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National Skill Conference 2016
Skill Training to Skill Development
Entrepreneurship, Community Participation and Net Working for Skill Development
25-26 October, 2016, Christ University, Bangalore



National Skill Conference(NSC)2016 was organised in the campus of Christ University on 25-26 October in association with Christ University, Bangalore. The theme of the conference was **“Skill Training to Skill Development”**. Focus of the tenth conference was building a new perspective on skill development, an inclusive approach in vocational skill development. Traditionally vocational skill training is understood as learning a set of technical skills through formal or informal ways of training. In this acquisition of skill is usually aimed at providing opportunities to or improving the vocational competency of an individual so that his/her family will have better conditions of work and life. It is assumed that the skill acquired will lead the person/s towards livelihood security. However, a critical reflection reveals that mere acquisition of vocational skills alone may not be enough to fulfil this purpose. The completion of an activity need not necessarily bring out the desired results. We need to see beyond skill training to ensure sustainable livelihood security for individuals and their families. Hence, there is a need to look at skill development as a process which is continuous and sustainable.



SKILL INDIA - Making Underprivileged Youth Employable

HIGHLIGHTS OF THE QUARTER

The discussions and deliberations opined that focus should be on creating sustainable livelihood than mere employment. Presentations and discussions on entrepreneurship, community participation and Networking emphasized on building strong community ownership in skill development. The greatest challenge is neither skill acquisition nor skill enhancement, but the community ownership in skill development. The process like need assessment, selection of trainees, management of training centres, management of training and placement needs to be supported by the community.

We need to strengthen the entrepreneurship and life skills of our trainees by making them flexible, making them financial acumen, associating/networking with others, experimenting new things and inculcating curiosity in them. This will make them a smart worker or smart entrepreneur or a smart employer. Thus, it will become their way of life.

In order to make the skill development as sustainable and move into programmatic level, network of skilled workers needs to be promoted by forming collectives of skilled workers and linking the collectives together. They will be engaged in internal resource mobilisations, updating skills, creating internal training mechanisms, accessing Government benefits and schemes, supporting livelihood enhancement and creating more job opportunities.

In his inaugural speech, Shri Ramalinga Reddy, Hon. Minister for Transport, Govt. of Karnataka emphasised that various skill providing organizations should associate with the Government schemes and programs to strengthen skill development initiatives of Government.

The conference was felicitated by Dr. Fr. Thomas C. Mathew, Vice Chancellor of Christ University, Dr. Ghandi Doss, the vice-president of FVTRS, Dr. J Alexander, former minister and Chief Secretary, Govt. of Karnataka and Dr. Victor Paul, Head, Social Work Department, Christ university. Thematic presentations on entrepreneurship, community participation and networking was made by Dr. Pavan Soni, IIM, Bangalore, Dr. Rita Noronha, Ex. Professor, Roshni Nilaya, Mangalore and Dr. Jonas Richard, Head, Social Work Department, Kristu Jayanthi College, Bangalore.

The two-day conference was facilitated and attended by Mr. P.M. Philip, the Executive Director and staff members of FVTRS along with team members of Christ university. The meeting was attended by 103 participants including 78 FVTRS partners across the country.



Skill Net Anniversary

This NSC also commemorated the anniversary of the Skill Net Karnataka which was launched on 1st October 2015. There were about 1300 skill net members who participated in the anniversary from seven districts of Karnataka.

Dr. J Alexander released the souvenir and spoke on the occasion. Dr. Ghandi Doss delivered the Presidential Address. During the function Dr. Rita Noronha released the one year report of Skill Net Karnataka. FVTRS also announced five awards for the best entrepreneurs from among the trainees of FVTRS. The awards were given to (1) Kishan Sahay Yadav of Gram Chetana Kendra, Jaipur (2) Rinku Kumari of MEGA International Patna, Bihar (3) C Raghu Nathan, of Sivaganga Multipurpose Social Service Society, Sivaganga, Tamil Nadu (4) Faiz Imam of Garden Reach Bangla Basti, Kolkata and (5) Anjana Mahawar of Rajasthan Samagra Kalyan Samsthan, Ajmer, Rajasthan. It carried a certificate of appreciation and cash prize.

The programme presided over by Dr. Ghandi Doss, Vice-President of FVTRS. The programme was attended by Mr. P.M. Philip, Executive Director of FVTRS, Dr. Victor Paul, Ms. Phinu Jose, staff

members from Christ University and staff members of FVTRS. Mr. Jimmy Mathew extended a warm welcome and vote of thanks was proposed by Mr. P.M. Philip.



National Partners Meet



The National Partners Meet was organized on 24th October 2016 at Christ University, Bangalore. The tenth National meet of FVTRS partners began at 10 a.m. with a prayer song by partners from Rajasthan. Mr. P. M. Philip, the *Executive Director*, while welcoming the chief guest and participants mentioned that it is an occasion to celebrate success gained during the year and reflects upon what we have been doing and to scale up our programmes. He has appreciated Dr. Ghandi Doss for his close association with FVTRS and also for consent to be the President of the meet.

Ms. Phinu Jose, *Director, CSA*, Christ University in her key note address mentioned that **India is not a poor**

country but a poorly managed country. Conferences like this will help to shape ideas into action. The success comes not only from success, but we should also learn to learn from failures as well. Dr. Ghandi Doss, in his Presidential address mentioned that what better can be done than mere repeating of what others do. Mr. Jimmy Mathew presented one year report card of FVTRS and while concluding the presentation he has appreciated the partners for the unconditional support for all the achievements. The dream is materialized through the partners and the report card is actually a summary of work done by the partner organizations.

Mr. P.M. Philip, the Executive Director emphasized Skill Support Mission citing Skill India's Mission of skilling 500 million youth. Looking at the financial constraints, we need to create our resources and one of the best strategy is create sense of **“give back to the society”** among the trainees whom we have trained.

If we can mobilize funds from the community especially from the trainees, we make community responsible for skill development. He shared that the skill support mission awareness generation and collection will be made once in a year in one particular month.

However, this is not a pre-condition for getting projects from FVTRS. We want the partners to grow beyond projects and funds. As long as we don't believe in community's role in the development process we won't be able to do this.

Ms. Joyatri Ray facilitated the discussion on gender mainstreaming. Women's poverty is not only related to lack of money but also lack of other factors such as lack of education, mobility, social barriers, etc. Our skill training efforts will be useless if we don't address these issues of gender gap and women's issues. Further, she elaborated on the control and access of resources by women which is negligible. She has tried to relate the skill training scenario in the context of gender stereotype. She has presented the challenges faced by women in skill training. Awareness of socio-political environment to women should be provided along with skill training.

Dr. Victor Paul, Head, Social Work Department, Christ University delivered a speech on "Development Perspectives". Key factors in



development are keeping people first, participatory planning, respect to environment. He mentioned some of the key areas of development such as rural development, education, agriculture, health care, tourism etc. He emphasized on people's participation in the process of development.

The meeting was presided by Dr. Ghandi Doss, the Vice President of FVTRS. The meeting was attended by 78 FVTRS partners across the country.

Life skill Training New Batch of Master Trainers



A Chinese proverb says **"Give a man a fish and you feed him for a day; teach a man to fish and you feed him for a lifetime"**

Master trainers training of life skill was organized in Don Bosco Provincial house from 14-17 December 2017. There were trainees from the states of Karnataka, Andhra Pradesh, Chattisgarh, Maharashtra, Jharkhand, Kashmir, Tamil Nadu and Odisha.

Mr. C. P. Nicholas welcomed the trainees and the facilitators were Mr. Ashutosh Toseria, Mr. Melvin and Ms. Sonali Gupta. They briefed the participants about the significance of becoming master trainers in Life Skills and shared the ongoing training by the trainers in different places.

The training session started with seeking the expectations from the participants. Mrs. Sonali Gupta oriented the trainees about becoming an effective life skill training facilitator. She also made them to do various activities to measure their aptitude to become master trainers. Trainees were divided into three groups to discuss about identity, goal, SWOT, attitude, gender, relationship, decision making, communication, conflict management, time management and self-esteem. The second day was focused on a series of demo of individual trainees and 6 trainees could complete their demo with feedback from other trainees and facilitators.

Third day began with demo session of remaining training and the trainees were taught to use online study material to train further. Fourth day, the trainees were paired into group for role play based on the selected topics.



The following decisions were made at the end of the day.

- Plan for three months to be prepared and shared with FVTRS till the next refresher training.
- Periodic training to be conducted at the organization.
- Reports and photographs to be shared with FVTRS.
- Creating a WhatsApp group for the batch and sharing only focused information.
- Attending the refresher training without failing.
- Using the Quest Alliance website for learning and practicing.

Mr. Felix D'Souza the Senior Program Manager – FVTRS concluded the training with feedback session. He also shared the case studies of other master trainers who successfully completed the training.



New website for Skill Net

We are happy to announce that FVTRS has launched a new website for Skill Net. The website is registered as www.skillnetindia.in. Having understood the pace of skill net growth, we have introduced a less expensive medium to reach out large section of people more effectively. In the era of social media, it is difficult to share the information through other forms of media and an online website can be accessed at any point of time. The website also gives us the opportunity to prove our credibility. The website can earn positive feedback for our services, initiatives and also provide potential to explore about what skill net can do in the future.

Some of the Features of this website

- The website will link all the FVTRS partners who are promoting the associations of skilled workers.
- The news, photos, video and innovations can be published and shared on regular basis.
- Regular updating services of news and events.
- Any number of write ups and attachments can be uploaded.

New Partners Orientation Meet (PIP: Project Implementation Plan)

A meeting with 15 partner organisations for whom the new projects were approved by FVTRS was held on 20th December, 2016 at KROSS, Bangalore to orient them on objectives of project grant, process, and procedures involved while implementing a project of FVTRS.

There were 24 representatives from 15 partner organisations who were mainly the chief functionaries and the coordinators of the project. Mr. P. M. Philip, the Executive Director, welcomed the participants and delivered the introductory talk. In his address, he has emphasised the need for Skill Development training programme for most marginalized groups/community.

He also briefed the main objectives of the meeting and emphasised the promotion of SCOPE model as an approach and skill net as a strategy for skill development. Mr. Felix D'Souza explained main components of SCOPE model of skill development and its relevance.



Mr. Jimmy Mathew facilitated a session on skill net and while sharing the concept, he has shared the success stories of skill net in Karnataka and other states. The Skill-Net intervention got massive success and visibility to partners of FVTRS across the state of Karnataka. He also suggested the need of facilitating the trainees across India to form the associations that will take care of the skill enhancement and livelihood development of the youth.

Mr. Nicholas facilitated the indicator development in a participatory manner and set the objectives. The presentation on project cycle management and reporting formats was facilitated by Ms. Divya and a group activity on stages of project implementation and action plan preparation was facilitated by Mr Sajeesh K P. The platform was also used to give input

on finance related matters facilitated by Ms. Nirmala and Ms. Sheela.

The meeting concluded by gathering feedback from the participants and also thanking the partners for their presence and active participation by Mr. Hanamanth, Programme officer, FVTRS.

- Attending the refresher training without failing.
- Using the Quest Alliance website for learning and practicing.

Mr. Felix D'Souza the Senior Program Manager – FVTRS concluded the training with feedback session. He also shared the case studies of other master trainers who successfully completed the training.

Exploring Excellence- The Skill Net Way

Rajasthan



The review meeting of projects and Skill net Rajasthan was conducted on 15-16 November at RCDSS, Ajmeer. Mr. Deepak Sharma, Rajasthan Samagrah Kalyan Sansthan welcomed the representatives of FVTRS team and all the partners. During inaugural session Mr. P.M. Philip, the Executive Director has appreciated the Rajasthan partners for their active participation in recent NSC at Bangalore. He also wished that the review meeting will not only help to review the projects but also give future direction to the plans. Mr. C. P. Nicholas shared the two-day agenda and facilitated the presentations.

The agenda covered presentations by partner organizations; discussion on challenges and future Scope of Skill Net, revisiting of decision taken in previous meeting, future action of organic ToT and skill development in the sector of organic farming. The partner organizations made detailed presentations about progress of Vocational skill training projects and skill net with photos, videos, innovations, case studies etc. In addition to the presentation of projects, Mr. Ajay Pandey, Deepak Sharma & Mr. Naresh Madwat made presentation on certification on organic farming, marketing and Government schemes. Mr Amit Sharma presented a format meant for tracking of trainees in a systematic way.

Mr. Jimmy Mathew and Nicholas were the moderators of the presentations. Most of the presentations were according to the template provided. After each presentation, participants and moderators appreciated the best practices, innovative ideas and actions. The observations were discussed by the team and arrived at common consensus. The exercise was observed as good process of learning, understanding best practices and identifying the solutions for the challenges that are put forward.

Altogether 143 associations of skilled workers were formed by the partners as skill net groups. The members includes 427 trainees of FVTRS supported project. 80% of the groups have initiated the thrift and credit programme and already saved more than 10 lakh through monthly saving. Tharangini, the skill net association involved in production and marketing of handicraft items , exhibited their products and explained the marketing system of products.

At the end the partners made following decisions as future course of action.

- Community Based Skill Training needs to be advocated and promoted in a vigorous manner. The partners will give emphasis on community based skill development plan i.e. involving community in selection process, monitoring, facilitating training and placement
- The trainees of FVTRS supported project will be formed into associations from the beginning itself and regular meeting will become part of their training programme. This will continue even after the completion of projects.
- The skill net group should not be mixed with SHG, Skill net means purely the associations of skilled workers.
- TOT of organic farming will be followed up in the areas of Capacity building, sharing the expert knowledge making use of the same.
- It was decided to develop models of vermi compost and amruthpani (bio-pesticide) by consolidating the existing knowledge with different partners. The models should be acceptable to all the partners and enough precaution should be taken by keeping the elements of cost, space, usability, marketing etc. The partners will also explore different possibilities of initiating enterprises among skill net groups.

Madhya Pradesh



The review meeting of projects and skill net of Madhya Pradesh held on 14-15 December at AICUF centre, Bhopal. Dr. Shalini Marwar welcomed Mr. Jimmy Mathew and Mr. Hanamant Bhajantri, the FVTRS representatives and the partners from across the state. Mr. Jimmy Mathew, briefed about the purpose of the meeting and conveyed the skill net activities of Rajasthan and Karnataka. He emphasized on the need of active participation in the meeting and mentioned that at the end we should be able to carry certain learning back.

The presentation of projects was facilitated by Mr. Hanamant. During the presentation, it was felt that the status of trainees who have completed the training in previous phases could be included in the presentations. It was suggested to make the presentations more interesting with photos, case studies and videos.

Following key points emerged from the presentation made by eight partners.

- There is a steady growth in skill net group and the number has increased from 42 to 56 in three months period.
- 90% of the skill net members are trainees of FVTRS supported project.
- More than 60% of the trainees are self-employed and average earning of employed/self-employed is more than 5000 per month.
- Models of replication like linking with other institutions such as NSDC partner for certification is a good practice.
- Efforts were made to mobilize 'Mudra' scheme with good project proposals.
- Collective enterprises, especially innovations are coming up.
- Clarity on community based skill development approach is emerging.
- Branding of skill net through chain of beauty parlors and Jhat pat seva (on call skill based service) was highly appreciated.

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As part of conceptual clarity, Mr. Jimmy Mathew made a presentation on the concept of Skill development. He emphasized that this is the right time to come out of our traditional approach i.e providing skill training for employment. There is a need for having broader perspective on skill development rather than skill training. Proper skill development plan will ensure not only right training to the trainees but also ensure better livelihood opportunities.

There was a presentation on financial literacy and Mudra Scheme by ISRD and Entrepreneurship by Priyanshi Education Society. The presentation on these three thematic areas enlightened the partners with more information's and knowledge. It was unanimously agreed to pass on these knowledge to skill net groups and motivate them for mobilizing Mudra scheme for collective business.

The partners have decided to work on following issues in next three months to bring more effectiveness in project implementation and skill net activities.

- Disseminate the knowledge of community based skill development plan within the organization.
- Strengthen the skill net group by introducing the bye-law and regular meetings.
- Effort will be made to bring all the FVTRS trainees into skill net.
- The trainees of ongoing project will be formed as associations of skill net and introduce regular meeting and discussions among them.
- Exploring more business ventures by the skill net groups.
- Study the existing Jhat pat seva service thoroughly for ensuring sustainability and replication.

The two days meetings was concluded with the vote of thanks proposed by Mr. Francis Anthony, Bhopal.

Visit of MSW students

FVTRS has been facilitating visits of MSW students from different colleges on request. There was one more such visits on October 4th by 30 students who are pursuing their MSW in St. Josephs college, Pilathara, Kannur University, Kerala. Mr. Jimmy Mathew and Mr. K.P. Sajeesh oriented the students about FVTRS, its aims and objective, strategies, approaches and interventions. The students expressed that the orientation was very useful and gave lot of new insights about vocational skill training, especially community based skill development approaches. They were also informed about the basics of financial management in NGO by Ms. Sheila.

Report of EDP Refresher Course

A refresher course on EDP was conducted from 4-7 October, 2016 at KROSS, Bangalore. The Programme has been facilitated by Quest Alliance team, Mr. Mehul and Mr. Jeevan. There were 27 participants from Karnataka, Jharkhand, Tamil Nadu, Maharashtra, Andhra Pradesh, Uttarakhand, Rajasthan, Madhya Pradesh, West Bengal, and Orissa.

The programme started with the welcome speech and introductory session by FVTRS team and then handed over the floor to the resource persons. All the participants were asked to write their expectations.

In the beginning a recap of the previous EDP Training was conducted together by the participants and facilitators especially about how to start and introduce oneself in to small business and implement the same.



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participants through module number 1 – 5 and 9 in detail and cleared the doubts raised by the participants with an effective and friendly manner.

After each presentation, the groups were appreciated for their content delivery and the efforts that they had put in for the presentation along with feedback. The resource persons insisted that the groups stick on to the activities provided in the BYB modules only as, the participants will be using the same material while conducting the actual EDP for their beneficiaries in the field.

The participants were asked to prepare the action plan which need to be conducted in the respective area for next six months. A WhatsApp group is formed to share the activities conducted in their areas and to do the follow up of the participants and on line feedback mechanism has taken by Quest Alliance team. Finally the participants are awarded with the certificates.

The participants were asked to share their experience of the EDP training which was conducted by them as master trainers in their field and working areas. The sharing of the trainees' experiences was done in three phases and three moderators were also nominated. They are Fr. Telespore Ekka, Mr. James Fernandes and Fr. Suresh.

The participants suggested that the 14 Build your Business (BYB) modules must be presented to the participants first by the resource person and later on the participants can be asked to present the modules in which they are comfortable with. Adding to this point Mrs. Divya suggested that state wise groups will be made and Hindi speaking participants who are in bigger number can be broken into smaller groups. Accordingly, 7 groups were formed.

Soon after formation of groups Mr. Mehul took the



Skill Exchange Programme



FVTRS has signed an agreement with **Stromme Foundation** based at Uganda, East Africa. The purpose of the agreement is for youth empowerment through sustainable skills. As per this programme we have attended two orientation and planning meetings held at Uganda. Now, we have received two youth for skill exchange programme.

Mr. Alex is from COVOID organisation from Uganda and Ms. Rachel is from SEMA organisation Tanzania.

Mr. Alex is undergoing training at SCODWES, Sirsi and Ms. Rachel is undergoing training at Women Welfare Society, Belgaum.

Similarly from India we have sent Mr. Praveen Kumar from LAW, Madurai to Tanzania and Mr. Samsher Alam from Pholeen, Jharkhand to Uganda.



Asset Based Community Development - National Conference

Development is the process for empowering the poor and marginalised by activating three unique human faculties of thinking, decision making and associating so that they establish, access and control over power and resources and to create mechanisms to sustain them. When we also look at the assets we refer to resources, when it refers to community we are looking at people together. The focus is not on individuals. Rather the focus is on collective growth that we are referring about community as the primary asset.

The prestigious College Kristu Jayanti organised this national Level conference on 7th October, 2016. Mr. P. M. Philip, Mr Hanamant and Ms Deboshri attended the conference.

Mr. P.M. Philip, made a presentation about how FVTRS working towards Asset Based Community Development. FVTRS have been engaged in vocational skill training especially for the school dropouts as they are the most neglected. Our nation is poised to become the world's youngest country by 2020, with an average age of 29 years, and account for around 28% of the world's workforce.

Our journey began in 1993 with Skill training as a mandate. So far it was focused on skill enhancement of the individuals. At present, we are working on



SCOPE skill building model. Till recent past our approach was taking us from need assessment, selection of trainees, identifying the training Centre and trainee, monitoring and facilitating employment. Our own experience underlined need of an integrated approach to make difference through Skill net and SCOPE model for facilitating enhancement, ensuring better livelihood, forming collectives of skilled youth, starting thrift and credit, creating internal training facilities, etc. India is agriculture based country.

Therefore, we are planning to introduce P6 model frame work that would enhance production, productivity, procurement, processing, preservation and promotion of agricultural products. To summarize, community needs to shoulder the primary responsibility for their development. So we need to have faith in their capacities, show concern for the poor and make them take part in the processes of development.

Action research on SCOPE

SCOPE- is an action oriented research plan evolved out of recommendations at different levels from FVTRS organized national level skill conferences, evaluation of different implementing projects, learning from community, suggestions from social thinkers and planning of social scientists. The proposed idea of **“SCOPE- Skilling Community Owned Promotion and Enhancement”** is for creating ownership and activating leaders in community to engage initiatives focused on skill development.

The plan will enable the youth for employment in primary sector and secondary sector and will develop barefoot rural entrepreneurs. The model would reach the rural and remote areas and will address the unemployment/underemployment issues of school dropouts and youth with a specific focus for vulnerable communities as well as empower and enhance the community capacity to take the ownership of skill promotion and replication of the plan.

An intensive PRA Guideline has been prepared along with tools for data collection for primary data namely House hold information sheet, Community based assessment, Village information sheet and focused group discussion. FVTRS team will pre-test the tool in the operational area of one grass-root partner called SAMIDA in Andhra Pradesh. Based on the feedback, the data collection tools and corresponding data capturing sheet will be finalized. Further the same will be used with the other associating partner organisations.

**Scoping study on
“Skilling for Employability”
in central tribal belt of Chhattisgarh, Jharkhand and Odisha**

The primary purpose of this study was to figure out the employment status of the tribal youth, their engagement for sustenance and their perspective towards primary sector engagement and also to evaluate the skill training programs for tribals run by different private and public institutions. This study is being conducted in association with CYSD, Bhubaneswar, Orissa with six organisations namely Savera Foundation and Phoolen Mahila Chetna Kendra from Jharkhand, Bastar Samajik Jan Vikas Samiti and Bastar Dharma Khshyama Samiti from Chattisgarh, Seba Jagath and CYSD from Odisha were part of this study. We are covering the districts namely Koraput, Keonjhar and Kalahandi from Odisha, Bastar and Kanker from Chattisgarh and Dumka and Giridih from Jharkhand.

The draft report is being developed and final recommendations would help to figure out the employment status of the tribal youth, their engagement for sustenance and their perspective towards primary sector engagement. The first draft of the report would be there by the end of January, 2017.



Staff Capacity Building

6th and 7th December, 2016

In any collectives the team members and their capacities is very important in achieving the Vision and Mission in a cost effective way. Considering this important aspect FVTRS is keen in continuously scaling up the capacities and appropriate attitude among its team members. Keeping this in mind FVTRS organized yet another exercise for its team members. The focus of this exercise was on team building. The session was organized from 6th to 7th of December 2016 in Bangalore. The sessions were facilitated by Mr. Leo Lobo and Mr. Raj Narayan who are experts in Neuro Linguistic programme.



The content of the programme were communicated through various exercises like Jungle safari, Knowing one self, explaining Johari Window, etc. By working with others, it is possible for you to discover aspects that you may have never appreciated before. In the process he also explained what is transactional analysis. It is a technique used to help people better understand their own and others behaviour specially in interpersonal relationships. It is a good method for understanding interpersonal behaviour. It offers a model of personality and the dynamics of self and its relationship to others that make possible a clear and meaningful discussion of behaviour.

Dear all,

At the outset let me take this opportunity to wish you all happy and prosperous new year. I also would like thank each one of you for your valuable participation in the last National Skill Conference and for your continued support.

Every new year we normally go for new resolutions, innovations and doing things differently. For FVTRS also this new year seems to be turning out to be interventions with innovation, evolving new concepts and perspectives in skill training.

We have launched the action research on **SCOPE** (Skilling-Community Owned Promotion and Enhancement) with six of our partners who are selected from different parts of the country.

The National Skill Conference 2016 has been instrumental in shaping and main streaming the new perspective of **"Skill Training to Skill Development."** Here skill training is not considered as a project and an end in itself, but understood as a process which involves skill training, enhancement, livelihood promotion and creating more jobs for creating further opportunities for skill training. This is done with the full engagement of the communities, by networking the skilled workers and their collectives, promoting life skills and entrepreneurship among them. Thus, it becomes a continuous process which is owned by the community thus making it sustainable and supplementing to the larger development agenda of the community.

I am sure that the action research on SCOPE and our ongoing interventions with Skill Net will open new avenues of knowledge for us to make it more effective and useful for the underprivileged youth.

The national level resource teams on Life Skills and EDP will contribute in making our trainees more empowered with appropriate knowledge, skills and attitude. We are also trying to create internal resource among the Skill Net groups, partners and FVTRS through the proposed **"Skill Support Mission"** so that we will be able to continue our services uninterruptedly. I am happy to acknowledge and appreciate the support expressed by my partners for this during the last National Skill Conference.

Therefore, I am confident that together we will be able to make a progressive difference in the life of the underprivileged youth of this country.

P.M. Philip
Executive Director

Staff Matters

Ms. Anwasha Tewary programme officer of FVTRS has concluded her service with FVTRS for personnel reasons and we wish her all success in the future.

Mr. Gerald, P M Philip, Jimmy Mathew, C P Nicholas, Hanamatha and Ms Noyala Sheela celebrated their birthdays during this quarter in our office with all team members.

Upcoming Events

1. SCOPE- Situational analysis at Vishakapattanam, Shivagangai, Jaipur, Bhavani Patna, Badwani and Madhupur.
2. EDP Refresher 15-17 February at Bangalore
3. Life Skill Refresher 20-22 February at Bangalore
4. Skill Net-Core team meeting, Bangalore
5. South India Coordinators Meeting, Bangalore
6. Board Meeting, Bangalore
7. Eastern and North India Coordinators Meet, Lucknow
8. Life Skill New batch-March, Bangalore
9. New Partners Orientation Meeting, Bangalore
10. Rajasthan coordinators meet, Jaipur
11. EDP Fresh batch-March, Bangalore

