

National Skill Conference Held



Inaugural session: L to R: Ms. Anita Sharma, Mr. Albert Joseph, Mr. V.K. Malhotra IAS, Mrs. Ellen Pedfersen, Mr. P.B. Mahishi IAS, Padmashree Sr. Sudha Varghese and Mr. Gaurav Gupta IAS

What Mr. Oscar Fernandez, the Hon. Union Minister for Labour said

“Skills training is an interesting subject and it is very close to my heart. Whatever we do, we should give an artisan’s finishing touch so that it fetches more value. A stone lying on the road may be ignored by others but an artisan has the capacity to give it some shape and put it into use. It turns out to be a diamond for another who works on it. Everything depends on how we look at it. The knowledge of skill is very different from the knowledge of literacy. Literacy has been given importance in the past few centuries, but skill knowledge is the most primitive and is the weapon for giving a living.”

Mr. Fernandez quoted the example of how the British who could not compete with Indian artisans in manufacturing the muslin cloth chopped off their fingers so that British clothes would have no competition.

“A layman may require to take a metal to the laboratory to recognize the same, whereas an artisan would be able to recognize it immediately. An artisan may not be able to read and write but he has the capacity to turn an object into a beautiful article. Many of the artisans are not recognized during their lifetime, but later their artistic pieces become the most precious and valuable items, they are. With the help of modern technology, we should support the artisans to increase their production but the

A National Skill Conference-cum-Exhibition was organized at Bangalore from 4 to 6 December 2007. Honourable Union Minister for Labour and Employment, Mr. Oscar Fernandez visited the venue on the eve of the conference on 4 December and spent an hour interacting with the delegates. In his address to the delegates, the Minister said that skill-building is the need of the day and it is the most fundamental of all knowledge-acquisition since it is only through skills can one be assured of earning a livelihood.

Mr. P.B.Mahishi IAS, Chief Secretary, Government of Karnataka was the chief guest at the inaugural session on 5 December. Mrs. Ellen Pedersen from European Union (EU), Mr. Gaurav Gupta, IAS, DGET, Govt. of Karnataka and Mr. V.K. Malhotra, IAS, Member-Secretary, National Commission for Enterprises in the Unorganized Sector were guests of honour. Mrs. Anita Sharma anchored the event. One hundred and eighty participants from regular and EU-supported projects from various states participated in the three-day event.

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Mr. S.J. Amalan, Director, Hi-tech Apex Institute, Ministry of Labour, Govt. of India, Dr. Xavier Alphonse, Director, Community Colleges, Chennai, Dr. Parijat De, Director, Technical Education, Govt. of West Bengal, Dr. P. Basak, FVTRS Board member, Mrs. Anita Sharma, and Mr. Qimti Juneja, Technical specialists, GTZ-NVTS, Ministry of Labour, Govt. of India made presentations on various topics related to skill training in the unorganized sector, Certification, Entrepreneurship Development, Community Colleges, and so on.

The exhibition of various items made by trainees was inaugurated by Mrs. Ellen Pedersen. Thirty NGOs from various states took part in the exhibition.

Dr. Subhas Pani, Secretary, Rural Development, Govt. of India graced the valedictory session on the third day and released the conference souvenir and distributed certificates to partners who took part in the exhibition.

Report with photos available on our website: www.fvtrs.org

Hearty Congratulations



Our partner Mrs. Anita Gupta, Bhojpur Mahila Kala Kendra, Arrah, Bihar has been awarded with "State Excellent Artisan Award" by the Department of Industries, Govt. of Bihar for the year 2007-08.



Mr. Oscar Fernandez

finishing touch can be of their own creation in their own capacity.

"In our country only seven per cent of the population is able to reach colleges and universities and 93 per cent does not have the capacity to reach colleges and universities. Of these, a large section of people have dropped out of school but they have the capacity to earn a living as they are from villages and have traditional skills or are from artisans families. We cannot write off these people.

"Every artisan, especially from the tribal groups, has a unique skill knowledge. As there is a demand in the country for the skilled people, we need to recognize them, train them and provide them with modern tools to enable them to enhance their earning power. This can happen only when communities and the society at large support them.

"The world is supporting skill knowledge. In our country we have decided to have 50,000 vocational training institutes in the next five years and every year we have to train at least 2,00,000 people and later one million every year to meet the demand of the country and also to provide skilled labour to the world."

The Minister complimented the efforts of FVTRS and all the associating organizations participating in this effort, wishing it to grow from strength to strength.

He wished that all the states take help and assistance from FVTRS. He went on to add that India would one day emerge as a strong nation in skill training. He expressed full support from the Government, and his department in skill training efforts to take this knowledge to all the states.



Mrs. Ellen Pedersen inaugurating the Exhibition. On the right is Padmashree Sr. Sudha Varghese, President of FVTRS

News Highlights

Governing Board Meeting

A meeting of the FVTRS Governing Board meeting was held on 30 November 2007 at Bangalore.

Padmashree Sr. Sudha Varghese was nominated President of FVTRS. At this meeting, eight projects were approved.

The next meeting of the Board will be held on 27 February 2008 at Bangalore.

GTZ/FAKT Cooperation

Mr. Ralf Lange, Consultant, GTZ visited FVTRS on 1, 3 and 5 October as the last visit of the contract between GTZ-NVTS and FVTRS.

The main agenda was documentation and finalization of curricula for FVTRS partners. Also, a final discussion was held on recapping and consolidating the report on GTZ-NVTS collaboration.

People's Summit on Hunger-free Bihar

A one-day summit was organised by Vidyasagar Samajik Suraksha Seva Evam Shodh Sansthan on 16 October at Patna. Sr. Sudha Varghese, then board member participated in it.

Mr. Albert Joseph attended the meeting and addressed the gathering on the subject of 'vocational training'.

State-level Interface

A one-day state-level interface on Skill Building was held at Bhubaneswar, Orissa on 27 October.

The programme was facilitated by RPPC, Keonjhar along with FVTRS staff. The object was to create awareness among the stakeholders and policy-makers on the importance of skill-building of the unemployed youth in the state.

Two Cabinet ministers of Orissa, Shri. Chaitanya Prasad Majhi and Shri. Raghunath Mohanty attended the meeting all through.

Consultation Document

Reports of the various consultations held during 2006-07 by FVTRS in various states is now published in a book-form and was released during the National Skill Conference held at Bangalore in December 2007.

Annual Report and Other Publications

The Annual Report of FVTRS has been printed and distributed to partners and donors during the National Skill Conference. Also published are the EU Project brochure, Calendar, and the Conference Souvenir.

NABARD

Interacted with NABARD, Mumbai to explore the possibility of further collaboration in enterprise building on 2 November 2007. The meeting was successful to the extent that NABARD is willing to partner with agencies that genuinely engaged in skill-building and committed to development.

Strategic Partnership with GTZ comes to a close

A closing event was held on 10 and 11 December 2007 at New Delhi where all NVTS partners made presentation on the gains accomplished as a result of the cooperation. FVTRS was represented by staff and two partner-NGOs with their beneficiaries. FVTRS consultant Mr. Ralf Lange too attended.

We use this opportunity to thank the NVTS functionaries Ms. Anita Sharma, Mr. Quimti Juneja for their support and cooperation; also, Mr. Ralf Lange and his team from FAKT Germany and all the GTZ personnel for the cooperation.

One-day Promotional Programme

A one-day programme to promote the concerns and priorities of FVTRS in the field of vocational training was held at Kolkatta on 14 November 2007. This was attended by representatives of 20 NGOs who are likely to be listed as potential partners of FVTRS, and officials from various streams of technical education of the West Bengal government.

The programme was inaugurated by Sri S. C. Tewary, Secretary TET, and talked about inclusive growth and



Promotional Consultation, Kolkatta

the uncovered population which is left out in the process of development. Imparting skills of international standard to our people to benefit all levels, he said, was the challenge of the hour.

Dr. S. M. Chatterjee, advisor WBSVC&T, Sri B. N Mondal, President, WBSVC&T, MR R. C. Bhattacharya, Vice Chairman, WBSCTE, Sri H.P. Dey, Director, Industrial Training, said about the joint certification of ITI were some of the officials who provided the inputs.

Dr. P. Basak, Board member of FVTRS talked about the vocational education and training system focusing on the need for VET in India for increasing employability and reducing social inequality. Mr Albert Joseph, Director of FVTRS presented the schemes of FVTRS and invited innovative and potential proposals from the NGOs for collaborative support.

Regular Projects

Monitoring Visits

Under regular projects, projects were visited at Assam, Bihar and Arunachal Pradesh.

Pre-assessment visits

Field assessments were done to various projects at Jharkhand, Karnataka, West Bengal, Bihar, Punjab and Assam.

Entrepreneurship Development Programme

A three-day workshop on EDP was organised for a few selected partners under regular category from 5 to 7 November 2007 at Vidyadeep College, Bangalore, being facilitated by Mr. Manfred Maurer, SES-Bonn, Germany to improve the managerial and communication skills of partner-organisations. Nineteen partner-organisations attended this programme.



Participants at the EDP workshop

Pre-funding partners' meet

A meeting for new partners whose projects were proposed for approval, was held at FVTRS, Bangalore on 20 November. Four partner organisations attended the programme. This is a new initiative from FVTRS to sensitize partners on the project.

New Proposals

Seven new proposals have been received from different states and registered.

Tsunami Project Intervention

Entrepreneurship Development Programme

A two-day entrepreneurship development workshop for the tsunami project partners was organised on 1 and 2 November at Trivandrum.

The objective of the workshop was to improve the overall quality and management of functioning of the partner organisations. Mr. Manfred Maurer, SES-Bonn, Germany facilitated the same and 32 partner organisations attended this programme.



Mr. Manfred Maurer facilitating the EDP workshop



President of FVTRS Padmashree Sr. Sudha Varghese being felicitated by Chief Guest Shri. P.B. Mahishi IAS



European Union-supported Project

EU Advanced TNA

Under the EU-supported project a three-day programme on Advanced TNA was organised at Bhubaneswar from 24 to 26 October for the Eastern RPPC partner and their associating partners.

The main objective of this meet was to ‘share the findings of the field study’. Other topics covered were ‘Selection of viable trades’ and ‘Planning for vocational training and curricula preparation’.

FVTRS staff facilitated the workshop.

News Bulletin

The news bulletin specifically covering the activities under this project has been published and circulated.

EU Brochure

The first brochure of the EU project has been printed and released during the National Skill Conference 2007 along with the Conference Souvenir.

Regional Interface Conventions

Two Regional Interface Conventions were organized with stakeholders during this quarter. A three-day regional interface workshop for the Western RPPC partner and its associating partners was held from 1 to 3 November at Ahmednagar, Maharashtra. RPPC staff along with FVTRS staff facilitated the programme.

A similar interface was organized by RPPC-Meerut at Hotel Aketa, Dehradun on 19 December 2007. Dr. Ramesh



A one-line caption to come here

Pokharial “Nisank” Minister of Health and Science & Technology, Government of Uttarakhand inaugurated the programme. Mr. Vinay Shankar, IAS, Secretary, Govt. of India also participated in the programme and spoke of the need for functional vocational training in India.

Workshop on Finance Management and Research Methodology

A four-day workshop on Finance Management and Research Methodology was held at Karl Kubel Institute, Coimbatore, from 10 to 13 December 2007. The workshop was organized by FVTRS and facilitated by Mr. Shanmuganathan and Dr. R Malarvizhi. The objective of the workshop was to get acquainted with the finance process and the core concepts of research methodology, which would help in better surveys and databank for the EU project. Fifteen participants representing RPPCs and FVTRS took part in the workshop.

Excerpts from the Speeches at the National Workshop on Skill Building



Chief Guest, Mr. P.B. Mahishi, IAS, Chief Secretary, Government of Karnataka:

The emphasis in India has been on organized labour so far and the unorganized sector needs a level playing field with income and social security. There are three areas to focus on to achieve this:

- Skill up-gradation
- Standardization of goods and services
- Marketing/Branding

Upgradation of skills: Unfortunately in India due to paucity of training personnel, the concentration has been more on traditional skills like dairying, stitching, tailoring, etc., where there is not much investment on training. It is important to up-grade their skills to reach

beyond subsistence level. The biggest employer in Bangalore is the garment industry that employs four lakh workers with international brands like GAP and Calvin Klein.. But the workers get barely above minimum wage. Why not train the workers to become entrepreneurs? There are many industries where the capital rich functionary can outsource functions to those who are well trained. In fact, the companies themselves can train the people in the area they need.

Standardization of goods and services: ARROW of USA was the first to train workers in Bangalore in the highly-skilled areas of garment production. Today 30 percent of the garment industries are located in Bangalore. In his previous role as Commissioner, he started about 15 stitching and cutting units to handle automatic cutting, stitching and buttonholing to upgrade skills and standardize production and services. But the first thing to do in this context is to undertake a research on the type of services/employees that the companies need.

Branding: Lijjat pappad is made in thousands of homes, but branded and marketed as one. Branding provides the means to cater to market needs. Companies now approach ITIs for recruitment but there is a dearth of trained people. FVTRS can take the lead in showing its partners and trainees what can be marketed and how to add value.

Mr. S.J. Amalan, Regional Director and Director (Apex training institute), Karnataka, Andhra Pradesh, Orissa, DGE&T Ministry of Labour & Employment, Government of India:



The Directorate General of Employment and Training (DGE&T) under the Ministry of Labour and Employment, Government of India is the constitutionally mandated body to issue skill certificates recognised worldwide and also in India. DGE&T is the umbrella body that works towards

- ◆ Evolving common policies in skill development
- ◆ Laying down common standards and procedures
- ◆ Training of personnel
- ◆ Evaluation of programmes in skill training

The National Council for Vocational Training (NCVT) is a skill council under the DGE&T, with representation from industry associations, workers,

institutions, Government of India and State Governments. The NCVT certificate is slated to be the world's most known brand on skill in the 21st century and beyond. The certificate will also serve to foster self respect and honour among the people holding this certificate.

At one time, India had skilled craftsmen who were masters in their craft. A hundred years ago, when 10+2+3 became the reference for education, the master craftsmen were termed illiterate overnight. A nation of highly skilled people, famed for their agriculture, arts, crafts and knowledge became illiterate and the craftsmen became part of the unorganised sector.

The world will require 470 million skilled personnel in the age group of 16 to 40 years in the next 25 years. Only India has the numbers to supply this manpower to the world. The NCVT certificate can be used as the brand to empower people and give them a sense of self worth, honour and dignity. But where are the people? The existing unorganized scenario is:

- ◆ 93 per cent of the workforce is in the uneducated/ low educated category in the unorganised sector but there are few training programmes designed for them
- ◆ Only 5 per cent of the people between the age of 20 to 24 are formally trained
- ◆ 66 per cent students dropout by Std X, so they have very few training opportunities
- ◆ 7-8 million enter the workforce each year in addition to the existing 400 million. They all need training, but the training capacity is only for 2.5 to 3 million
- ◆ Of the 400 million workforce, 125 million live below the poverty line

Hence, huge skills gap.

More details on: <http://dget.gov.in>



Mr. Gaurav Gupta, IAS, Commissioner, Directorate of Employment and Training, Karnataka:

Through the ITIs, structured programmes are taken up under Employment and Training leading to National Council of Vocational Training certificates - certifying trainees as electricians, machinists, motor mechanics and such other technical trades. In addition to these, there is need for unstructured short

term courses that will enable people to pick up skills, become employable, earn enough to support their families and contribute to the national economy. For these short term courses, rigorous testing and certification should be on par with the structured course, though the bar of academic qualification for getting admitted can be lowered to accommodate those with less education.

India has been a country of skilled craftsmen in all areas – master craftsmen contributing to world economy, be it cloth weaving, handicrafts, or leather tanning. But today, it is difficult to add value to master craftsmen to take them forward, so there is a need to need to build on traditional skills, provide for vertical mobility, enable them acquire further skills that can measure up to graduates in every field – otherwise we will have university graduates with no employable skills who won't survive in the present economy.

The Government of India, in collaboration with state governments, is taking up Modular Employment Skills (MES) that will cater to a large part of unmet demand and put in a system to churn up a pool of skilled manpower for India and the world.

Other initiatives include developing a web portal for unemployed persons to register and key in their data for better access to the job market. The process of linking up data of around 15 lakh people registered with employment exchanges is ongoing, and should be completed by end December 2007.

Yet another initiative is revamping ITIs into Centres of Excellence with a redesigned curriculum, so that the knowledge imparted is relevant and pertinent for today's needs. India has a large and talented resource pool and these initiatives should help meet the world's need.



Mr. V.K. Malhotra, IAS, Member Secretary of the National Commission for Enterprises in the Unorganized Sector (NCEUS):

The Commission considers skill development for the unorganized sector as a very important and vital subject, especially when it is low on the agenda of the government. In the age group of 15-29, there are over 135 million workers in the unorganized sector, and of these 59 per cent are illiterate or with education of primary level and below,



An attentive audience at the consultation

22 per cent have passed middle school and 19 per cent have completed their secondary education.

The Directorate General of Employment and Training (DGE&T), ministry of labour and employment has launched a skill development initiative, to train and certify persons over a period of five years with a fee of Rs. 5,000 per person. After the training, the trainee could apprentice in the trade under an experienced person from the organized or unorganized sector with an incentive of Rs. 1,000 given, and when he completes the apprenticeship, he is certified. This handholding would be very useful instead of merely providing skills.



Dr. Subhas Pani, Secretary, Rural Development, Govt. of India:

Quality on a sustained basis and volume is important to meet emerging market needs. A cluster approach is an answer for this. If FVTRS training can cover larger numbers in groups in villages or larger areas, the market demand can be met. Though it is a big challenge, the opportunities are huge because being based in the unorganized sector in rural areas, the costs are significantly lower than the organized sector in urban areas with their salaries, real estate, infrastructure, overheads, etc.

Organizing small groups, pooling their resources and coming up with large quantities of good quality products is definitely a challenge. But FVTRS has the strength of having trained over 70,000 people and placed them all over. This is a strength that can be capitalized.

Snapshots from the National Conference on Skill Building



Mrs. Anita Sharma anchoring



Mr. Oscar Fernandez on the eve



Mrs. Ellen Pedersen at the Exhibition



Dr. S. Pani distributing certificates



The valedictory session



Mr. Q. Juneja, Ministry of Labour, GoI



Dr. S. Pani releasing the conference memento



Mr. Radha Rama, SIDBI, Bangalore



Mrs. Sharma, Mr. Juneja and Dr. Basak



Mr. Gaurav Gupta takes up questions

Staff Appointments and Resignation

Mr. Vishal Ranjan, appointed as Documentation and Advocacy Officer, joined in November 2007.

Mrs. Noyala Sheela was appointed as Finance Officer from December 2007.

Mr. T. D. Joseph, working as Project Manager for the European Union-supported project, resigned with effect from 27 November 2007.

Forthcoming Activities

1. Staff educational tour to Munnar from 2-5 January.
2. Interview for new positions on 8 January
3. OD Exercise from 16-17 January.
4. PIP at Ranchi on 24 January.
5. Project formulation – Ranchi, 25 January.
6. EU project, Market fair – Orissa on 21-24 January.
7. Promotional consultation workshop, Bhopal on 5 February.
8. EU project partners' meet on 12, 13 February, Bangalore.
9. OD meet on 19-21, Bangalore.
10. Governing Board meeting on 27 February, Bangalore.
11. Self-Financed Organisation, DTET, West Bengal, 29 February, Kolkatta.



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