

## National Skill Conference 2015

Towards Community Owned and Managed Skill Development

Don Bosco Institute, Guwahati, 28th and 29th October, 2015



Release of Case Studies Booklet by dignitaries during NSC

National Skill Conference 2015 was held at Don Bosco Institute at Guwahati on 28th and 29th October 2015. The theme of NSC 2015 was **“Community Owned and Managed Skill Development”** The conference was inaugurated by Shri Rajiv Kumar Bora, IAS, Additional Chief Secretary, Govt. of Assam. Along with the Board Members, other dignitaries like Dr. Jayanth Madhav, Economic and Financial Advisor to the CM of Assam and Mr. Pranab Bora, Chief Resident Editor, Telegraph, were present for the inaugural programme.

Shri Rajiv Kumar Bora, in his inaugural address, congratulated FVTRS for organizing such a global initiative event in the Northeast. There is a need to fight against caste based, occupation based skill acquisition, negative mindset about entrepreneur training and generating enrollment in open school. The skill training needs to be more community based, community driven and community oriented. Right approach comprises of what to do and how to do. It will help develop confidence in the youth and they would become employable as well as self-employable.



Inaugural address by Shri Rajiv Kumar Bora, IAS

During the sessions, SCOPE Model, Skill Net India, and P6 model were presented which are in adherence to the theme of the conference.

This has highlighted the wide scope of bringing together unorganized skilled workers for their own development by creating community based structures of the skilled workers which are managed by themselves and further, networking them at different levels. The possibility of engaging the people in the primary sector, who forms mostly the unorganized labour and marginalised people, in production, productivity, procurement, processing, preservation and promotion was also discussed at length. These were presented by FVTRS as a new initiative.

FVTRS took this opportunity to remember all the former Conveners, Presidents, Secretaries and Directors for their immense contribution towards the growth of FVTRS and making the lives of many school dropout youths meaningful.

The two-day programme involved experience sharing by the trained employees of partner organizations, ....



Participants during the NSC

## HIGHLIGHTS OF THE QUARTER

sharing organizations' innovations, best practices, open mike sessions etc. We have released a souvenir during the NSC containing relevant articles on skill training and community based Skill training. We have also published a booklet of good case studies and awarded four organizations for the best case studies during the valedictory function. We have organized a get-together on the cruise in Brahmaputra river, a cultural evening and high dinner for the participants to make the programme more enjoyable. 96 partner organizations, Civil Society Organisations from Guwahati, persons from Government departments, Board members and staff of FVTRS participated in the programme. Guwahati based partners exhibited the products produced by the trainees and it was well appreciated and most of the products were sold during the three day programme.

The feedback of the NSC by the participant states that this conference is one of the best conference they had and they appreciated the arrangements and the topics covered. The topics were very relevant to the work that we are doing and most of the sessions were facilitated by FVTRS team themselves. There was something for the partners to take home and apply in their areas of work. They also appreciated the presence and full time participation of the Board Members. NSC 2015 received good media coverage in Assam and Door Darshan made a special edition programme about NSC 2015 in North East.



Inauguration of partners meet by Arch Bishop William D'Souza



Inaugural address by Sr. Daphne, President FVTRS

### **National Partners' meet 2015**

One-day National Partners meet was held on 27th October 2015 at Don Bosco Institute, Assam. A total of 90 partners from all over the country attended the programme. The inaugural function was presided over by Sr. Daphne Sequeira, President of FVTRS and other Board members were present for the meeting.

Arch Bishop William D'Souza, shared that all partners coming together itself symbolizes the strength towards the cause of Nation building. He also stated the concept of strong youth power with anatomy of human body. He emphasized on the need of networking and mentioned that the mission of empowering the youth would be incomplete without the participation and joint collaboration of civil society organizations, government bodies, private bodies etc. He complimented FVTRS for the joint support of all the stakeholders.

Sister Daphne P Sequeira, highlighted the fact that India is far behind in developing skilled workforce. People from underprivileged background mostly live in remotest pockets of the country. Particularly this segment of people with difficult living conditions needs to get skilled with relevant skill training....



The evaluation team headed by Mr Khilesh Chaturvedi, Mr Munish Kaushik and Ms Rosy Choudhury made the debriefing of the external evaluation of FVTRS carried out in 2015. It mentioned that the program focus was very clear, the ideological stand was very strong, and the reference community is very needy. There is good work taking place with the youth during and after skill training. However, there is requirement of serious intervention to ensure social welfare, breaking gender stereotype trades, successful implementation with the partners and for the gainful employment of female and male youth. At the same time, we need strategic decisions for improving the visibility of skill building through implementation.

Mr Felix D'Souza, Senior Program Manager made presentation of the new strategy plan of FVTRS

“Making under privileged youth employable – Towards 2020”. FVTRS' strength lies in its clearly articulated vision, mission statement, reference community, presence and involvement across the country and many other relevant areas. While explaining various issues related with skill training and government policies he mentioned that largely the purpose of skill building is to ensure that Communities are empowered with skills, knowledge and attitude to contribute to their personal well-being and that to the society ensuring dignity and self-respect to them.

Following this, Mr. G.S Sethi, the General Body Member moderated the experience sharing by the trainees located in Assam. Suhana Foundation, Guwahati GanaSewa Society and Centre for Development Initiatives brought their trainees and they shared their experiences. Listening to the self-employed individuals, the partners shared that, “This is multiple effect by training so many people. Reaching to so many and hence many are benefitting”.

Mr Sachin Dubey, Director, IndiaCan Education Private Limited(Vocational), Pearson India made a presentation about their skill training institute's activities and explained the opportunities available in the service sector.

### **Entrepreneurship for Development, 24-26 November, 2015**

The first batch of Training of Trainers on Entrepreneurship Development Programme (EDP) was held at Frontier Management Centre in Bangalore with 27 participants from across the country. Mr. P M Philip, the Executive Director, in his introductory talk told the participants that FVTRS is trying to create best trainers in EDP who can give entrepreneurship development training in their locations in local language. EDP is an essential component in skill training to make youth more employable and for which FVTRS will try to give all sort of support to its partner organisations.



Mr. Felix D'Souza, Senior Programme Manager, has explained the reason and the need of FVTRS organizing this workshop. He has mentioned the expectation of FVTRS from the trainers and also explained the professional scope of trainers as getting trained in Entrepreneurship development. Module of three days training programme focused on analysis of the present status/capability of each centers of the participants in entrepreneurship, on job creation rather than seeking job. The participants also trained in effective reporting and communications methods. The resource persons from Quest alliance facilitated the three days training programme. Methods like questionnaire, video shows, games, group discussions, field based market study, presentations were used to make the training programme more lively and interesting.

A follow-up training is planned for 16-18 February, 2016. At the end of the programme Mr C P Nicholas, Asst, Manager-Programme, thanked all the participants and the resource team.

### Refresher Training on Life Skill

FVTRS in association with Quest Alliance had organized a four-day refresher Training of Trainers' program on Life Skill Education at KROSS, Bangalore from 24th-27th of November, 2015. 16 participants from across the country, who have participated in the last two such trainings, participated in the program. The objective of the training programme were to help the trainers to develop a better working knowledge of DLST (Digital Life Skill Toolkit), build a community of Master Trainers for Life Skills training, equip the Master Trainers with various modern methodologies to impart skill training to the rural/urban youth (marginalized school dropouts), disseminate knowledge, skills and attitudes imbibed in the training program to the trainers so that same can be inculcated while training the youth and other personnel, capacitate the Master Trainers to plan their ToTs (Training of Trainers) effectively.

The four days training programme was facilitated by Mr. Ashutosh, Ms. Sonali and Mr. Parth from Quest Alliance and Mr. Sajeesh, Mr. Hanumant and Ms. Anwasha from FVTRS. Mr. Philip, Executive Director and Mr. Ashutosh from Quest Alliance, expressed their sincere gratitude to the participants for their active participation and assured them that in future also such workshops shall be organized for their benefit.



Participants during the group work and session

### Review meeting of the project coordinators

Critical assessment is an important aspect for the better performance of the programme. In view of this, FVTRS organized project coordinators meeting at Bangalore for South India partners and in Delhi for the partners from North India with the theme of **Exploring Excellence** on 15th and 16th October, 2015 at KROSS, Bangalore and on 14th to 16th December, 2015 at Don Bosco Centre, Delhi. 23 coordinators of partner organizations working in Maharashtra, Andhra Pradesh, Kerala, Karnataka and Tamil Nadu and 28 coordinators of Gujarat, Madhya Pradesh, Uttar Pradesh, Uttarakhand, Delhi, Himachal Pradesh and Rajasthan participated in these review meetings. Mr. P.M Philip, the executive Director stated that *the review meetings are a forum where new ideas can be generated, novel concepts can be learned, different methodologies can be studied and new interventions can be designed which in turn would help the organizations to scale up their work. He emphasized on the theme of the meeting i.e. "Exploring Excellence" and asked all participants to come up with the best practices and achievements and share with others so that the same can be replicated to achieve common goal.* Critical feed backs were given based on the presentations made by the partner organizations. The meeting helped to come up with some important points like continuous follow-up with trainees, networking and linkages with various service

providers, obtaining government facilities, mobilization of trained youth as occupational groups, including more vulnerable sections of the society in the programmes, implementing the programme with gender sensitivity, looking at the challenges, gaps, difficulties from the perspective of trainees etc.

The skill training programme should aim at providing primary income to the trainees, trainees should be given hand-outs of the training material for their reference, for trainees especially women candidates there should be proper infrastructure facilities such as drinking water and rest rooms, the training instructor should be technically qualified, and the organization should provide valid certification to the candidates. Mr. Jimmy Mathew explained the concept of Skill Net - the new initiative of FVTRS and mentioned that up-scaling of the training department to increase bargaining capacity of the trained youths are important and also spelt about bringing in more innovation by the partners in the next review meeting.

Ms. Mamtha Srivasthava, Deputy Director, Vocational of NIOS, and Ms. Radhika, Academic Officer explained about the NIOS, process of accreditation, enrollment and methods of examination etc. ....

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Exploring Excellence Review Meet across India



Mr. P. M. Philip gave orientation about the skill training and ensuring the 100 per cent employment in every village. He also advised that it is desirable, if all the partners get registered with NIOS. Mr. P. M. Philip enlightened the partners about Skill Net programme which is ongoing in Karnataka state. He sought the consent of partners to initiate skill net in Rajasthan and Madhya Pradesh. The partners of these two states expressed their willingness to have meeting in Udaipur on 10th February and 12th February, 2016 in Bhopal for better understanding. The three days programme ended up with key learnings of exploring community ownership, various methodology to create awareness on skill training, certification and NIOS registration procedure, importance of EDP and Life Skill training and initiating forming association of skilled workers under Skill Net.



**S**kill Net (Network of skilled workers) is a new initiative of FVTRS with the focus on forming 1000 grass root level associations of unorganized skilled workers at Panchayat level. The programme has been rolled out in Karnataka as a pilot project in partnership with fifteen partners. After the state level launch of skill net at Bangalore, the partners have carried out the launching at panchayat level and so far 127 panchayat have been covered. The purpose of PRI level launching was to ensure the support of local administration and people of the area. About 10,000 youth participated in the panchayat level launching. The launching programmes were also attended by FVTRS team, Gram panchayat members, District panchayat members, labour officers of the concerned district and in few cases local MLA and MP were also present. The initiative is being appreciated by local bodies, media and the event has been reported in many newspapers. There is an overwhelming response from the partners and target group towards this new initiative and already 321 grass root level occupational groups comprising men and women have been formed. The group constitute skilled workers such as construction workers, carpenters, drivers, tailors, basket makers, beauticians etc. In addition to this, campaign for making 100 per cent matriculate panchayat has been appreciated by the school dropouts and many school dropout youth have expressed their willingness to enroll with NIOS/Open school.

### Review meeting of Skill Net

The Review meeting of Skill Net Programme was held on 3rd and 4th of December 2015 at Sevalaya, Dharwad. The presentations made by each organization were unique in nature and creative. The activities carried till date were very encouraging and motivational for the partners as well as FVTRS. The concerns raised over

forming groups, enrollment with NIOS, continuity of the programmes were discussed and suggestions were provided. FVTRS will shoulder the responsibility of negotiating with NIOS for enrollment process, developing subjects in local language, exam centers etc. There was a discussion on aspects like mutual understanding between organizations working in same taluk/panchayat, sharing expertise, sharing data of target group etc. The two-day programme has created opportunity for mutual learning, knowing each other, presenting best practices. The review meeting concluded with follow up action of developing plan for completion of remaining launching programmes, enrolment with NIOS, formation of groups, submission of financial and programme reporting. It is also noticed that the partners are reaching out to tradesmen who were unnoticed but contributing to the well-being of the society at large.



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Launching of skill net at Padukote, TN



Releasing of Skill Net hand book at Soratur panchayat, KA

### Board Meeting and PSC meeting

On 26th of October FVTRShad a Board and one PSC meeting to discuss various regular matters. In the PSC meeting it approved 20 projects for a sum of Rs.1.4 crore. MoU was signed with the new partners and first installment was released for all the projects.

### State-wise Projects

S. N	State	No of Projects	S. N	State	No. Of projects
1	Bihar	1	8	Rajasthan	3
2	Assam	1	9	Uttar Pradesh	1
3	Jammu Kashmir	1	10	Uttara Khand	1
4	Madhya Pradesh	1	11	Maharashtra	1
5	Chhattisgarh	1	12	Jharkhand	2
6	Tamil Nadu	4	13	Karnataka	1
7	Gujarat	1	14	Andhra Pradesh	1

### Staff Refresher Training

It has been a practice of FVTRS to conduct regular training to enhance the efficiency of its staff members. Accordingly, a two-day training programme was organized for the FVTRS team on 18th and 19th November at Bangalore. Team work is the key for enhancing the performance of organization and individual member. In order to build the team work there are various essentials like realization of each individual's strength, weakness and potential. It is also imperative to understand the team members for enhancing the relationship. This training has been conducted with the help of resource person Mr. Leo Lobo through interpersonal discussions, group discussion, games and other exercises. The two-day training has definitely enhanced each one's motivation level, commitment and communications. The training was an excellent way to orient new members as well, to the organization culture and to lay the groundwork for effective communications.



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### Project Implementation Plan Meet (PIP)

Project Implementation Plan meeting with 34 participants was held on 23rd November, 2015 at Frontier Management Centre, Bangalore. Out of 20 projects, 19 project representatives attended the meeting. Mr. P. M. Philip, Executive Director FVTRS, welcomed the participants and explained that the purpose of PIP is to familiarize the partners about the process of implementation of FVTRS projects.

Mr. Felix D'Souza briefed about objectives of the project and asked the partners to develop indicators for each objectives. The participants were actively involved and contributed their views and ideas for each objective. Ms. Divya explained about the project implementation plan in which she covered 13 steps that included agreement, declaration, affidavit, report formats such as trainees' details, trade-wise attendance register, request for payment, six monthly progress report, completion report, trainees' placement information, financial statement along with the auditor's statements etc. Organization management requirement, reporting period, MIS requirement, fund release system etc. were explained to the participants.

Mr. Nicholas and Ms. Divya moderated the session on "Developing Project Implementation Plan" in a participatory manner. The participants made presentations on the basis inputs given and Mr. Nicholas said that, training needs to be started very soon following the project implementation plan based on the above presentations. He also requested for proper plan for linkages and networking with the employers and banks

in advance. It will help in knowing about the employment opportunities and other assistance to the trainees.

Mrs. Nirmala Rao, Finance Officer, briefed about the Project Accounting procedure like mandatory requirement, maintenance of separate books of accounts, instalment request procedures, payment system, compliance with home department, income tax department and other legal requirement etc. The occasion was made use of sharing information on SCOPE model by Executive Director and writing matriculation through NIOS by Swami Naik. Mr. Hanamant, Programme Officer concluded the program with the vote of thanks.



### Collaboration with Schneider Electric India Foundation

We are happy to inform that Schneider Electric India Foundation has donated three more electric lab equipment and one advanced centre worth Rupees Sixteen Lakhs to our partners of Rajasthan, Orissa, Chhattisgarh and Jharkhand. In addition to this, they have also supplied instructional material to 22 organisations. We thank Schneider Electric India Foundation and their staff for supporting our cause to reach poor school dropout youth through skill training.

### Collaboration with Charity Aid Foundation(CAF)

CAF has completed the due diligence of FVTRS by on-the-spot assessment and by visiting our organisations on 17th and 18th December 2015. This could be a great collaboration to FVTRS to reach more number of underprivileged school dropout youth in India.



**FVTRS is in NEWS**

## New Year Greetings

New beginnings, fresh starts, reaffirmations of promises for a brighter future all come to mind as we enter in to New Year. We resolve to get in shape, improve career paths, and the like. Then, there are the heartfelt promises we make to others, whether aloud or in our minds. We want to care more, express love more, reverse bad feelings in old relationships or seek out new loving relationships. We try our very best to put these desires into words. This year FVTRS also reaffirms its mandate of bringing change to the life of most underprivileged for whom years does not matter but day to day life matters. Let us stand together to reaffirm our commitment towards the mission of making under privileged people employable and scale up our intervention. Let us make 2016 a year of Skilling under privileged community of the country.

**P.M. Philip**  
Executive Director



Ms Chougala is receiving award from President of India

**W**e are happy to inform that FVTRS' Partner Smt. Vaijayanti M Chougala was honored Rajiv Gandhi Manav Seva National Award 2015 by Ministry of Women & Child Development, Government of India by His Excellency Pranab Mukherjee, the Honorable President of India on 14.11.2015 at Rashtrapati Bhawan, New Delhi, in recognition of the yeomen services rendered by her for the welfare of children. She has been working for the visually impaired children for last 34 years and shaped the life of number of blind children.

Smt. V.M. Chougala, Hon. Secretary of the Women's Welfare Society, Belgaum District of Karnataka has made significant contribution to the development of children, women in distress, public health, environment protection, consumer rights, skill development of school dropout etc. The organization is a member of FVTRS network for the skill development.

## Thanks/Gratitude

Mr. R B Prashanth, Assistant Manager-Documentation, has concluded his service with FVTRS after a service of 9 years, due to personnel engagements. We have organized a sendoff for him on 21st December 2015. We wish him all success in his future endeavors.

## Upcoming Events

1. Inauguration of Schneider Electric Lab- Kalahandi, Orissa- 7th January 2016
2. ToT on Garment making at RVTI, Bangalore from 18th to 5th February 2016
3. Inauguration of Schneider Electric Lab- Jaipur- 19th January 2016
4. North East Region Coordinators meeting- 28-30 January 2016
5. Board Meeting – 5th February 2016 at Patna, Bihar
6. ToT on Beautician course at Bangalore in February 2016
7. Skill Net Promotion Meeting- Udaipur- 10th February 2016
8. Inauguration of Snider Electric Lab at Kapsi, Chhattisgarh, February 2016
9. Skill Net Promotion Meeting- Bhopal- 12th February 2016
10. TOT on EDP Training – 15-18 February 2016 at Bangalore
11. New partners' meeting- 19th February 2016 at Bangalore
12. Skill Net Review Meeting – 23-24 February 2016