** It's amazing how many people can't do the simplest of things -like balance a cheque book, fill out a tax form, make sure that there's more coming in than going out or set aside reserves for contingencies. It's wise to set aside an emergency fund with several months' worth of expenses in case the unexpected occurs.

**9. Spending time alone** As an adult, you should be able to spend a full day alone without going crazy for want of social interaction. If you're planning to live alone like many others, you should accept that you will occasionally feel lonely. It's nothing to be ashamed of or upset by, but it might be a signal that you should incorporate some more socialising into your daily schedule. Advitiya Sharma, co founder of Housing.com who quit his job last month, went on a 10-day Vipassana course.

**10. Public speaking** you may not ever be required to perform in a Super bowl halftime show, but you'll almost certainly be tasked with making presentations at work. For that reason, it's important to hone your public speaking skills. Kiran Mazumdar-Shaw, MD, Biocon, is known to be a gifted speaker.

## I Decide My Destiny

A journey of School dropout from Home maker to Entrepreneur

**L**axmi R. belongs to Aadi Karnataka (SC), SSLC failed, aged 26, daughter of Rayappa, Devanayakanahalli of H. Kadakatte GP of Channagiri Taluka. At the age of 19 she was married and shifted to Chennai with her husband. After a period of one year she had to leave her husband due to domestic violence and come back to her parental home. However, she had to face lot of opposition from her family members as it was a defaming act in the village culture. Her brother accused her for the entire bad name she brought to the family and she had to leave the house.

However, her mother stood by her and motivated her to join with SHG promoted by Spoorthy, a Charitable Organization working at Davengere. She then joined for tailoring course conducted by Spoorthy and completed it successfully. Through a loan from SHG she purchased a sewing machine worth

Rs.6000. Laxmi started to stitch Blouse, Children Garments, School Uniforms and Chudi. She also exhibited the stitched clothes in SHG weekly meetings. In the meantime, she also enhanced her skill with the help of one experienced instructor. Laxmi started earning Rs.4000-5000/- in a month. She also learned the art of stitching garments for special occasions like marriages, functions and it is giving her an additional income of Rs.1000-1250/- per month. Further Laxmi also learned additional skills in making wire bag, key bunch, mobile pouch, garland, wall hanging, etc. and it is fetching her about Rs.800-1000 per month. Beautician is another skill which she learned with lot of interest and she goes for bridal make up and home based beauty service. The beautician related activities brings about Rs.3000-5000 per month.

In the year of 2015, she was absorbed to Skill Net group as a skilled worker

promoted by Spoorthy. Having recognized her talent and interest, she was sent to Regional Vocational Training Institute for women (RVTI), Bangalore. After the training she started earning about Rs.6000/- from stitching alone and earn about Rs.2000/- by imparting training to other women. Now the average income of Laxmi is said to be around Rs.12000-15000/- per month. The thirst for excelling in life does not end here. She always believes in herself than anybody and the magic continues. Recently, she has availed a loan amount of Rs.60000/- through Rajeev Gandhi Chaitanya Yojana to start a Tailoring and Beautician Shop at IB Circle Honnali along with other two Skill Net members. **"We need to acquire skills and expertise to earn more and settle in life; Now I am happy and an independent woman; Women should be economically independent to have self-esteem"** says Laxmi.

## Forth Coming Activities

### June

1. 23rd June Skill Net review meeting at Sawai Madhupur
2. 28th to 30th June Skill Net Planning Meeting at Chikkamagaluru.

### July

1. 6th to 8th July South India Coordinators meet at Bangalore
2. 18th to 22nd July New batch TOT on EDP at Bangalore
3. 19th to 22nd July New batch Tot on Life skills at Chennai
4. 26th to 27th July ToT on Organic farming

### August

1. 2nd to 4th of August Workshop on Action Research to implement SCOPE
2. 9th to 11th August Udaipur Life Skill Refresher Programme at Udaipur
3. 23rd August Networking for Skill training, Entrepreneurship and Livelihood Development FVTRS – IGSSS at Ranchi
4. 24th to 26th August North India coordinators Meet at Ranchi

### September

1. 12th to 13th September Skill Net Karnataka review meeting at Bangalore
2. 26th to 28th September Baseline and PRA workshop at Odisha

### October

1. 4th to 7th EDP refresher course, Bangalore
2. 24th National Partners' Meet
3. 25th to 26th National skill Conference, Bangalore

## Editorial

Over the past two decades, significant progress has been made by FVTRS in skilling the underprivileged youth in the nation. It is estimated that nearly 1.25 lakhs youth have directly benefited from our interventions. These youths mainly hail from tribal, dalit and other most marginalized communities. FVTRS visualizes itself as an 'enabler' rather than as a 'provider', and being an incubator and disseminator of fresh thoughts and ideas for development especially in skill development. Today we endeavour to facilitate the youth for empowerment through skill development, which should be people-centric, participatory, collaborative and transparent. Through our intervention we offer the opportunity to youth to aspire and achieve a better future for themselves and their families.

The challenge with us is immense. About 55 per cent of India's population is below 25 years of age and over 62 per cent of the population is in the working age group. Yet, only about 5 per cent of the Indian population has undergone formal skill training. 93% of India's workers work in the unorganised sector and acquire skills through informal channels and lack formal certification. How can India's skill training ecosystem be equipped to cope with these diverse challenges?

Shri. Narendra Modi, The Prime Minister of India, recently stated that the "Skill India mission is not merely to fill pockets but to bring a sense of self confidence among the poor". This validates well with FVTRS thrust area on empowering the marginalized youth with their skill development. We strongly believe that skilled workforce would be an enabler for India's growth and thus we are marching ahead with the slogan "Skill India-Making underprivileged youth employable."

In its endeavor towards capacity building of youth along with skill training, FVTRS has also been organizing Training of Trainers in entrepreneurial development and life skill training. It is important to boost entrepreneurial growth and entrepreneurship-led economic growth which will work as a catalyst not to just boost one's growth but also to create employment for others.

During the first quarter of this financial year, we have organized number of programmes along with our partners and other stakeholders in this direction. We realize from our past experiences that participatory processes at the grassroots can have powerful impact in skill development. In this direction we have intensified our action research on SCOPE model. The quarter also witnessed promotion of Skill Net activities in Karnataka, Madhya Pradesh and Rajasthan.

This issue of newsletter will explain how widely so far the impacts or ripples have been created from progress of action research on SCOPE, Skill net, Training of Trainers programmes and updates on skill training projects from the partner organization.

I am sure that you will find it interesting and useful. I also look forward to your suggestions for improving the content and quality of our newsletters.

### An action research on SCOPE

### (Skilling Community Owned Promotion and Enhancement)

#### Birthday Bells

Ms. Geetha celebrated her birthday in the month of April and  
Ms. Divya celebrated in the month of June 2016



Functional  
Vocational  
Training and  
Research Society

#### Functional Vocational Training and Research Society

No. 86, 3rd Cross, B.D.S. Layout, Dr. Shivram Karanth Post

R K Hegde Nagar, Bangalore - 560 077

Phone: 080 2846 5795 / 2846 5215

email: [director@fvtrs.org](mailto:director@fvtrs.org), url: [www.fvtrs.org](http://www.fvtrs.org)