

National Conference on Skill Development 2008
Bhubaneswar

16-17 December 2008

REPORT



Functional Vocational Training and Research Society

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National Skill Conference 2008

Snippets

‘.....In India too China has identified market and manufactured goods like firecrackers and small statues of Lord Ganesha to sell during festivals like Diwali, Ganesh Puja and thus of late Chinese goods have captured the Indian markets.... Similarly they are producing namkins (snacks) for Rajasthan and Gujarat markets...’

‘...A Good Samaritan resolved one day that he would give employment to the first person he would meet on that day. The first person he met was a beggar, but then he thought what he can do. He then asked the beggar whether he is interested for a job. ‘Yes’, he replied. He took him to a security agency for a job. The agency asked him about his qualification. ‘Enough’, he replied. When asked about his competencies for the security guard, the Good Samaritan told: ‘He can stand in the sun day in and day out; he can easily spot a person whether he is good or bad, and can survive just with one meal a day....’

‘...A beedi worker in India will continue to be in the same profession throughout his life...’

‘....Big tree pruners are required in big cities to give them beautiful shapes that can increase the scenic beauty of cities. ...Skill diversification should be made the order of the day...instead of being stereotypic and myopic....’

‘.....It takes 35 days and 11 steps to start a business in India compared with 3 days and in 2 steps in Australia. Even in shutting down a business it takes 10 years in India, compared with a few months in other countries.....’

‘...A person had a problem in his right eye. He went to see an eye specialist, who after listening to him for sometime said he cannot help as he is a specialist only for left eye. We are living in an era of specialization and division of labour, and we need to respond by having specializations diversified....’

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Conference Recommendations

1. **Setting up of a national level organization by government of India to study the skill demand based on employer needs and analysis, and setting up of a unit for R&D on innovations on newer areas in skill, and skill training methodologies.**
2. **Formation of a Central Skill Council to coordinate the skill efforts of 17 central ministries who have a cross cutting theme of skill development.**
3. **Devise successful campaigns on skill training on a war footing basis by all actors both in the government and private, and other international bodies to bridge the skill gap at state, regional and national level.**
4. **Hassle free and quick access to small loans for starting small enterprises below Rs.20,000.- without collateral security as prescribed by RBI, by financial institutions.**
5. **Rationalization of gestation time needed to start and close an enterprise.**
6. **Job melas (fetes) may be organized more frequently with employer groups in a decentralized manner by concerned government institutions/departments in the urban and rural settings.**
7. **Form appropriate mechanisms to meet opportunity costs of trainees undergoing training in private institutions by government.**
8. **Promote proliferation of EDP trainers in the country through institutional mechanisms for successful entrepreneur triggering.**
9. **RUDSETI programme may be also awarded to NGOs/institutions who already possess land and infrastructure.**
10. **State governments need to move beyond ITIs, more active and build synergy among its departments.**
11. **VT providers should promote, recognize and organize a range of diversified trades based on the call of the time, like big tree pruning in cities, coconut plucking, landscape designing etc.**
12. **Training programmes to be based on customised curricula available at the site of the training right from starting of the training.**
13. **Systematic follow-up and technical support for refresher training from time to time by VT providers.**
14. **Address gender issues while promoting skill training, and for reservation of the same in CSR schemes of corporates.**
15. **Building confidence and behavioural patterns, and inculcation of generic skills as per employer needs to be essential components while organizing skill training.**

Report of the National Skill Conference 2008

Bhubaneswar **16-17 December 2008**

16 December 2008

Inaugural Session

Mrs. Anita Sharma anchored the conference and welcomed the guests of honour, dignitaries, participants and media, and briefed the purpose of the conference followed by inviting the guests to the dais.

Chief Guest:

Mr. Surjya Narayan Patro, Hon. Minister for Energy, IT and Culture, Govt. of Orissa inaugurated the conference by lighting the lamp.

Guests of Honour:

1. Mr. Jagadananda, State Information Commissioner, RTI, Government of Orissa
2. Mr. S. J. Amalan, Director, RDAT, Orissa, AP and Karnataka, Govt. of India
3. Ms. Mohini Malhotra, South Asia Regional Coordinator, World Bank, New Delhi
4. Mr. C.R. Patnaik, Chief General Manager, NABARD
5. Mr. Kripal Singh, General Manager, SIDBI

Welcome Address by Mr. Albert Joseph, Executive Director, FVTRS

He welcomed the Chief Guest, Guests of Honour, dignitaries, members of the Board and Advisory Committee of FVTRS, partners and participants, media, stakeholders and well wishers present. He gave a brief introduction of FVTRS, its promotional role in skill training through vocational training for school dropout and illiterate youth in the unorganized sector since 1993 that has trained 1 lakh youth on various trades so far. He highlighted the huge skill deficit and paradigm shift to be effected in the skill scenario in the country, along with briefing the conference objectives.

Mr. S. J. Amalan, Director, RDAT, Orissa, AP, Karnataka, MoLE, Govt. of India

“Fear of the future is not to be afraid of, world was there and will be there”, saying this he set the tone of the conference. He shared that he has experience of 15 years with private sector and 20 years with government sector. When government marries with private sector there is financial trust and handholding. However, private sector is skeptic and is

less organized to tap up skills, so getting along with them is difficult. Government on the other hand is together.

MES is an initiative of GOI which is operating and benefiting youth for the last one year. In the global meltdown only luxury skills will be affected however the living skills for food, clothing, shelter and security cannot be affected. Balancing facilities is required and there are a lot of positives in MES, if anyone is interested. Let us focus and work for the cut offs instead of the cutting (sic), to make our nation more healthy, he exhorted.

Ms. Mohini Malhotra, South Asia Regional Coordinator, World Bank, New Delhi

She spoke about efforts of World Bank in the unorganized sector. World Bank has been organizing Skill Summits every year to study skill deficit and volume of skills required for different sectors and industries. From high managerial to low managerial jobs, from construction to various sectors, there is tremendous skill deficit. She quoted skill deficit as job deficit and global meltdown can have severe repercussions on different job producing sectors.

Export orders for handicrafts and textiles have been cancelled due the global recession which has left the artisans/craftsmen stranded. Terrorist attacks have posed a severe threat to tourism which has forced World Bank to look for a World Economic Order. As far as WB forecast, there will be a prolonged global slow down. It is 1 per cent for 2009 for the world but for India the forecast is better as the growth is around 4-5 per cent. We should keep our eyes on walls of skill and the systemic causes by it. Skill deficit cannot be fixed over night and focus on unorganized sector is quintessence to tap potential as majority of workforce is coming from the soil and they are the one who are doing innovations for the unorganized sector.

Mr. C. R. Patnaik, Chief General Manager, NABARD, Orissa

He spoke about the apex agency's role with its prime objective to create sustainable livelihood opportunities for rural poor. NABARD was formed in 1982 and is the apex agency in the country working for rural development, improvement of agriculture, providing sustainable livelihood options through Self Help Groups (SHGs). He shared about the farmers' club that empowers the rural families and Rural Entrepreneurship Development Programme (REDP). He said that the government is willing to intensify these programmes by providing skill to the poor people.

Mr. Kripal Singh, G.M., SIDBI

He explained SIDBI's roles as a premier institution set up by the Parliament in financial sector for the development of MSME with a special emphasis on SME. He said that SIDBI's contribution is large in the unorganized sector for the promotion of micro-enterprise.

Giving example he told that many youth seek information for starting enterprise and SIDBI helps them in this regard. SIDBI runs training centre for youth and train them in

writing project reports, gathering information for industries about latest technologies and innovations. SIDBI bears training cost for the youth especially from poorest of poor (POP) communities and help them in economic activities through microfinance. He said SIDBI feels that women starting their own enterprise will increase economic investment of families. SIDBI has partnered with various MFIs since 1994 and till now Rs. 3000 crore have been invested for 4000 core areas of employment. On the whole SIDBI is working for the economic development of POP, he concluded.

Mr. Jagadananda, State Information Commissioner, Govt. of Orissa

In all the countries when we talk about skill, there exist relevant policies. However, in India there is lot of difference in Policy Rhetoric and Policy Reality, what is done on paper is entirely different from what has been done on the ground. He emphasized on the need for a clear vision.

He suggested few points for the betterment of the skill scenario in India:

1. Innovative trades for skill training is important
2. We need to get rid of our myopic view of looking only at ITIs for vocational training
3. Broaden our skill based programme with State Employment Mission, and other VT programmes
4. Diversifying trades for skill training e.g. Big tree pruners are required in big cities to give them beautiful shapes that can increase the scenic beauty of a city
5. By building skills, we are creating wholistic human potential
6. Good skill without attitude is not successful
7. Skill, attitude and knowledge should be brought together in skill training programmes to become a skilled nation
8. We can use these consultations as policy recommendations to GOI and govt. of Orissa

Presidential Address by Dr. Antony Kariyil, Vice President, FVTRS

He shared the views of Mr. August Kant, there are three stages in society: theological stage, metaphysical stage and scientific stage. In theological stage, for any eventuality we attribute it to the wrath of god, while in metaphysical stage we tend to find out the reasons for eventuality and in scientific stage we should look for more scientific ways to tackle any sort of eventuality.

It is a world of clear-cut division of labour and skill. A number of people have the skill what we are looking, but we always search for the specialist. Society expects us to be specialized in our own areas. He shared an anecdote of a person who had problem in his right eye. He went to see an eye specialist, who after listening to him for sometime said that he cannot help as he is a specialist for left eye. We are living in an era of specialization and division of labour, and we need to respond by having specializations diversified. He wished the National Skill Conference a grand success.

Chief Guest Address: Mr. Suriya Narayan Patro, Hon. Minister for Energy, IT and Culture, Govt. of Orissa

He shared his worldwide experience of market based trade selection as a strategy for successful entrepreneurship. In his visits to USA and EU countries he saw Chinese goods are dominating and proliferating in their markets that resulted due to China's successful strategy of selecting market based profitable goods. In India too China identified market and manufactured goods like firecrackers and small statues of Lord Ganesha to sell during festivals like Diwali, Ganesh Puja and thus of late Chinese goods have captured the Indian markets. To produce these goods China identified SHGs in their country thus creating successful small entrepreneurs. Similarly they are producing namkins (snacks) for Rajasthan and Gujarat markets. The Minister felt that most of skill training trades are not identified as per market need, and products at the end are deprived of a market.

He shared his real life experiences of meeting with successful Indian entrepreneurs who are involved in innovations. Once he met one Mr. Mohanty in Mumbai who is running a consultancy to provide skilled workers for construction industry in Muscat where at present tremendous construction work is going on. His consultancy identifies youth and trains them for few months and sends them to UAE to work in the construction sector. Similarly, in Kerala people of all social levels are using air transport as they are skilled professional with good purchasing capacity. There is unprecedented demand for Oriya plumbers as they are considered as the best in the country and trades like this could be thought upon. He also quoted his meeting with an Oriya entrepreneur in Bangalore, where he has employed more than 2000 people in his company, providing plumbers to the city.

According to him two things we should consider before starting skill training and they are:

1. Trades which have market feasibility
2. Skills of people's interest

In Orissa hotel industry is booming due to tourism and good skilled youth are required for this and skill training can be planned for youth. By 2010-12, four crore people will be required in IT sector, jobs are not problem but skill deficit is the real problem he concluded.

Later he released the European Union supported project Souvenir, highlighting the achievements. A memento – a hammer prepared in brass with inscription 'FVTRS' – was also released and distributed to the dignitaries and participants.

Vote of thanks

Mr. Felix D'Souza proposed vote of thanks and inaugural session ended at 10:30 am.

Session I

Moderator: Mr. P. K. Sahoo, Chairman, CYSD, Bhubaneswar

Modular Employable Skills (MES) by Mr. S. J. Amalan, Director, RDAT, Orissa, AP, Karnataka, MoLE, Govt. of India

Mr. Amalan gave a presentation on MES. He shared about the functional structure of the ministry for skill training and said that for making ITI's a centre of excellence, 530 ITIs are recognized and that NCVT certificate is nationally and internationally accepted and regarded. In coming decades about 470 million skilled manpower will be required and only India has the number. There are two types of jobs such as wealth creating and wealth managing. He told about the skill matrix which makes an ordinary skilled person extraordinary.

He told that every person can be made employable to justify the above statement and told the story of a beggar. A Good Samaritan resolved one day that he would give employment to the first person he would meet on that day. The first person he met was a beggar, but then he thought what he can do. He then asked the beggar whether he is interested for a job. 'Yes', he replied. He then took him to a security agency for a job. The agency asked him about his qualification. Enough replied, the Good Samaritan. When asked about his competencies for the security guard, he told: 'He can stand in the sun day in and day out; he can easily spot a person whether he is good or bad, and can survive just with a meal in a day'.

Mr. Amalan conveyed his ministry's resolve to be of assistance to all who are interested towards skill. Jobs are available, we just need to approach, he concluded.

Ms. Mohini Malhotra, South Asia Regional Coordinator, World Bank, New Delhi

Ms. Malhotra spoke on skill scenario of India and initiatives of World Bank. She told that there is gap in demand and supply of skills in India due to various reasons.

Indian Informal Sector:

In India there is a severe shortage of supply of quality training on the exact scale of requirement. Illiteracy is still persistent among the Indian labour which is 44 per cent. Though school enrollment rate has increased at the primary level due to Sarva Shiksha Abhiyaan, however dropout at the secondary and higher level is still more while in China there is 100 per cent universal access to secondary education. 90 per cent of the workforce remains in the unorganized sector, though hardly any investment takes place to learn new productive trades. A bidi worker will continue to be same throughout his life. In India there is unregulated private market and mostly dominated by public sector as

providers. Higher education system in India is full of regulations which are a constraint to access to quality education. Lack of quality instructors arising due to restrictions on tuitions, seats available that makes training institutions unaffordable. Employees of formal sector are less trained in South East Asia. In India only 16 per cent employees in manufacturing sector is trained as compared to 90 per cent in China. This ultimately leads to loss in investment made for this sector.

For the last two decades there has been a jobless growth in India. Since 1983-2004, the job growth was just 2 per cent as compared to GDP which was 6 per cent and now recently GDP is 8 per cent. Almost 12 million entering job market in India every year and many are left without harnessed which could create a nightmare that has been experienced recently. The informal economy is burdened with lot of legal formalities where 47 labour laws conflict each other. It takes 35 days and 11 steps to start a business in India compared with 3 days and in 2 steps in Australia. Even in shutting down a business it takes 10 years in India, compared with a few months in other countries. There is surplus labour in agriculture where 57 per cent labour force is contributing 18 per cent of GDP.

What World Bank is doing in India?

Skill is a cross cutting issue so no single unit does skill. Seventeen ministries of GOI are working in skill space. There is lack of coordination among ministries, skill deficit cannot be met by mere providing skills, and reason for this is infested with systemic causes.

A body of research and literature is published by World Bank since 2000: secondary education, investment climate assessments, employment challenges, construction industry, vocational education and training system. India's knowledge economy amongst others has been mirrored with global work which WB is doing in countries like China, Brazil, South Africa, etc. E.g. skills needed by Bihar may differ from other states.

World Bank is making investment with GOI in programmes like Sarva Shiksha Abhiyaan, up-gradation of it, engineering institutions, rural livelihood projects for POP etc. We need to look into systemic causes. We are throwing money in a problem like water is coming out from a pipe. Literacy and good education is the base what WB believes in as a strategy for India. Modular competency skills, school based reforms are necessary. In Germany the concept of schooling, skill and working used as strategy for effective vocational training and it could be replicated in India. In the present context we should look for multiple provisions and multiple providers. Identify the providers and bring them to work together this can dent the skill problem in the country.

Future agenda proposed to GOI:

We should look out that how to make govt. fund, and how it can take the role of a regulator not as provider all the time. She gave an example of electrician training in Bihar is recognized in Orissa, it means quality of skill training as recognition at different places. Australia has set a wonderful example in this context, that is:

- Testing and certification against the skill
- Generic/genetic skills will be acclaimed
- Upgrading the quality of skill training

She told that we need to identify who is good and who is what? And how we can regulate market for skill? Singapore and Malaysia have matching funds where almost equal funding for skill training both from the govt. and private sector. This way everybody has got the chance and overall growth of skill is good. World Bank thinks that holding providers to government and more accessibility to the institutions. WB wants to focus on research in the informal sector she concluded.

Queries by the participants:

Q. Should we go for Intellectual property rights and copyrights for handicrafts?

Q. Mismatch of the skill of skill developers. What are the plans, and WB will fill in this mismatch?

WB: Up-gradation of ITIs is already in progress along with creating 400 of them as centres of excellence.

China is investing a lot in Human Capital and many recommendations are coming from India now. Enhancement of skill advancement: collectiveness in skill developers should be done. What has worked and what has not should be listed and lessons learnt from past should be given importance.

Mr. J. D. Hajela, Director, National Commission for Enterprise in the Unorganized Sector (NCEUS), New Delhi

Mr. Hajela presented skill profile of the Indian youth according to the NSS survey among youth of age group 15-29 years. Only 11.5 per cent youth have received any training whether formal or informal. Out of this percentage only 33 per cent have received the formal training. As far as formal vocational training is concerned, only 3.8 per cent of this total population has received it.

Gender difference in skill training is very significant, only 8.9 per cent women and 13.9 per cent men receive formal or informal vocational training in rural and urban areas. Out of these formal vocational training for women is 3.1 per cent as compared to 4.5 per cent of men. The difference is even more when it comes to informal vocational training, where only 5.8 per cent women get trained as compared to 9.4 per cent of their counterpart.

Place of residence is another element of assessing the skill gap. Only 2.1 per cent rural youth get vocational training as compared to 7.3 per cent youth in urban areas. The figure is opposite in case of informal training, it is 7.9 per cent in rural areas as compared to 7.3 per cent in urban areas. He presented the formal skill scenario of youth across various

states of India. Kerala with 15.5 per cent tops the slot followed by Maharashtra-8.3 per cent, Tamil Nadu-7.6 per cent, Himachal-5.6 per cent and Gujarat-4.7 per cent.

Need is to focus the areas where population is coming up and intervention is required in these areas. Of all the youth of age 15-29 years and who received formal training, 63 per cent among these belong to the unorganized sector. It clears the fact that organized sector is unable to absorb a majority of formally trained youth and they end up as a workforce in the unorganized sector. He quoted the initiative of the GOI where it has target to train 50 per cent Indian population by 2022, which could be an opportunity for the unorganized sector. Unorganized sector has poor literacy and income, and training should be made free for the accessibility to the major chunk of the population. Training needs may differ with trainees e.g. gender difference and social competences should be emphasized. Public sector should play an empowering role and approaches should be decentralized.

Following recommendations of the draft report of NCEUS was shared:

1. Proposed targets like National Mission for Skill development in unorganized sector
2. A decentralized system with a special focus on districts/cluster approach
3. Expansion of the vocational training in India, and schemes of MoMSME should be strengthened
4. Courses by GOI for FVT and training providers should be backed up with appropriate certification
5. Strengthening unorganized sector, providing incentives to Master Trainers, organizing TOT and on the job training, informal apprenticeship

Summing up by moderator Mr. P. K. Sahoo, Chairman, CYSD, Bhubaneswar

Mr. Sahoo summed up the presentations of the above three speakers and recommended the following points:

1. Greatest onus lies in all of us and quantity and quality both are equally important
2. Roadmap for coming five years should be planned with a special focus on quality and scaling-up the skill training with a special focus on entrepreneurship development
3. Promoters and supporters, all those who are associated should be brought together for better responsibility.
4. Role for FVTRS is to establish network for Human Capital

Session II

Successful Initiatives of Gram Vikas in Skill Training by Mr. Joe Madiath, Director, Gram Vikas, Orissa

Mr. Joe Madiath shared his experience of 30 years of working in Orissa as a development worker. He said that many programmes were launched but in his analysis there are no programmes for poorest of poor. Go to village and ask them to do goattery, poultry, and 40 per cent of Oriya people will not come forward. They have a myth that they cannot do entrepreneurship except for unskilled physical labour. NGOs say that they have 60 per cent coverage but how about those who don't have anything. These people will not approach for work, development sector hardly have talked to them what can be done for them. They need a quantum jump to become entrepreneurs.

India is brimming with infrastructure development and there is shortage of good skilled masons. There are several other trades like plumbing, stone carving, etc to try for skill training. Gram Vikas trained 7000 youth of which 1500 were women on masonry. All of them are now earning around Rs. 5000/- per month after completing 90 days of intensive training on masonry. Earlier it was thought that this trade is for men alone but experiences proved otherwise. They were systematically and scientifically trained and got jobs in Kerala and earning Rs. 450 per day and supporting their families. Women trainees were also taught to drive bicycle so that they can easily cover a distance of 15-20 km a day. The biggest thing of the training was that the trainees internalized the feeling that they can work for others.

Training on dressing stones were organized, now they are getting Rs. 2 per dressing and they are dressing upto 200-300 stones a day and earning Rs. 400-600 a day. Similar trainings were organized on plumbing, carpentry, concrete slab making and most of the trained hands are earning and supporting their families.

He narrated a situation of an Indian village where a starving person from POP without any skills goes to a landlord and asks for work. Landlord was not ready to give him any work, and as he was pleading, the landlord asked him to work and promised to give Rs. 25/-. After few days, the same person joined skill training on masonry. Landlord wants to do some construction in his land and heard about the same person as a good mason. He went to the mason and asked him to work at his place, but he told he is busy. The landlord convinced him by offering more money. After skill training, the platform of negotiation has changed, this is what skill training can do in an individual's life. Now these trained youth are able to initiate and negotiate with govt. officials and private sector. A gradual up-gradation of human dignity, he concluded.

Session III

Experiential learning in Entrepreneurship Development by Mr. Anil Singh, Chief Executive, NEED, Lucknow

Mr. Singh gave at length presentation about NEED explaining about replicable intervention strategies for entrepreneurship. The Framework of Reference (FoR) for Presentation was as below:

- Hard core of experiences with impacts

- Promoting livelihoods, micro-enterprises and financial inclusion
- Gender driven interventions.
- Pro-poor driven reform, reinforcement and rationality

An enterprise has triple-effect in the society called as The Triple-Bottom line Impact where environment and society is at the base and economic development is at top of the pyramid.

1. Economic indicators- product value, wealth generation, productive employment and ethical trading
2. Environment indicators- sustainable development, waste control, eco-friendly, human-energy use and fair-product cycle
3. Social- equal opportunities, vocational cum entrepreneurial skills, community regeneration and human rights

According to him entrepreneurship can be promoted through three competencies i.e. entrepreneur (human competency), enterprise (product competency) and entrepreneurship (market and financial competency). Further, a five step Entrepreneurship Development strategy was shared, which is as follows:

First Step

Knowledge Inclination x Demonstrative Skill= Person's Ability

Second Step

Person's Ability x Attitude to Excel = Entrepreneurial Drive

Third Step

Entrepreneurial Drive x Goal Setting Targets = Entrepreneurial Milestone

Fourth Step

Entrepreneurial Milestone x Performance = Entrepreneurial Result

Fifth Step

Entrepreneurial Result x Standards/Models= Entrepreneurial Standard of Excellence

Enterprise x Entrepreneur = Entrepreneurship

These all steps should aim at Vocational Skill Driven Entrepreneurial Milestone.

Entrepreneurs link Income Generation Steps for Enterprise Promotion (EIGSEP) PHASES

1. Sensitizing the community with Gender Sensitivity.
1. Skill driven achievement motivation.
1. Opportunity guidance and market cum product counseling.
1. Focused vocational skill training and up-gradation.
1. Enterprise setting intervention.
1. Concurrent follow-up and escort services.
1. Sustaining entrepreneurial spark with social discipline and responsibility.

He presented the case study of a lady Asma Begum who is a successful entrepreneur created by the efforts of NEED. She also acted in a movie Umrao Jaan, he concluded.

The PowerPoint presentation by Mr. Anil Singh is attached as **Annexure 1.**

Impact of Skill Training by Ms. Sachi Kumari, Secretary, Chotanagpur Sanskritik Sangh, Jharkhand

She is a partner of FVTRS implementing skill training for tribal youth of Jharkhand and presented her experience of this project. With this project they have trained 133 tribal youth and all the trainees are placed now either as self-employed or as employed, or as trainers also.

She shared that due to poverty youth are difficult to manage and their retention for the training is a difficult task. She gives credit to her linkages with the community, other stakeholders and employer agencies that ultimately provided placement opportunities to all the youth. She has been able to make available the trainee data to the employer agencies.

She discussed the selection criteria of trainers and trainees that CSS followed to give it a community appeal and involvement of stakeholders like gram panchayat, SHGs, media etc. The strategy CSS adopted included proper counseling, practical based training, friendly and learning environment so that no dropout happened in their training programme. CSS managed to provide cent per cent placement opportunities to trainees through involvement of industries, shops and appropriate linkage with on going government schemes.

The overall impact of the project is the improvement of quality life of youth, reduction in migration and youth were able to earn decent livelihood in a sensitive and naxalite-prone area.

The PowerPoint presentation by Mrs. Sachi Kumari is attached as **Annexure 2.**

Impact of Skill Training by Mr. Satya Narayan Patnaik, Secretary, Seba Jagat, Orissa

He shared the pathetic condition of Kalahandi district of Orissa, where his organization is working in 6 blocks. Seba Jagat is a partner of FVTRS for the last two years and working for tribals who are very different. The most important challenge they faced during skill training was to organize market for the produce of the trainees. Leaf-plate making, broom binding, masonry were the trades they selected for skill training.

Seba Jagat took the labourers and trained them on various trades and raised their income. There has tremendous rise in the income of the masonry trainees. Products displayed in a market fair was sold out in a day, there has been a good demand of products the trainees made. Initiated by FVTRS, now NABARD is supporting at federation and group level. Federations have set up their own shops to sell their products. District level functions are organized. Palm leaf products are in great demand in the market.

Lessons learnt:

- Proper follow-up with refresher training from time to time can enhance the skill training situation
- Proper technical support for each trade is required
- Self-management of the products by the community
- Marketing tie-ups
- Maintaining the quality
- Linkage with financial institutions

The PowerPoint presentation by Mr. Satyanarayan Patnaik is attached as **Annexure 3**.

Exhibition

An exhibition of products and services in which 32 partners are involved were showcased on the occasion. The same was inaugurated by Prof. D.S. Ker who is the founder director of Gramya Vikas Trust, Dwarka, Gujarat at 4.30 pm. He has been a professor in economics who left his academic career to work in the development sector.

The objectives of organizing the exhibition were to facilitate replication of successful models and best practices by interested groups, and also to explore possibilities of possible marketing together with other doers.

Cultural Evening

A cultural evening was organized in the evening on 16 December from 7 pm at the venue. The programmes included Odissi, Chahu dances in various forms followed by gazal and film song singing by various artist groups.

December 17, 2008

Session IV

NABARD's initiatives in skill development by Mr. Sankarnarayan, AGM, NABARD, Bhubaneswar

He has 22 years experience of working in different parts of the country. NABARD has specific funds for downtrodden communities. He spoke about Orissa where 74 per cent workers are working in primary sector and 47 per cent of the total population is living below poverty line. Further, the annual income of the primary worker is Rs 21,382/- while that of secondary worker is Rs 7, 11,242/-. There is thus a huge income disparity among the various occupations and that explains why NABARD supports Skill Development Programme (SDP). The other initiatives of NABARD are devised differently to meet different needs such as Rural Employment Development Programme (REDP), Skill Up-gradation Programme (SUP), Cluster Development Programme (CDP), Rural Innovation Fund (RIF) etc. The RUDSETI model is NABARD's attempt to reach the unreached areas.

NABARD appreciated all the implementing agencies as excellent training providers. He shared his experience of working for entrepreneurship development; most of the budding entrepreneurs do not know how to price a product. They are not aware of the cost of raw materials, electricity and other costs involved in the production. NGOs don't want to come to NABARD as they feel it asks too much paper work. However, it's a normal procedure of NABARD. It wants to help artisans through credit linkages, he concluded.

The PowerPoint presentation by Mr. Sankarnarayan is attached as **Annexure 4.**

SIDBI and Entrepreneurship Development by Mr. Sreekant Das, SIDBI, Bhubaneswar

He spoke about how SIDBI came into being in 1989 for promotion, financing and development of MSME sector in India. It has been constantly financing and giving support services to micro and small enterprises. The creation of SIDBI accounts for three wings i.e. providing technical support, collateral securities, rating etc. through ISTSL, CGTMSE, SVCL, SMERA, providing finance through direct assistance, refinance development and support services, and acts as nodal agency for Govt. subsidy schemes - TUF, CLCSS, Leather and Food Processing Sector.

SIDBI with its 2561 EDP initiatives has supported a wider base of about 64000 entrepreneurs. The support included performance linked payment to conducting institutions and focus on process/product EDPs. It has organized 539 EDPs through RUDSETI and trained 15600 youth out of which 50 per cent set-up their own enterprises. Similar 565 EDP programmes were organized with the help of EDII to train 14400 youth with 50 per cent success rate of self-employment.

He further explained about the various programmes like STUP, RIP, SIMAP by SIDBI for the promotion of entrepreneurship. He also discussed the evaluation of these programmes.

SIMAP: Small Industries Management Programme (SIMAP) – a 14 week intensive programme with a mix of class room and on-the-job training. It has twin objective of:

- Creating a second line of trained managers to SSI units
- Utilizing infrastructure and manpower of premier institutions to service the small scale sector

SIMAP is successful programme of SIDBI and has effected placements within 3-6 months with earnings around and beyond Rs. 4000/-. One of the highlighting features of this programme is 50 per cent of the trainees were women.

STUP: Skill-cum-Technology Upgradation Programme (STUP) – a capsule programme for owners/managers of MSMEs. Training needs assessment exercises were undertaken recently in association with IITs - (Delhi and Kanpur), CIPET – Bhopal and REC – Calicut. 1429 STUPs conducted till now has benefited over 28,400 youth with ‘Knowledge’ and ‘Information’ as the important gains.

Cluster Development Programme: This Intervention is undertaken in more than 25 small industry clusters across the country and a few successful of them are Foundries at Howrah, Scientific Instruments at Ambala, Bicycle and bicycle parts at Ludhiana.

Micro Finance and Micro Enterprise Initiatives: SIDBI Foundation for Micro Credit was launched in year 2000 as an apex wholesaler of Micro Finance to focus on poor mainly women and thrust on inclusion.

Queries by participants:

Q. What is the role of NGOs in promoting SIDBI programmes?

SIDBI: Most of the programmes are run in association with NGOs only. They therefore have to play a pivotal role.

Q. If a group of 200 women want to set-up a leather and food-processing enterprise, then how SIDBI can help?

SIDBI: It can provide loan for promotion and packaging

The PowerPoint presentation by Mr. Sreekant Das is attached as **Annexure 5.**

Presentation by Ms. Anita Sharma:

She gave a presentation about InWent, Germany and about the evaluation study she made on five FVTRS projects.

About InWent:

InWent, Germany is a non-profit organization commissioned by the German Federal government. It was founded in 2002 through a merger between Carl Duisberg Gesellschaft (CDG) e.V. and Deutschen Stiftung für Internationale Entwicklung (DSE). InWent as an organization working as a change agent through HRD, advance training, creating networks, supporting people in key positions in creating organizational and political change and strengthening individual and organization competencies.

The main instruments InWent uses are advance training including e-learning, dialogue at international level, supporting national and international networks and consultation for HRD and OD.

The Indo-German tie-up is now 50 years old. InWent is currently working in India with an annual budget of € 3.0 million. It has opened India office at New Delhi in February 2008 with seven alumni associations at Delhi, Bengaluru, Kolkata, Hyderabad, Pune, Chennai, and Mumbai. InWent is working on urban and industrial environment protection, sustainable environment development, renewable energy and sustainable economic development.

Sharing of Evaluation Study of FVTRS supported projects:

She gave a descriptive presentation of an evaluation study she has done for five projects of FVTRS. The selection of the project was done on the distinction of model of intervention, target population, urban and rural location, and types of trades chosen for training.

Vocational Training Centre, Lacharagarh, Jharkhand:

It worked on the linkage model and chose tailoring as a model in the local area. The women trainees who completed their training from this institution are currently working as successful entrepreneurs in and around Lacharagarh, a remote village in Jharkhand. Trainees of construction trade have been linked with Shobha Developers, Bangalore and are working with them.

All the training programmes are very well linked up with financial institutions, and local and outside employer agencies that helped in cent per cent placement opportunities.

Tailoring Training is strongly linked with setting up of group enterprises through publicity being given by VTC, effective placement mechanism and organizing finances.

Rama Krishna Sharda Maa Mission, Hazaribagh, Jharkhand:

This organization has innovated the two-wheeler repairing and servicing training for women with a lot of community appeal into it. This innovation gained publicity and government attention in looking beyond the traditional approaches and gender sensitivity. Most of the trainees after training are working successfully and set examples for future similar interventions.

Chetnalya, New Delhi:

Skill training has an appeal of non-formal education, self-help group, health and security, and coaching. The skill training has given directions to youth who dropped out of school even after tuition and guidance, provided options to women in community to become self sufficient. Project has successfully added on to the sustainable training units which lend employability as well as challenges to youth in the community.

Don Bosco, Bishramganj, Agartala, Tripura:

The training model of Don Bosco, Bishramganj is tripartite of vocational skill training, soft skills and farm based training. It has worked successfully well for the youth to live an empowered and self-sufficient life. The successful placement opportunities for trainees with quality soft skills have attracted government machineries like Rubber Board, Spice Board, Bamboo Mission, etc to tie-up with this institution for the implementation of government skill training programmes. Driver who was trained in this organization drove the vehicle for Mrs. Sharma during her study at Bishramganj.

Loyola Abhyudaya Kendra, Bijapur, Karnataka

The one year skill training was successful blend of technical and life coping skills. The training offered on the job training for the trainees which provided them employment. The institution has created name in the local area for its skill training and established infrastructure for organizing similar training in the future.

She concluded with certain recommendations.

The PowerPoint presentations by Mrs. Anita Sharma are attached as **Annexure 6 and 7.**

Session V

Achievements, Impact and Challenges In Vocational Training- Presentations by Resource and Programmes Promotion Centres (RPPCs):

Presentations of the RPPCs were moderated by Mr. Vishwas Philip Jhadav, Member, Advisory Committee, FVTRS.

RPPC–Western India: Sr. Daphne Sequeira, Director, Ashankur Charitable Trust, Ahmednagar, Maharashtra

Sr. Daphne Sequeira shared that the world is born through women though she does not get the right treatment. The RPPC is working to provide skill to the underprivileged women to earn a gainful livelihood in the states of Maharashtra and Gujarat. Few unique features of the projects are activities favourable to target groups, flexible programmes, lacunae identified and NGOs were capacitated to deal with, good EDP and exposure visits and a strong network of 79 NGOs formed.

Major challenges that RPPC faced:

- Reaching the unreached areas
- Mobilizing women for training was really difficult due to social stigma of women coming out of their houses. Mindset of people is very conventional
- Initially responses were too slow
- Identifying marketable trades was difficult as industries were less
- Quality trainers existing in the area were already working so was difficult to identify trainers/instructors. Rexene bag making is a potential trade and it took almost four months to find a trainer for this trade
- Subsidy based grants were available with Panchayat Samiti but initially they were not ready to give it to their trainees

Impact of the project so far in the area:

- Quality change in the work. Trades are innovative and functional
- Very less dropout due to interest in the training and effect of inclusion of soft skill
- Most of the partners are from grassroot level
- Fund is now available for implementation of the project
- Stakeholders were brought on a common platform through interfaces and market fair
- Able to mobilize grant from Panchayat Samiti to purchase machine for trainees of potential trades like rexene-bag and diamond cutting with the help of BDO even though it was not a policy
- Linkages with govt. has been established

RPPC–Northern India: Mr. S. K. Jain, Secretary, Meerut Seva Samaj, Meerut

Mr. S.K. Jain began by mentioning the specific objectives of EU-project in the northern region. The Target group for the proposed action are the rural youth and urban slum dwellers in the age group of 16 – 35 from the weaker sections comprising of the scheduled castes and other backward classes including the socially and marginalized

sections of the society. Currently the RPPC is working with 19 associating partners in the states of Western U.P., Uttarakhand and Haryana on various trades like dhaba management, mushroom cultivation, vermi-composting, house assistant etc.

The RPPC has developed training curricula for 29 trades selected by associating partners.

Major achievements as presented were:

- Identification of 19 NGOs for skill building
- Delegated the responsibility to Associating Partners
- Organized 4 interfaces and 2 market fairs at different locations of North
- 87 skill training sessions were organized for 3,096 trainees, of which more than 78 per cent are women
- Training curricula for 29 trades were developed in curriculum development workshop which was released at Moradabad Interface
- Developed linkages with NABARD, District planning office, ITI, Rural Development Department, Women and youth welfare department
- Nine Staff capacity building programmes and 3 specific staff capacity building programmes are attended by RPPC Staff
- Certificate of Completion had prepared is ready to be issued to the successful trainees
- A vibrant network of associating partners had been created to cater to the skill training needs based on FVT concept

Impact of the project so far:

- The NGO's are earnestly carrying out skill training programme with quality of work is improving day by day
- The awareness about the need of skill training and its relevance is being realized in the target area
- The target group is encouraged as their product identity is established in terms of market demand
- Women empowerment was one of main issues arose during field study. Women participation will lead to stability in families of target group
- The associating partner are now utilizing the curricula in their skill training programme
- Trainees can confidently look for employment and self employment

- A sense of responsibility is being established for addressing the common need for FVT

Major Challenges faced by the RPPC

- Increasing expectation of associating partners' dependency on RPPC
- Organizations have a still a stereotyping of project implementation
- Participation of Government Officers in the Programme is difficult.
- The duration of market fairs were too short (one day)
- Less participation by men is a matter of concern
- Govt. Depts. are still standing alienated and confined to their limitations
- Resource mobilization for the FVT is still exists as a challenge

The PowerPoint presentation by Mr. S. K. Jain is attached as **Annexure 8**.

RPPC-Eastern India: Mr. Duskar Barik, Director, KIRDTI, Keonjhar, Orissa

Mr. Duskar Barik highlighted the issue of life and livelihood threat to tribals resulting out of rehabilitation due to rapid industrialization in Orissa. School dropout is almost the same among all tribal communities. They are victims of harassment, rapid migration and displacement, that tantamount to loss of their livelihood and political rights. RPPC-East has taken responsibility of providing skills to tribal youth for their livelihood and empowerment in the states of Orissa, Jharkhand and Chhattisgarh.

The impact of the project so far:

- The community, the civil society organizations, bureaucrats, PRI representatives, Policy makers etc sensitized on the issues, challenges and opportunities of FVT
- Partners are able to make proposals based on community need and market demand on the skills/products
- Preparation of curricula on different trades by the partner NGOs (masonry, bamboo craft, driving and motor mechanics, lac handicraft, tailoring, vermi compost etc.)
- 1194 school dropout illiterate youth are able to undergo skill training in 20 trades in all the 3 states.
- Network could be established among 22 EU partners and the existing regular partners of FVTRS
- Access to policy makers, bureaucrats, media, financial institutions, PRIs could be established in all 3 states

Major Challenges faced:

- Identification of committed NGOs in the un-reached area
- More number of Non-FC NGOs as partners
- The school dropout youth are not interested to undergo certain skill training
- Timely mobilization of govt. resources
- Implementation of govt. policy/plan on vocational training

Queries:

Q. How to assess the gender perspective and specific impact of the running project?

Ans: Women are taken from SHGs and self employment becomes imminent

The moderator Mr. Philip Jhadav summed up the presentations of RPPCs and said that by making effort desired change can be done. RPPCs are doing a great job in their respective areas. He felicitated Sr. Daphne Sequeira on getting Savitri Bai Phule award from the Govt. of Maharashtra.

The PowerPoint presentation by Mr. Duskar Barik is attached as **Annexure 9**.

Address by Dr. Jagar Singh IAS, Commissioner cum Secretary, Labour and Employment, Govt of Orissa

Dr. Singh graced the occasion and shared his experience on skill development in India. He told that India is experiencing shortage of skill from a job of cobbler to electrician and many others. Lack of competencies is a weakness in India. Difference in quality of skills may vary from state to state, skill is acquired not gathered mentioned Dr. Singh. Everybody wants job in government, we need to get rid of this mindset. What we need to do is to create demand for skill and then provide skill to our youth.

In India 1980s was for rural development programmes later shifted to SHG movement. However, we need to examine how far we have been able to provide skill to members of these SHGs. All the Govt. Secretaries should go to their respective districts and study the skills required. There has been low production simultaneously with low quality production. There are few gaps in work and quality of work, households should upgrade their skills to enhance their income, he commented.

We have several schemes for skill development including MES, which is a good initiative by GOI and we should capitalize on it. People should come forward to help government to know the shortcomings, and NGOs can be helpful in this regard. India does not need semi-skills rather a complete skill set is required for sustainable livelihood. It could increase rural livelihood opportunities and enable youth for self-employment. There are sources of fund, several schemes and this kind of conference helps to know the step followed by governments and we need to share and discuss our experiences among ourselves for enabling the poor for self-employment and employment, he concluded.

Session VI

Mr. P. K. Gupta, Deputy General Manager, MSME, Cuttack

MSME is conducting training programmes like EDPs/ESDPs/SDPs/MDPs/BSDPs/IMCs in the nook and corner of the state to promote entrepreneurship and in upgrading the entrepreneurial skills and abilities of the educated unemployed youths to go for self-employment. He discussed the Udayama scheme of the government of India which provides a handhold support to rural and interested youth to set-up their own enterprise.

Queries:

Q. How does this scheme help the poor?

Ans: It is going to unreached area for its credit programme and providing handhold support in setting-up enterprise and management problem for 6 months.

Q. Is it providing escort services?

Ans: Helping in preparing project reports, selection of technology, interaction between raw material providers, clearances from govt. etc.

Q. What is the eligibility to enroll?

Ans: Should be 18 years old and 8th pass. However, eligibility is flexible that depends upon the need of the area.

It has also planned to form Entrepreneur Clubs: 50 entrepreneurs with a MoU, a letter to MSME can form a club. MSME will provide training to its members, help in organizing conferences, they can visit market and other fairs. Monthly meeting can be organized MSME can bear cost up to Rs. 7000/- per month. His address is as below:

Further information is available at www.dcmsme.gov.in; www.msmedicuttack.gov.in

The PowerPoint presentation by Mr. P. K. Gupta is attached as **Annexure 10**.

**Industrial linkages and Promotion of Entrepreneurship by Bro. Sushil Toppo,
Director, VTC, Lachragarh, Jharkhand**

He briefed the participants with shortage of workforce in Indian industries; they are facing a shortage of attracting sufficient number of suitable people to various courses on offer. In addressing the twin problem of unemployment of youth and high demand for workers in industries, linkage model was adopted. Retention of skilled craftsmen in industries is a big challenge and establishing linkages to an extent is able to alleviate it.

Methodology adopted by VTC, Lacharagarh:

- Stage 1: One month basic course at the facility of the training provider. Topics to be covered include life enrichment skills and basic technical aspects of the concerned trade.
- Stage 2: One month advanced technical training in the concerned trade at company consisting of classroom and workshop training.

- Stage 3: One month hands-on training at different work – sites of the company.
- Stage 4: The respective company will provide three months intensive quality and need based training as company required. Company will provide accommodation and stipend during this stage.

Responsibilities of the industries:

- Conduct stages 2 and 3 of the pilot course for selected trainees who have successfully completed stage 1 of the course organized by the training providers. The training will be provided at the industry premises and at different project sites of company.
- Provide necessary training and administrative facilities for the smooth conduct of stages 2 and 3 of the course.
- Provide guidelines to the training providers on the technical content required to be covered in the stage 1 training. This would include imparting a one-day exposure and induction (TOT) to trainers of the pilot course at company.
- Make available unused equipment, stores and demonstration materials, if training is organized near to on going company sites.

Presentation on Soft Skills:

Bro. Sushil then shared his experience of imparting life coping skills to his trainees to be a better entrepreneur or employee. He defined coping is the effort we make to manage situations we experience as potentially harmful or stressful. A coping attitude is a philosophy that says life will not always be the way we want it to be, but our coping skills can help us make the best of it. He also gave a brief outline of the courses designed for this training and various type of situation one has to cope in general life viz. shyness, human sexuality, loneliness, depression, fear, verbal abuse, anger, etc. This training helped the trainees to cope with these situations/happening at workplace and home to become a better and productive person at home and in profession.

Leadership, team work, career guidance and work environment decide the fitness of a youth for a job. For him to be successful skills like personal, social, creative etc. will be very helpful and a training on life coping skills takes care of all these things, concluded Bro. Sushil.

The PowerPoint presentations by Bro. Sushil Toppo are attached as **Annexures 11 and 12.**

Valedictory Session

Mrs. Anita Sharma briefed the proceedings of the last two days followed by summing up by Mr. M. L. Satyan, Manager, EU supported project. The messages conveyed by the speakers in the inaugural session were very effective and knowledgeable.

The chief guest Mr. Surjya Narayan Patro, Hon. Minister for Energy, IT and Culture, govt. of Orissa spoke of market based trade selection along with interest of youth. He

gave examples successful models of other countries and Indian entrepreneurs doing great job in and outside their motherland.

NABARD and SIDBI spoke of their efforts in skill and entrepreneurship training towards creating micro and small entrepreneurs. Ms. Mohini Malhotra, South Asia Regional Coordinator, WBI spoke about need for improving training output by building capacities of trainers, adopting holistic approach, make attempt to integrate literacy/education with vocational training. Mr. S. J. Amalan, Director, RDAT, Govt. of India spoke about establishing coordination among govt. and private sector and starting initiatives from their level. He elucidated the ministry's MES scheme dovetailing with entrepreneurship training. Mr. Jagadananda, State Information Commissioner, Govt. of Orissa expressed concern over myopic view and overdependence of us on ITIs for VT, and skill gap arising due to differences in policy rhetoric and policy reality. Dr. Antony Kariyil spoke about creating specialization among youth as the world demands specialized skill and there is a clear cut division of labour in the society.

The major highlights of the various sessions on Day I:

- Mr. Amalan spoke about Modular Employment Skill that is one year old and is going on successfully throughout the country and everyone could be made employable. Government funds are available for skill training. It is up to the NGOs to take advantage of this.
- Ms. Mohini Malhotra pointed out the alarming dropout rate in the country, lack of qualitative training, less investment in human capital and the absence of stable livelihood options in the unorganized sector. World Bank is funding some of the skill promotion schemes initiated by the Government of India – like Sarva Shiksha Abhyaan, Upgradation of Technical Educational Institutes and Developing ITIs as Centres of Excellence.
- Mr. J.D. Hajela spoke on the draft report prepared by the National Commission for Enterprises in the unorganized sector on skill formation in the unorganized sector following cluster approach. Pointed out the gender differences in skill training, rural - urban scenario and loss of wages when trainees attend training programmes. Emphasized on general competencies.
- Mr. Joe Madiath spoke on their skill training initiatives in more than 1000 villages of Orissa where mainly women are empowered through skill. He focused on the importance of confidence building while promoting skill training and the need to scale up the efforts to reach out to the target community.
- Mr. Anil Singh spoke on the enterprises in entrepreneurship development. He emphasized on development of competencies such as human competencies and market competencies. Explained about Triple bottom line impact, Enterprises triple effect and Poverty wheel. A roadmap for enterprise promotion is given that is based on mobilization with community participation.
- Ms. Sachi Kumari spoke about how she has been successful in effecting cent per cent placement to trainees.
- Mr. Satyanarayan Patnaik spoke on the impact of different skill training programmes promoted by them. He mentioned about the challenges such as regular follow-up, proper technical training, self management by the community, marketing linkages and maintenance of quality.

The major highlights of the various sessions on Day II:

- Mr. Sankaranarayan from NABARD spoke on NABARD's initiatives in skill development.
- Mr. Sreekanth from SIDBI spoke on SIDBI and Entrepreneurship development promotion.
- Ms. Anita Sharma from InWent, New Delhi made a presentation on successful vocational training models citing the examples of some FVTRS partners.
- Daphne Sequeira, Director of Ashankur Charitable Trust, Mr. S.K. Jain, Secretary of Meerut Seva Samaj and Mr. Duskar Barik, Director of Keonjhar Integrated Rural development and Training Institute made presentations on their achievements, impact on their target communities and challenges while implementing skill training programmes in Western India, Northern India and Eastern India during the past two years based on the EU supported project.
- Mr. P.K. Gupta, Deputy Director of MSME spoke about different programmes that MSME is promoting for the unorganized sector.
- Bro. Sushil Toppo, Director of Vocational Training Centre, Lachhargarh, did a presentation on industrial linkages and promotion of entrepreneurship based on his experience and success achieved in this regard. Other focal points in his presentation were life coping skills, leadership qualities, career guidance etc.

Mr. Jagar Singh IAS, Commissioner cum Secretary, Labour and Employment, Govt. of Orissa: There is low production of skill and its quality, and we need to share and discuss our experiences among ourselves for enabling the poor for self-employment and employment to come up in their life.

Concluding remarks by Mr. Jagadananda, State Information Commissioner, Govt. of Orissa

We don't do National Skill Conference everyday, its rare and a great event for collective thinking and reflect on the key issues in front of us. He quoted a recent meeting of Information Commissioners in Delhi where he and Mr. Prannoy Roy, the famous media personality were panelists. He was looking at the rhythm and planning to do an extempore. Mr. Roy told in most of the meetings we make big presentations but this time you all will be given only three minutes each to present. All of them were surprised as most of them prepared their power point presentations. However, at the end of the day it worked wonderfully well and most of the commissioners were happy. This kind of ideas we need to generate for our programmes where we can provide opportunities to all to convey their ideas in short time.

He further gave his observation and comments for the better utilization of opportunities like this:

1. Identify the gap between policy rhetoric and policy reality: Grassroot interventions should be positioned to identify policy gaps. If no such systems are formed then our interventions will vanish. A small group can work together and come with

policy asks that we want and expect from national and states govt., institutions like NABARD, SIDBI, and other private and bilateral institutions. An advocacy strategy can follow-up and next year we will come up with results.

2. Building in robust Network: A network of skill providing institutions and entities should be built. FVTRS is nationally positioned to serve this role. The network should not just be restricted to NGOs. He gave example of SaDhan, a network of MFIs. Even govt. is the member of network and never skips any meeting with a fear that it may miss something. He emphasized how we can convert a National Skill Conference into a Policy Convey. At present govt. departments do not know each others' interventions due to compartmental system that exists. A robust network will be a solution to skill players if such situation emerges. For this ideology of robust network, we need outside champions for external facilitation.
3. Building leaders and champions: He gave example of Bro. Sushil who picked up the right issue and enhanced the self-esteem of tribal not just by skill alone but with skill plus package. Mr. Jagadananda told that he recently visited Australia where he saw an institution called Aboriginal Tribal Leading Institute. Development of aborigines of Australia was very slow, now with the help of this institution tribals are mainstreamed. Similarly in Brisbane, Australia there is an institution to build champions by boosting their morale. In the Indian context we need powerful leadership for building such institutes. Dr. Subhas Pani, Secretary, Planning Commission who attended previous National Conference at Bangalore, and people like him can be approached. Similar programmes could be thought of for each state together with FVTRS.
4. Innovations and Standardization of skill: Through new generation technical support we can help doers of skill training to build perspective. Skill is for livelihood and wholistic development of youth. Through advanced technical support we can bring innovations and standard. Skill differs from U.P. to Kerala, we are doing the best programme without perhaps knowing the standard outside.

We will see next year how far we have succeeded, said Mr. Jagadananda as he concluded.

Mr. Jagadananda felicitated 32 partners who participated in the exhibition by giving them certificates.

Vote of thanks

Mr. Duskar Barik proposed a detail vote of thanks and the conference ended at 4:30 pm.

Participants list is attached as **Annexure 13**.

Abbreviations

1. **RUDSETI**- Rural Development and Self Employment Training Institute
2. **EDP**- Entrepreneurship Development Programme
3. **NGO**- Non Governmental Organization
4. **ITI**- Industrial Training Institute
5. **VT**- Vocational Training
6. **FVT**- Functional Vocational Training
7. **FVTRS**- Functional Vocational Training and Research Society
8. **CSR**- Corporate Social Responsibility
9. **MoLE**- Ministry of Labour and Employment
10. **RDAT**- Regional Directorate of Apprenticeship Training
11. **RTI**- Right To Information
12. **NABARD**- National Bank for Agriculture and Rural Development
13. **SIDBI**- Small Industries Development Bank of India
14. **IT**- Information Technology
15. **REDP**- Rural Entrepreneurship Development Programme
16. **SHG**- Self Help Group
17. **MSME**- Micro Small and Medium Enterprise
18. **SME**- Small and Medium Enterprise
19. **MFI**- Micro Finance Institution
20. **GOI**- Government of India
21. **MES**- Modular Employable Skill

22. **NCVT**- National Council of Vocational Training
23. **GDP**- Gross Domestic Product
24. **WB**- World Bank
25. **NCEUS**- National Commission for Enterprise in the Unorganized Sector
26. **MoMSME**- Ministry of Micro Small and Medium Enterprises
27. **CYSD**- Centre for Youth and Social Development
28. **TOT**- Training of Trainers
29. **NEED**- Network of Entrepreneurship and Economic Development
30. **POP**- Poorest of Poor
31. **FoR**- Frame of Reference
32. **CSS**- Chotanagpur Sanskritik Sangh
33. **AGM**- Assistant General Manager
34. **SUP**- Skill Upgradation Programme
35. **RIF**- Rural Innovation Fund
36. **CGTMSE**- Credit Guarantee Fund Trust for Micro & Small Enterprise
37. **SVCL**- SIDBI Venture Capital Limited
38. **SMERA**- SME Rating Agency of India Limited
39. **ISTSL**- India SME Technology Services Ltd.
40. **TUF**- Technology Upgradation Fund
41. **CLCSS**- Credit Linked Capital Subsidy Scheme
42. **EDII**- Entrepreneurship Development Institute of India
43. **CDP**- Cluster Development Programme
44. **SIMAP**- Small Industries Management Programme
45. **STUP**- Skill-cum-Technology Upgradation Programme