



# Annual Report 2013-2014



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## SINCERE THANKS TO OUR COLLABORATORS

- MISEREOR, GERMANY
- INTERNATIONAL LABOUR ORGANISATION (ILO), INDIA
- NATIONAL INSTITUTE OF OPEN SCHOOLING (NIOS), Govt. of India

## INTRODUCTION

### Scenario:

- More than 35 million children in the age group of 6-14 are out of school. More than 50 per cent of the girls in the country do not enroll in schools. By year 2016 there will be approximately 500 million people with less than five years of schooling. Another 300 million that will not have completed high school and two third of the population will lack minimum level of education.
- Over 200 million students enroll for schools in Class I each year, but only 20 million of these are able to finish Class XII. So the school dropout rate is quite high.
- A third of India's population is below 15 years of age and 20 per cent of the population is in the 15-24 age groups. In 2020, the average Indian will be only 29 years old, compared with the average age of 37 years in China and the US, 45 in west Europe and 48 in Japan. Working age population will comprise over 63 per cent of the aggregate by 2016.
- Only 2.5 to 3 million vocational education and training places are available in the country. Out of these, very few places are meant for early school dropout youth. This signifies that a large number of school dropout youth do not have the necessary education and skills to be productively employed in the industry.

### Skill deficit:

The skill level and educational attainment of the workforce determines the productivity as well as the adaptability of the working class in changing environment. There is a large skill deficit as only 5 per cent of the Indian labour force in the age group of 20-24 has received vocational training whereas the percentage in industrialised countries is much higher, varying between 60 per cent and 80 per cent. The illiterate and literate up to primary level of education constitute a very high proportion of the existing workforce, the two together account for nearly 67 per cent of the workforce. While on the one hand the level of educational attainment of the existing workforce is very low, the educated, without professional skills, on the other hand, constitute 69 per cent of the total unemployed.

*(Data Sources: Government Statistics - Ministry of Labour and Employment, Ministry of Human Resource Development and other research agencies)*

**Need for skill training:** Skills and knowledge are the driving forces of economic growth and social development of any country. The economy becomes more productive, innovative and competitive through the existence of more skilled human potential. The level of employment, its composition and the growth in employment opportunities are the critical indicator of the process of development in any economy. Increasing pace of globalisation and technological changes provide both challenges and growing opportunities for economic expansion and job creation. In taking advantage of these opportunities as well as in minimising the social costs and dislocation, which the transition to a more open economy entails, the level and quality of skills that a nation possess are becoming critical factors. Countries with higher and better levels of skills adjust more effectively to the challenges and opportunities of globalisation.

**Unorganised sector:** The largest share of new jobs in India is supposed to come from the unorganised sector that employs up to 93 per cent of the national workforce and produces 60 per cent of GDP. The formal skill training system, because of its educational entry requirements and long duration of courses, is basically not designed to offer skills to the low-educated people. The need for giving emphasis on the Skill Development, especially for the less educated, poor and out of school youth has been highlighted in various forums. The skill level and educational attainment of the workforce determines the productivity, income levels as well as the adaptability of the working class in changing environment.

The skill development at present is taking place mostly in the informal way, i.e. persons acquire skill at the workplace when they help their parents, relatives and employers etc. Such persons do not have a formal certificate and thus earn lower wages and are exploited by employers. They have come through informal system due to socio-economic circumstances of the family and the compulsions of earning a livelihood rather than attending a formal course. While their productivity is low, their contribution to the national GDP cannot be ignored. Certification not only recognises their skills but also provides education and training in a mode that suits their economic compulsions.

### Government's response:

According to the National Skill Development Corporation (NSDC), a public-private partnership tasked with funding and directing private skilling programmes, approximately 12.8 million people will join the job market every year in the coming decade. Despite the mounting urgency, progress towards the government's target is glacial. There is a lack of coordination between the private skill development organisations and 17 ministries who offer a multiplicity of programmes. Conflicting agendas threaten to undermine the goal.

### **General Challenges:**

- Disconnect between skills provided and skills required by the industry
- Revision of course curricula lags behind the need of the industry
- Out-dated machinery/tools and technology
- Skill demand of Services/Unorganised Sector are largely unmet
- Unsatisfactory employability of trainees because of poor quality of training
- Shortage of trained instructors and low instructor training capacity in the country
- Low prestige attached to vocational training

### **FVTRS' response:**

Considering all the above mentioned factors FVTRS has been responding by promoting skill training among the underprivileged youth to make them employable and earn a decent living. To take the skill training mission forward FVTRS focused on the following activities during the reporting period:

*Collaborative Ventures:* In order to take the mission of 'skill training' forward and reach out to the underprivileged youth in the unreached areas, FVTRS joined hands with many like-minded non-profits, government departments and international organisations.

*Promotional Activities/ Strengthening of Partnerships:* Considering the vast geography and interior locations of the country, FVTRS always aims to reach out to the unreached areas. For this purpose it identified suitable partners through promotional consultations. Various stakeholders were sensitised on the need of skill promotion. FVTRS also capacitated the partners and trainees to improve the quality of training.

*Capacity Building:* FVTRS conducted different programmes at regular intervals to spread the idea of skill training among various stakeholders and build the capacity of partners. It also undertook advocacy-lobbying to ensure government support for its programmes.

*Organisation/ Staff Development:* During the reporting period FVTRS focused on building the capacity of its staff as well as its partner organisations so that the quality of its programmes could be improved.

*Governance:* FVTRS has conducted periodically the Governing Board and General Body meetings. The Board members have been ensuring that FVTRS is marching towards its goal as per its policies. In the sideline of the Board meetings, Project Selection Committee meetings were also held to study and approve the project proposals of credible non-profits.

### **Major Achievements:**

- FVTRS has reached out to the most backward areas of the country. The percentage of projects in the backward States has increased from last year.
- FVTRS continues to support its focus group - i.e. school dropout and illiterate youth from socially and economically backward communities.
- Through the implementing partners FVTRS has trained 4660 school dropout youth during the reporting period.
- As usual FVTRS has succeeded in enrolling more number of women - 3536 - in the skill training programmes.
- Out of the total trained youth the number of self-employed youth - i.e. 2187 - exceed the number of the youth who have found placements in various places - i.e. 1136.
- FVTRS succeeded in making progress in the construction of its new office building with its limited funds. Indeed it is an important milestone in the history of FVTRS. The new office building is scheduled to be inaugurated by the end of June, 2014.

We are pleased to present the Annual Report for the period 2013-2014. We take this opportunity to convey our sincere thanks to Misereor who is our main funding partner, the International Labour Organisation-India, National Institute of Open Schooling and all our partners and other stakeholders.

FVTRS places on its record the remarkable contributions made by late Mr Albert Joseph. May his soul rest in peace! FVTRS also wishes to express its gratitude to the honourable Board and Advisory Committee members for their valuable contributions, continued support, timely advice and guidance.

**Dr Antony Kariyil**

*President/ Executive Director*

## FVTRS' MILESTONES

Functional Vocational Training and Research Society (FVTRS) was started in 1993 to organise professional coordination and efficient monitoring of vocational training projects in India. Misereor has been financially and professionally supporting FVTRS since then to make the underprivileged youth employable through skills training. The focus group identified has been the school dropout and illiterate youth as their number is huge.

Activities are formalised and carried out through non-profit organisations in the voluntary sector, with funding support to organise vocational training. FVTRS responds to interested non-profit organisations that submit project proposals with effective scrutiny and credibility check done and present them before the Project Selection Committee for approval. It has so far supported 842 projects all over India and trained more than one lakh - (exact number is:103,536) 57,430 women and 46,106 men - in more than 200 trades with a placement rate at 70 per cent as employees and as successful venturing entrepreneurs where women enrolment has been 55 per cent.

FVTRS collaborates in these efforts with the Government of India's Ministry of Labour and Employment; Small, Micro and Small Enterprises; Human Resource Development, and Rural Development apart from its strategic links established through implementing agencies to National Bank for Agriculture and Rural Development (NABARD) and International Labour Organisation (ILO).

The European Union was one of the funding partners of FVTRS from 2007 to 2013. It deepened and strengthened the relevance of skill training interventions in inaccessible regions and among vulnerable sections. Further, FVTRS has excellent cooperation with industrial networks on skill training like FICCI and CII in India and regularly participates in various skill development initiatives. With National Institute of Open Schooling (NIOS) under the Ministry of Human Resource Development, 40 partners of FVTRS were accredited to facilitate academic vertical mobility to make them pass class 10 with PASS10N (passing 10th class) philosophy, and also to avail assistance for vocational training with certification. 4262 trainees were enrolled so far for both academic and vocational courses.

### Impact Created

- Created awareness among different stakeholders on the need of vocational training in the country specially for the school dropout youth
- Reached out to many stakeholders through National skill Conferences conducted every year from 2007 and supported projects in unreached areas of Madhya Pradesh, Chhattisgarh, Jharkhand etc.
- Promotion of Entrepreneurial Skill was a major challenge for FVTRS. With the collaboration of ILO FVTRS has trained master trainers and now we have 40 master trainers in our list. FVTRS also translated ILO's EDP training materials into Hindi, revised the English version and also printed the games-kits. It is an effort to incorporate Entrepreneurial Skill in the skill training module.
- Improved the quality and speed of NIOS' activities. This year 819 youth were newly enrolled and 1016 passed out. This includes those who were enrolled from 2010.
- Established new contacts with multiple donors by sending applications under CSR, NRLM etc.
- FVTRS has completed its 20th year of service and the new building is an important milestone.

**I. National Level:**

In order to take the mission of 'skill training' forward and reach out to the underprivileged youth in the unreached areas, FVTRS joins hands with many like-minded non-profits, government departments and potential employers.



**New cooperation with Larsen & Toubro Construction Skill Training Institute**

FVTRS has entered into a new cooperation with Larsen & Toubro Construction Skill Training Institute, Bangalore to promote and mobilise the youth in interior regions to get trained various vocational training courses through linkage model of vocational training. Mr B Nagaraj, Asst. Manager, Skills Training, L & T Construction Skills Training Institute, Bangalore held discussions with FVTRS on 20 May and indicated their interest for cooperation to the target group trainees of FVTRS. The Institute is offering a 3-month free vocational training programme in construction related trades with a stipend of Rs.1700 per month during the training followed by a guaranteed job on completion of the training with a minimum salary of Rs.8000 per month excluding lodge facilities.

Two meetings were held in June where FVTRS contacted its partners of Andhra Pradesh, Karnataka, Kerala and Tamil Nadu. Meetings in collaboration with L & T was organised at Dharwad on 04 June 2013 to orient the northern Karnataka partners. 15 persons from 10 partner organisations participated. The partners have agreed to organise youth at their respective locations and conducted recruitment meets from 19 to 22 June 2013 at various locations.

A similar recruitment camp was organised at Coimbatore on 14 June 2013 where 49 youth participated. The youth have collected the brochure and application forms from L & T officials. The interested candidates were advised to visit L & T Construction Skill Training Institute at Bangalore with duly filled in application. Mr Felix D' Souza and Mr C P Nicholas represented FVTRS and Mr Nagaraj and Mr Devaraj represented L & T in these meetings.

**Job Fair**

A Job Fair was organised by Shimoga Multi-purpose Social Service Society (SMSSS) in collaboration with FVTRS and L & T Company Bangalore on 22 July 2013 at Chaitanya, Shimoga. Rev Felix Noronha, the Vice President of SMSSS, Mr Nagaraj Training Officer L & T Company, Rev Veeresh V Moras and Madhukeshwar Bhat of I create India were the guests of honour. Out of 130 participants 32 rural youth registered their names to join L & T.



**L & T Construction Training**

As a follow-up of the Job Fair, SMSSS sent eight school dropout youth to L & T Construction Skill Training Institute, Bangalore for 3-month training in Farm work Carpentry. The training started on 29 July and concluded on 26 October 2013. On completion of the training all the youth are employed in L & T earning an average monthly income of Rs.10,000.



**Refresher Programme**

ILO in collaboration with FVTRS organised a 3-day Refresher Programme from 12-14 August in Bangalore for those EDP trainers who had attended the ILO's ToT programme in 2005, 2007 and 2012. 16 trainers representing 12 non-profit organisations attended. The objective of the programme was to help the participants share their experiences and also give them new inputs so that they could conduct the training programmes more effectively. The ILO master trainers Mr Gemunu, Mr Khaleelul Rahman and Mr G Y Reddy were the resource persons.

### ToT Programme

FVTRS and ILO organised a 2-week Training of Trainer (ToT) programme in Bangalore from 20-30 August, 2013. 19 persons (15 FVTRS partners, 3 from MSME and 1 from Aide et Action) underwent the training. The ILO master trainers Mr Gemunu, Mr Khaleelul Rahman and Mr GY Reddy facilitated the training. It covered three modules namely

- **Generate Your Business Idea (GYB):** It helps potential entrepreneurs to develop interesting and applicable ideas.
- **Start Your Business (SYB):** It is a step-by-step guide on effective business organization.
- **Improve Your Business (IYB):** It helps entrepreneurs to create a basic enterprise management system.



The valedictory ceremony on 30 August was attended by Ms. Anjana Chellani, Programme Officer-ILO and FVTRS Board and Advisory members Dr Antony Kariyil, Dr Ghandi Doss, Dr J Alexander IAS (Retd.) and Mr. Albert Joseph.

The result of this programme is the availability of 19 trainers in Start and Improve Your Business (SIYB) programme across the country. The list of these trainers is available in FVTRS website. The trainers from the ongoing FVTRS supported projects have already started to impart SIYB module in their respective locations.

### ILO meet

FVTRS was represented in the one-day National Consultative Forum Meet on 6 March 2014 in Delhi. The agenda of the meeting was 'National Occupational Standards for Technical and Vocational Education Training (TVET) Programmes'.

### Training materials of ILO

As per ILO's request, FVTRS has undertaken the task of editing a set of EDP training materials consisting of nine books. The edited versions will be printed in Bangalore. The training materials on Start and Improve Your Business (SIYB) in Hindi have been received by FVTRS and letters have been sent to all participants requesting them to send us report about the progress they have made after attending the ILO training. FVTRS has been distributing the training materials as and when request comes from the partner organisations who have attended the training programme. ILO's training material - i.e. 'Game Box' - was reprinted at Bangalore with new pictures of Indian Model and distributed the same to the trainers.

### Results of ILO cooperation

- Partners have started implementing professional inputs and followed ILO's model of EDP training.
- Indian model of pictures and training materials in Hindi are used to organise training programme.
- Trained youth got more clarity on Entrepreneurship development.

### National Institute of Open Schooling (NIOS)

Through FVTRS 40 partners have been accredited to NIOS and their trainees have been enrolled in the Vocational Training, Secondary Education and Senior Secondary Education schemes. The details are mentioned in the Table:

### National Institute of Open Schooling 40 accredited partners of FVTRS are implementing the NIOS-VET Scheme

Enrollment of students to NIOS is a regular activity and the exams are held twice in a year. The total enrollment of trainees from 2010 is 4262. As per the result announced during the reporting year, 1016 youth have completed 10th class.

#### National Institute of Open Schooling

Currently 40 accredited partners of FVTRS are implementing the NIOS- VET scheme

	Enrolled	Passed
Vocational Training	260	318
Secondary Education	367	627
Senior Secondary Education	192	71
<b>Total</b>	<b>819</b>	<b>1016</b>

Note: The passed out number- i.e. 1016 includes those students who have been enrolled from 2010.

### Human Resource Management (HRM) programme

FVTRS organised a 3-day Human Resource Management programme for the Diocesan Directors of Kerala and Karnataka in collaboration with Kerala Social Service Forum from 22-24 October, 2013 at KROSS-Bangalore. Dr Cherian Joseph was the resource person who facilitated the programme. 12 Directors from various organisations attended.

**Result:** 12 organisations are in the process of developing HR policy for their organisation. Their HRM dynamics are mainstreamed.



ICDRCE and FVTRS. Six persons represented FVTRS at this consultation.

### Consultation on Community Colleges

Community College is an initiative to mainstream school dropout youth. In this system the youth learn theoretical, technical and practical knowledge on different vocational trades and also soft skills in an institutional atmosphere. This model of education is being promoted in many countries. Dr Xavier Alphonse from ICDRCE-Chennai, who made a presentation on Indian Community College concepts during the National Skill Conference in Hyderabad, organised a one-day consultation on 15 February 2014 in Chennai. The objective was to get inputs/suggestions for the proposal on Community Colleges that ICDRCE had prepared for submitting to the Ministry of Human Resource, Government of India. The proposed project will be a joint-venture of

## II. International Level: FVTRS has initiated various collaborations at international level.

### Visit to Community Colleges in United States

Mr Albert Joseph visited Community Colleges from 9-20 April in the US. He held discussions with Dr Parvin Behroozi Bagherpour, Associate Vice Chancellor, Ms Madeline Burillo, Associate Vice Chancellor of Work Force Instruction and Dr Ricardo J Solis, Executive Director, Foreign relations at Houston Community College on 11 and 16 April on emulation prospects with relevant modifications that suit to Indian conditions. Ms Sheila Eapen, Executive Director, Cambridge Health and Rehabilitation, USA facilitated the meetings.



**Follow-up:** Dr Ricardo J Solis and Ms Sheila Eapen were invited by FVTRS to the National Skill Conference held in Hyderabad last year during which they made presentations /shared views on US model of community college.

### Meeting with Misereor, Germany

The President of FVTRS Dr Antony Kariyil and Mr Albert Joseph had a meeting with Dr Anselm Meyer Antz and Ms Claudia Hartmann and discussed on various aspects of partnership. The following points were suggested to Misereor and the same were approved later:

- Raise the bar of enrolment of trainee target group from 10th to 12th class
- Reduce the Local Contribution from 25 per cent to 10 per cent
- Consider the possibility of enhancing funding support to vocational training
- Promote Community College models in India
- Focus on visibility at national level
- Evaluate FVTRS' activities by mid 2014

### Manos Unidas, Madrid, Spain

On 24 April, 2013 the representatives from FVTRS held discussions with Ms Cayetana Iribarnegaray, consultant to Manos Unidas, at Madrid and discussed on the funding prospects for entrepreneurship development. A proposal on 'Create Livelihood Opportunities for the Marginalised Youth through Entrepreneurship Development Programme' was submitted to them as a follow up of the meeting.



### Robert Bosch Foundation, Stuttgart

Later, FVTRS team also had discussions with Mrs Tanja Schulz, Programme Officer, International Relations -America and Asia at Robert Bosch at Stuttgart in Germany regarding possibilities funding partnership.

### Cooperation with SCIAF

A project proposal on 'Entrepreneurship Skill Training for a Better Livelihood for the School Dropout Youth in India' is submitted to Scottish Catholic International Aid Fund (SCIAF), following the visit of Mr Mark Brown Bridge, Programme Officer from SCIAF. Mr Brown held discussion with the Programme Managers of FVTRS on 25 April 2013 at FVTRS office.

### Meeting with SCHNEIDER Electric Foundation

The CSR Director and his team visited FVTRS office on 8 August, 2013 and held discussion with FVTRS team regarding the possible collaboration with FVTRS for their CSR programme.

### Christoffel Blindenmission (CBM) and Mobility India

Mr SN Anand, Programme Manager, Mobility India-Bangalore and Ms Fairlene Soji, Coordinator and her team from Christoffel Blindenmission-Bangalore visited FVTRS office and held a discussion with FVTRS staff regarding the possible collaboration for community based rehabilitation of youth with disabilities in Karnataka.

### Visitor from Misereor

Dr Anselm Meyer Antz, Officer for Vocational Training and M. E. P. from Misereor, Germany visited FVTRS on 24 October, 2013. FVTRS staff presented highlights of 2012-13 and progress report of FVTRS up-to-date. He discussed on various project grants with the Programme and Finance staff.

### Australian students' visit

BREADS-Orissa had requested FVTRS to facilitate the study tour visit of their guest-students from the Royal Melbourne Institute of Technology, Australia. Accordingly on 11 November, 2013 five students along with the staff of BREADS-Orissa visited FVTRS.

### Concept Note

The European Union announced a project call on 'Empowerment for better livelihoods, including skills development and vocational education and training, for marginalised and vulnerable persons and people dependent on informal economy' (Investing in People). FVTRS prepared the concept note and submitted to EU.



Considering the vast geography and interior locations of the country, FVTRS always aims to reach out to the unreached areas. For this purpose it identifies suitable partners through promotional consultations. Various stakeholders are sensitized on the need of skill promotion. FVTRS also capacitates the partners and trainees to improve the quality of training.



### Study on Youth Aspiration and Skill Prospects in Odisha

The main purpose of the study initiated by FVTRS is to make the interventions of FVTRS more inclusive with increased participation from rural youth who are underprivileged by way of education and financial means. Various aspects related to the project work, aspirations of the youth in today's context, their future needs, migration, major gaps, employment/self employment scope, suggestions and recommendations from various stakeholders are proposed to be covered in the study. A one-day meeting was organised in this context on 13 June 2013 at Bhubaneswar together with the consultant.

It was stressed that stakeholders need to be involved in mobilising resources for skill training programmes integrating various schemes, to focus on cent per cent placement, to organise forward and backward linkages, seek CSR cooperation with a holistic development of the trainees. The following were listed:

- Conduct study on innovative and viable trades for school dropout and illiterate youth
- Set up Panchayat level Counseling Centres for youth to explain and motivate them to opt for rural based vocational training to enjoy rural life.
- Engage in agriculture, horticulture and forestry and to promote agriculture based trades.
- Promote rural business
- Give more support to rural based training and trades
- Build capacity of partners and trainees
- Implement region-culture specific trades
- Suggested districts for this study are Kalahandi, Kandhamal, Sundargarh, Sambalpur, Keonjhar

**Follow-up:** FVTRS has supported 2 projects in Orissa and those projects are expected to be completed by July, 2014.

### Promote the youth as young entrepreneurs

*"Do not stop with skill training for the youth but promote them as young entrepreneurs"* exhorted Ms Heena Shah, Director of ICECD, Ahmedabad during the one-day promotional consultation. Ms. Annie Prasad, IAS (Retd.) from Ahmedabad attended the programme. She stressed the need for promoting vocational training among the school dropout youth.

A one-day promotional consultation was held at Ahmedabad on 30 August 2013 in collaboration with Unnati organisation with an objective to sensitise different stakeholders on the importance of vocational training for the school dropout youth and to identify credible non-profits to partner with FVTRS to impart vocational training. Thirty five persons representing non-profit organisations from different parts of Gujarat participated in the programme. They shared their experiences in conducting vocational training and in turn they were motivated to become partners of FVTRS and promote skill training projects in their operational areas.



**Result:** Many participants got motivated to work for the school dropout youth and to promote vocational training. Some of the non-profit organisations who participated in the Consultation applied to FVTRS and two projects have been supported during the financial year in Gujarat.



### Regional Partners Meet

The meeting was held on 23 January at Don Bosco, Guwahati. Mr Romen Chakraborty, Retd. Jt. Director and Ms Moushmi Sen, Dy. Director of Employment and Craftsmen Training, Guwahati attended the programme and made presentations on Modular Employable Scheme (MES), registration and implementation process. Heads of 20 partner organisations attended.

### Result:

Four partners from Northeast applied for registration. It will be a boost for our partners to reach more school dropout youth and organise vocational training in collaboration with the State Government.

### Project Implementation Plan (PIP) Meetings and New Partners' Meet

"Reach More School Dropout Youth through FVTRS" said Rev William D'Souza, Archbishop of Patna and Board member of FVTRS during the one-day 'Project Implementation Plan' workshop organised at Patna, Bihar on 17 April 2013. 16 persons from nine organisations attended. He motivated the participants to reach out to the underprivileged youth who belong to marginalised communities through vocational training. Padmashree Sr Sudha Varghese who was present on the occasion advised partners to focus more on quality training to achieve the mission of FVTRS.

Second PIP meeting was organised in sideline with the National Partners' Meet on 27 November, 2013 in Hyderabad. 17 new partners were present at this meeting,



The Third PIP meeting was organised on 24 March 2014 in Bangalore. 36 participants representing 21 organisations attended the meeting.

The objective of these meetings were to orient the new partners about the target group, project implementation procedures, reporting formats, time-bound reports, completion formalities, Government schemes and importance of certification etc.

### Results:

- Timely implementation of the project
- More clarity on target group, reporting procedures and formats
- Followed FVTRS formats for reporting
- Gained knowledge on various methods of implementing skill training
- Improved the quality of reporting and prompt in sending reports
- Improved the quality of skill training
- More knowledge on skill training sector, Government schemes, certification etc.



FVTRS conducts different programmes at regular intervals to spread the idea of skill training among various stakeholders and build the capacity of partners. It also undertakes advocacy-lobbying to ensure government support for its programmes.

### Meeting with Minister

As a follow-up of the National Skill Conference Ms Koely Roy and Mr Felix D'Souza met Shri Suresh Kodikunnil, Hon'ble Minister of State for Labour and Employment on 5 December, 2013 at his office and discussed about the possible collaboration between the Ministry and FVTRS and its Partners together to implement the MES and other schemes. They requested the Ministry to depute its concerned officials to the regional meetings planned by FVTRS in Bangalore, Lucknow and Guwahati and share with the partners about the process of registering themselves with the Ministry and also availing its schemes.

**Follow-up:** FVTRS has disseminated the information on the new policy of MES schemes to all partners through the news bulletin.

### Visit to MoRD

Ms Koely Roy and Mr Felix D'Souza met Dr Santhosh Mathew, Jt. Secretary and Director of National Rural Livelihoods Mission under the Ministry of Rural Development on 5 December, 2013. As a follow-up of this meeting, FVTRS sent a project proposal to NRLM and received temporary registration number.



### Annual Retreat

The Annual Retreat was held in Bangalore on 27 September. FVTRS General Body and Governing Board members, nine partners and the staff of FVTRS participated. Dr Antony Kariyil, President-FVTRS welcomed the participants and mentioned that retreat is the time for introspection. A panel session was held in which Bishop Sebastian Adayanthrath, Ms Koely Roy, Fr MV Thomas and Mr Jagadananda spoke on "The role of FVTRS in the changing scenario (national and global)". Dr J Alexander moderated the session. Based on the inputs from the Board members and the vision and mission statement of FVTRS group discussions were held. Each group made a presentation after the discussion.

### Consolidated suggestions:

- Find new funding partners especially CSR groups. Also create a 'Fund-raising or resource mobilisation' team.
- Create a strong baseline data: no of youth trained, employed, self-employed and follow up etc.
- Prepare a Directory of innovative and specialised trades
- Go beyond funding and create implementing networking and strategic partnership etc.
- Create network with other organisations like NSDC
- Prepare Curricula in regional languages
- Include more agriculture-based trades

### Actions taken

- As a follow up of the annual retreat, FVTRS has collected details of youth trained, employed, self-employed and their average income. Details of NIOS are available.
- FVTRS started searching other international and national level funding agencies to seek funding support. Proposals have been sent to different agencies.
- Schneider Electric Company came forward to support three partner organisations in Karnataka for infrastructure development for Electrical Trades.
- FVTRS has sent a project proposal to NRLM for skill training. We have received temporary registration number.
- Responding to the project call of the European Union, FVTRS submitted the Concept Note to EU, Germany in February, 2014. The short-listing process is on in the EU. If FVTRS' Concept Note is short-listed, then, the Full Application will be submitted within the specified period.

### Memorial Lecture

The Memorial Lecture was organised in Bangalore on 27 September, 2013. Students of Christ University and representatives of different non-profit organisations were present on the occasion. Mr MV Rajev Gowda, Professor-Economics and Social Sciences, Indian Institute of Management, Bangalore delivered the lecture on the theme "From skills and jobs to Entrepreneurship". He gave the background trends such as India's demographic transformation, migration, education system, growth of service sector, manufacturing sector, demand for skilling and growing gaps etc. In this background he explained the need for skilling and going beyond skill training.



### Salient Features of the Lecture:

- Appropriate skill formation raises wealth of an economy both qualitatively and quantitatively
- It evolves from commodity to knowledge centric
- A workforce with enhanced skills is more productive and also potentially generates higher incomes for themselves
- Instead of being substitutes, a strong correlation exists between formal education levels and vocational skill development
- Need for soft skills - Language and communication, confidence and presentation, commitment and professionalism, management and execution capability etc.
- Importance of building brand - Social networks now allow for people to create brands based on clients' ratings. They can motivate skilled workers to develop a reputation for professional excellence
- Certification is mandatory
- Nurturing entrepreneurs - Commercial knowledge, cooperative sourcing networks, brand building and marketing, Continuous training and development, tap into traditional knowledge networks and upgrading the skill with technology and soft-skills (agri-business and tourism), bring back respect in jobs where one works with hands.(Gandhian concept)



### National Partners' Meeting

The meet was held on 27 November, 2013 in Hyderabad. The eminent speakers were Dr Ricardo J Solis, Executive Director, Foreign Relations, Houston Community College, USA and Ms Sheila Eapen, Executive Director, Health and Rehabilitation, USA. They spoke on the functioning and various advantages of Community Colleges.

Three partners - Ms Shabana Begum from Shilpsree Mahila Seva Samiti, Lucknow; Mr Swamy Naik, HELP, Karnataka and Mr Francis Antony, ISRD, Bhopal participated in the sharing session. The main focus of the sharing was the NIOS programme. Another session was conducted by FVTRS staff on projects related matters which included the following:

- Partners achievement report card
- 90 per cent partners implemented project without deviation
- EDP and HIV/AIDS awareness organised
- 97 per cent have submitted accounts on time





## Seventh National Skill Conference

**Day -1:** The NSC was inaugurated by Shri Kodikunnil Suresh, Hon'ble Minister of State for Labour and Employment, Govt. of India. In his inaugural address the Hon'ble Minister emphasised on the need for developing huge skilled manpower to the extent of as high as 500 million by the year 2022. Dr J Alexander delivered the keynote address. Dr. Ricardo J Solis spoke on community colleges in USA. Followed by this, three selected partners namely Ms. Sachi Kumari, Mr Satyanaran Pattanayak and Fr Corlis Gonsalves shared the best practices implemented in their skill training programmes.

In his special address Prof KC Reddy, Chairman, REEMAP, Government of Andhra Pradesh said "This country needs a corporate world that would champion the cause of skill

development and quality training. Our training should relate to a positive development oriented strategy". Two thematic sessions on "New opportunities - skills for livelihood" and "From skills, jobs to entrepreneurship" were held during which presentations were made by resource persons Mr DevendraChowdary, Bro Francis, Mr Vamsi Krishna, Dr C Rani, Ms Anjana Chellani and Ms Rama Devi. In the evening a group of University students performed cultural programme consisting of classical and semi-classical dances.

**Day -2:** A special session was held with Shri J D Seelam, Hon'ble Minister (Revenue), Ministry of Finance, Govt. of India was the Chief Guest. In his address he mentioned that there is a requirement of 50 million skilled people and we need partners who can work with educated, semi-educated unemployed school dropout youth and give them adequate skills and empower them with working skills, livelihood skills and place them in suitable jobs. Presentations were made on five thematic sessions such as "Addressing the local needs of skill training through community colleges"; "Skill training opportunities in agricultural infrastructure and agro industries"; Livelihood opportunities in Naturopathy"; Health challenges the youth face in India"; and "Skill training initiatives under CSR" by Dr Xavier Alphonse, Ms April S. Wells, Mr Rajsekhar Reddy Seelam, Dr R Mrinalini Gopinath, Dr PSN Rao, Prof Srujana Kumar, Dr Manish Joshi and Dr Avanish Kumar.



During the valedictory session a special address on NRLM was given by Dr A Santhosh Mathew, IAS, Ph.D, Jt. Secretary and Director, NRLM, Ministry of Rural Development, Govt. of India. The Guest of Honour Shri JC Sharma, IAS, Principal Secretary to Government, Labour, Employment, Training and Factories Department, Govt. of AP briefly mentioned about the skill training programmes promoted by AP government. Eight trainees were given opportunity to share briefly about their skill training experiences, their present jobs and income. All the trainees were felicitated by the Chief Guests with gifts.

### Outcome:

- Replication of new ideas in skill training projects
- More clarity on NRLM scheme. Applied for NRLM project
- Organised follow-up of workshop on MES scheme at Guwahati and four partners have applied for the same
- Partners have more clarity on US and Indian model of Community Colleges
- Due to new inputs on skill training based on agriculture and Solar one partner from Lucknow has implemented Solar training along with Electrician training
- FVTRS has more visibility



## STATE/REGION-WISE PROJECT SPREAD



## PROJECT INTERVENTION DETAILS

Region	State	Projects	Men	Women	Total
East 22%	Bihar	4	15	90	105
	Chhattisgarh	3	109	104	213
	Jharkhand	7	45	75	120
	Odisha	4	64	41	105
	West Bengal	6	41	234	275
	<b>5</b>	<b>24</b>	<b>274</b>	<b>544</b>	<b>818</b>
North East 11%	Arunachal Pradesh	1	15	20	35
	Assam	5	0	87	87
	Meghalaya	1	27	53	80
	Mizoram	2	6	162	168
	Nagaland	3	55	141	196
	<b>5</b>	<b>12</b>	<b>103</b>	<b>463</b>	<b>566</b>
North 21%	Haryana	1	45	100	145
	Himachal Pradesh	1	0	0	0
	Jammu & Kashmir	1	0	0	0
	Rajasthan	7	0	100	100
	Uttar Pradesh	11	170	488	658
	Uttarakhand	2	0	120	120
	<b>6</b>	<b>23</b>	<b>215</b>	<b>808</b>	<b>1023</b>
South 35%	Andhra Pradesh	5	57	227	284
	Karnataka	16	128	410	538
	Kerala	7	68	247	315
	Tamil Nadu	10	107	334	441
	<b>4</b>	<b>38</b>	<b>360</b>	<b>1218</b>	<b>1578</b>
West 11%	Gujarat	1	0	0	0
	Madhya Pradesh	9	172	413	585
	Maharashtra	2	0	90	90
	<b>3</b>	<b>12</b>	<b>172</b>	<b>503</b>	<b>675</b>
<b>Total</b>	<b>23</b>	<b>109</b>	<b>1124</b>	<b>3536</b>	<b>4660</b>



## PROJECT STATISTICS

During the year 43 projects were approved for Rs.2,53,96,500 to train a total of 5499 youth (3450 women and 2049 men).

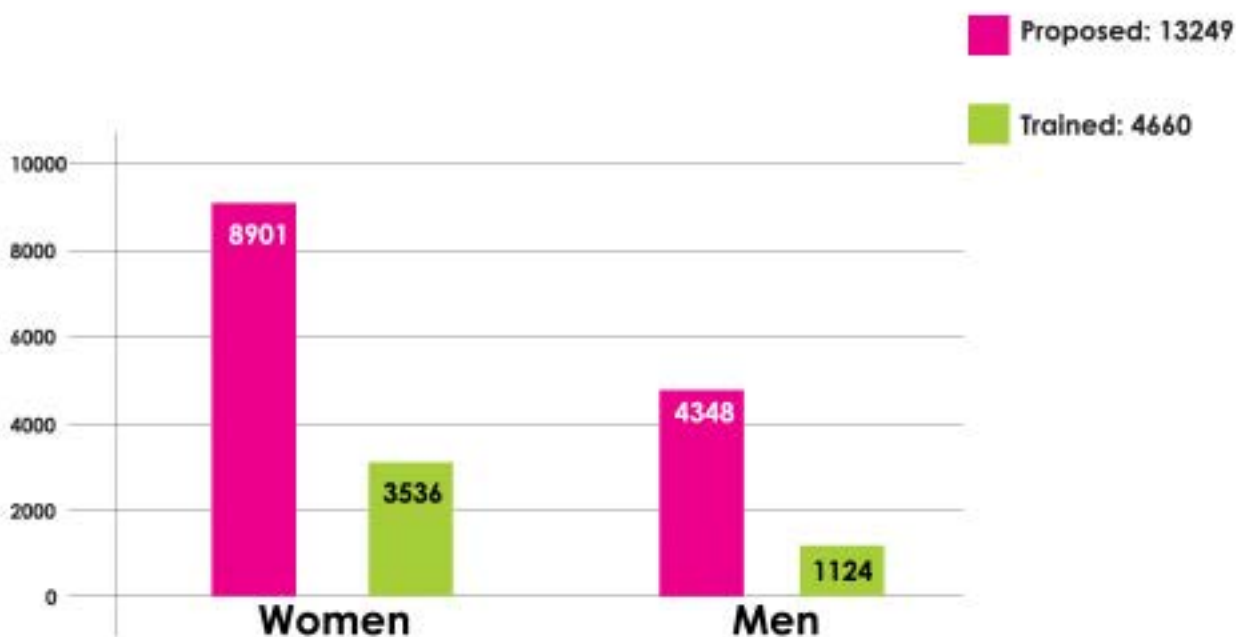
Total ongoing project is 109 proposed 13249 youth up to March December 2015. A total of 4660 trainees have completed their skill training courses. The details are mentioned below table and diagram:

### Statistics of projects and trainees during 2013-14

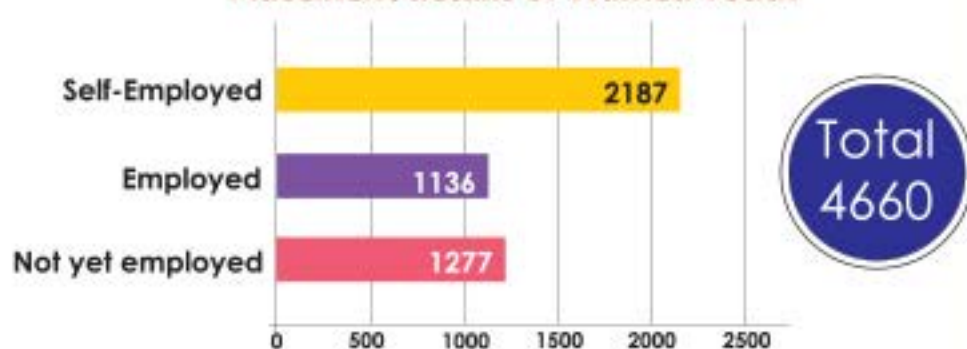
#### Total Youth

No. of Projects	Proposed up to 2015			Trained during the year		
	Men	Women	Total	Men	Women	Total
109	4348	8901	13249	1124	3536	4660

#### Trainee details of ongoing projects/Proposed Youth up to 2015



#### Placement details of Trained Youth



Of the total 4660 trained youth, 2187 (47%) trainees are self-employed, 1136 (24%) trainees are employed and 1277 (29%) trainees are not yet employed. The employed youth are earning a minimum salary of Rs. 3,000 and a maximum salary of Rs. 15,000 per month. Self-employed youth are earning a minimum of Rs.1500 and a maximum of Rs. 9,500 per month.

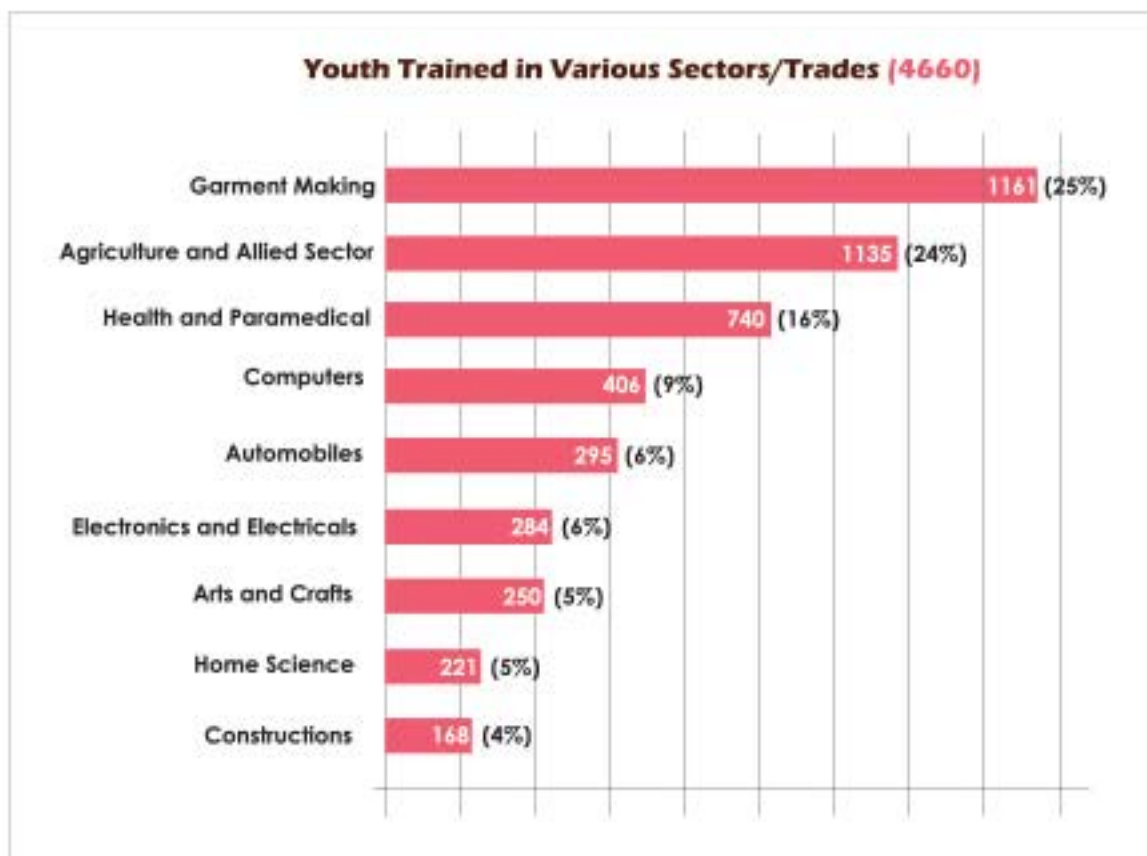
In order to facilitate the placement of trainees the partner organisations have taken up the following initiatives:

- Awareness creation on various government schemes
- Participation in Job Fair and Loan Fair
- Creation of linkage with banks and prospective employers
- Exhibition of products for marketing linkage
- Formation of a network of trained youth

It is noted that out of the total trained youth, 1596 come under OBC; 1239 come under ST; 936 come under SC and 889 come under General category



4660 trainees have been trained under various trades as grouped in the diagram. It is encouraging to note that there is a gradual growth in the number of youth opting for agriculture and allied sector trades.



## ORGANISATION/STAFF DEVELOPMENT

FVTRS focuses on building the capacity of its staff as well as its partner organisations so that the quality of its programmes can be improved.

### FCRA programme

FVTRS staff participated in the one-day programme on 8 October organised by the Ministry in Bangalore on the amendments in the FCRA Act 2010.

### Seminar

FVTRS staff attended a two-day National Seminar on 'Poverty and Social Exclusion in India-Need for Paradigm Shift towards an Inclusive Society' on 12-13 March 2014 organised by Christ University, Bangalore.

**Result:** FVTRS staff members have increased knowledge on FCRA Act 2010 and social exclusion issues.

### Office Building Construction

A small piece of site located at Hegde Nagar in Bangalore was purchased in 2011 for constructing a new office building for FVTRS. On 30 August 2013 the building construction work was inaugurated with prayer and blessing by Dr Antony Kariyil, President-FVTRS. Dr Ghandi Doss, Treasurer, Dr J Alexander and Fr Peter Brank, Advisory Committee members, Mr Albert Joseph and the staff of FVTRS were present on the occasion. The construction work is expected to be completed by June-July 2014.

### Documentary films on soft skills

An agreement between FVTRS and Don Bosco Institute of Communication Arts (DBICA), Chennai for producing documentary films for FVTRS on soft skills was signed in March 2014. FVTRS has planned to bring out a set of five documentary films on topics such as Basic Communication, Personal Appearance, Positive Thinking, Entrepreneurial Skills and Self Esteem. The films will be produced in English and then dubbed into Hindi. The scripts will be prepared by DBICA and finalised by FVTRS. The films on soft skills will be ready by September, 2014.

## GOVERNANCE

### Regular General Body, Governing Board and Project Selection Committee Meetings were held.

During the reporting period the Project Selection Committee approved a total of 43 proposals. The total cost of these projects is Rs.2,53,96,500. Prior to PSC meetings, Sr. Daphne Sequeira visited FVTRS office and made an in-depth study of the project briefs. On her suggestion, an overview sheet with all the relevant details of the briefs were prepared for presenting to the Committee, which was well appreciated by the members.

**New Auditors:** The newly appointed auditor Mr NR Rajan of AR Rao and Rajan visited FVTRS on 16 January, 2014 for initial discussion and met Dr Ghandi Doss and the staff members. Subsequently, they completed the auditing of 2013-14 accounts.

## HOMAGE

Mr Albert Joseph, the Executive Director died on 30 December, 2013 due to prolonged illness. He was buried in his native place on 1 January, 2014. In his remembrance a 'Homage Prayer' was conducted in Bangalore on 25 February, 2014. The Board members decided to present a 'Citation' on late Mr Albert Joseph to his family.



**Mr Albert Joseph was indeed a visionary. When he took up the responsibility of Executive Director in FVTRS, he had a clear idea of how to put FVTRS on a 'forward mode'. He was indeed a dynamic leader who gave a route map to FVTRS. He took up the skill promotion mission with a great zeal and he was committed to it till his death. In that sense he was a missionary too. FVTRS appreciates all the good things he had done for its growth. The board members, staff, partners of FVTRS and all collaborators pay heartfelt homage to late Mr Albert Joseph.**

**May his soul rest in peace!**

## Members of the Board of FVTRS

### Governing Board

Dr Antony Kariyil, *President*  
Ms Koely Roy, *Vice President*  
Dr Ghandi Doss, *Secretary cum Treasurer*  
Bishop Sebastian Adayanthrath, *Member*  
Mr John Peter Nelson, *Member*  
Sr Daphne Sequeira, *Member*  
Mr Binoy Acharya, *Member*

### General Body

Mr Jagadananda  
Dr Hubby Mathew  
Mr Roshan Rai  
Archbishop William D'Souza  
Fr Frederick D'Souza  
Mr GS Sethi  
Dr VM Thomas

### Advisory Committee

Mr Ashok Kumar Singh  
Fr Peter Brank  
Dr J Alexander IAS (Retd.)

## Staff of FVTRS

Mr Albert Joseph, *Executive Director*  
Mr Felix D'Souza, *Programme Manager (M & E)*  
Mr ML Satyan, *Programme Manager (IEC)*  
Mr CP Nicholas, *Asst. Manager-Monitoring*  
Mr RB Prashanth, *Asst. Manager-Documentation*  
Ms Noyala Sheela, *Asst. Manager-Accounts*  
Ms Divi Ananayagi G, *Project Monitoring Officer*  
Ms Shweta Tiwary, *Project Monitoring Officer*  
Ms H Nirmala Rao, *Office Secretary*  
Ms Geetha Y, *Office Caretaker*  
Mr Gerald, *Driver*



## CASE STUDIES



**Thallapelli Lalitha** aged 21 is a resident of Rallametpelli village near Adilabad (Telangana). She is a school dropout girl. She underwent garment making training. She is now employed by Adilabad Human Promotion Society at Adilabad in Telangana. Her monthly income is about Rs.8000.

18 year old **Mary Sindhuja**, native of Thoothukudi in Tamil Nadu, dropped out of school after class 8 due to poverty. She underwent vocational training in Saree Painting trade. To set up her own shop she took a loan of Rs.30,000 from the SHG. She gets orders from traders and earns a monthly income of Rs.6000.



**Kurma Sunitha** aged 23 and a resident of a small village near Mancherial (Telangana), could not continue her studies after 9th class due to poverty. After completing the Basic Computer and DTP training successfully she is now employed at Chavara Offset Printing Institution, Mancherial in Adilabad district of Telangana as a DTP operator earning Rs.5000 per month.

**Sivasanthini** aged 24 years and a resident of village near Thoothukudi (Tamil Nadu) is a school dropout girl. She attended Embroidery course and completed it successfully. She availed a loan of Rs.50,000 and set up her own shop at Thoothukudi in Tamil Nadu. She overcame many obstacles and now runs the shop well by earning Rs.7000 per month.





24 year old **Kothapelli Laxman** of a village near Mancherial (Telangana) is a school dropout youth who successfully completed the training on 'two-wheeler mechanism'. He now works as a mechanic in Thirupathi Reddy Bike Servicing and Repairing Centre located at Mancherial in Telangana. His monthly income is Rs.5000.

32 year old **Kundarapu Radhika** of Kyathanpelli village near Adilabad (Telangana) dropped out of school after 9th class. She attended garment making course, set up a tailoring cum cloth shop at Kyathanpelli in Adilabad district of Telangana. Her monthly income is Rs.15000.



**Jagatheesh** aged 22 and a resident of Thoothukudi (Tamil Nadu), could not continue his studies after 9th class. He attended computer hardware training. After completion of his training he wanted to avail loan to set up a shop but could not succeed. So he is now employed in a shop in Thoothukudi, Tamil Nadu where he gets a monthly salary of Rs.7000.

19-year old **Ainyei** is a school dropout residing in Totok Chingha village in Mon district of Nagaland. He attended a vocational course in Electrical House Wiring and completed it successfully. He now gets job from building contractors to do house wiring work and he earns a monthly income of about Rs.6000.





**Vijaya Kumar** of Salem (Tamil Nadu) has become a successful entrepreneur at the age of 24. He dropped out of school after completing class 6. He was doing odd jobs to support his parents and siblings. He attended skill training course on Computer hardware and UPS repairing. With his savings he started a Computer Hardware shop with a photocopy machine located near the main bus stand at Salem. His monthly income is about Rs.10,000 which excludes the shop rent and other running expenses.

**Rebecca Lalnunmawii** aged 22 and a resident of Aizawl, dropped out of school due to poverty. She attended skill training course on Beauty Culture. Since she was the best among all the trainees the training centre located at Aizawl in Mizoram offered her the job of Beautician Trainer. She is now training the school dropout youth in this course. She teaches them both Theory and Practical of Beauty Culture. She earns Rs. 8000 per month.



**Laxman Pujari**, aged 21 and a resident of Igalligi village near Indi in Karnataka is a school dropout. He used to visit Indi town with his friends and waste his precious time. He made use of the opportunity to undergo driving training organised by a local organisation. He completed the course successfully and got the Driving License. He now works as a hired driver for driving a car. He earns Rs. 6000/- per month.



N Deepak

### L & T Training

Under the linkage model of training, Shimoga Multipurpose Social Service Society, FVTRS' partner, sent nine candidates for the training in construction technology conducted by L & T. Seven trainees have completed the training. Four of them are employed and the remaining three are employed in their native places.



Yohan Prasanna

The employed trainees are James Pawan, Arun Kumar, Deepak and Yohan Prasanna. They are now working in L & T Jobsite called Provident Sunworth at Kengeri near Bangalore earning a monthly salary of Rs.10,000.



L Arun Kumar



James Pawan

## Receipts and Payments Account for the year ended 31st March 2014 (CONSOLIDATED)

Receipts	Amount	Amount	Payments	SH No.	Amount	Amount
<b>To Opening Balances:</b>			<b>By Project expenses/payments:</b>			
Cash-in-hand			a) <b>European Union:</b>			
Grant no. 321-900-1383 ZG	84,799.00	85,141.00	Project: Vocational Education and Training for Vulnerable and Marginalised groups in India (No.DCI-NSAPVD/2009/210-911)			592,725.00
Local Contribution	342.00		b) <b>MISEREO/KZE, Germany</b>			3,469,900.00
Cash at Bank - SBI	166,800.50		Project: Support fund for functional vocational training in India (No.321-900-1492 ZG)	A		
<b>SB A/c 30805043005</b>	584,142.00		c) Project: Promotion and capacity building to strengthen a network of functional vocational training in India (No.321-900-1491 ZG)	B		13,048,973.00
<b>SB A/c no.32003803688</b>			d) <b>MISEREO/KZE, Germany</b>			16,565,080.00
Grant no.DCI-NSAPVD/2009/210-911 EU	914,138.13		Project: Support fund for functional vocational training in India (No.321-900-1468 ZG)	C		
<b>SB A/c no.30804171390:</b>	1,015,660.00		e) Project: Support fund for functional vocational training in India (No.321-900-1402 ZG)	D		2,833,650.00
Grant no.321-900-1468 ZG	(489,457.76)		f) Project: Promotion and capacity building to strengthen a network of functional vocational training in India - Bank charges (No.321-900-1383 ZG)			172.00
Grant no.321-900-1442 ZG	242,487.01					
Grant no.321-900-1384 ZG	(171,126.84)	2,262,643.04				
Grant no.321-900-1383 ZG						
<b>To Specific/Ear marked Funds Received from:</b>			<b>Loans and advances:</b>			
a) <b>European Union</b>		8,083.00	Beena Constructions			200,000.00
(Project: Vocational Education and Training for Vulnerable and Marginalized groups in India) (2010-12)						
(No.DCI-NSAPVD/2009/210-911)			<b>By Closing Balances:</b>			
b) <b>MISEREO/KZE, Germany</b>			a) Cash-in-hand		10,016.00	
(Project: Support fund for functional vocational training in India)			Grant no.321-900-1491 ZG		4,255.00	14,271.00
(No.321-900-1492 ZG)		10,243,120.00	Local Contribution			
c) <b>MISEREO/KZE, Germany</b>			b) Cash at Bank - SBI			
(Project: Promotion and capacity building to strengthen a network of functional vocational training in India)						
(No.321-900-1491 ZG) Exchange Gain (No.321-900-1491 ZG)	15,246,535.00	15,253,004.00	<b>SB A/c 30805043005</b>			406570.5
d) <b>MISEREO/KZE, Germany</b>	6,469.00		<b>SB A/c no.30804171390:</b>			
(Project: Support fund for functional vocational training in India)			Grant no.321-900-1492 ZG		5,392.17	
(No.321-900-1468 ZG)	21,392,025.00	21,472,458.00	Grant no.321-900-1491 ZG		1,194,015.00	
Add: Refund Received from (VT - 281)	80,433.00		Grant no.321-900-1468 ZG		821,516.13	
e) <b>MISEREO/KZE, Germany</b>			Grant no.321-900-1402 ZG		24,551.24	2,045,474.54
(Project: Support fund for functional vocational training in India)						
(No.321-900-1402 ZG)	4,312,530.00	4,312,530.00				

Continued...



## Receipts and Payments Account for the year ended 31st March 2014 (CONSOLIDATED)

Receipts	Amount	Payments	SH No.	Amount	Amount
<p>Add: Refund Received from (VT - 144) 11,119.00                      Refund Received from (VT - 157) 58.00                      Refund Received from (VT - 203) 3,935.00                      Refund Received from (VT - 205) 20,017.00</p>	35,129.00	<p>c) Fixed Deposits with SBI                      Grant no.321-900-1492 ZG 8,000,000.00                      Grant no.321-900-1491 ZG 1,000,000.00                      Grant no.321-900-1468 ZG 5,000,000.00                      Grant no.321-900-1402 ZG 1,000,000.00</p>		15,000,000.00	17,466,316.04
<p>f) MISEREOR/KZE, Germany                      (Project: Promotion and capacity building to strengthen a network of functional vocational training in India)                      (No.321-900-1383 ZG) 86,500.00</p>	86,500.00				
<p>g) MISEREOR/KZE, Germany                      (Project: Support fund for functional vocational training in India)                      (No.321-900-1384 ZG) 1,025.00                      Add: Refund Received from (VT - 033)</p>	1,025.00				
<p><b>To Telephone Deposit</b>                      Grant no.DC-NSAPVD/2009/210-911 500.00</p>	500.00				
<p><b>To MISEREOR/KZE, Germany</b>                      (Project: Support fund for functional vocational training in India) (No.321-900-1492 ZG)                      Transferred from Grant no.321-900-1383 ZG                      Project: Promotion and capacity building to strengthen a network of functional vocational training in India - Bank charges 0.16                      Transferred from Grant no.321-900-1384 ZG 243,512.01                      Project: Support fund for functional vocational training in India                      Transferred from Grant no.321-900-1442 ZG 1,015,660.00                      Project: Fund for change losses</p>	1,259,172.17	<p><b>By MISEREOR/KZE, Germany</b>                      (Project: Support fund for functional vocational training in India)                      Balances transferred to Grant No.321-900-1492 ZG                      Grant no.321-900-1383 ZG                      Project: Promotion and capacity building to strengthen a network of functional vocational training in India - Bank charges                      Grant no.321-900-1384 ZG                      Project: Support fund for functional vocational training in India                      Grant no.321-900-1442 ZG                      Project: Fund for change losses</p>		1,015,660.00	1,259,172.17

Receipts	Amount	Payments	SH No.	Amount	Amount
<b>To a) Other receipts:</b>		<b>By Other payments:</b>			
General contributions	367,245.00	Bank charges		746.00	
Grant no.DCH-NSAPVD/2009/210-911 (Final Settlement)	1,473.00	Building Construction - Hegdenagar		2,947,373.00	
Grant no.DCH-NSAPVD/2009/210-911 (Interest on Telephone Deposit)	500.00	TDS recovered by Bank on Fds		15,072.00	
Grant no.DCH-NSAPVD/2009/210-911 (Telephone Deposit)	6,610.00	Gratuity paid to Mrs. Mercy Albert		480,000.00	3,443,191.00
Seba Jagat	584,142.00				
Grant no.DCH-NSAPVD/2009/210-911 (Transferred from EU A/c)					
Contributions received	215,657.00				
Contributions (N)	192,000.00				
Membership Fees	200.00				
Gratuity received from LIC	480,000.00				
Interest on Fixed Deposit	231,442.00				
Interest on SB A/c	7,605.00				
<b>To Fixed Deposit</b>					
<b>Total</b>	<b>58,906,179.21</b>	<b>Total</b>			<b>58,906,179.21</b>

### Income and Expenditure Account for the year ended 31st March 2014(CONSOLIDATED)

Expenditure	Amount	Income	Amount
<b>To Payments:</b>		<b>By Other Receipts:</b>	
Bank Charges	746.00	Contributions received	215,657.00
Building construction - Hegdenagar	1,987,403.00	Contributions (N)	192,000.00
Gratuity paid to Mrs Mercy Albert	480,000.00	Membership Fees	200.00
		Gratuity received from LIC	480,000.00
		Interest on Fixed Deposit	231,442.00
		Interest on SB A/c	7,605.00
<b>Total</b>	<b>2,468,149.00</b>	Excess of Expenditure over Income	1,126,904.00
		By Transferred to Fund A/c	1,341,245.00
			<b>2,468,149.00</b>

Place: Bangalore  
Date: 18.06.2014

for Functional Vocational Training and Research Society

As per our report of even date  
for A R Rao & Rajan  
Chartered Accountants

(Fr Antony Kanyil)  
President / Executive Director

(Chand: Doss LS)  
Treasurer

(N R Rajan )  
Partner  
M No. 024664

## Balance Sheet as on 31st March 2014(CONSOLIDATED)

LIABILITIES	Amount	ASSETS	Amount	Amount
<b>CAPITAL FUND:</b> Being Fixed Assets at Cost		<b>FIXED ASSETS</b>		
	8,437,543.00	As per last year		5,505,732.00
<b>GENERAL FUND (LOCAL)</b> As per last Balance Sheet	1,967,142.50	Add: Building Constructions	2,947,373.00	
Less: Excess of Expenditure over income transferred from income and Expenditure A/c	1,341,245.00	Computer	26,343.00	
		Notebook	42,044.00	
<b>UNDISBURSED EAR-MARKED FUNDS:</b> (as per Schedule: 1)	625,697.50	Less: Deletions	8,521,492.00	
			83,949.00	8,437,543.00
	17,355,490.54	<b>CURRENT ASSETS</b>		
		Cash in Hand		
		Local Contribution	4,255.00	
		Foreign Contribution	10,016.00	
		Cash at Bank		14,271.00
		State Bank of India		
		Local Contribution	406,570.50	
		Foreign Contribution	2,045,474.54	
				2,452,045.04
		<b>Fixed Deposits (Foreign Contribution)</b>		
		Amount invested during the year with SBI		
		Grant no.321-900-1492 ZG	8,000,000.00	
		Grant no.321-900-1491 ZG	1,000,000.00	
		Grant no.321-900-1468 ZG	5,000,000.00	
		Grant no.321-900-1402 ZG	1,000,000.00	15,000,000.00
		<b>ADVANCES (Local Contribution)</b>		
		Beena Constructions - Paid during the year		200,000.00
		<b>Fixed Deposits (Local Contribution)</b>		
		As per last balance sheet	1,800,000.00	
		Less: Received during the year	1,800,000.00	
		<b>INCOME TAX REFUND DUE</b>		
		AY 2014-2015 (TDS from State Bank of India)		15,072.00
		<b>Deposits</b>		
		Rent Security Deposit (Bangalore)		300,000.00
		Telephone Deposit (Hyderabad) - As per last year	500.00	
		Less: Received during the year	500.00	
<b>Total</b>	<b>26,418,931.04</b>	<b>Total</b>		<b>26,418,931.04</b>

As per our report of even date  
for A.R. Rao & Rajan  
Chartered Accountants

(Fr Antony Kariyil)  
President / Executive Director

(N.R. Rajan)  
Partner  
M.No. 0246664

for Functional Vocational Training and Research Society

Place: Bangalore  
Date: 18.06.2014

(Ghandi Doss LS)  
Treasurer



## Functional Vocational Training and Research Society

No. 86, 3rd Cross, BDS Layout, R K Hegde Nagar

Dr Shivaram Karanth Nagar Post, Bangalore- 560 077

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