

## **EDITORIAL**

Dear All

**'Action without vision is only passing time, vision without action is merely day dreaming but vision with action can change the world'** - Nelson Mandela

FVTRS has completed its 25th year of service for the underprivileged and marginalised youth of our nation. As we glance into the rear-view mirror of our organization, we are reminded of all that we have achieved in the last 25 years. As we drive forward in the year 2018, we have begun with a focus to further achieve the vision and mission of the organization.

The world is rapidly changing, and one of the biggest challenges for us as an organization and our partners is keeping up with the pace of the changing times. One of the steps taken in this direction is the complete renovation of our website as well as the introduction of a web-based monitoring system that will not only optimise documentation and reporting, but also increase organizational visibility.

It is often said that no change is permanent, and so we too as an organization have made innovations in our programmes and introduced new concepts. The most recent being the Skill Support Mission, an initiative to promote vocational training by way of mobilizing local funds and resources. We have also started a national-level network of partner organizations called Skill Promoting India Network (SPIN) which we believe will be instrumental in taking forward our effort of promoting skills for the underprivileged youth of our nation.

We have networked with partners and like-minded private and public institutions to promote vocational training. We have also organized meetings and national level conferences in collaboration with the Sector Skill Councils, which in turn will boost our efforts and work among the youth.

Even though we have journeyed a long way, having completed 25 years of service, we still have miles to go before we rest. India is expected to become the second largest economy by 2050. It will also have the world's largest working age population, expected to touch 962 million, by 2030, and the world's youngest country by 2020 with an average age of 29 years. To make the most of this demographic dividend, promoting skill training in the unorganized sector is vital and of crucial importance.

We wish you all a happy new year and look forward to working together to make our underprivileged youth employable.

**P.M. Philip**  
Executive Director

## NATIONAL SKILL CONFERENCE -2018

# SKILLING PRIMARY SECTOR

14 -15 November, 2018, New Delhi



Functional Vocational Training and Research Society has been organizing the National Skill Conference (NSC) every year. This year the National Skill Conference 2018 which is 12th in the series was organised from 14th to 15th November 2018 at New Delhi. The theme for the conference was 'Skilling Primary Sector'.

### **Inauguration**

The National Skill Conference 2018 was inaugurated by Shri Manish Kumar, IAS, CEO, National Skill Development Corporation (NSDC), along with Shri Maneesh Mishra from Ministry of Skill Development and Entrepreneurship in the presence of Ms. Merry Kappen, Vice President, FVTRS, Abp. Dr. John Barwa, Governing Board Member of FVTRS, Dr. J. Alexander, Board Member, FVTRS and Mr. Felix D'Souza, Senior Programme Manager, FVTRS.

Mr P.M. Phillip, Executive Director, FVTRS, in his welcome address focused on the importance of the primary sector in the larger framework of growth and the betterment of the country.

Ms. Mercy Kappen, Vice-President of FVTRS, in her presidential address spoke about the importance of skilling primary sector. She emphasized the importance of women and girls in the skilling ecosystem especially within the primary sector. She deliberated that the wisdom of the traditional practices needs to be fused with modern methods to ensure a better result and enhanced productivity.

Dr. John Barwa, Governing Board member of FVTRS, during his address to the house talked about the need of primary sector for universal survival. He reflected that the youth demographic dividend is an

opportunity for the country to grow; future of humanity lies in the hands of youths who can bring the change in the society, thus building the skills of underprivileged and marginalized youths is of utmost important.

Mr Manish Kumar, IAS, MD & CEO at National Skill Development Corporation, in his speech elaborated the importance of skill development in primary sector and how this can bring a transformational change in the society as well as in the country. He added the ground level difficulties of the people living in rural pockets and who were dependant on the primary sector. Mr Maneesh Mishra, Lead SANKALP programme, during his speech spoke about the packaging of skills within the primary sector, so that this would lead to the livelihoods enhancement.

Dr Alexander, General Body member of FVTRS with his inspiring words made the house learn about the deep connection between the spirituality and social service. At the end of the inaugural session, 'Knitting Opportunities -The Skill Net Way II' (A three-year report of Skill Net) was released by the distinguished guests. Following this, Mr Felix D'Souza delivered the vote of thanks.



## Thematic Sessions

Dedicated sessions were held on Agriculture, Fisheries, Non-Timber Forest Produce, Traditional Artisanship and Green Jobs. These sessions were attended and moderated by experts and dignitaries from each sector, who addressed the members of the audience that comprised of NGOs working at grassroots level across the length and breadth of the country. These sessions looked at the problems faced by the specific sectors, and the possible solutions that can be implemented or are being implemented in the country in the current scenario.

Session	Moderator	Panellists
Agriculture and Allied Activities	Shri Jagadananda CYSD, Bhubaneswar	Col. P.S. Gupta, ASCI Mr Balakrishnan M Kutty from World Bank, Mr Kirti P. Mishra from Ecociate Mr Suryamani Roul from Techno Serve.
Fisheries	Ms. Sanjogita Mishra, Commonwealth Educational Media Centre for Asia, New Delhi.	Mr. Bimal K Mishra, FISHCOFED, Mr. Amod Khanna from TAAL Mr. Neelkanth Mishra, ASHOKA Fellow and founder of Jal Jeevika.
Forest and Non -Timber Forest Products	Mr. John Peter Nelson Director, IGSSS New Delhi.	Mr. Ashwini Chandak, Ecociate Ms. Pratima B, VRUTTI.
Traditional Artisanship	Mr Joseph I. Injodey General Body member of FVTRS.	Mr. Tamal Sarkar, ED, Foundation for MSME Clusters, Dr. Gaganpreet Kaur, NSDA, Ms Sonali Pal from 23.23 Designs and Resources.
Green Jobs	Dr Praveen Saxena from Sector Skill Council for Green Jobs.	Mr Rajeev Ahal from GIZ Mr Abhay Siddham from ICCO.

## Major Recommendations of National Skill Conference 2018

### Policy level/Strategic Action Points

1. Create e-learning Modules & Massive Open Online Course (MOOC) in Open Distance Learning (ODL) mode for specific business skills like book keeping, accounting, taxation, etc.
2. Create blended and innovative financing approach in collaboration with banks.
3. Gearing up educational institutions and firms to provide the new skills for new occupations and sectors that will emerge from the green economy.
4. Simplify/Demystify Recognition of Prior Learning (RPL) process. All grassroots organizations already have access to large number of skilled human resources who are engaged in earning gainful livelihoods. However, these skilled people do not have certificate for recognizing their skills. The organizations at the grassroots level are not aware of the process to follow in order to get the skilled communities certified. The process needs to be simplified and followed up with effective IEC tools.
5. Provide common facilitation platforms for Processing, Marketing & Financial Management. All practitioners of the primary sector are mostly at micro level and cannot afford to buy tools and equipment individually or hire the services of a chartered accountant or e-commerce. If there are common facilities provided to them at a common platform, it will be beneficial to the entire sector and economically viable for all stakeholders.
6. Create bargaining power through cooperatives in primary sector – core and allied areas. Until now Farmer Producer Organizations have been created and SHGs created for production. However, we need to create cooperatives and associations of MSMEs providing allied services to primary sector like value addition processes.



### **Programme level/Operational level Recommendations**

1. Initiate FVTRS – NSDC partnership with access to relevant sectors. It was suggested that a location-wise list of FVTRS partners be created with all the sectors / trades in which they are imparting skilling. Then the trades be mapped to NSDC defined Job Roles and relevant Sector Skill Councils be identified. Then an overall proposal of partnership be presented to NSDC for partnership such that all of FVTRS partners can provide NSQF aligned skill training leading to SSC certification.

2. Educate / Train themselves (trainers) and their communities on digital skills and usage of social media for business. Many of the primary sector workers do not know how to take full advantage of simple digital tools for improving their livelihoods. Even basic usage of WhatsApp, Youtube, Facebook, Instagram and other social media tools can make a huge difference to their business. Hence, basic knowledge needs to be imparted to the communities involved in preservation of traditional and primary skills.

3. Take action for RPL by connecting with SSCs and TPs. While FVTRS-NSDC partnership may take time, it was suggested that each of the FVTRS partners try to locate a local NSDC training partner who can collaborate with them to provide RPL certificates to skilled youth in their communities.

4. Reach new communities for newer areas of skilling like fisheries, artisans, etc. Based on the proceedings of the conference, FVTRS partners were urged to expand their skill offerings to newer sectors such that a holistic / integrated solution can be developed specially to make the community self-reliant.

5. Develop non-cognitive skills: soft and social skills. Any individual who aspires to successfully earn his/her livelihood through the primary sector needs to work with a community and has to be entrepreneurial in his/her approach. Hence there needs to be sufficient focus on polishing and honing the non-cognitive skills like communication, problem solving, team work, entrepreneurial skills etc.

6. Help youth by multi-skilling them to utilize the opportunity existing in becoming integrated end-to-end service providers for which there is a huge demand. This also has relevance as the primary sector is very much seasonal.

7. Increased advocacy and awareness on specific schemes for MSMEs and Artisans.

8. Training on business ethics for behavioural change of artisans.

### **Valedictory Function**

The National Skill Conference 2018 was concluded with a valedictory function at 3 PM on 15th November 2018. Ms. Mercy Kappen Vice President of FVTRS presided the function.

Dr. Joseph Stanley welcomed the guests. ABP. Dr. John Barwa, Fr. Paul Moonjely, Director Caritas India and Dr. J Alexander spoke during the function. During the function the Souvenir of the conference was also released.



The partners who contributed for the souvenir with articles were recognised and appreciated during the function with certificate of appreciation.

Certificates of appreciation were also given to three partners who have contributed most as part of the Skill Support Mission initiated by FVTRS this year. Mr. P M Philip Executive Director proposed vote of thanks.

## Silver Jubilee of FVTRS



Functional Vocational Training and Research Society celebrated its Silver Jubilee on November 14, 2018 at USI, New Delhi. All partners of FVTRS across the country along with Board members of FVTRS attended the programme. Mr. D. J. Kennedy, Former Executive Secretary of FVTRS and Mr. Jagadananda, former Board member of FVTRS were present as Chief guests.

The programme began with a brief introduction to the occasion by Ms. Sheela followed by the invocation song. As the song was sung all the persons who served FVTRS in different positions and went to eternal rest were remembered.

The programme then followed with welcome address by Mr. P. M. Philip, Executive Director of FVTRS. The inaugural lamp was lit by five stakeholders representing different roles in the organisation, they were former Executive Secretary, Vice President, Director, staff and a partner. After the lamp was lit the song “carry your candle run to the darkness” was played. This song meaningfully conveyed the mission of FVTRS to serve the oppressed and downtrodden in the Society.

Mr. Felix D'Souza the Senior Programme Manager of FVTRS presented a brief report of FVTRS over the last twenty-five years. The report included the genesis, growth and development of FVTRS. He made the audience aware of the achievements and interventions of FVTRS in the field of skill training for school dropouts.

The Silver Jubilee message was delivered by Mrs. Mercy Kappen, Vice President of FVTRS. Mr. D. J. Kennedy and Mr. Jagadananda were the Chief Guests of the day. Abp. Dr. John Barwa, Mr. J

Alexander and Mr. Joseph Stanly, Dr. Joseph Injody, Bro. Amalan, Mr. John Peter Nelson, General Body members of FVTRS grace the occasion with their presence.

All of them in their messages appreciated FVTRS for its achievements and wished good wishes for the years ahead in serving the poor and needy. After this, the messages received from Sr. Daphne former President of FVTRS, Ms. Santhosh Vas former Board member of FVTRS were read out to the audience.

FVTRS had brought out a document titled “**SILVER JUBILEE MEMORIES**” during this occasion. This book enumerated the genesis and growth of FVTRS including a spectrum of activities carried out during the last 25 years in a brief. It also contains the messages from former leaders of FVTRS. This book also has a brief description of the contributions made by all the former leaders of FVTRS.

There after a short audio video presentation of 5 minutes was presented to the audience giving a flash back of the past. The programme concluded with cultural programme followed by dinner.



## **National Partners Meet 2018**



The National Partners Meet for the year 2018 was held on 13th November 2018 at The United Service Institution of India (New Delhi). There were 78 partners representing 60 partner organization who participated in the day-long event. The entire day's program was compered by Ms. Ishita (Programme Officer, FVTRS).

The National Partners' Meet began with a prayer song, followed by lighting of the lamp by the dignitaries on the dais who included Mrs. Mercy Kappen, Vice President of FVTRS; Sr. Suman, Governing Board Member; Br. Amalan, General Body Member; Mr. Felix D'Souza, Senior Manager, FVTRS; and Mr. C P Nicholas, Manager, FVTRS.

Mr. Felix D'Souza introduced and welcomed the dignitaries on the dais. Sr. Suman delivered the inaugural talk where she highlighted how FVTRS began as a forum with a small team back in 1993, today where it has extended its work to over 18 states and having trained over 130000 school-dropout youth. She commended the work of FVTRS and its partners.

Mrs. Mercy Kappen delivered the presidential address where she commended the shared vision of FVTRS and its partners to create a 'just and humane society in which all persons enjoy enhanced and enriched quality of life'. Moving forward, she hoped that FVTRS would see and work toward ensuring vocational training as an integral part of the 2030 Agenda of Sustainable Development which calls on world leaders to 'end poverty in all its forms everywhere'.

Bro. Amalan delivered the keynote address where he highlighted the importance of focusing on increasing the Employability Quotient (EQ) and producing skilled manpower through skill training initiatives. Bro. Amalan stressed on the fact that skill training is an integral component of increasing efficiency and productivity for sound economic development of India. He thus appreciated the efforts of FVTRS and

its partners in paving the path for India to become a global economic powerhouse by equipping its working population with employable skills. Mr. C P Nicholas concluded the morning session with a vote of thanks.

The post tea session began with an introduction of the Partners Consortium by Mr. Jimmy Mathew (Manager, FVTRS). Mr. Jimmy highlighted the various aims and objectives of consortium named SPIN (Skill Promotion India Network), as well as introduced the draft Memorandum of Association (MOA). Following this the General Body and National Executive team was formed, as well as clustering into various state chapters. Then the first general body meeting was conducted where the draft action plan was formulated. The session was concluded with an oath taking by all the National Executive members which was facilitated by Dr. J Alexander. The post-lunch session began with a presentation on 'Indian Skill Ecosystem' by Ms. Sanjogita Mishra (CEMCA). Ms. Sanjogita made a video presentation that highlighted all the various government and non-government stakeholders involved, as well as the dynamics between them within the Indian skilling context.

The final session of the day was a presentation by select partners on few best practices adopted by them. These included Sr. Ajitha (JCT, Lucknow) on Skill Support Mission, Mr. Amit Sharma (GCK, Rajasthan) on SCOPE, Sr. Milagrin (SG Kendra, Mysore) on Skill Net and Mr. Francis Antony (ISR, Bhopal) on NIOS.

### **Forth coming activities 2019**

Leadership Training Module Preparation - January, Sirsi  
 Madhya Pradesh and Rajasthan partners' Meet- January, Jaipur  
 TOT on EDP- January, Lucknow  
 SCOPE Review- January, Jharkhand  
 SCOPE Review- February, Tamilnadu  
 SCOPE Review- February, Madhya Pradesh  
 SCOPE Review- February, Orissa  
 TOT on EDP, February, Hyderabad  
 North and North East Coordinators' Meet- February, Bhopal  
 Leadership training- February, Bhopal  
 South India Coordinators' Meet- March Bangalore  
 SCOPE Review – March, Rajasthan  
 North and North East Coordinators Meet- March, Lucknow  
 SCOPE Review – March, Andhra Pradesh

## Life Skill Club

FVTRS has organized a third phase of first batch life skill training in Bangalore from 5th to 8th of October and certified 24 trainers. Trainers from Andhra Pradesh, Madhya Pradesh, Odisha, Jharkhand, Karnataka, Tamil Nadu, Telangana as well as two international participants from Tanzania and Uganda representing FK Norway participated in the workshop.

This final phase focused on understanding and developing the Intellectual skills in Life Skills. The sessions focused on **Creative and Critical thinking, Decision making, Problem solving and Goal setting.**

All 24 trainers were certified as they completed their course. They were all given various assignments for understanding their own skills to be master trainers. These four final days of the course made them to

realize and understand how well they can facilitate their participants. They also have prepared a 6 monthly plan to make specific achievements in training field. They will all have a follow up workshop in 2019 May to revive and enhance their facilitation skills again.



## EDP Centre

A fresh EDP training has been conducted from 23-26 October 2018 at KROSS, Bangalore. There were 21 participated from different parts of the country (Andhra Pradesh, Assam, Bihar, Karnataka, Kerala, Madhya Pradesh, Odisha, Rajasthan, Tamil Nadu, Telangana and Uttar Pradesh). Apart from the FVTRS partners organisation seven participants were from other NGO's.

Mr. P.M. Philip the Executive Director of FVTRS welcomed the participants and explained about FVTRS, its journey of 25 years and importance of the training of trainers and EDP Centre formed in FVTRS. This was followed by self-introduction, setting off the ground rules, feedback and expectation settings.

The major topics covered during the training are: Qualities of the Entrepreneur. Risk taking and problem solving. Facilitation skill – Role of facilitator, difference between the facilitator and trainer, working

with the Adult Learners and Training Methods/methodologies to be followed by the facilitators, Introduction to Market, Market Survey, Analysis, selection of Business and Business Idea. All the sessions were conducted through activity based participatory method. The participants were divided into groups and sent to the market for the survey and study of the business idea.

As the participants are the facilitators, the topics were assigned to them for the mock sessions and each participant were asked to conduct the assigned topics.

Finally, feedback about the training programme was taken from the participants and was asked to prepare the action plan which needs to be conducted in the respective area for next six months. Also conducted a quiz on the topics covered to test their knowledge of understanding. A WhatsApp group is formed to keep them updated and share the activities conducted in their areas.



## ***Skill Promoting India Network (SPIN)***

FVTRS has been working since long time in India and trained more than one lakh thirty thousand youth through the partner organizations. These youth are engaged in different types of employment, services and production of sellable products, but there are no systems to scale up their interventions. Similarly, the activities of the partner NGOs are limited to their working area.

It was felt that a systematic arrangement would assist the trainees as well as NGOs to share their experience, seek and share expertise of each other, dissemination of information, capacity building, scale up the performance etc. In this context FVTRS has suggested to promote a network of existing partners and this idea was shared during NSC at Jaipur in the year of 2017. The network members had several rounds of meeting to finalize the

Memorandum of Association. This network has been named as **SPIN** (*Skill Promoting India Network*). The network has officially launched during the NSC at Delhi in the month of November 2018. The members have selected a seven member National Executive.



### ***Members of National Executive***

Sl. No	Name	Designation
1	Dr. Salini Saxena	Chair Person
2	Mr. Satyanarayan Pattanayak	Secretary
3	Fr. Clifford Pinto	Treasurer
4	Mr. Srinivasalu	Member
5	Mr. Ganesh	Member
6	Mr. Subash Sharma	Member
7	Mr. Jimmy Mathew	Member (Representative of FVTRS)

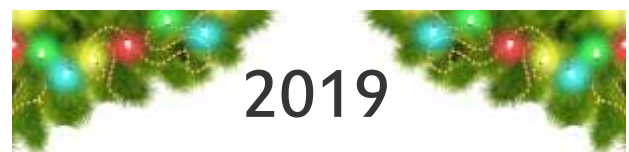
### ***Name of State Chapter Conveners***

Name	State	Name	State
Mr. Jayasankar Prasad	Uttar Pradesh	Mr. Nagaraj Desai	Karnataka
Mr. Ashok Kumar	North-East	Fr. Jabamalai Suresh	Tamil Nadu
Sr. Mamata	Jharkhand	Mr. Shushil Kumar Pandey	Chhattisgarh and Orissa
Dr. Subash Chandra Sharma	Rajasthan	Mr. Ganesh Kumar	North India
Mr. K. Srinivasalu	AP & Telengana	Mr. Francis Antony	Madhya Pradesh

After the constitution of National Executive and State chapters, each state chapter had a meeting and in this meeting a draft plan was developed. This plan was further discussed and consolidated during National Executive meeting on the same day. On behalf of SPIN, the National Executive Members took an oath which was facilitated by Dr. J Alexander, the board member of FVTS. This unique initiative of FVTRS is expected create better opportunities and make difference in the sector of skill development in the country.

### ***BIRTHDAY***

FVTRS celebrated the birthdays of Mr. Reuben Yesudas, Mr. S Gerald, Mr. P M Philip, Mr. C P Nicholas, Ms. Silli Dalai, Mr. Jimmy Mathew and Ms. Noyola Sheela.



FVTRS wishes a Bright and Prosperous New Year to all