



ANNUAL

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2019-20

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Editorial

P.M. Philip
Executive Director, FVTRS



FVTRS is proud to present before you our annual report for the year 2019-2020 with a summary of our activities and results.

FVTRS has continued its activities based on the strategic plan developed in the year 2015. It was a road map to achieve the goals and objectives of FVTRS, especially to serve the underprivileged early school leavers in India. This year FVTRS could organize most of the activities which FVTRS have planned in the beginning of the year. Project support is the major activity of FVTRS. During the year FVTRS could notice that there is increase in employment rate compared to previous year i.e. 70 to 72%.

Our donor visited FVTRS and appreciated our work. FVTRS have implemented most of the recommendations of the agency. FVTRS are happy to mention that FVTRS have submitted all the progress and financial reports to MISEREOR on time.

FVTRS partners continued to enrol the trainees to open schooling and making them to pass 10th standard. This was done due to our continuous motivation and it is worth to mention that FVTRS has not given any financial support for this programme.

FVTRS understands skill training as skill development which is a continuous and sustainable process with a community-based approach. Thus, FVTRS started focusing on the process. EDP training, Life skill training, enrolling youth to open schools etc are become integral part of skill training. Later FVTRS started moving to research, studies and creating knowledge products. FVTRS also developing resource teams to support her partners. A study on women and skilling has been conducted and the report was released during NSC Bhopal.

The action research (SCOPE) is going on in full swing and our six partners are in different levels in implementation. The review meetings and field visits indicate that the result which FVTRS have achieved is much more than what FVTRS have expected. Our partners have taken up the concept of Skill Net and Skill Support Mission in a good spirit. The progress reported about these two interventions is the evidence.

FVTRS team take this opportunity to sincerely thank all the Board members for their continuous support and encouragement. We specially thank all partner organisations for their cooperation and support.

Introduction

FVTRS has completed its 27 years of service to the society especially for the early school leavers. Started as FVTF (*Functional Vocational Training Forum*) in 1993 and then registered as FVTRS in 2014.

FVTRS have journeyed with our partner organisation in providing vocational skill training to 141669 early school leavers through 1174 projects. Along with this FVTRS encouraged them to join back to education through open school. Further FVTRS introduced skill net, EDP centre, Life skill club etc. to support the trained youth for enhancing opportunities and capacities.

Along with Skill Training FVTRS have been conducting various research for enhancing knowledge and refining services and strategies.

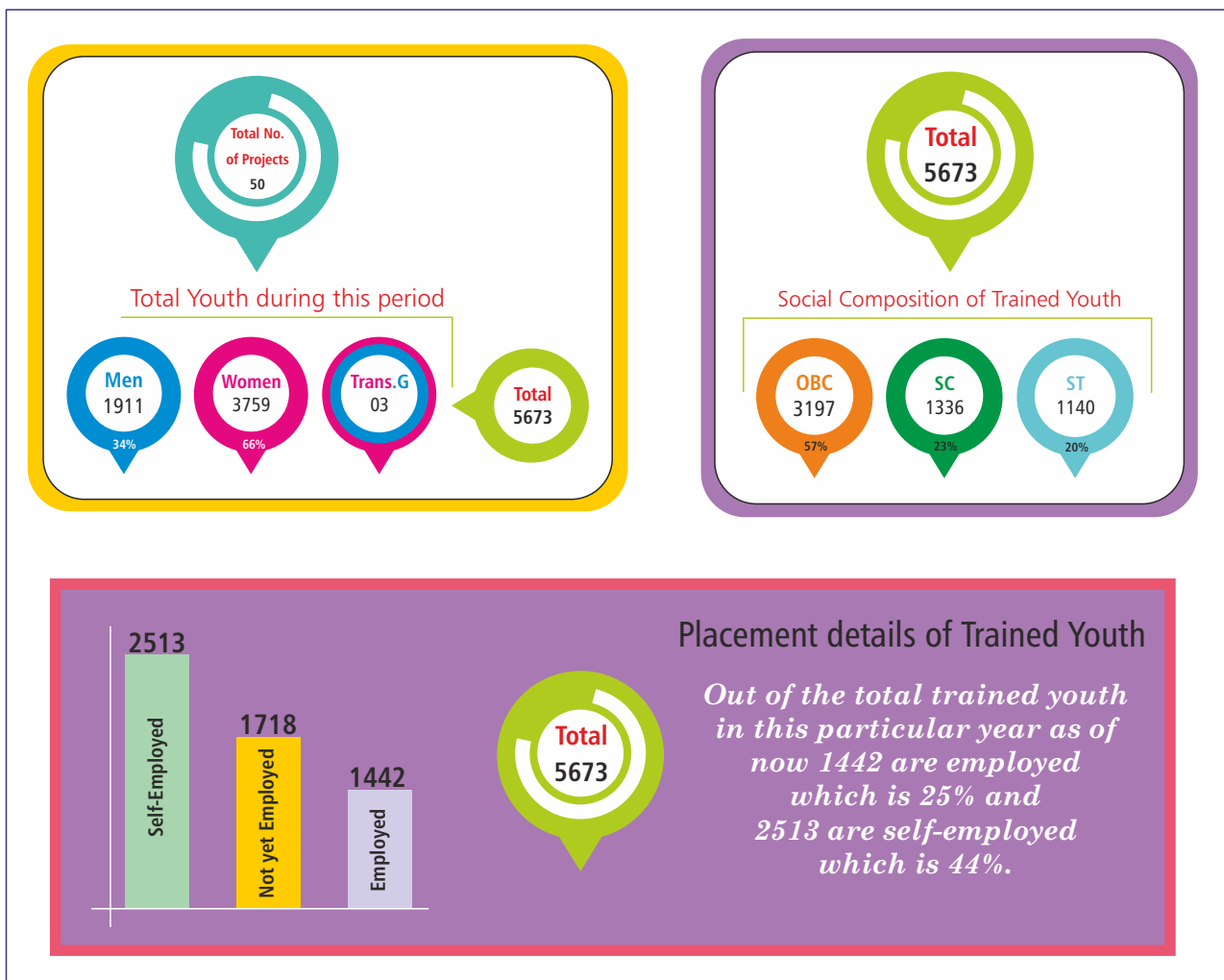


Skill Training

FVTRS has been supporting skill training projects for the early school leavers which are implemented by different implementing partners spread across the country. This year FVTRS has approved 50 projects under two grants. This is more by 10 projects than the agreed target of 40 projects to train 4000 youth. Through these projects FVTRS are planning to reach out to 6623 marginalised early school leavers' youth. This was 48 projects and 6221 youth in the last year

During this reporting period 5673 youth have completed their training and among them 1911 (34%) are men and 3759 (66%) are women and three are transgender.

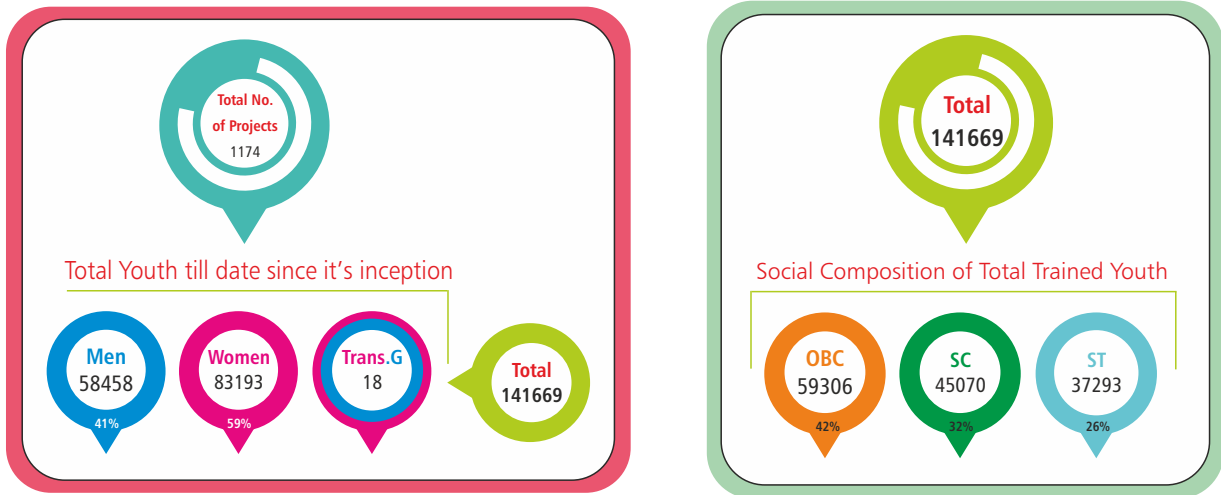
Among the above trained youth 1336 (23%) belongs to SC, 1140 (20%) are ST and 3197 (57%) belong to OBC and General.



At present 4055 youths are undergoing training in various trades across the country under the running projects of FVTRS.

From the beginning FVTRS has supported 1174 projects and trained 141669 early school leavers. Out of the total youth trained 58458 (41%) are men, 83193 (59%) are women and 18 are transgender.

Out of the total trained youth 45070(32%) are SC, 37293 are ST (26%) and 59306 (42%) belong to OBC and general category.



Out of total trained youth 72% are employed or self-employed. The partners are following up with the unemployed youth and they are now part of the skill net.

At present FVTRS have 75 ongoing projects spread across 18 states of the country.

The details of the ongoing projects are given below.

States	No. of Projects	States	No. of Projects
AP	3	MP	7
Assam	2	Maharashtra	1
Bihar	7	Odisha	2
Chhattisgarh	4	Rajasthan	13
Haryana	2	Tamil Nadu	5
HP	1	Telangana	1
J&K	1	UP	4
Jharkhand	5	Uttarakhand	2
Karnataka	13	West Bengal	2
		Total	75

From the above table FVTRS can understand that 86% of projects from weaker regions of the country. Among the 75 project holders 20% are women.

Focus on Most Vulnerable Groups

FVTRS is committed to reach out to the most vulnerable communities as far as possible. Today more and more partners are becoming enthusiastic in enrolling the MVGs for training and this is visible from their reporting. Since FVTRS developed the strategy paper where FVTRS had committed that 5% of our trainees will be from MVGs.

FVTRS have been focussing on giving special attention to admit the persons from most vulnerable groups for our skill training and mainstream them in the society.

The following is the data about MVG enrolment during this reporting period

Details of Vulnerable Youth Trained /Admitted						
Year	PWD	children of widows/ single women	T.G	Terminal illness	Others (Youth affected by conflicts, Trafficked women, Orphan, Etc.)	Total
19/20	314	209	0	4	157	684
18/19	525	567	0	25	297	1414
17/18	96	190	5	2	52	354
16/17	67	126	15	0	66	274
15/16	151	322	16	55	24	568
Total	1153	1414	36	86	596	3285

This year the percentage of the trainees belonging to MVGs is 12% of youth who have completed the training.



Partner Review Meetings

All project partners are given accompaniment during assessment, approval, implementation and monitoring visits. These processes are done on a regular basis. In addition to the regular monitoring visits, FVTRS regularly organizes the review meetings of partners to monitor and assess the progress of the projects.

During this reporting period FVTRS have organised seven review meetings and the details are given below.

Region	Place	Date	Participants
North	Lucknow	April 11, 12	20
South	Bangalore	April 29, 30	37
East	Raipur	June 13, 14	26
West	Bhopal	August 21,22	31
South	Bangalore	November 19 to 21	40
North	Lucknow	January 9, 10	22
East	Raipur	February 26,27	20

The chief functionaries and coordinators of the partner organisations are the participants of these meetings. During the meeting the partners share their experience in imparting skill training with FVTRS supported projects and the results achieved as well as the innovations made in skill development.

The meetings were an occasion to share the learning and good practices of each organization. Input sessions and discussions were held on implementation of skill training projects, functions of Skill Net, Skill Promotion India Network (SPIN) etc. This has further led to developing action plans as well.



This occasion is also used to give inputs on various development subjects pertaining to skill development. This platform was made used to initiate dialogue with various organisations and departments such as National Institute of Open Schooling, Women and Child Welfare department, International Justice Mission and Dhvani Foundation etc.

During these days, it is observed that there is 100% participation by the partners in these meetings. It is also found effective in streamlining the project management and developing new concepts.

As a result of these review meetings, there is an increasing time bound approach to the implementation of the projects. There is a qualitative improvement in their project management capacities and able to adhere to the standards of FVTRS.

New Partners Orientation Meet

FVTRS conducted New Project Partners' Meet on 16th Jan'2020 at KROSS, Bangalore. There were a total of 31 participants from 20 partner organisations to attend the meeting. These participants were the chief functionaries and the project coordinators of newly approved skill development projects by FVTRS from 11 states across India.

The main discussions were on the objectives of the running grant and developing indicators. It was also used to familiarise them about Finance management, statutory requirements, project reporting formats and introduced the Online MIS entry and reporting.

There were also inputs on Community participation in Skill Development, promotion of Skill Net and good case studies.



Skill Net India

Skill Net activities of each state has been reviewed during the project partners review meetings. The skill net has become an integral part of project implementation. The trainees have been formed into group right from the beginning of training and once they complete the training they will continue to meet.

Review of skill net and developing action plans for the further improvement is a regular activity during partners meet.

State	Partners	Groups	Men	Women	Total	Saving
AP	2	50	102	466	568	519200
Telangana	1	6	0	90	90	39500
Karnataka	10	556	3704	4820	8524	17134040
TN	4	73	45	795	840	2220700
South Total	17	685	3851	6171	10022	19913440
Bihar	5	70	207	414	621	127200
Chhattisgarh	3	48	201	209	410	259000
Odisha	1	15	83	115	198	143260
Jharkhand	4	60	287	660	947	239930
West Bengal	2	18	0	144	229	0
Assam	1	2	0	24	24	5040
East Total	16	213	778	1566	2429	774430
MP	7	113	412	843	1255	1077500
Rajasthan	11	270	845	2007	2852	4253815
Maharashtra	1	16	60	32	92	0
West Total	19	399	1317	2882	4199	5331315
HIMACHAL	1	4	8	33	41	47520
UP	4	32	97	347	444	111480
Uttarakhand	2	7	37	51	88	6000
Haryana	1	8	0	102	102	24300
North Total	8	51	142	533	675	189300
Grand Total	60	1348	6088	11152	17325	26208485



Accessing Government Schemes

State	Enrolment with Con: FVTRS Ifare board	Members availed artisan cards	# collective Enterprises	Members involved in collective enterprises	Support mobilized (Rs)
Karnataka	30231	724	101	1213	15695500
Rajasthan	216	514	43	584	923000
MP	403	68	24	305	5785000
Chhattisgarh	133	35	7	111	0
HP	0	0	3	17	23000
Jharkhand	0	0	2	12	0
Orissa	60	60	16	237	2051800
Tamil Nadu	0	61	2	13	274500
AP	0	0	3	25	300000
Bihar	50	34	2	20	0
Uttarakhand	0	0	1	9	41140
Assam	0	0	1	11	0
Telangana	0	0	1	4	43000
Total	31093	1496	206	2561	25136940

The skill net has been mainstreamed in all the partner organizations and the group formation is being done right from the beginning of skill training. This strategy is helping the youth to get acquainted with the system of conducting meetings, record maintenance, decision making etc. Once the training is completed the group members will continue to meet on regular basis.

One could see progressive changes in terms of internal saving, skill enhancement, collective and individual enterprises. This has not only created better livelihood opportunities within their vicinity, but also has the potential to create employment for others.

The joint ventures are being promoted by the group members by using the internal saving and mobilization of loan facility like MUDRA loan. The groups are having regular meetings, thrift and credit programmes. There is also increase in saving collective enterprises, accessing government schemes.



Training of Trainers for Skill Net Leaders

Local leadership is key to facilitate the participatory development process in the community. Therefore, with the aim of promoting a ToTs at community level to accompaniment of the skill net groups, leadership training has been organized for the selected leaders of the skill net groups and the coordinators at the partner level. The following are the details of the trainings.

Leadership Training

Date	Place	Targeted states	Participants
8-10 April, 2019	Lucknow	Uttar Pradesh, Uttarakhand, J& K, Himachal Pradesh and Haryana	36
11-13 June, 2019	Raipur	Orissa, Jharkhand, Chhattisgarh, Assam, West Bengal and Bihar	39

Follow up Trainings

Date	Organization	Targeted place	No. of participants
10 – 20 April, 2019	Jagrati Gramothan Samiti, Betul, M.P	20 villages	26 skill net leaders
April & May 2019	MVSSS, Sagar, M.P	3 Blocks	41 skill net leaders
15-31 July , 2019	PECSS, Bhopal, M.P	2 villages	35 skill net leaders

Except partners of Andhra and Telangana the 1st round of leadership training has been completed. In the beginning the trainings were co-facilitated by Mr. Ramchandra Bhatt, a social expert. Later on, the trainings were facilitated by FVTRS team members. Altogether 103 people including the coordinators have been trained in three days module on leadership. The trained leaders are conducting the training at field level to promote local leadership. What is described above as follow up trainings were conducted by the leaders whom FVTRS have trained.

At the end of the training each partner has made plans for themselves for conducting leadership training for the leaders of their skill net group. Every state level training a core team of the skill net leaders and the representatives of the coordinators are formed to follow up the plan. The plan is to convert this into a system within skill net who will be responsible for the capacity building of the skill net leaders in the future.



Enrolling with Open Schools

FVTRS are also encouraging vertical education of the trainees as FVTRS are working with early school leavers. This is a non-budgeted intervention.

Year	Enrolled	Appeared for exam	Passed
19/20	1156	1227	580
18/19	1477	1125	705
17/18	811	433	775
16/17	1473	762	394
15/16	1814	1407	1111
Total	6731	4954	3565
From 2010 onwards	13517	7892	5224

Among those passed the SSLC examination this year 461 youth are doing their higher education. Thus, so far, FVTRS have enrolled 13,517 trainees with open schools.

Life Skill Club

Life Skill Club is another team of trainers promoted by FVTRS for conducting trainings on life skills for different target groups. This is also 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.

This year FVTRS have organised three such training programmes of different phases and certified 18 more master trainers and at present FVTRS have 105 certified trainers. These certified trainers already conducted training for 35055 persons belonging different groups like skill training youth, school children, college students, SHG women and NGO staffs.

FVTRS have developed and printed our own course curriculum and module for Life Skills. At present FVTRS team is conducting these certificate courses using our own module.

The EDP and Life Skills training is being increasingly systematized at partner level and their in-house capacity for this is also improved. They are training more people within their own organisation and making them trainers. The reach of these trainers is now getting extended to other target groups also. FVTRS is also getting participants from organisations which are not FVTRS partners.



EDP Centre

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

This year from April 2019 onwards FVTRS has organised four training programmes which include different phases of the certificate course. Out of the four one training is first phase, one second phase and two were third phase. These programmes have organized in Bangalore as well as in Hyderabad.

FVTRS is following our own curricula and the major topics covered during the training are: Qualities of the Entrepreneur. Risk taking and problem solving. Facilitation skill–Role of facilitator, difference between the facilitator and trainer, working with the Adult Learners and Training Methods/methodologies to be followed by the facilitators, Introduction to Market, Market Survey, Analysis, selection of Business and Business Idea.

In the above four training a total of 85 people have attended from different parts of the country. This year also FVTRS have obtained participants from organisations which are not project partners of FVTRS. Out of 85 participants 11 are from outside FVTRS supported organisations.

This year FVTRS have certified 31 trainers. Altogether at present FVTRS have 109 certified trainers across India. They have trained another 192 persons and they are working as trainers. These certified trainers are conducting trainings for our trainees who are attending skill training as well as for other stakeholders. So far, they have conducted 1054 trainings for reaching out to 18353 people.



Skill Support Mission -2019



The Skill Support Mission is a campaign to promote skill training among early school leavers' youth and also sensitize various stakeholders on the need of Skill Training. It is also aiming to remove the stigma about the vocational skill training in the country.

FVTRS organized the launching of “Skill Support Mission 2019” on 8th June 2019 at State Museum, Bhopal. This year the

theme was “**JOBS FOR ALL, Get Skilled - Give Skills**”. Shri Vishwas Sarang, Ex-Minister for Panchayat and Rural Development, Government of Madhya Pradesh Launched the programme. Following the address of the dignitaries, the poster of Skill Support Mission and E-Newsletter of SPIN was released the Chief Guest.

PECSS president Dr. Shalini Saxena, who hosted the function, shared that there are many inspiring stories of youngsters, who have not much benefited from the formal education and gained from skill training programme. Three women, who have been trained by the Madhya Pradesh partner organisations shared their experience. The programme was attended by 150 youth which include college students, employed/self-employed youth and ongoing skill trainees from partner organizations of Madhya Pradesh.

As part of Skill Support Mission this year out of 70 partners of FVTRS 42 (60%) partners across the country organised rallies, public meetings, door to door campaigns and conferences to promote the campaign theme of “Jobs for All”. In South India Tamil Nadu's five partners together organised a State level launching on 13th July 2019 at Rameswaram. This year 47 partners collected a total Rs. 6,16,524 and out of that they have contributed Rs. 3,08,262 (50%) to FVTRS for promotion of skill training for the underprivileged youth. Last year this contribution was only Rs. 1,34,191 from 22 partner organisations. Out of 47 partners who organised SSM programme 25 partners have organised the programme for the first time. This year number of partners organised SSM is almost double and the money contribution is also double than the last year's amount.

The participation of 60% partners in the campaign is a positive sign and encouragement to work for the early school leavers youth. FVTRS is hopeful that in the coming years number of youth will join for the skill training offered by our partner organisations which will contribute towards the Skill Mission of the Country.



India Africa Skill Exchange Programme

The third and final phase of India Africa Skill Exchange programme was completed in the month of October 2019. FVTRS have submitted the completion report to Stromme Foundation.

National Partners' Meet -2019

The National Partners Meet of FVTRS is an annual event where the main purpose is not only to look back at past activities and achievements, but also to reflect upon future strategies and approaches. This collective reflection will help to develop a road map to effectively continue the efforts of skill development in the nation.

It is also a platform where the partners share their valuable ideas and showcase their success stories, and in the process encourage and learn from each other. The increasing level of participation of the partners indicates their commitment toward the collective mission of skilling the nation and making the unemployed employed.

The National Partners Meet (NPM) was held on 24th September 2019 at R.K. Regency Hotel in Bhopal, Madhya Pradesh. The meeting was attended by 85 participants from 70 partner organizations spread across 18 states of India, which was 100% participation by the partners of FVTRS.

After the inaugural function, Mr. Felix D'Souza (Senior Programme Manager, FVTRS) made a presentation on FVTRS which highlighted the programmatic achievements as well as pointed out the areas of improvements with specific strategies. He also mentioned about the various programmes of FVTRS including Skill Development Training, Skill Net India, EDP and Life Skill Training, Knowledge Management, SPIN (Skill Promoting India Network) and Skill Support Mission.



Followed by this, the participants were divided into seven groups according to their respective States, who then went for group discussions.

During the group discussions, they discussed about the relevance and effectiveness of the present programmes of FVTRS, suggestions to improve FVTRS as a facilitating organization, as well as exploring new ways through which improvements and enhancements could be made in the overall quality and efficiency of various programs.

The following are the major points emerged during the discussion.

- Focus on skilling the early school leavers need to be continued. However, there is a need to identify suitable trades/skill areas for them which can fetch job/self-employment with reasonable income.
- Expanding the scope of Skill Net both horizontally and vertically.
- Facilitate collective enterprises which has potential to generate more employment.
- Providing post-training support and follow-up services is required and Skill Net can play a crucial role in this regard.
- While attention is given on increasing participation of women and identifying diversified trades for them, it should also focus on their emancipation.
- Focus on improving soft skills, communication, basic English, computer literacy and digital literacy along with vocational training.
- Establish effective linkage with concerned government departments, financial institutions, corporate and technical agencies for accessing resources, schemes as well as recognition and certification.
- Looking forward to CSR associations is imperative in the present context.
- Transform FVTRS into a resource team capable of guiding skilling efforts and support services.
- Encourage the trained youth to continue training others and thus expand the skill development as a community based and community owned process.



National Skill Conference -2019



The 13th National Skill Conference (NSC 2019) was organized on 25th and 26th of September 2019 at Hotel R K Regency, Bhopal, Madhya Pradesh. Chief Guest for the inaugural ceremony of the NSC was Mr. P C Sharma, Honourable Cabinet Minister for Science and Technology Government of M.P. Dr. G.N. Agrawal, (*Additional Director, MP State Skill Dev. & Employment Generation Board, Bhopal*).

During the inaugural function the report of the study '**Women and Skilling**' was released by the Hon. Minister.

The conference was attended by 127 persons from across the country representing NGOs, academic institutions, government departments, CSR, media and other like-minded individuals and establishment.

Thematic Sessions

The following thematic sessions were the main feature of the NSC:

Theme	Panel Members	Moderator
Skill Development Initiative- Government	Dr. G.N. Agrawal (<i>Additional director of, MPSSDM</i>) Dr. Asfa M Yasin (<i>Former Head, NCERT-Bhopal</i>)	Dr. Alexander
Skill Development Initiative – Corporate Sector	Mr. Rajeev Saxena (<i>Retd. IFS Officer, MP. Govt.</i>), Mr. Himanshu Sekhar Panigrahi (<i>Manager, CSR, Hindustan Copper Limited</i>) Dr. Amit Chatterjee, (<i>Consultant</i>)	Sr. Dr. Suman
Skill Development Initiative – Non Profit Sector	Mr. Ashok Kumar Singh (<i>Director, SSK, Lucknow</i>), Mr. JP Nelson (<i>Director IGSSS, New Delhi</i>) Mr. Ujjawal Kumar (<i>Consultant</i>)	Fr. V M Thomas

Mr. Himanshu Sekhar consolidated the findings of all three session.

The summary of consolidation is as follows.

- While appreciating local specific and customised training it is equally important that the curriculum is standardized and progressively grow towards international standards.
- Mapping of relevant trainers and assessors appropriately and making use of their services for quality control and research.
- Skill training shall not be a time bound intervention, but it should be a process of re-skilling & up-skilling.
- Establishing Centres of Excellence (CoEs) to support the different levels of skill development initiatives, including developing different skill level as per National Occupational Standard (NOS).
- Skill development shall not be looked at as an agenda of one stakeholder rather it should be a coordinated effort of Public and Private Partnership (PPP) model for skill development and facilitate convergence of opportunities, markets, schemes, institutions etc.
- Periodic updating of the knowledge and skill of the skill training providers so that it gets infiltrated to the trainees. Also, to develop appropriate enhancement of infrastructure.
- There is a need for incorporating “**skill**” in the curriculum of school and college: Vocational education can be integrated with school education (*Classroom teaching + Practical training*)
- Establishing effective rapport with communities for cost effective and sustainable community-based skill development.
- FVTRS must tap various government schemes, encourage collective enterprises at grass root level, should have Training of Trainers (ToTs) and plan skill training according to local resource or demand.
- Must work to get CSR fund and should have good linkage with government.



Sharing of Experience by Women Entrepreneurs



FVTRS is working for long time to transform the lives of unorganized women through various skill development programmes. Through these efforts great transformation has taken place in the lives of hundreds of women. Few of these women from Madhya Pradesh were called to share their experiences about their journey from nowhere to where they stand now.

Ms. Swati Jain, from Bhopal, Ms. Vandana Medawat from Sendwa , MP, Ms. Hema and Ms. Janki Kushwaha both from Guna, M.P. shared their life experience and use of the skills they acquired. Later these women were awarded with certificates of appreciation for the marvellous achievements.

National Skill Conference 2019 concluded with a valedictory function in which the chief guests were Mr. Abhishek and Mr. Lalit from AISECT, Bhopal. Special awards and certificates were awarded to six individuals and one group that have made remarkable achievements in their lives after receiving skill training from the partners of FVTRS. Souvenir of the NSC- 2019 was also released by the chief guest along with the other dignitaries on the stage.



Skill Promoting India Network (SPIN)

FVTRS has been working since long time in India and trained around one lakh fifty thousand youth through the partner organizations. Over the years it has been observed that the relationship between FVTRS and partners and among the partners is becoming more and stronger and mutually beneficial. In this context FVTRS promoted a network of existing partners. This network has been named as SPIN (*Skill Promoting India Network*).

At present 42 organisations have taken membership in SPIN. The SPIN partners have been meeting on a regular basis during the partners review meetings. Since the inception of SPIN, the partners are involved in various activities that keeps the network on the move. As decided in National Executive meet, the very first e-newsletter was brought out in the month of June by the support of partner organizations. The Newsletter was designed by Dr. Shalini, the president of SPIN. It is continued even now.

The network members have decided to devote the month of July-August for Skill Support Mission which was launched at Bhopal on 8th June. Prior to this most of the State chapters met and developed a detailed action plan for the campaign. There were rallies, public meetings, door to door campaign, conferences to promote the campaign theme of “**Jobs for All**”. The partners are frequently connected through mails and reporting of their activities.

The state level meetings was not only attended by the organization head alone, but other organization team members were involved. Each State Chapter is planning a state level activity in their respective states.

The annual general body meeting of SPIN was held on 24th September in R. K Regency, Bhopal. The members have suggested registering the SPIN under an appropriate Act for registration. National Executive has decided to go ahead and to meet all the legal compliances required for a network. The registration process is underway.



National Conference on “Women Empowerment Through Skill Development”



FVTRS in association with Department of Social Work of Kristu Jayanti College, Bangalore organised a National Conference on Women Empowerment through Skill Development on 11th October 2019 at Kristu Jayanti College, Bangalore.

The main objective of the conference was to create a platform to discuss, exchange experiences and promote women's participation in the public, economic and civil life for bringing solutions to challenges in women's life. It was also to explore how women and men can overcome cultural and social barriers towards women empowerment.

In the first technical session of the conference Mr. Felix D'Souza, Senior Programmer Manager, FVTRS presented the findings and suggestions of the study conducted by FVTRS “Women and Skilling” during the conference.

The second technical session was handled by Ms. Cynthia Stephen (Researcher and policy expert on Women). She highlighted that for women empowerment, education is important but not sufficient yet, but what is crucial is personal empowerment in their relationship between men and women.

The post-lunch panel discussion was moderated by Mr. Philip P. M, Executive Director of FVTRS. Dr A Vineetha, Assistant Professor, Department of Management Studies, Kanchi University; Ms. Neeraja Ganesh, Consultant, Inroads Leadership Development and Ms. Sagaya Shanthi, (Head, Women's Unit, Indian Social Institute, Bangalore) were the panellists.

Student representatives from Kristu Jayanti College and other colleges across India presented papers on various issues related to on women empowerment. The conference was well represented by Research Scholars, Academicians, Development Professionals and the partners of FVTRS.



Visit by Mr. Diogo Ferreira, *Financial Consultant – MISEREOR / KZE, Germany*

Mr. Diogo Ferreira, *Financial Consultant – MISEREOR / KZE, Germany* visited FVTRS on 19th and 20th November 2019. FVTRS had discussions on various issues related to finance management. During the meeting they reviewed the decisions taken during his last visit and found that almost all of them were implemented. He also gave few suggestions to improve the systems for effective finance management of the programmes. On 21st he has addressed the South India Partners meet and appreciated them for their noble work, especially skilling of early school leavers' youth in India.

Students Visit FVTRS

Don Bosco College, Jorhat, Assam: FVTRS hosted 45 graduate students and 6 professors from Don Bosco College, Jorhat, Assam on 24/7/2019. Mr. Nicholas, Mr. Reuben George and Mr. Sajeesh facilitated the sessions through various activities and games. Fr. Dr. Jose Paley felicitated the facilitators and introduced the staff and students.



Kristu Jayanti College, Bangalore: As part of the institutional visit students of 3rd semester MSW students of Kristu Jayanti College, Bangalore visited FVTRS on 2nd July 2019. FVTRS team oriented them about the history of FVTRS, Project Support, Open Schooling, EDP and Life Skills, SCOPE, Skill Net, SPIN and Skill Support Mission.

Don Bosco Arts and Science College, Kannur, Kerala: As part of the MSW curriculum the first semester students of Don Bosco Arts and Science College, Kannur, Kerala visited FVTRS. The team consisted of 30 students and two faculty members.



The visit was on 8th July 2019. FVTRS team gave inputs to the team on the Vision and Mission, structure, projects, programmes, activities and efforts of FVTRS for skill development of early school leavers' youth.



Consultation on Curriculum Development on Disability

FVTRS team invited and participated in a consultation incorporating curriculum on disability for MSW course organised by Kristu Jayanti College on 21st August 2019. It was attended by around 20 delegates representing academicians, practitioners as well as students especially from South India.

This consultation helped to finalize a framework to work on developing content for curriculum for which there has been lot of suggestions during the workshop.

Action Research on SCOPE

The action research on community based skill development which was started in 2017 is going on in full swing. Partners have formed community-based Skill Development Team and started implementing the skill development plan which were developed by them. FVTRS are regularly organizing on the spot reviews with all the six partner organisations and giving suggestions to improve the implementation of SCOPE.

The main objective of the review was to understand the process of implementation of action research, to understand the functioning of skill development teams, to understand the Community Based Organizations growth and to know about the understanding of staff regarding SCOPE. The opportunity was also used to conduct meeting with the staff of the organisation and the community based organisation.

FVTRS have also organised a collective review of the partners in Bangalore from 17th to 19th February 2020. The meeting developed framework for measuring the growth of participation of the people in the skill development. FVTRS have also refined the roles of the SDT.



Impact study on Women and Skilling



FVTRS conducted a study about the impact of skill training and consequent employment of women. For this FVTRS have selected women who have successfully completed the training and started their own enterprises or those who are working.

For this purpose, FVTRS has selected six partner organisations from six states namely Rajasthan Samgrah Kalyan Sansthan (RSKS), Ajmer, Rajasthan, Samagra Seva Kendra, Gaya, Bihar, ASHA, Hyderabad, Telangana, Gram Vikas Seva Sansthan, GVSS, Sulthanpur, Uttar Pradesh, Garden Reach Bangla Basti, West Bengal. FVTRS have oriented them about the study and trained them for data collection.

For the above study FVTRS has collaborated with the social work department of Kristu Jayanti College and Christ University, Bangalore. This study has been completed and the report was released during the NSC 2019 held at Bhopal. FVTRS have also shared the findings of the study in the '**National Conference on Women Empowerment through Skill Development**' which was jointly organised by FVTRS and Kristu Jayanti College, Bangalore

Publications

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

1. Annual report
2. Souvenir
3. Four News Bulletins
4. Calendar
5. Report of the study on “Women and Skilling”
6. Life Skill Module

These publications cover the activities of FVTRS, its partner organisations activities, various awards received by them for organizing skill training programmes and various government schemes available for skill training and entrepreneurship. Thus, it is becoming informative and motivational.

FVTRS have also shared our learnings from our studies and experts' inputs on skill trainings specially received during National Skill Conference held at Bhopal. The study report about women and Skilling is an eye opener for our partners to give additional inputs to women along with skill training to make them empower.

Strategy Plan Development

FVTRS is completing its present strategy plan period by March 2020. In this regard FVTRS thought of reviewing the same and to develop a new strategy plan for the next five years. In this regard FVTRS are collaborating with Dhvani Foundation. They have assisted four of our partner organisations to conduct organisation development process in their respective organisations. As a matter of process of developing the new strategy paper FVTRS already had a consultation with our partners during NSC held at Bhopal. FVTRS have completed an online survey about FVTRS. Dhvani Foundation had reviewed all relevant documents of FVTRS. Their team had a consultation with FVTRS team. FVTRS are in the process of conducting individual consultations with experts.

Staff Capacity Building Programme

Most of our activities are becoming capacity building opportunities for the FVTRS team. In the past they were mostly involved in project management. Today they are facilitating the trainings. The life skill trainings and the EDP trainings are conducted by our team. For both these trainings FVTRS are using our own module developed by the team customising the available contents and methodology. The studies and researches are conducted by our team with the expert support of the Social work department of Kristu Jayanti College. FVTRS are developing the tools; FVTRS are consolidating the data and FVTRS are analysis them and converting to reports. They are also increasingly internalising the new concepts and perspectives and promoting them.



Board and Personnel

General Body Members

Fr V M Thomas, *President*

Ms Mercy Kappen, *Vice-President*

Fr Peter Brank, *Treasurer*

P M Philip, *Secretary*

Mr John Peter Nelson, *Member*

ABP John Barwa, *Member*

Sr Suman, *Member*

Fr Paul Moonjely, *Member*

Ms Anita Sharma, *Member*

Dr. Joseph. I Injodey, *Member*

Ms. S P Selvi, *Member*

Mr. Joseph Stanley, *Member*

Mr. Alexander, *Member*

Mr. Ashok K Singh, *Member*

Bp. Nazarane Soosai, *Member*

Bro Amalan, *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*

Ms. Silli Dalai, *Programme Officer*

Mr. Ajay Rao D, *Programme Officer*

Ms. Noyala Sheela, *Manager-Finance*

Ms. H Nirmala Rao, *Finance Officer*

Ms. Y Geetha, *Office Caretaker*

Mr. Gerald, *Driver*



Audited Accounts

FUNCTIONAL VOCATIONAL TRAINING & RESEARCH SOCIETY No. 86, 3rd Cross, BDS Layout, Dr. Shivram Karanthnagar Post, R. K. Hegdenagar, Bangalore - 560 077, Karnataka, India CONSOLIDATED BALANCE SHEET AS ON 31ST MARCH 2020			
LIABILITIES	Amount (₹)	ASSETS	Amount (₹)
CAPITAL FUND		FIXED ASSETS	
Being Fixed Assets at Cost		As per Schedule - 2 - At Cost	1,61,64,997.36
GENERAL FUNDS		CURRENT ASSETS	
Foreign Contribution A/c As at 1.4.2019	6,68,564.14	Cash in Hand	66.00
Local Contribution A/c	9,82,409.77	Local Contribution	20,782.00
	16,50,973.91	Foreign Contribution	20,850.00
Add: Excess of Income over Expenditure			
Foreign Contribution A/c	4,02,555.60	Cash at Bank	18,293.13
Local Contribution A/c	16,41,978.80	State Bank of India (Local Contribution)	44,179.44
	20,44,535.40	The Catholic Syrian Bank Ltd (Local Contribution)	1,00,42,745.64
STABILITY FUNDS		State Bank of India (Foreign Contribution) Richards Town Branch	25,82,799.68
Foreign Contribution A/c	5,00,000.00	State Bank of India (Foreign Contribution) SRK Branch	1,26,86,017.79
Local Contribution A/c	20,00,000.00		1,26,86,017.79
	25,00,000.00	Fixed Deposits	
UNDISBURSED EAR-MARKED FUNDS(FC)		1) The Catholic Syrian Bank Ltd - (FC General)	11,03,797.00
As per schedule - 1		2) The Catholic Syrian Bank Ltd (LC)	26,89,822.00
		3) Add: Additional Fixed Deposits	13,50,000.00
		4) Accrued interest on FD - CSB (FC General) As at 31.3.2020 less TDS	70,960.00
		5) Accrued interest on FD - CSB (LC) As at 31.03.2020 less TDS	2,82,471.00
		Deposits - FC General	3,53,431.00
		Telephone and Cooking gas connection Deposits	7,000.00
		INCOME TAX REFUND DUE	
		AY 2017-18 (LC) (TDS from Catholic Syrian Bank Ltd)	3,974.00
		AY 2019-2020 (LC) (TDS from Catholic Syrian Bank Ltd)	10,452.00
		AY 2020-2021 (LC) (TDS from Catholic Syrian Bank Ltd)	25,130.00
		AY 2019-2020 (FC) (TDS from Catholic Syrian Bank Ltd)	422.00
		AY 2020-2021 (FC) (TDS from Catholic Syrian Bank Ltd)	0.00
			39,078.00
		TOTAL	3,46,17,893.15
			3,46,17,893.15

As per our report of even date
For SSRA & Company
Chartered Accountants
New Delhi Firm Regn No. 14265N

Suresh Goyal
(Partner)

Membership No. 063711

UDIN: 2103311A99A861457

For Functional Vocational Training and Research Society

(P.M Philip)
Executive Director

(Fr. Peter Brink)
Treasurer

Place : Bangalore
Date : December 20, 2020

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 2020			
EXPENDITURE	Amount (₹)	INCOME	Amount (₹)
To Payments:		By Contributions	
Bank charges	126.85	Local Contributions a/c	10,80,326.65
Society's registration	10,350.00	Contributions received	3,08,262.00
Programmes - Women & Skilling	37,800.00	Skill support mission	3,24,063.60
TDS on Fixed Deposit Interest (LC)	25,130.00	FC General a/c	7,532.00
TDS on Fixed Deposit Interest (FC)	7,886.00	Disposal of assets	17,20,184.25
To Excess of income over Expenditure		By Interest received:	
Transferred to General Fund A/c (LC)	16,41,979.80	S. B. A/c Interest - SBI	439.00
Transferred to FC Funds	4,02,555.60	S. B. A/c Interest - CSB	12,308.00
		By Others - Membership fees	1000.00
		By Interest on Fixed deposit	
		Interest on Fixed deposit (LC)	3,07,601.00
		Interest on Fixed deposit (FC)	78,846.00
TOTAL		By IT refund	5,450.00
		TOTAL	21,25,828.25

As per our report of even date

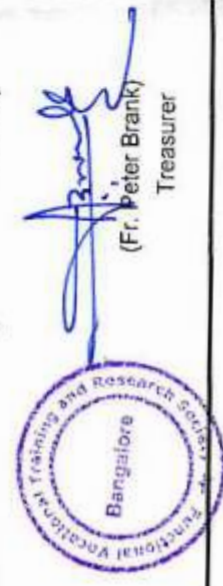
For SSRA & Company
Chartered Accountants
Firm Regn No. 014266N



Suresh Goyal
(Partner)
Membership No. 093711

UDIN:-21093711 AAAA B F 159

For Functional Vocational Training and Research Society



(Fr. Peter Brank)
Treasurer

Philip

(P.M.Philip)
Executive Director

Place : Bengaluru
Date : December 20, 2020



STATE/REGION - WISE PROJECT SPREAD



SKILL INDIA

Making Underprivileged Youth Employable



Functional Vocational Training and Research Society

No. 86, 3rd Cross, BDS Layout, Dr Shivram Karanth Nagar Post

RK Hegde Nagar, Bangalore - 560 077

Ph. 080 2846 5215, email: director@fvtrs.org, url: www.fvtrs.org