



EDITORIAL



Dear All,

I am happy to introduce this edition of the newsletter of FVTRS to all of you.

The panicking situation of Covid-19 in the country has changed recently after clutching away many lives during the 2nd wave. Now people feel much relaxed as they are all slowly getting into work started rather a normal life. Those are living with good health need to be considered as lucky ones. This is because people have followed the instructions of the health departments and the governments understating safety is the priority and those measures kept us alive and healthy. Vaccination in the country has made the situations better. Let's hope and dream for a bright tomorrow that will give us a ray of hope and life.

FVTRS has been focusing on filling the skill gaps in the unorganised sector by promoting employable skill training for the early school leaving and illiterate youth. While implementing skill training, we are moreover trying to develop and harness effective ways of making the youth employable with innovative trades. Creating self-reliable communities through SCOPE is our dream and we are putting our whole and soul into it.

This quarter of the year 2021 was quite busy for team FVTRS. We are in the shift of direct implementation of skill training and we have successfully established 90 skill training centres 12 states. Capacity building team of FVTRS has organized 11th batch of master training on Life Skill in Anandhagiri, Visakhapatnam district for the tribal youth leaders and animators. Entrepreneurship Development course was organized for the certified trainers from the previous batches. Two regional review meetings were organised to review the progress of ongoing skill training programmes. The review of action research, SCOPE was organised in Bangalore. Dr. Romate John, the dean from Central university of Karnataka and Mr. Elango from Chennai, the man who developed panchayats with self-reliant communities were invited as resource persons.

It was a significant year for FVTRS as Mr. P M Philip the executive director retired from FVTR'S directorship after seven years of his service in FVTRS. FVTRS family bid him a farewell remembering all his great service and the concern that he had for the organisation, people at grassroot level and staff members. I am glad to inform you that the board has entrusted me the responsibility to lead the organization in the capacity of interim executive director and hoping that with your support I will be able to explore and take FVTRS to a new heights.

As the pandemic clutches are getting weaker, let's pray that the new rays of hope would take us far achieving everything we planned.

Felix D'Souza
Executive Director

Exploring Skill Intelligence

Functional Vocational Training and Research Society (FVTRS) has organized two days field consultants Orientation meeting in three locations of the country. First programme was organized at Bangalore from 15th -16th Sept'21, second programme was at Jaipur from 27th Sept-28th and the third one was at Lucknow on 29th and 30th. The field consultants from Karnataka, Tamil Nādu, Andhra Pradesh, Jaipur, Madhya Pradesh, Uttar Pradesh, Chhattisgarh, Bihar, Chhattisgarh, Odisha and West Bengal participated in the meeting. The main objective of the orientation cum review meeting was to share of the experience, capture learning from each other and replicate the new knowledge in the field. Capture the progress, draw backs of skill training programme in different location and develop strategies was another major component of the review meeting.

The Joint Director of DSEE (Department of skills, Employment and Entrepreneurship) for Rajasthan inaugurated the programme at Jaipur. In his welcome address he has shared that gaps are found in skill ecosystem of country in main streaming the skill development. Skill intelligence is something where we have to analysis the qualitative and quantitative gap and accordingly train the youth. Ultimately any skill development is to give livelihood to the people. We must identify the skill requirement in alignment with the industry and the trainings needs to be designed accordingly. Then he shared about various skill training programme running by the DESS.

Mr. Ashok Singh the director of Sahabhazi Shikshan Kendra at Lucknow emphasized on the needs of innovative trades in his inaugural remarks. He emphasised on the need of personal grooming of trainees along with the skill training. Mr. Felix D'Souza Executive Director welcomed the participants in all three occasions and gave an overview of FVTRS intervention in the area skill development. He has shared that FVTRS could initiate direct implementation in 40 locations of the country and the programmes are going on very well in 90 centres.

Then the participants have shared the details of the ongoing skill training programmes through power point presentation. The highlights of the presentation are:

- Implementation of the skill training as per the plan of action
- Clarity on the process of implementation and reported results are encouraging.



- Market study has been taken up to finalize the trades
- Systematic process for the identification of needy area and youth
- Community involvement is an integral part for the trainees' selection.
- Clear perspective on placing the trained youth after the training.
- Base line survey is being taken up in all the locations.
- Having clear cut employment plan for the placement of youth after training.
- Conducting EDP and life skill training programme on weekly basics/ fortnightly.
- Linkages with relevant organization for employment and finance mobilization.
- Registering the trainees with employment exchange
- FVTRS being a socially responsible organization, it has taken up registration of unorganized workers with E-Shram portal as additional activity
- Trained youth Alumni meet and being organized.
- Introduction of time sheet, whats app group of trainees and instructor for close monitoring.
- Making the skill training more effective by creating linkage with SRLM, government schemes, online classes with computer engineering students.:

Discussion on finance matters, planning and implementation process, strategies to organize skill net groups, use of various formats was held and enquiries were cleared. Mr. Jimmy Mathew gave an input session on community mobilization, skill development team, skill net and summed up the presentations. Mr. Nicholas CP has facilitated the presentations from the field and helped the team to have clarity on different perspective. Ms. Sheela discussed about the details of the financial procedures. Mr. AjayRao, Mr. Sajeesh KP and Ms. Silli Dalai also facilitated various activities. Altogether 46 participants attended the review meeting.

Life skill Training for Master Trainers

FVTRS organized a life skill training at Vishakhapatnam for 25 master trainers from Andhra Pradesh. The first phase of the training was held for three days and the training has covered facilitation skills, positive attitude, managing emotions, self-identity and enhancing self-esteem. The training was blend of inputs and activity based and it was a new experience for the participants. The sub inspector and the MEO from Anandhagiri district inaugurated the programme.



In his inaugural address the sub inspector has motivated the participants to explore themselves to the new avenues available and benefit maximum. On the third day of training the participants were given opportunity to experiment their facilitation skills. FVTRS' Life Skill Club members of earlier batches from Vishakapatnam also were invited to facilitate few sessions. At the end of the training the resource persons and the participants together discussed and developed a follow up plan to build the facilitation skill of participants. They have fixed a training assignment which will be completed before the 2nd phase. The training events were covered by three local newspapers. The training was facilitated by Mr. Jimmy Mathew, Mr. Sajeesh KP, Mr. Ajay Rao from FVTRS and Ms. Madhavi from Life Skill club.

“Life isn't about finding yourself; it's about creating yourself”

Training on Entrepreneurship Development

Social Enterprises, Branding and schemes available for promotion of enterprises



An online workshop on social enterprises, branding and schemes available to support enterprises was organized on 3rd July 2021. The virtual workshop was attended by 26 master trainers of EDP from across India and few staff members of FVTRS. The workshop started with an introduction by Mr Felix D'Souza, Executive Director. He has spoken about the need of promoting enterprises and creating employments especially during this difficult situation of Covid-19 where many people lost their livelihood.

Ms. Divya, field executive, FVTRS has introduced and welcomed the participants and the resource person of the programme. Mr. Atul Ghosh and Ms. Deepa were the resource persons. Mr Atul Ghosh who is a business management professional with 20 years of experience across Marketing and Advertising. Mr. Ghosh has served as the CEO of a leading Indian multinational company in luxury hospitality and as a P&L business leader across multiple other organisations in India. Ms. Deepa is a Senior executive professional with a proven track record of working with leadership teams in the Indian start-up ecosystem. Ms. Deepa worked as senior leadership roles across Employee Services and the Media & Advertising industry - for a professional career spanning over 20 years. Deepa is currently the Vice President - Executive at Walkwater Talent Advisors, based in Bangalore.

Mr. Atul Ghosh has started the session by gathering the views of the participants on social enterprises as well as the experience of them in the subjects of the session. Later, he has spoken on social entrepreneurship and its impact upon the society. Social entrepreneurship deals and create two aspects that are social and environmental in addition to the financial goal.

Social entrepreneurship is an approach by individuals or groups in which they develop, fund and implement solutions to social, cultural, or environmental issues. Social entrepreneurs bring transformative changes in society and economy by filling gaps and addressing unmet needs. They improve productivity, create value, and wealth.

Mr. Atul Ghosh has further explained the concept with number of case studies of social enterprises such as Narayana Hrudayalaya hospital, Anand Milk union limited (Amul) etc. He clearly explained how these social enterprises started, flourished, branded and made positive impact on the lives of the people who are involved and their communities.

Mr Atul Ghosh said that we should have answers for the following questions when we plan to start an enterprise.

WHAT? WHY? WHERE? WHO? WHEN?

What: What is our business/ Product?

Why: Why should we do this enterprise?

Where: where we will do this business?

Who: Who is our target group/beneficiary? Impact will bring upon whom.

When: when will be the starting point? When will be imparted?

Different stages of planning an enterprise

- Write a mission statement.
- Research the field.
- Conceptualize your unique offering.
- Reach out to team/family/friends for feedback and support.
- Develop your business model.
- Identify initial funding sources.
- Write an action plan (and stick to it)

The workshop was also an occasion to discuss various schemes available to start the business and also some of the registration procedures such as Mudra scheme, MSMEs: The loan is dispersed via a trust named Credit Guarantee Fund Trust for Micro and Small Enterprises (CGTMSE), which is

Implementation of Skill Training

Employable skill is considered as one of the best options for livelihood which leads to economic development. The economic development ultimately leads towards overall development of the person. FVTRS firmly believes in this theory and therefore, it has been carrying out its mission towards this for last 28 years.

At present we are engaged in implementing skill training in 90 centres of the country. Around 1200 trainees are being trained in different vocational trades. The trainings are being carried out by experienced trainers who are conducting both theory and practical classes to equip them with specific skills in respective trades.

powered by the Ministry of MSME and Small Industries Development Bank of India (SIDBI).

There are three categories of businesses, which can avail loans under MUDRA loan for startups:

Category 1: Shishu, for new businesses. Loans up to 50,000

Category 2: Kishor, for mid-aged business. Loans up to 5 lakhs

Category 3: Tarun, for experienced business. Loans up to 10 lakhs

Mudra scheme covers MSMEs such as Small Manufacturing Units, Retailers, Wholesalers, Artisans, and more.

In 2021, margin money has been reduced from 25% to 15% and activities allied to agriculture and allied activities were made eligible. CLSS, STRATUP registration, CGT –SME. Udyam registration and Udyog Aadhar registration etc. are some of the registration that can be done while starting a business. The workshop ended with a summarizing of major points discussed in the sessions by Mr C P Nicholas and a vote of thanks by Ms. Silli Dalai.

Birthday Celebrations



Our team members

Jimmy Mathew, Nicholas CP and Silli Dalai celebrated their birthday during this quarter. We wish them all the best.

Forth Coming activities

EDP Training at Lucknow

Life Skill Training at Jamshedpur

Leadership Training at Belgaum

Leadership Training at Bhopal

Leadership Training at Jemshedpur

E-Shram Campaign

Skill training Review at Bhopal

Skill training Review at Bangalore

SCOPE Review Meeting

FVTRS organized the review meeting of action research, Skilling Community Owned Promotion and Enhancement (SCOPE) on 11-12 October in Bangalore. This model is being implemented by FVTRS in five different locations of the country. The focus areas are in Sivagangai-Tamilnadu, Jipur-Rajasthan, Anathagiri-Andhra Pradesh, Sendwa-Madhya Pradesh and M. Rampur in Odisha. SCOPE is a community owned skill development model crafted it as experimental research.

Mr. Felix D'Souza, the executive director of FVTRS cordially welcomed all the participants. He has emphasized that we need to have wider perspective in providing skill training as the skill eco system in the country is changing very fast. He stated that every review is to be considered as a learning platform. He has shared that unorganized youths are mostly learning skills from the family tradition and no institution is available to train them, but this youth are earning much more income than people working in the organized sector. But this youth do not get any recognition or dignity from the society. So, our motto is to give recognition of this youth through the systematic skill training process and certification. Our duty is to educate the community and involve them in skill training programme.

Mr. Nicholas CP shared the overview of process in SCOPE starting to till date. He has shared that SCOPE programme implemented in five states of India. A workshop was conducted in 2016 where we have learned about the PRA process, baseline survey, then all six areas PRA was conducted. In all SCOPE areas SDTs were formed to ensure community participation.

Mr. Jimmy Mathew explained the objectives, schedule and the overall purpose of the meeting. He stated that the action research require continues reflection on the process to understand the significant changes to make improvements. This review is such a learning opportunity for each other. The objectives of the two days review meeting were to review the progress of action research, finding the learnings for further improvement and enhancing the capacity of partners. The learning will further helps to prepare a strategic plan for the coming year. He appreciated the team involved in implementation and every one's fruitful efforts in achieving the milestones. Then the team from each locations made the presentations of their activities and following are the findings. At the end of the presentation Mr. Jimmy have summarized the key findings:

- The youth who completed the skill training has been employed. The rate of employment is 90-100%. In two places 100% employment is recorded and other three places the rate of employment is between 90-100%.
- Trainees who were self-employed have faced problems in their business due to COVID and restrictions related to COVID. However, they were managed to continue their business.
- The meetings of the Skill Development Team (SDT) did not take place as planned, but now the meetings are being resumed.
- The SDT started shouldering the responsibilities like organizing meetings, reviewing the skill development plan, motivating the trainees for applying government schemes etc.
- They have obtained various government schemes like E-shram card, Mudra, schemes related to NTFP etc. This has benefited around 400 members.
- Resource teams are formed to conduct EDP and Life Skill and they are conducting the training for the youth.



- It was reported that 90 youth were identified and supported by the community for the skill training. This 90 youth were not part of the original plan, but the community decided to support them with their resources.
- The community-based skill development approach is being replicated in other skill development areas.

- Discussions were held with panchayat to incorporate skill development plan as part of panchayat skill development plan and it is being discussed in the panchayat meetings.
- The community is actively involved in selection of trades, finalizing trainees, organizing skill training, monitoring the skill training and placement of the trained youth.
- The trained youth are formed into skill net groups and they started establishing linkages with various government departments and financial institutions. Already they have obtained schemes for self-employment and entrepreneurship development.
- The entrepreneurship model promoted by three organizations has not only improved the economic base of women trainees, but also increased their position in the community, mobility, meeting their practical needs etc.

A plan of action up to the year 2023 has been developed for the focused intervention and the learnings were ploughed back to achieve the envisaged results. Dr. Romate John has facilitated a session on data management and documentation. He has emphasized on the importance of maintaining the data to prove our claims. The data needs to be analysed and converted as report. It is very important to capture the results and report it through documentation.

Mr. Elango, also known as panchayat man, the founder of “Panchayat academy” concept has made a presentation on self-reliant rural community model implemented in his own village. The community has all the resources for their development, provided they are technically and intellectually skilled to use these resources. He has given the example of panchayat academy where he has equipped the village people, especially women with technical skill to manage the life themselves.

The model presented by him was a typical example of self-reliant development model led by local communities. The families are now self-depending for their all needs. He has pointed out that education should not distant people from their own locality, but it should be beneficial for the development of their own community. The model has been appreciated by the government of Tamilnadu and he was asked to replicate the same in more and more panchayats. The session was an eye opener for the participants that how the technically skilled rural people can bring change in their life. Mr. Sajeesh KP anchored the two days meeting. Mr. Nicholas CP, Mr. Divyana Nayagi, Ms. Silli Dalai and Mr. Ajay Rao also attended and contributed to the meeting from FVTRS. There was total 11 partners from five locations of SCOPE.

Training on Bedside Nursing Assistant

FVTRS is training 25 young girls in bedside nursing in a specific location at Betul, Madhya Pradesh. These girls could not study beyond 10th class due to various reasons. They were confined to their homes without much of aim in the life and alternative income to stand their own feet. The training on bedside nursing has given them an opportunity not only have decent job after the training but also to have promising future.



Skill Training for the school dropout youth in Eastern Region of India

F V T R S i s consistently organising employable skill training for the school dropout youth across the country. Special focus is given to the eastern region



of the states like Odisha, Jharkhand, and Bihar. The training centres in these regions are doing well and at present 340 trainees are undergoing training in six centres. The centre at M-Rampur in Odisha has completed training of 45 trainees in three trades like Mushroom cultivation, Phenyl Making and Mason. All the 15 phenyl making trainees are blind and they have started collective entrepreneurship after completing the training. They are involved in production cum sale of Phenyl.

Vocational Training Programme in Sendhwa, Barwani, Madhya Pradesh



FVTRS has selected tribal belt of Sendhwa to make skill training accessible to underprivileged youths. Under this efforts, 50 youths are trained in block Sendhwa of Barwani, a tribal district of Madhya Pradesh. Computer training was imparted to 20 youth for three months, three months each for 15 women in beautician and 15 women in tailoring trade. Trainees were given detailed training in which theory, practical training as well as exposure visit programs were also kept, so that the beneficiaries could understand all the elements of the subject in depth. Apart from this, the beneficiaries were given extensive training in entrepreneurship development and life skills, so that they can prepare themselves according to the market demand, as well as adapt their skills according to the basic needs of the market. Under the training program, the beneficiaries were also made aware about other social issues in which gender equality, HIV, health and hygiene were prominent.

Recognition of Prior Learning (RPL)

Recognition of Prior Learning (RPL) is a Part of Pradhan Mantri Kaushal Vikas Yojana (PMKVY) Scheme in which individuals with prior learning experience or skills are assessed and certified. Scheme will enable many Indian youths to take up industry-relevant skill training to securing a better livelihood. RPL largely refers to an assessment process used to evaluate a person's existing skill sets, knowledge and experience gained either by formal, non-formal or informal learning

Features of RPL: No fee is charged from a candidate for participating in the RPL program, Every successfully certified candidate receives INR 500 along with that Candidates will be training on digital literacy and accidental insurance coverage for three years at free of cost.

Eligibility Criteria: PIA(Project Implementation Agency) can be any legal entity such as SSC, Industry Association, Training Partner, Government Body, NGO and Corporate.

Aims and Significance:

- It aims to promote decentralization and local governance for better planning and implementation of skill development programmes.
- It is being implemented by the National Skill Development Corporation (NSDC).
- It recognizes the value of learning acquired outside a formal setting and provides a government certificate for an individual's skills.
- Candidates receive exposure to concepts of digital and financial literacy and accidental insurance coverage for three years at free of cost.
- No fee is charged from a candidate for participating in the RPL programme and every successfully certified candidate receives Rs. 500.
- MSDE is supporting the State Skill Development Missions (SSDMs) and District Skill Committees (DSCs) in the selection and on boarding of the Project Implementing Agencies (PIAs) and facilitating the successful execution of the programme.
- Ministry of Panchayati Raj (MoPR) along with MSDE is monitoring it and are being supported by Directorate of Panchayati Raj, UP and the SSDM, UP.
- This initiative is part of a larger programme on 'Skill Development Planning at the level of Gram Panchayat' that focuses on introducing RPL in a structured manner in various gram panchayats across the country.

Significance:

- The inclusion of gram panchayats is crucial for the success of District Skill Development Plans (DSDPs) and will provide a huge fillip to the Skill India Mission.
- RPL will align the competencies of the pre-existing workforce of the country to the standardized framework and will provide confidence, respect and recognition to the candidates.
- Supporting formalization of the informal learning of youth will supplement their efforts in finding sustainable livelihood opportunities and reduce inequalities based on privileging certain forms of knowledge over others.
- It will also link them with work opportunities emanating from the Gram panchayat's development work.
- Down-streaming the skill development planning to the gram panchayat level would contribute to decentralization.

Farewell



It was a significant year for FVTRS as **Mr. P M Philip** the executive director retired from FVTRS'S directorship after seven years of his tremendous service for the organization. FVTRS family bid him a farewell remembering all his great services and the concern that he had for the organisation. It was noted he has made extra efforts to mainstream the capacity building and research. Mr. Felix D'Souza who was the senior programme manager was promoted as the new executive director to explore and take FVTRS to a new height. Other than the staff members, Ms. Deboshi Bhattacharya has ensured her presence to wish Mr. P.M Philip. Three staff members who worked with FVTRS, Ms. Anwesa, Ms. Shwetha and Mr. Hanmant also joined on zoom platform from their destinations. Fr. V.M Thomas, president of FVTRS, Archbishop John Barwa, Mr. JP Nelson, Dr. Fr. Paul Moonjely, Sr. Suman and Ms. Mercy Kappen, the board members were present during the occasion and acknowledged. Fr. V.M Thomas remembered the services of Mr. P.M Philip

and observed that his vast experience was instrumental to introduce new approaches to the skill development. Mr. Jimmy Mathew has acknowledged his contribution on behalf of staff members. Mr. P.M Philip expressed his gratitude to the board members for having placed faith in him and supported all the initiatives. He has remembered the contribution of staff members by saying without you it was not possible for me accomplish the mission I have taken up. Fr. V.M Thomas have officially relieved Mr. PM Philip and handed over the responsibilities to Mr. Felix.



SPIN Meeting



The members along with national executive of SPIN had special meeting on 27th September 2021 at Jaipur. The purpose of the meeting was to discuss various matters that help the SPIN to move on with clear objectives. The meeting was convened by Dr. Shalini Saxena, the chair person. She has shared the agenda of the meeting. Membership renewal, national & state SPIN member meeting Online/offline and Future course of action was the major agenda of the meeting. Dr. Shubhash Chandra Sharma emphasized that put more focus on finalizing future action plan. Dr. S.N. Sharma said SPIN must cater member organization need and it should contribute by sharing information available grant opportunities, create volunteering/internship/fellowship opportunity and if possible, provide monetary support to member organization. Mr. Jimmy Mathew has said SPIN has its

MoA which clearly define scope of work but there is need to prepare Vision Document. Mr. Francis Anthony also advocated for preparing Vision Paper that should clearly cover the strategic plan included financial sustainability plan (*Budget/estimated expenses & revenue*), scale-up plan, member organization role, and to some extent measurable indicators. It was decided to hold a meeting to develop vision document so that clear strategy can be drawn for the future. Mr. Ganesh Kumar raised issue of membership renewal fee. The acting secretary agreed to inform member organization about the submission of UC from respective state offices to SPIN secretariate. Mr. Francis Anthony shared that there are organizations which can fund research project and this research can be conducted through SPIN member which would help SPIN financial and register its mark on ground. Mr. Ganesh Kumar requested FVTRS Team to share SPIN registration certificate, Members List and other related document so they can apply for Darpan Id and necessary permissions/compliances/benefits. Mr. Ganesh Kumar was selected to assist the Secretary of SPIN in communication and other various matters. It was decided to audit the SPIN account at the earliest and renewal of the registration and obtaining 12A also to be taken up. The meeting was attended by Dr. Shalini Saxena, Dr. Naresh Madawat, Dr. Subash Chandra Sharma, Dr. S.N sharma, Mr. Felix D'Souza, Mr. Jimmy Mathew, Mr. Nicholas CP, Mr. Francis Antony, Mr. Kamlesh Rathore, Mr. Dileep Kumar.