



ANNUAL REPORT 2017-18

Functional Vocational Training and Research Society

CONTENTS

Editorial	01
Introduction	02
Project Support	03
Skill Net	07
Open Schooling	09
Networking & Partnership	10
External Meetings & Consultations	14
Research	15
Capacity Building	17
Governance	22
Audited Accounts	23
Conclusion	27
Collaborators.....	28



Dear Friends and Associates,

FVTRS has completed one more year. This year has been very important for FVTRS in her history. Substantial improvements and innovation have been initiated during this year to make the interventions more effective and diversified. This year makes it much more special as we have completed 25 years of service to the underprivileged.

So far FVTRS has supported 1088 projects and trained 132572 youth. Out of the total youth trained 55372 (42%) are men, 77185 (58%) are women and 15 are transgender. Form them being the 7% of our trained youth belong to most vulnerable groups.

The formation of Skill Net, the association of skilled workers, is mandatory for all our partners. Over the years we have seen that these associations are growing and contributing highly in making the skill training more effective and community based. This year we have taken the initiative to formulate a company with these skill net members. The company will be solely owned by the members. The formulation of this company will enable our trainees to sell their services and their products at a much larger customer network.

I am happy to report that in the last National Skill Conference; the partners have given us their full support to launch the Skill Support Mission as an initiative to promote a support mechanism at the partner and community level for skill development. We thus launched the Skill Support mission in April 2018 this year "Skilling Youth - Building Nation" is the theme for the skill support mission.

Similarly the NSC 2018 has also given us the mandate to form a consortium of the skill development organisation for which the work has been started.

FVTRS strives not only to be an institution that works for the underprivileged youth

but also aims to be a resource centre. *In this direction this year we have published two knowledge products namely Green trades – Skills in organic farming and Entrepreneurship development programme – a facilitators guide.*

Research is steadily becoming an integral part of FVTRS interventions. An impact study was conducted in Orissa in the last year. A study on ***Skilling and Employability of Tribals*** focusing on Orissa, Chhattisgarh and Jharkhand is completed. An action research on community based and community owned skill development (***SCOPE***) is going on. As study on women and skilling is also going on. and the report was released at Bhubaneshwar during Orissa Skill Conclave.

The EDP centre and the Life skill club which are important interventions of FVTRS are going on well and partners are being constantly trained. We have been pleased to get feedback from our partners that the EDP and the life skill trainings have increased the capacity of the staff.

I am sure that we could achieve all these not only because of our merit but with the associations and contributions of all stake holders. Hence, I take this opportunity to thank all our partners in their constant support to FVTRS.

I would also like to thank Misereor for their uninterrupted support for the skilling needs of the underprivileged youth of India.

We hope to continue serving the underprivileged of the society and may we reach new heights in the upcoming years. We look forward to your continued support and guidance in the future also

P. M. Philip
Executive Director



INTRODUCTION

We are proud to introduce our annual report for the year 2017-18. This year is special as FVTRS has entered into its 25th year of service to the nation in promoting skill training for the school dropout youth in India. Since its inception, FVTRS has trained over 132,000 school dropout youth in various trades. This milestone was achieved through the energy and efforts of MISEREOR, STROMME Foundation, our partner organizations, the staff team and the governing board of the organization.

Apart from promoting skill training, we have also introduced EDP and life skill training along with skill training for the youth. We are also continuing enrolment into open schooling to get minimum education qualification for our trainees. As a follow-up of training the youth, we have formed associations of trainees and are planning to float a company that will market their products and services. To create awareness on skill training and to mobilize local resources, FVTRS has introduced the Skill Support Mission. FVTRS has partners all across the country who implement skill training programs for the youth, and to bring them together we have initiated the process of forming a national level network.

Overall, the year 2017-18 was a hectic, yet fruitful year as we implemented all the above activities and programs. Through this Annual Report, we hope to highlight our service to humankind, and share all the results, learnings and opportunities utilized to spread the mission of making underprivileged youth employable and empowered.



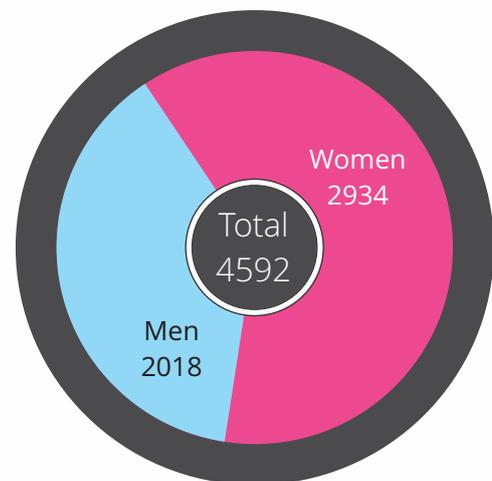
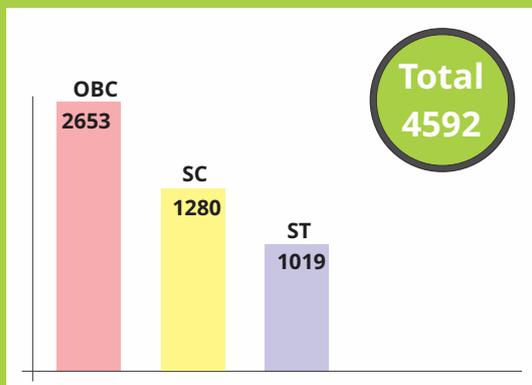
PROJECT SUPPORT

Supporting partner organisations with financial resources for promoting skill training among the school dropout youth is one of the major functions of FVTRS. This year FVTRS has approved 41 projects against 40 that FVTRS have planned. These projects value Rs.2,71,92,100.

These projects are expected to train 4948 youth in 49 trades. Among them 3083 are women and 1865 are men. So far 1531 youth are undergoing training and 448 have completed the training in various trades.

Out of the total youth trained this year 1440 are employed which is 29% and 2583 are self-employed which is 52% of the total trained persons. It is observed that today more and more youth are opting for self-employment with a desire to become entrepreneurs which is a welcome sign.

Social Composition of Trained Youth



During this year so far, FVTRS has trained 4952 youths and among them 2018 are men and 2934 are women.

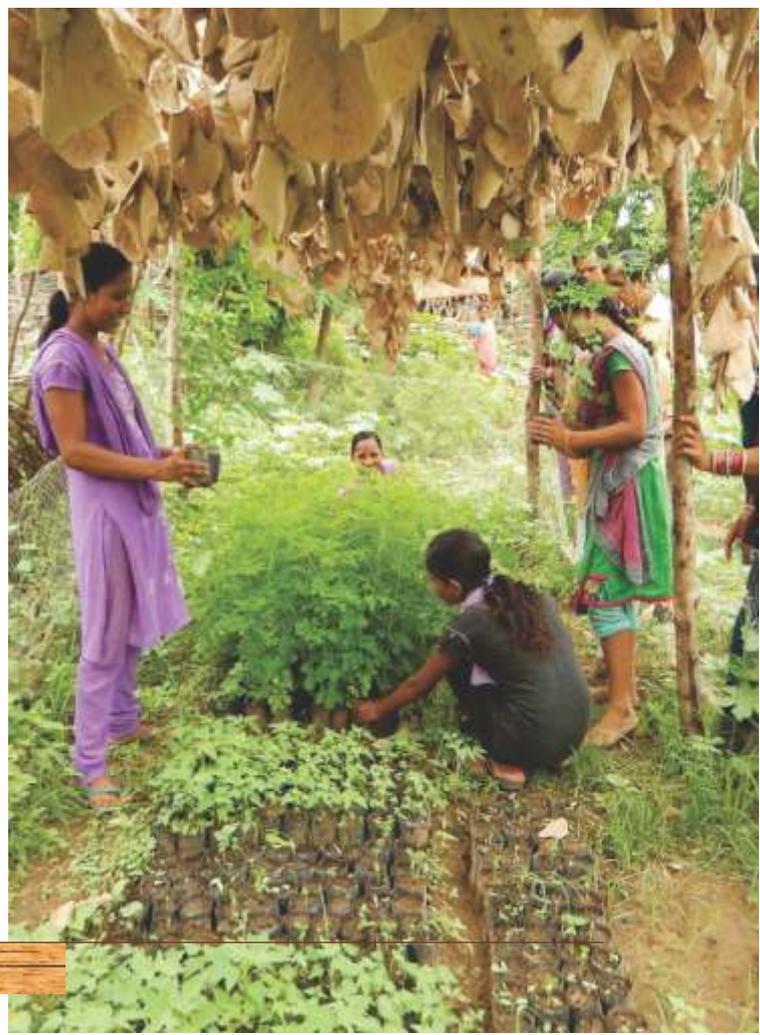
Among the above trained youth 1280 belongs to SC, 1019 belongs to ST and 2653 belong to OBC and General Categories.



At present FVTRS have 69 running projects which are distributed across the country in 18 States.

State	No. of Projects	State	No. of Projects
Andhra Pradesh	04	Madhya Pradesh	08
Assam	02	Maharashtra	01
Bihar	04	Odisha	02
Chhattisgarh	02	Rajasthan	10
Haryana	01	Tamil Nadu	06
Himachal Pradesh	01	Telangana	01
Jammu & Kashmir	01	Uttar Pradesh	05
Jharkhand	06	Uttarakhand	01
Karnataka	12	West Bengal	02
		Total	69

The above distribution of the projects shows that **86%** of the projects are in the weaker States of the country.





Out of the total youth trained this year 1440 are employed which is 29% and 2583 are self-employed which is 52% of the total trained persons.

**Total
4952**

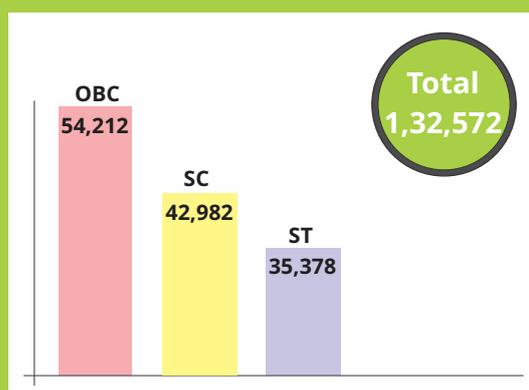
Placement details of Trained Youth



Among the trained youth 42982 (32%) are SC, 35378 (25%) are ST and 54212 (43%) belongs to OBC and General. Thus FVTRS continue our focus on the weaker sections of the society. FVTRS is happy to inform that now all projects of FVTRS are following the PCM standards set by FVTRS. Among our existing partners 15 are women headed organisations which is 22% of total partner organisations.

From the beginning FVTRS has Supported **1088 Projects**
Trained **1,32,572 Youth**
Out of the total youth trained
55,372 (42%) Men
77,185 (58%) Women
15 are Transgender

Social Composition of Trained Youth



Now a day's all the partners are sending case studies along with the reports and it has become a regular agenda in the review meetings. FVTRS can see competitiveness among the partners in presenting better case studies in a better way.

FVTRS will continue the efforts in sensitizing partners on gender and Most Vulnerable Groups (MVG) preference in the selection of the trainees and continue to focus in the weaker regions of the country.

The Participatory Need Analysis and Planning (PNAP) guidelines will be finalized during this year and will be given to all partners for their reference and use so that the selection of trainees and trades become more realistic to the situation.

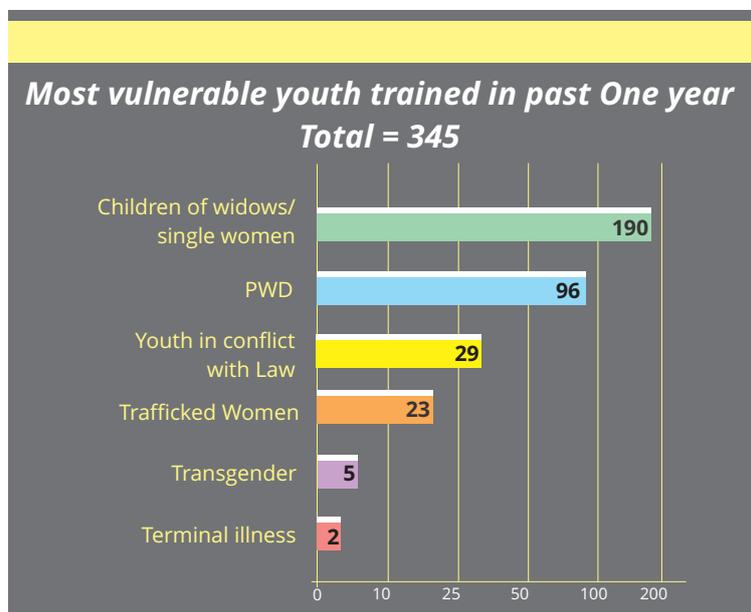
The guideline for "Participatory need analysis and planning" will make the skill development intervention more community-based and FVTRS are into an action research on this.

Focus on Most Vulnerable Communities

FVTRS is committed to reach out to the most vulnerable communities as far as possible and thus we committed that at least 5% of our trainees will be from these groups. As in the case of need analysis and market survey identifying and enrolling the MVGs for the training is being given importance in our interaction with the partners.

This aspect has been made part of the reporting by the partners and part of the monitoring reports of the programme offices of FVTRS. We have already included this into our new web based MIS which is being finalised.

During the NSC 2017 FVTRS have also honoured the partner who has trained most number of MVGs in the last two years. Today more and more partners are becoming enthusiastic in enrolling the MVGs for training and this is visible from their reporting. During this reporting period it is reported that 345 persons who could be considered as MVGs are undergoing training in various trades which is 7% of the youth trained during this year.



SKILL NET



Skill Net is the association of Skilled workers promoted by FVTRS so that they will create internal resource for investment, locally accessible training mechanisms, enterprise development, enhancement of skills and effective use of applicable government schemes.

Forming skill net groups have been promoted as a strategy for all projects of FVTRS. FVTRS are organising orientation sessions for the partners during coordinators meeting and PIPs. Special orientation sessions were organised on Skill Net to partners in TN and Jharkhand, Bihar, Orissa

and Chhattisgarh on their request.

Now FVTRS is in the process of converting the entire skill net into a company. This will be started with the members in Karnataka. A core team has been constituted with the representation of the partners to take this idea forward. FVTRS have also launched a separate website for skill net. The URL is www.skillnetindia.in which is being regularly updated.

Formation of skill net members company

The response from the skill net members was overwhelming in forming the company and they have expressed their interest and their willingness to become shareholders of the company. Partner organizations also have extended their full support and cooperation towards the initiative.

It was unanimously decided to select 10 skill net members from 10 partner organizations of Karnataka as Board of Directors. The participants themselves suggested to fix Rs.1000/- as share amount to take membership in the company. The orientations and trainings have been done with the team comprising of the representatives of the partners. This has helped to create a sense of ownership among them. Now FVTRS will be having a share capital mobilisation campaign which will also be done with the association of partners.

Inauguration of Skill Net Tamil Nadu

Skill Net Tamil Nadu was formally inaugurated on 26 October 2017 at Sivagangai Pastoral Centre with the initiatives of six partner organisations namely, DROPSS, Karaikudi, Pudukottai Multipurpose Social Service Society, Vaigai Trust, Dindigul Multipurpose Social Service Society, Literate Welfare Association (LAW), Sivagangai Multipurpose Social Service Society. In addition to this Partners are also organising inauguration function of skill Net at their own level individually.

The following are the summary details of the status of Skill Net groups promoted.

State	Groups	Members	Savings	GP Ventures	Schemes
Rajasthan	292	3458	2581850	4	
Madhya Pradesh	107	1211	304500	4	
Karnataka	930	12768	8947423	53	3262
Andhra Pradesh	36	473			
Bihar	18	238	2000		
Jharkhand	25	286	3750		355
Uttar Pradesh	9	103	4140		
Himachal Pradesh	3	29	14451		14
Tamil Nadu	235	2149	415500		71
Odisha	50	640	14750		
West Bengal	3	30	4250		
Total	1708	21385	12292614	61	3702

Soon FVTRS will bring out a status report of skill Net comprising the status, strategy and future plans. In the coming days FVTRS will ensure promotion of Skill Net in all the projects.

FVTRS is also planning to conduct a leadership training for the Skill Net leaders of Karnataka and this will be converted to a permanent team with the representatives of the leaders. Along with

that a module on leadership will be developed and the same will be used for the training.

The skill net company will be registered, and two sub companies will be started.

Promoting community based ToT for vocational training will be another agenda for the coming year.



OPEN SCHOOLING



FVTRS is encouraging vertical education of the trainees as FVTRS is working with school drop outs. During this year 811 youth enrolled in Open Schooling.

Out of these youth 433 of them attended examinations and 775 youth passed (this includes the youth whom FVTRS partners have admitted in the previous years and wrote the exams in this reporting period) and 154 of them have gone for further studies.

Thus so far, FVTRS have enrolled 10884 trainees. Out of these enrolled youth so far 3939 has been successful in the examinations. It is also reported that 295 of the successful youths have opted for higher studies this year making the cumulative total to 1340.

Three trainees of FVTRS were felicitated during the function for completing 10th standard and continuing their education.

Youth enrolled in 2017-18

811

Youth passed in 2017-18

775

Total Youth enrolled

10884

FVTRS can see a progressive increase in the numbers of enrollment of the trainees with open schools.



NETWORKING & PARTNERSHIP

SKILL SUPPORT MISSION

During the National partners meet the idea of Skill Support Mission was introduced to promote skill training for the school dropout youth and also to mobilise funds for skill training. The goal of Skill Support Mission is to mobilize resources and help partner organizations to be more self-reliant in undertaking skill training regularly. This year FVTRS will be launching this campaign during the month of April 2018

and focus on the theme 'Skilling Youth - Building Nation'. As part of this FVTRS will be developing a campaign poster and it will be distributed to all partners for their use. Along with this FVTRS will also send the concept paper on the theme to all the partners. This will be conducted every year focusing on specific themes.



India Africa Skill Exchange Programme

The second Phase of India Africa Skill Exchange Programme is approved for Rs. 39,00,000/- and started in the month of November 2017. FVTRS have received Mr. Emmanuel from Tanzania and Mr. Agaba Robert from Uganda. They are undergoing training at WWS, Belgaum and SCODWES, Sirsi respectively. FVTRS also sent Mr. Anthony Amalraj to Tanzania and Mr. Shaik Moulana to Uganda.





NATIONAL PARTNERS' MEET

This year the Annual National Partners Meet (NPM) of FVTRS was held on 14 November 2017 at Hotel Fortune in Jaipur, Rajasthan. The NPM was attended by 75 participants representing 71 partner organizations from all over the country.

The NPM was started with the meeting presided over by Fr. V.M. Thomas, President of FVTRS. Dr. Ghandi Doss, Vice President of FVTRS; launched the new MIS of FVTRS and addressed the gathering. Dr. Sr. Suman, Board Member, appreciated the contributions of the partners and encouraged them to promote more vocational training for the underprivileged youth.



PARTNERS' CONSORTIUM

During the National Partners Meet the idea of National Consortium of the Skill Development organisations has been introduced and accepted. The purpose of the consortium is resource sharing and generation, constant dialogue, constant interaction, discussion etc, and thus creating new knowledge.

It facilitates growth for self and for partners/collaborators, coupled with increased visibility. FVTRS is in the process of developing MoU and functions of different levels of the Partners consortium.



NATIONAL SKILL CONFERENCE - 2017

The National Skill Conference 2017 was held on 15th and 16th November 2017 at Hotel Fortune in Jaipur, Rajasthan. The theme of the event was '**Skilling Specific Communities**'. This was the 11th NSC organized by FVTRS.



The inauguration of the NSC 2017 was done by Dr. Lalit K Panwar, Vice Chancellor, Rajasthan ILU Skill University. He also released the book "**Green Trades – Skilling in organic farming**". Fr. VM Thomas presided over the function. Dr. J. Alexander (Retd. IAS and Ex. Minister of Karnataka) released the "**Entrepreneurship Development Program**" (EDP) module developed by FVTRS.



Three trainees of FVTRS were felicitated during the function for completing 10th standard and continuing their education. The following sessions were held during the conference they are:

Theme	Resource Person
Issues, Challenges and Opportunities in Skilling Most Vulnerable Groups.	Mr. Bharat Joshi , Manager, Blind People's Association in Ahmedabad
Skill Promotion in Primary Sector.	Dr. A.K. Gupta , Professor & Dean, SKN College of Agri-Business Management, Jaipur,
Issues of People engaged in Traditional Skill-based Occupations.	Mr. Gopal Saini , Proprietor, Ram Gopal Blue Pottery, Jaipur
Role of Community towards the achievement of Skill India Mission.	Mr. Prabhat Failbus , Development Consultant, Udaipur



During the valedictory function, Dr. Joseph Stanley released NSC souvenir 2017, Fr. Peter Brank released the Organizational Directory that has been compiled by FVTRS. Two partners were recognized and awarded during the function. They are Development for Rural Oppressed Peoples Society (DROPS) for training the highest number of vulnerable individuals, and Shimoga Multipurpose Social Service Society (SMSSS) for the highest enrolment of dropout youth trainees in NIOS (National Institute of Open Schooling).

The participants appreciated the theme, content and organization of NSC 2017. Almost all of the participants rated the content as excellent or very good. The focus that FVTRS is giving for the most vulnerable groups with a community-based approach has been well accepted by the collegium. The content has a link to the past themes and is very relevant in making skill development a sustainable process in the community.

There has been progressive enhancement in the selection of the venue, organization of the event and the logistical support over the years. The participation of the partners in the realization of the successful conduct of NSC 2017 has been a special feature of the year. It was suggested to have sharing of the partners, both in terms of experience and content, which will make the NSC more participatory.

The introduction of the Consortium of Partners, and the Skill Support Mission are welcome initiatives from the side of FVTRS in sustaining the partnership as well as the process of skill development.

The release of the resource materials (***Green Trades - Skills in Organic Farming, Entrepreneurship Development - A Facilitators Guide***) is the indication of the growth of FVTRS as a resourceful organization.



LAUNCHING OF SILVER JUBILEE YEAR OF FVTRS

FVTRS is celebrating its Silver Jubilee in the year 2017-18. It is completing 25th year of service by September 2018. The Silver Jubilee year was launched by Fr. V.M. Thomas. President of FVTRS, during the National Skill Conference 2017.

EXTERNAL MEETINGS & CONSULTATIONS

CSR and Role in Development

The Executive Director participated in a conference on CSR and Role in development organised by Kristu Jayanthi College, Bangalore on 29th of August 2017. He also presented a paper during the conference about the experience of FVTRS in development and association with CSR.

International Conference on Social Entrepreneurship

Colombo School of Business Management along with the Colombo Plan organized the second chapter of International Conference on Entrepreneurship from 1 to 3 December 2017 at Colombo. The aim of the conference was to bring together academia, policy makers, scholars, researches, social work practitioners and entrepreneurs from around the globe to discuss about the impacts of social entrepreneurship and innovations. Mr. Jimmy Mathew from FVTRS attended the conference as an invitee of Colombo Plan, representing India.



Green Social work

Kristu Jayanthi College, Bangalore has organised a conference on Green Social Work on 27, 28 of February 2018. The Executive Director and Mr. Felix D'Souza participated in the conference.

The Director of FVTRS was one of the panellist in the panel discussion and presented a paper on Role of NGOs in environmental protection.



RESEARCH

Action Research on SCOPE

The action research which was started last year is going on in full swing. After the orientation on action research the next step was organising PRA exercise and data collection. PRA exercise was done in all the places that were selected for the action research. FVTRS team also has conducted an assessment of the CBOs in the target area in terms of their capacities, dynamism and orientation. The process of developing the base line



report is completed basically with three documents. The first one is the PRA report, the second one is the House Hold survey report of the youth between the age group of 18-35 from the target area and third one is CBO assessment report. This draft base line report has been presented to the partners in the presence of all the partners on 22-23 of June 2017.

All the partners completed skill development planning under this model involving the community, NGOs staff and FVTRS team. Two partners started implementing skill training under this model.



Training on community mobilisation

During the analysis of various reports for the preparation of the baseline report it has been observed that the level of the CBOs needs to be upgraded in all the cases. Hence, FVTRS have developed a module on community mobilisation and given a training to the partners and their staff who are involved in the action research. This was conducted on 19-21 of June 2017. This is completely facilitated by FVTRS team.

From the learnings gained from the above exercise, two knowledge products will be created. One on community mobilisation and other one on participatory need assessment and planning.

Skilling and employability

This study has been completed. FVTRS is planning to have a debriefing workshop at Ranchi and planning to release the book at Bhubaneswar during Orissa Skill Conclave. FVTRS has sent a formal invitation to Ministry of Skill Development and Entrepreneurship Shri Dharmendra Pradhan and he agreed to release the book.



Women and Skill Training

The study on women and skilling is rolled out. It is being done with five partners. FVTRS is getting the support of both Kristu Jayanthi College and Christ University for this.



Publications

The following publications have been produced and published during this year.

- Three news letters
- Annual Report
- Green Trades
- EDP facilitators guide
- Souvenir
- Calendar

The following shall be published in the next year.

- Module on Life skill
- Orissa Research Study
- Impact study on Women and skilling.
- PNAP
- Guideline for community mobilization

CAPACITY BUILDING

Staff training



FVTRS has organised 3-day staff capacity building programmes from 16th to 18th August 2017 at Bangalore. The first two-day sessions were on developing staff capacity on Research. Dr Jonas Richard, Associate Professor & Head PG & Research Department of Social Work, Kristu Jayanti College, Bangalore conducted session.

Mr. John Peter Nelson, Board member of FVTRS and Director of IGSSS, has shared the consolidated report of survey conducted of

the opinion of staff on FVTRS. He also facilitated the team to revisit the strategy paper of FVTRS and discussed about how to go forward to realise the same.

The Second staff capacity building programme was held at Delhi on 6th and 7th February 2018. Dr. Cherian Joseph facilitated this session. An internal self-review was done on the progress of organization and team relationship.



External training for staff

Experience on Master Coach in Guwahati:

Mr. Sajeesh KP attended a Master Coach training organized by Quest Alliance in Guwahati. The training was very innovative and contributing new methods of facilitation for life skill trainers.

Seminar on Social Media Addiction: Mr. Sajeesh KP participated a seminar on 'Social Media Addiction: Psychological Challenges of Millennial Teenagers' representing FVTRS organized by the

Department of social work, Kristu Jayanti College, Bangalore.

Workshop on "Do No Harm": A three-day workshop on "Do No Harm" approach was attended by Mr P M Philip and Mr C P Nicholas. Do No Harm is an approach which can be used for micro-level conflict analysis, project planning and programme quality and impact assessment of programme especially on conflict. This workshop was organized by MISEREOR from 21 to 23 November 2017 at New Delhi.



PARTNER CAPACITY BUILDING

NEW PARTNERS' ORIENTATION: FVTRS has conducted two New Partners orientation meeting during this year. During this occasion partners of FVTRS were introduced on dynamics of skill training, indicator setting, target population, breaking of gender stereotypes trades, building livelihood opportunities, Recognition of Prior Learning (RPL) certification etc. This occasion was also used to orient the partners on the new concepts, perspectives and strategies of FVTRS in skill training.

REVIEW MEETINGS: FVTRS regularly organizes the review meetings of coordinators to monitor and assess the progress of the project. During this reporting period FVTRS have organised nine such review meetings.

In addition to the usual presentations and reviews, FVTRS have also invited resource persons from different organisations and they are Mr. Devraj from L&T Company who has introduced their CSR activity with reference to vocational training provided by them. Mr. Prashanth Shetty, Manager of CSR from Schneider India Foundation made presentation on their CSR

programmes.

These meetings were also an occasion to get information and sharing from the participants of Indo-Africa skill exchange programme. Mr. Shamsheer Alam and Mr. Praveen Kumar shared their experience and learnings while in Tanzania and Uganda respectively.

During the meeting, the decisions of the previous meetings were reviewed and the exercise has helped to develop a plan to attend the unattended decisions.

There is an increasing time bound approach to the implementation of the projects. The review also reveals that the partners are also increasingly internalizing the new concepts and approaches promoted by FVTRS like SCOPE, Skill net, inclusion, enrolment with open schools.

It is found that the review meetings were beneficial in terms of sharing various crucial information and it has helped to avail more and more government schemes, linkages with various departments, knowledge building on new topics and better relationship with all the partners.

The main decisions of the coordinators' meets were:

- At-least 50 per cent of the trainees will be facilitated for open schooling.
- The initiatives will be made towards promotion of skill development (*from vocational skill training to skill development*).
- Skill net groups will be formed in all projects.
- Training need analysis will be conducted in vocational skill development programme.
- Good case studies will be prepared and shared.
- Initiatives will be adopted to enrol vulnerable youth in vocational training.
- EDP and life skill training will be organised and efforts will be taken to build capacity within the organisation to impart these skills.



Write-shop on skills in Organic agriculture

A write shop was organized on 7-9 June 2017 at Udaipur with the intention of documenting various techniques and knowledge in organic farming as a resource document. Six partner representatives of Rajasthan came up with various documents for the preparation and usage of different type of organic manure and pesticides which are traditionally prepared by the farmers of Rajasthan. The team went through the documents, refined and finalized the matters which needs to be captured and documented. Expert opinion has been sought on the topics before finalizing the content of the document. This document has been released during the NSC 2017.





LIFE SKILL CLUB

FVTRS is promoting a team of trainers on Life Skills called Life Skill Club. This is being constituted with trained trainers who have completed the life skill training module in three phases. These team members are selected from our partners and other civil society organisations who are promoting vocational skill training.

During this reporting period FVTRS has organised six such programmes. As part of updating the knowledge and skill of the certified Life Skill trainers a refresher training for the certified master trainers was organized in Bangalore from 24th to 26th of April 2017. During the training, FVTRS have also attempted to develop a standardized curriculum for the life skill training. This was intended to develop a uniform curriculum for the master trainers who are members of the Life Skill Club of FVTRS. The draft of the module is ready for refining.

These trainings were facilitated by FVTRS staff members and that will be the case in the future also. FVTRS are also getting participants from organisations who are not our partners. So far 13 such organisations have attended or are attending our trainings.

At present FVTRS have **52 certified trainers** and 28 are undergoing different phases of the courses from Karnataka, Tamil Nadu, AP, UP, MP, Bihar, Jharkhand, Goa, Haryana, Chhattisgarh, Odisha and Assam



EDP CENTRE

FVTRS is promoting a team of trainers on EDP called EDP Centre. This is being constituted with trained trainers who have completed the EDP training module in three phases. These team members are selected from our partners and other civil society organisations who are promoting vocational skill training.

During this period FVTRS has organised six training programmes which includes different phases of the certificate course.

At present FVTRS have 45 certified trainers and 35 are undergoing training in different phases who can conduct trainings in nine different languages. Almost all these trainings were conducted by FVTRS team. FVTRS have also developed our own curriculum and module for the course which is printed and published and are available for all.

It is also observed that the partners who have trained their staff in the above subject have systematised the training in their organisations and thus increased



their in-house capacity in the areas of EDP and Life Skills.

Now EDP and life skill training for the trainees who are undergoing skill training is taking place on a regular basis.

The resource teams are institutionalised as Life Skill Club and EDP Centre which are being anchored by FVTRS. Now, they are available for training across the country and capable of training in nine different languages. FVTRS is also making use of them for conducting training.

FVTRS are also getting participants from organisations who are not our partners. So far 13 such organisations have attended or attending our trainings.

FVTRS are also developing our own course curriculum and module for Life Skills and the draft version is ready. The curriculum of EDP have been printed and published.

Today, all the trainings of the trainers are being conducted and facilitated by FVTRS team members. FVTRS are also getting invitations from other organisations and institutions for conducting trainings.



At present FVTRS have 45 certified trainers and 35 are undergoing training in different phases who can conduct trainings in nine different languages



General Body Members

- Fr. V M Thomas**, *President*
- Ms. Mercy Kappen**, *Vice President*
- Fr. Peter Brank**, *Treasurer*
- Mr. P M Philip**, *Secretary*
- Mr. John Peter Nelson**, *Member*
- Sr. Suman CSSA**, *Member*
- Fr. Paul Varghese Moonjely**, *Member*
- Abp. John Barwa**, *Member*
- Dr. Joseph I. Injodey**, *Member*
- Ms. Anita Sharma**, *Member*
- Ms. S.P. Selvi**, *Member*
- Mr. Francis Joseph Stanley**, *Member*
- Bp. Nazrene Soosai**, *Member*
- Dr. J. Alexander, IAS (Retd.)**, *Member*
- Mr. Ashok Singh**, *Member*
- Bro. T. Amalan, FSC**, *Member*

Team FVTRS

- Mr. P.M. Philip**, *Executive Director*
- Mr Felix D'Souza**, *Senior Programme Manager*
- Mr. Jimmy Mathew**, *Manager- Skill Net*
- Mr. CP Nicholas**, *Manager - Projects*
- Ms. Diviana Nayagi G**, *Programme Officer*
- Mr. Sajeesh K.P**, *Programme Officer*
- Mr. Reuben George**, *Programme Officer*
- Ms. Ishita Choudhary**, *Programme Officer*
- Ms. Silli Dalai**, *Programme Officer*
- Ms. Noyala Sheela**, *Manager-Finance*
- Ms. H Nirmala Rao**, *Finance Officer*
- Ms. Y Geetha**, *Office Caretaker*
- Mr. Gerald**, *Driver*

New Staff Members

This year three new staff members joined in the programme department. They are Mr. Reuben George from Bangalore, Ms. Ishita Choudhary from Kolkata and Ms. Silli Dalai from Puri, Orissa.

AUDITED ACCOUNTS

FUNCTIONAL VOCATIONAL TRAINING & RESEARCH SOCIETY No. 86, 3rd Cross, BDS Layout, Dr. Shivram Karanthnagar Post, R. Hegdenagar, Bangalore - 560 077, Karnataka, India CONSOLIDATED BALANCE SHEET AS AT 31ST MARCH 2018			
LIABILITIES	Amount (₹)	ASSETS	Amount (₹)
CAPITAL FUND		FIXED ASSETS - As per Schedule - 2 - At Cost	1,60,82,425.00
Being Fixed Assets at Cost			
GENERAL FUND (LOCAL)		CURRENT ASSETS	
As per last balance sheet	46,560.03	Cash in Hand	7,230.00
Add: Excess of Income over Expenditure transferred from Income & Expenditure A/c	15,59,147.09	Local Contribution	52,959.00
		Foreign Contribution	
		Cash at Bank	7,010.32
		State Bank of India (Local Contribution)	1,62,362.80
UNDISBURSED EAR-MARKED FUNDS(FC)		The Catholic Syrian Bank Ltd (Local Contribution)	
As per schedule - 1		State Bank of India (Foreign Contribution)	70,24,892.12
			72,54,454.24
		Fixed Deposits (Foreign Contribution)	
		1) The Catholic Syrian Bank Ltd - (Grant No.321-900-1575 ZG)	
		2) The Catholic Syrian Bank Ltd (LC)	14,00,000.00
		3) Accrued interest on FD -CSB (LC)	20,920.00
		Deposits	
		Telephone and Cooking gas connection Deposits	7,000.00
		INCOME TAX REFUND DUE	
		AY 2017-18 (TDS from Catholic Syrian Bank Ltd)	3,088.00
		AY 2018-19 (TDS from Catholic Syrian Bank Ltd)	5,096.00
			8,184.00
		TOTAL	2,47,72,983.24
			2,47,72,983.24

As per our report of even date
For A.R. RAO & RAJAN
Chartered Accountants
Firm Regn No 003111S



N.R. Rajan
(Partner)

Membership No. 024664

For Functional Vocational Training and Research Society

(Fr. Peter Brank)
Treasurer



(P. M. Philip)
Executive Director

Place : Bangalore
Date : 04.07.2018

FUNCTIONAL VOCATIONAL TRAINING & RESEARCH SOCIETY			
No. 86, 3rd Cross, BDS Layout, Dr. Shivram Karanthnagar Post, R. K. Hegdenagar, Bangalore - 560 077, Karnataka, India.			
CONSOLIDATED INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2018			
EXPENDITURE	Amount (₹)	INCOME	Amount (₹)
To Payments:		By Other Receipts:	
Bank charges	285.69	Contributions received	11,80,832.78
Loan interest	5,505.00	Membership Fees	1000.00
		S. B. A/c Interest - SBI	189.00
		S. B. A/c Interest - CSB	11,958.00
To Excess of Income over Expenditure	15,59,147.09	Interest on Fixed deposit	27,713.00
Transferred to General Fund A/c		Add: Accrued Interest	23,245.00
		Housing Loan Balance Written Back	3,20,000.00
TOTAL	15,64,937.78	TOTAL	15,64,937.78

As per our report of even date

For A.R. RAO & RAJAN
Chartered Accountants
Firm Regd No 003111S



N.R. Rajan
(Partner)

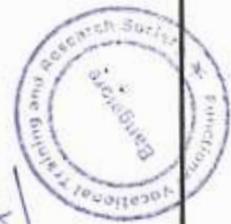
Membership No. 024664

For Functional Vocational Training and Research Society

P.M. Philip
(P.M. Philip)

Executive Director

(Fr. Peter Brank)
Treasurer



Place : Bangalore
Date : 04/07/2018

FUNCTIONAL VOCATIONAL TRAINING & RESEARCH SOCIETY
No. 86, 3rd Cross, BDS Layout, Dr. Shivram Karanthnagar Post, R. K. Hegdenagar, Bangalore - 560 077, Karnataka ,India.
CONSOLIDATED RECEIPTS & PAYMENTS ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2019

B/F			B/F		
e) FK Norway through Stomme Foundation (Project: Youth Empowerment through Sustainable Skills) No.108609A2		4,82,48,903.03	59,94,398.88		5,09,25,570.41
f) FK Norway through Stomme Foundation (Round 2) (Project: Youth Empowerment through Sustainable Skills) No.108609A1		17,36,878.00			
g) FC general		15,62,038.00	5,20,83,717.99		52,959.00
Refunds received:		5,35,898.36			7,230.00
Grant No.321-900-1619 ZG		9,676.00			
Grant No.321-900-1575 ZG		13,942.00			
Grant No.321-900-1494 ZG		308.00	23,926.00		
Fixed Deposit interest:		65,822.00			
Grant No.321-900-1619 ZG		1,31,645.00			
Grant No.321-900-1575 ZG		65,822.00	2,63,289.00		70,24,892.12
Grant No.321-900-1494 ZG					
LOCAL CONTRIBUTION					
Other Receipts:					
Contributions (G)					
Membership fees					
Interest of Fixed Deposit		27,713.00	11,80,832.78		7,000.00
S B A/c interest - SBI		189.00			
S B A/c interest - CSB		11,958.00	1,000.00		14,00,000.00
			5,95,87,024.65		5,95,87,024.65

As per our report of even date for A. R. Rao & Rajan Chartered Accountants Firm Regn: No. 0031115 (N. R. Rojan) Partner Membership No. 024664

(P. M. Philip)
Executive Director

(Rev. Fr. Peter Brank)
Treasurer

Place: Bangalore
Date: 04/07/2019

CONCLUSION

FVTRS is celebrating her Silver Jubilee year of her service to the underprivileged youth by imparting vocational training for their livelihood. 25 years back this organisation thought of imparting skill training for the school dropout youth will be a solution for employment and building the nation. FVTRS are happy to share that, as on today FVTRS has trained more than 1,32,000 youth and more than 70% of them are employed.

Initially FVTRS started as a project support organisation. Then FVTRS started adding new dimensions to skill training projects like, EDP training, Life skill training enrolling youth to open schools etc. Today FVTRS understand skill training as skill development which is a continuous and sustainable process with a community based approach. Thus FVTRS started focusing on the process. Later FVTRS started moving to research, studies and creating knowledge products. As well as FVTRS is also developing resource teams to support our partners. Thus FVTRS is becoming a resourceful organisation. In other words FVTRS are moving from project to process and to a resourceful organisation.

Thus FVTRS proud to be in the jubilee year for being becoming a learning organisation.

FVTRS could achieve this not because of our merit but because of the constant and valuable support and guidance from MISEREOR, STROMME Foundation Governing Board, General Body, the dedicated partner organisations and committed team within FVTRS and the act of GOD through them. I would like to take this opportunity to remember all the past board members and office bearers for their relentless service and contribution to the growth of FVTRS.



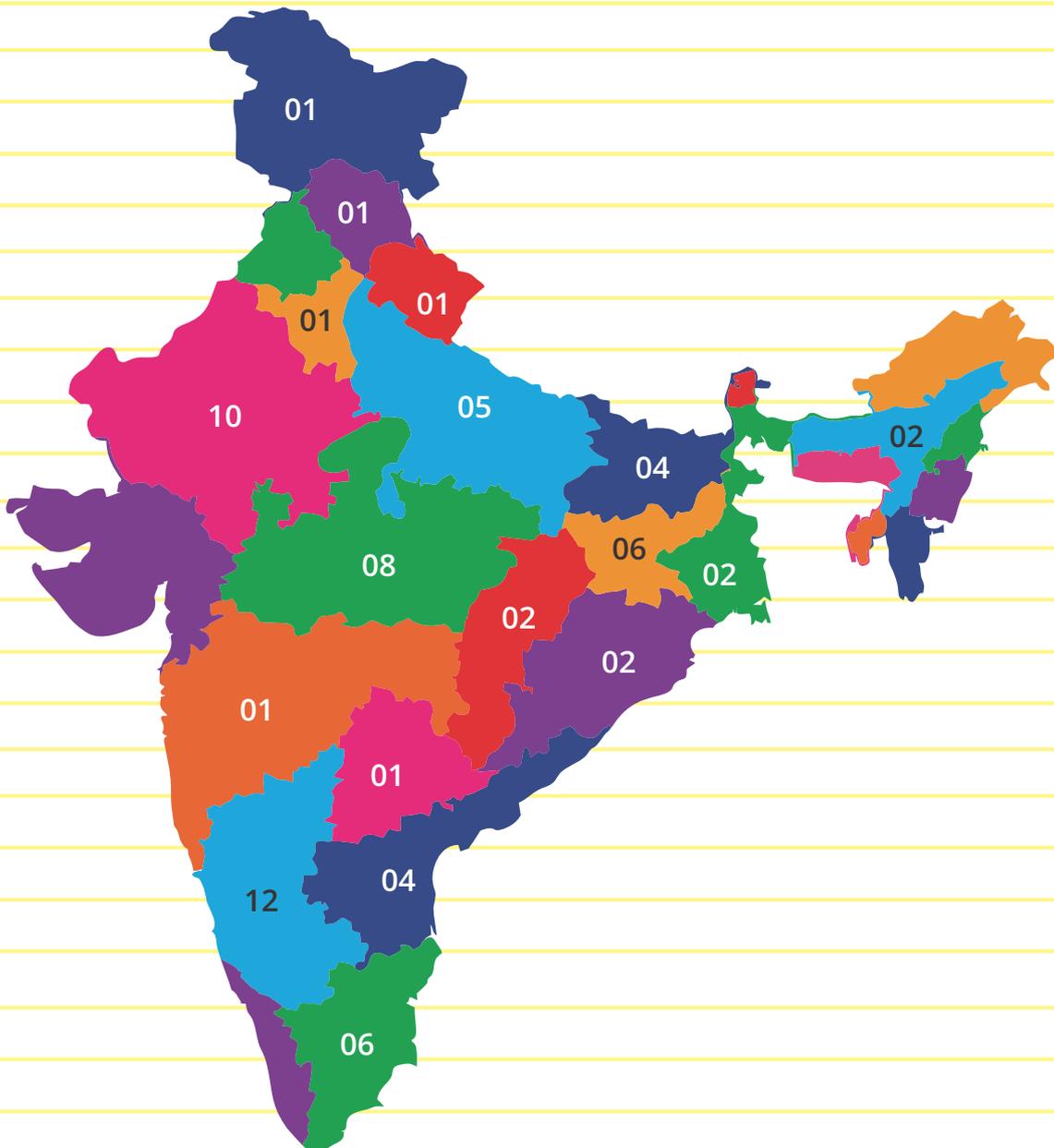
COLLABORATORS



We would like to acknowledge the continued support of **MISEREOR** since the beginning of FVTRS.

1. Schneider India Foundation, *Bangalore*
2. QUEST Alliance, *Bangalore*
3. Regional Vocational Training Institute (W), *Bangalore*
4. National Institute of Open Schooling, *Noida*
5. International Labour Organisation., *New Delhi*
6. Kristu Jayanthi College, *Bangalore*
7. Christ University, *Bangalore*
8. Centre for Youth and Social Development, *Bhubaneshwar*
9. Stromme Foundation, *Norway*
10. Cognizant Foundation, *Bangalore*

STATE/REGION-WISE PROJECT SPREAD



Functional Vocational Training and Research Society

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email: director@fvtrs.org
url: www.fvtrs.org, www.skillnetindia.in

