



NSC 2015

SOUVENIR



SKILL INDIA

Making Underprivileged Youth Employable

Functional Vocational Training and Research Society



SHAPING FUTURE

Each life is a treasure trove of possibilities, waiting to be molded into majesty. SKIP works with the overlooked masses and wields them with the power to shape their destiny into valuable human assets.

'An All India Association of Private Technical and Vocational Training Institutes' in existence since 1968, SKIP is an NGO, registered under the Registrar of Societies Act 1960, for promoting Skills Development in India.



SKILLS FOR PROGRESS – SKIP

SKIP House, III Floor, 25/1, Museum Road, Bangalore – 560025, Karnataka State, INDIA.
Tel: 91-80-22293814 / 22275983 Email: skip@dataone.in / skip@vsnl.com / skipindianet@gmail.com

WWW.SKIPINDIA.NET

Contents

Foreward	01
National Skill Conferences - A Flash Back	05
Concept Note on NSC 2015	11
SKILL-NET	16
P6 Model	24
Harnessing opportunities through skill development	30
Understanding Life Skills - A Theoretical frame work	34

Foreward

Before I introduce this souvenir brought out during the occasion of National Skill Conference 2015, I would like to recall the journey of FVTRS briefly.

FVTRS started its operation 22 years ago when the country had low priority on skill development. As we are stepping into 23rd years of its service, skill development has become one of the main agenda of union government and pre-requisite for filling the gap of skilled workers requirement across the globe.

The National Skill Conference (NSC) has been a successful platform where a wide spectrum of stakeholders converges to discuss, deliberate and disseminate on relevant options for the sector, understand new perspectives and actions with innovations, as well as the challenges being faced by service providers. It is also an occasion to share best practices and scale up by introducing new modules and modifying approaches, incorporating all that is relevant in today's context.

I am proud to say that many of our partner organisations joined with FVTRS and Government of India in promoting the agenda of Skill India.

Today what we hold in your hand is the experience and learning gained over the years and our interventions. This text book has given us enough food for thought and what is being discussed in this souvenir is some of the outcomes of these reflections. This is greatly in line with the theme of this National Skill Conference.

Therefore I believe that this souvenir will generate a series of discussions leading to new knowledge, concepts and perspective as well as refining the existing ones.

I am sure that the national skill conference on 28-29, October 2015 in Guwahati will definitely help us to emerge as an organization with difference.

FVTRS, a non-profit organization with the objectives of inculcating skill among the drop out youth, creating employment opportunities for them, provide a platform for the disadvantaged people to prove their abilities and skills made it possible only through proofs of solidarity and bestowed generously of primary stake holders. Therefore I strongly believe that the content of this souvenir will be useful of our stake holders in scaling up their interventions and methodologies more effective and sustainable.

It is and will always be, achievable for those who believe in the strength of their efforts and the glory of the sweat of the struggle.

I look at this souvenir as a tribute to the excellent work of our partner organizations and MISEREOR who were generous with their contributions, guidance and encouragement which has facilitated learning within FVTRS. It is a humble announcement, that with great level of commitment, much overdue learning, we remain relevant with passion always continue to be celebrated to be celebrated with our partners and associates.

Reg.No. 10368/2002



Priyanshi Educational Cultural & Social Society (PECSS)

An ISO : 9001 : 2008 Certified Organisation

Our Mission...

"Improvement in the overall quality of life, covering education, livelihood and health as well as self-sustained empowerment of the backward community and families living below the poverty line – reaching up to poorest of the poor, through intensive capacity building interventions, income generation and health activities with special focus on women, tribal areas and socio-economically deprived sections of society."



Subject areas of engagement

- * Livelihoods generation initiatives in rural areas.
- * Skilled and employable vocational training to youths.
- * Women Empowerment.
- * Sanitary Napkins training to tribal women in barwani.
- * Entrepreneurship development.
- * Prevention and care against HIV/AIDS (TI Project).
- * Promoting science and technology.
- * Promoting adult education amongst tribal communities.
- * Formation, training and strengthening of women SHG.
- * Promoting improved and innovative means of agriculture.
- * Protection and promotion of environment.
- * Rehabilitation Programme to Leprosy affected persons.
- * Other issues of social importance.

Our focus groups

Tribal Communities
Rural & Urban BPL Youth
School Dropout Youths
Women & Children
Leprosy Affected Persons
Handloom Weavers
Handicraft Artisans
Injecting Drug Users & MSM
Adolescent Girls



Registrations:

1. Section 12-AA of Income Tax Act;
2. Section 80-G of Income Tax Act;
3. Foreign Contribution (Regulation) Act (FCRA) No. 063160160

Head Office : 150, Regal Mohini Homes Awadhपुरi, Khajurikala Bhopal- 21 (M.P.)

Branch Offices : Hoshangabad, Barwani, Ratlam & Indore (M.P.)

Ph.: 0755-4059211, Mob.: 09425665374, 09827612833, 09407270672

Serving the under privileged and deprived Sections of Society

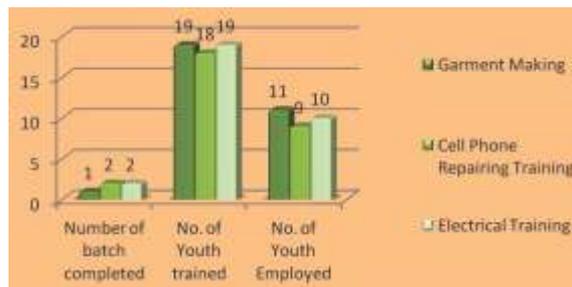
Best Compliments

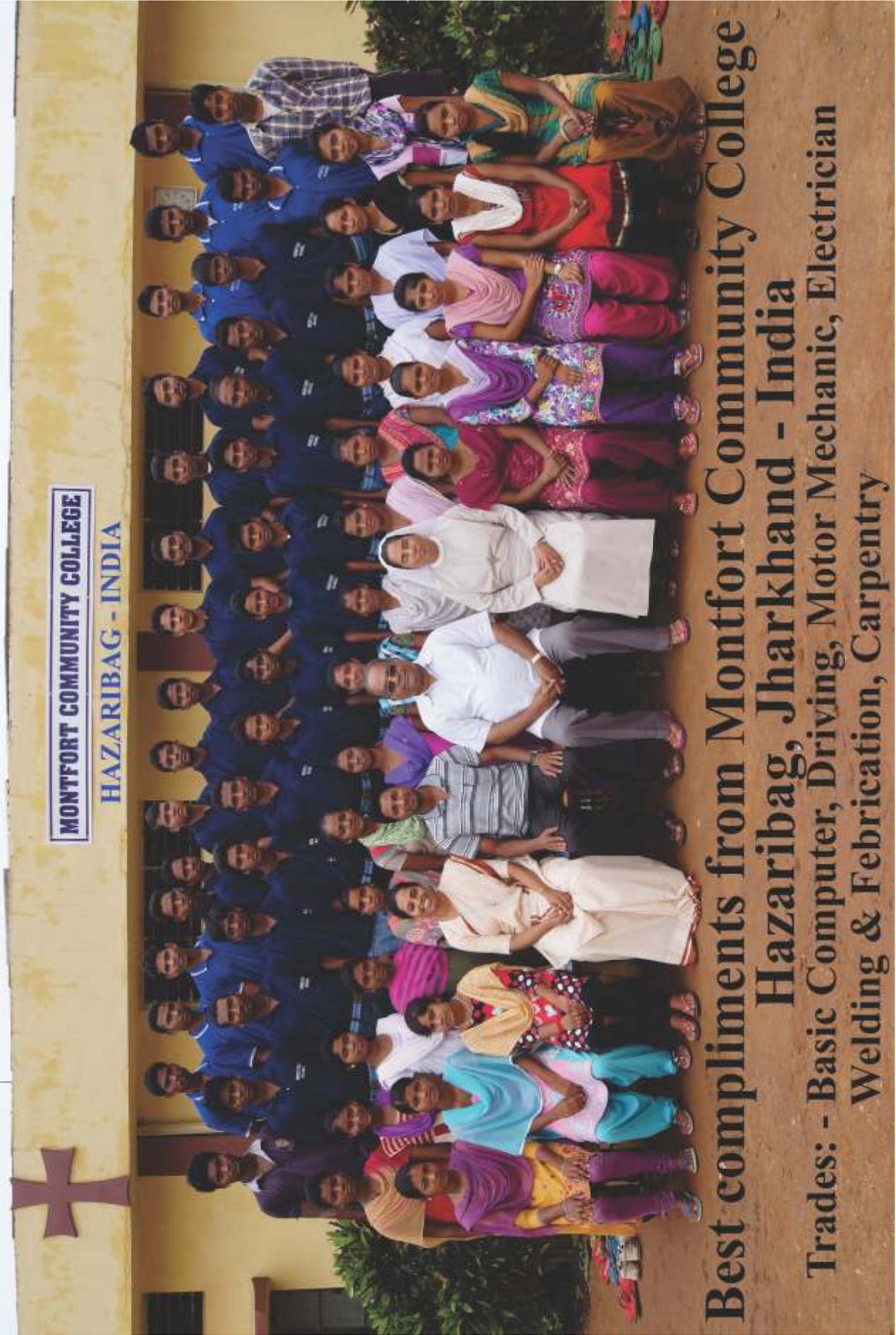
Youth Employment through Skill Training **Gwalior Catholic Seva Samaj, Gwalior**

Skills and knowledge are the engines of economic growth and social development of any country. Countries with higher and better levels of knowledge and skills respond more effectively and promptly to challenges and opportunities of globalization. Therefore, Vocational and skill development training is an effective role in improving functional and analytical ability and thereby opens up opportunities for individuals and also groups to achieve greater access to labour markets and livelihoods.

Hence, to promote sustainable community development the Gwalior Catholic Seva Samaj offers a hand skill-training program on Garment Making, Cell Phone Repairing and Electrical Training to youth (especially boys and girls who dropped out of school due to financial reasons) through the support of Functional Vocational Training and Research Society (FVTRS), Bangalore. GCSS target is 120 youth in 1 year to be trained and make them live a dignified life in society.

Achievement during Six Months of Our Venture





**Best compliments from Montfort Community College
Hazaribag, Jharkhand - India**
**Trades: - Basic Computer, Driving, Motor Mechanic, Electrician
Welding & Febrication, Carpentry**

NATIONAL SKILL CONFERENCES - A FLASH BACK

Since 1993, Functional Vocational Training and Research Society (FVTRS) has been facilitating skill development among the school dropout and illiterate youth in India in an effort to make them employable. So far 941 projects have been financed by FVTRS all over India through which 118873 youth got trained in more than 200 trades. This has also resulted with a placement rate as high as 70 per cent among rural poor youth.

Since 2007, FVTRS has also been organising National skill conferences annually, as an opportunity to sensitise more stake holders on skill development, especially among the school dropout youth. The National Skills Conference is expected to bring all stake holders together and build solidarity to work for skilling India. In each NSC, a particular theme is taken for deeper reflections, discussions and deliberations. A glimpse of various themes reflected over the past NSCs is presented hereunder elaborating how it has contributed to the growth of skill development mission and FVTRS

NSC 2007, Bangalore

Theme- Response Up-gradation in Skill Building in the Unorganized Sector

The first national skill conference was organised in Bangalore from 4-6 December 2007. The theme selected was “Response Up-gradation in Skill Building in the Unorganized Sector”. Reflection and deliberation of the NSC focused on differentiating skill from literacy and emphasising the need for improving the scope and importance for skills.

The reflection pointed that literacy has been given more importance in the past few centuries, while skill - the most basic tool for livelihood - has been neglected. It reiterated the point of increasing demand in the country for skilled people, and the need to recognize, train and provide them with modern tools and capacities to double their earnings. This can happen only when communities and society support them.

The NSC also pointed that while the government plans to set up 50,000 new skill development centres, the existing 6,50,000 primary schools and 3,50,000 secondary schools set up over a period of time have been forgotten. They need to be upgraded simultaneously too. In short, the NSC emphasised the need to take care of what is already established, systematically upgrade and gradually consolidate them. While skill building is talked of at the macro-level, there is need for fragmented approach for groups like school dropouts.

NSC 2008, Bhubaneswar

Theme - Upgrading the Standard of Skill Training

The second NSC conducted at Bhubaneswar from 16th to 17th December 2008, centred on the theme of 'Upgrading the Standard of Skill Training' for deliberation

It emphasised on the need to form a Central Skill Council to coordinate the skill efforts of 17 central ministries that has 'skill development' as a cross cutting theme. Reminding about the need to synergise grassroot level interventions to position and identify policy gaps, the deliberations cautioned that absence of such a systems might lead to vanishing of all our interventions. Thus there should be critical thinking on how to convert a National Skill Conference into a Policy Convey. A robust network was proposed be a solution to skill players if such situation emerges, which demands outside champions for external facilitation. Through innovations and standardization of skill and new generation technical support, doers of skill training to build perspective can be supported. Skill is for livelihood and holistic development of youth. At the end of the programme 15 recommendations were placed to the government for their perusal.

NSC 2009, Bangalore

Theme - New Perspectives, Actions and Challenges in the Unorganized Sector on Skill Development

The NSC organized at Bangalore on 21st and 22nd December, 2009, focused on “New Perspectives, Actions and Challenges in the Unorganized Sector on Skill Development” as its theme.

The conference concluded with a decision of enhancing the standard of skill training programme by adding value based programme like promoting enrolment to NIOS, including entrepreneurship development courses, curriculum development on trades, linkage with banks and government department for employment and linkage with MES. It suggested that FVTRS being a national organization with the mandate of skilling the drop out youth could emerge as a platform to meet the challenges in unorganized sector. Thus FVTRS and its partners could nurture the abilities of drop out youth into productive human capital to meet the opportunities available in the global economy.

NSC 2010, New Delhi
Theme - Get Linked and Improve Skills Training Interventions

The theme identified for the NSC organised at India International Centre, New Delhi on 10th and 11th January 2011 was “Get Linked and Improve Skills Training Interventions”. This NSC was organised in association with NIOS.

During this NSC, the need for certification and recognition to the trainees, especially for those from very vulnerable sections were identified. Correspondingly it suggested improvement in partners capacity in order to cover wider issues like guidance for trainees' placement, linkages to production units, strategies of marketing of products made by trainees, documentation skills, market analysis methodology, need assessment of trainees, advocacy and lobbying for availing resources/schemes/funds available at national, international agencies as well as from government and other sources, which should also be a continued agenda for the partners. National level programmes should be organised on a 'revenue model' with financial involvement of participating stakeholders going beyond FVTRS partners' network. It also suggested that all associating partners to comply and align with norms of credibility alliances groups to enhance the image of voluntary sector both in governance and management

NSC 2011, Kolkatta
Theme - Challenges and Opportunities in the Unorganised Sector

The major theme during the NSC organised at Kolkatta on 16th and 17th December 2011 was “Challenges and Opportunities in the Unorganised Sector”.

The conference ended by adding a new milestone to the history of FVTRS. A new cooperation with ILO, New Delhi was agreed to train a group of master trainers on Entrepreneurship and Enterprise promotion. It was decided to organise the Training of Trainers (ToT) in the first instance from Maharashtra and Uttar Pradesh who would in turn organise training for the people in the field by forming a two-member trainer group. The cooperation was thus expected to result in the creation of 1200 EDP trainers in the first year, apart from translating the English materials to Hindi and other vernacular in the needy States.

The conference provided a platform to discuss and deliberate on the practical aspects to translate the concerns into action for the right skill-sets for the unskilled in the unorganised sector.

NSC 2012, Kovalam
**Theme - Inclusion, Employability Skills and Capturing Entrepreneurial Spirit
in the Unorganised Sector**

This conference was organised at Kovalam, Kerala on 20th and 21st September 2012 with focus on themes like Youth and development, Skill and economical betterment, importance of self-employment, Skill Recognition and Certification comes prior to Skill Development, Inclusive approach in skill development and Promotion of Entrepreneurial Leadership.

It was opined that millions of our people are skilled, but they are counted as unskilled. The greatest challenge is neither skill acquisition nor skill enhancement, but skill recognition and skill certification/accreditation. Existing skills should be recognised and certified. It propounded FVTRS to become an effective platform for policy analysis, lobbying and advocacy with more focus on livelihood than on employability.

Discussions on various thematic issues led to many decisions like giving more emphasis to detailed planning for re-skilling the youth in relation to specific context and political economy in society; investment in skills to be transformative; to build strong civil society pressure for effecting desired policy changes etc. It was observed that entrepreneurship is not merely a matter of technical skills, but a philosophy of life, a life choice and an attitude. In addition to this, development of soft skills and life skills was noted as important as imparting technical skills.

NSC 2013, Hyderabad **Theme - Skill Opportunities**

This NSC was organised on 29th of November, 2013 in Hyderabad. The conference focused on opportunities available and various challenges for the unorganised skilled workers across the country. During the discussions it recognised that the diverse situation of the country with vast cultural, geographical and language barriers was leading to lot of challenges in the course of development. The country needs partners who can work with educated, semi-educated, unemployed school dropout youth and give them adequate skills and empower them with working skills, livelihood skills and place them in suitable jobs. It upheld that it was time to go beyond the realm of bureaucratic rules, sow the seeds for women empowerment, empathise with the marginalised and build a skilled workforce. Deliberations were also made on opportunities in agro industries, naturopathy and ayurveda by thematic experts. It was felt that there is a need for expanding the skilled workers' scope with careful research of emerging demand from these industries. The scope of CSR support for the skill training to NGOs in various ways was explained by CSR heads.

NSC 2014, Chennai **Theme - Skill India**

The last NSC was organised during 29-31, October, 2014 at Hotel Green Park, Chennai. This conference was organized with the focus of skilling India, one of the main agenda of the present Government. Wide scope of creating employability in non-conventional areas like agriculture sector, renewable energy, gainful enterprises were explained by experts in relevant sectors. CBM, the International Christian development organisation for the blind conveyed that people with disability should not be left out in skill training as they have proved their efficiency in various occupational skills. It stressed upon the need of inclusive approach in skill development sector.

Conclusions

Being a national organization with the mandate of skilling school dropout youth, FVTRS is emerging as a movement to meet the challenges in the unorganized sector. National Skill Conferences played a major role in facilitating this trend. It is seen as a platform to understand new perspectives and draw learning for further improvement. It leads to a gradual growth in FVTRS' approaches and actions by incorporating key decisions to be relevant in today's context.

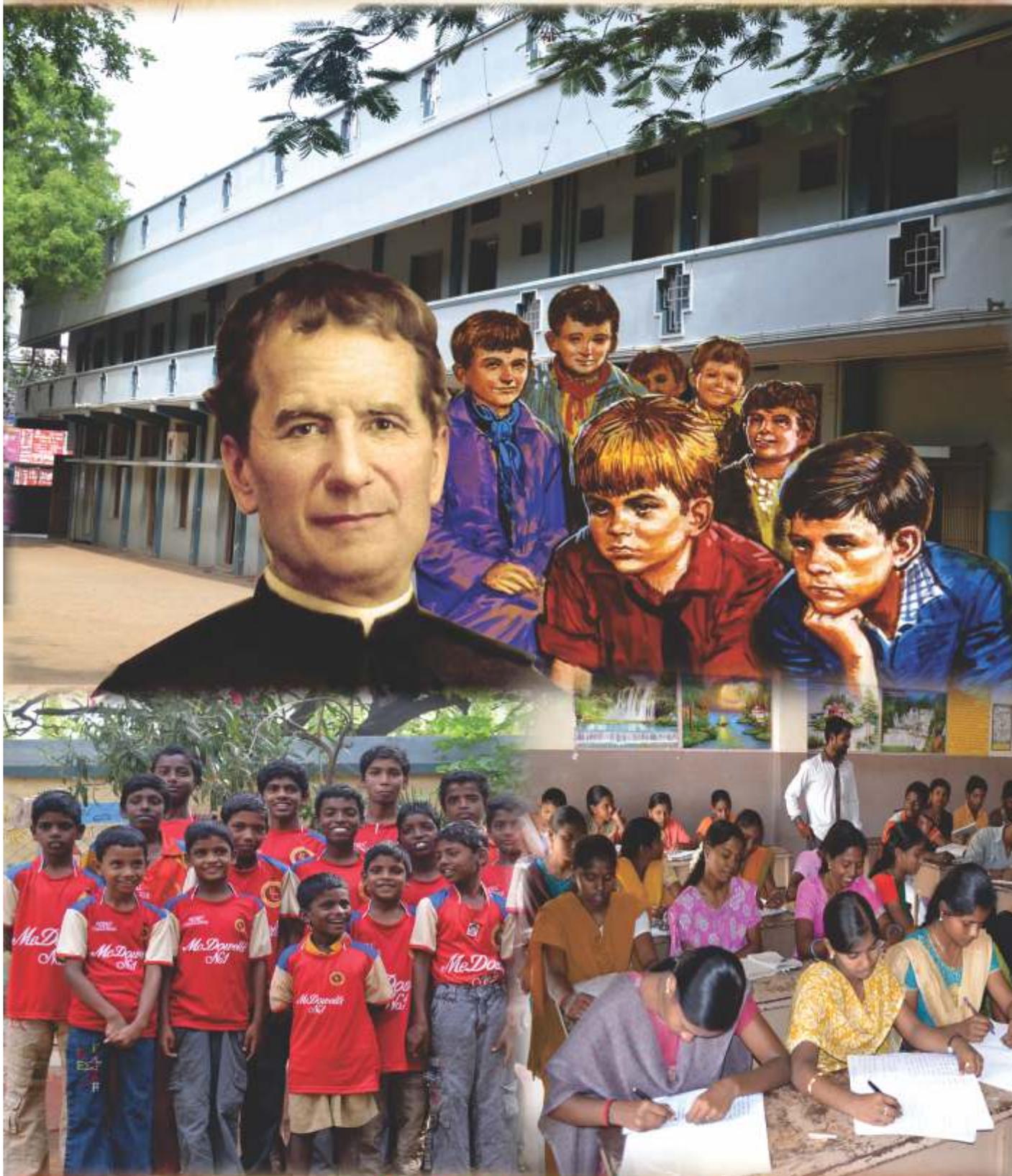
FVTRS is proud and honoured to be the pioneer in organising National Level Skill Conferences in India. Today many agencies and Government sectors are organising skill conferences in different parts of the country. Through these conferences FVTRS was able to associate with and develop partnerships with many recognised government and non-governmental service providers in vocational training. There has been a progressive growth in the themes and deliberations that were done during the various NSCs.

23 years ago, FVTRS started advocating for the focused skill training and today it has become the primary agenda for the country. The second NSC made the recommendation for coordinated efforts of the various service providers. Today it is becoming a reality. From mere skill training we have realised the need for life skill training and EDP training for trainees, which was mainstreamed with the support of ILO, New Delhi and Quest alliance, Bangalore. Through the conferences, FVTRS has realised the importance of promoting academic education along with technical skill. It started promoting accreditation of its partner organisations to National Institute of Open schooling. Today 5708 youth are enrolled to write 10th standard exam and also get vocational certificate for youth.

Realising the fact that the focus of skill training today is on the organised sector which supports on the secondary and tertiary sector, FVTRS feels the importance of need to develop and advocate a strategy to reach out to the unorganised marginalised persons with a focus on primary sector. FVTRS believes the National Skills Conference is playing a key role in facilitating this.

DON BOSCO ANBU ILLAM - A CENTER FOR YOUNG AT RISK

Wishes Functional Vocational Training Research and Services (FVTRS) Bangalore
Towards its service in making the Unskilled Young into Skilled Young for building a better Nation.



With best Compliments :

Don Bosco Anbu Illam

230. Brett's Road Mulluvadigate, Salem 636007, Tamilnadu, Phone :0427 -2416631

Email: anbuillamsalem@gmail.com, Website: www.salemstreetkids.org

Best Compliments from

Anuj Shiksha Evam Mahila Jan Kalyan Samiti

Village Mankula, P.O. Bilari

Moradabad, Uttar Pradesh - 202 411.

05921-270281.9837582118,09927060986

anuj_semjankalyansamiti@yahoo.co.in

anuj.org2001@gmail.com

Best Compliments



THE VIGIL

Empowering Youths through Skill Development

Welcomes all Delegates

To

9th National Skill Conference 2015, Guwahati



THE VIGIL

(A Social Non Profitable Organization)

Sahgal Path, New Jakkampur, Mithapur, Patna-800001 (Bihar)

E-mail: thevigil123@gmail.com

Cell: 09334044931

NATIONAL SKILL CONFERENCE 2015

Theme: "Towards Community owned and managed skill development"

Introduction

Demographically, India is a young country with majority of her population below the age of 35 years. This is an onset for India to experience a dynamic transformation as the population burden of the past is turning into a demographic dividend. Unleashing this power builds the necessary condition for the success history of a nation like India. This urges the need for high rate of school retention and more educational participation.

With the implementation of RTE there is a gradual decline in the annual average school dropout rate from 9.1% in 2009-2010 to 6.9% in 2010-11. But there have been more school dropouts in 2010-11 as compared to 2009-2010. As per the recent socio-economic and caste census (SECC) 24% of the families in India do not have a literate person above the age of 25. As per the different surveys of development sector including UNICEF, about 80 per cent students get dropped out before they reach class X in India.

However India has only 5 per cent formally trained workers. The occupational profile of India's workforce shows that 90 per cent of the workforce is employed in skill-based jobs, but more than 90 per cent of these workers have no formal vocational training.

It is during the 11th five year plan the country started discussing about this skill gap. 12th five year plan took a more affirmative stand. National Policy on Skill Development 2009 aims to train 500 million people by 2022. It also aims to increase the workforce in the organised and un-organised sectors especially among youth, women, disabled and disadvantaged sections. Thus today skill development has become the buzz word across the country.

In an effort to make the school dropout and illiterate youth employable, Functional Vocational Training and Research Society (FVTRS) has been facilitating skill development in India since 1993. So far 941 projects were supported all over India through which 118,873 youth acquired skills in more than 200 trades. This has impacted their livelihood with a placement rate of 70 per cent.

Along with this FVTRS is constantly communicating the relevance of skill training to a large number of potential players. As part of this

process, FVTRS has also been organising National skill conferences annually, as an opportunity to sensitise more stake holders on skill development. The conference is expected to bring all stake holders together and build solidarity to work for skilling India, with one particular theme taken-up for deeper reflections and discussions. This year the theme selected for NSC is "Community owned and managed skill development".

Community owned and managed skill development

With two decades work in the field of skills promotion with various stakeholders FVTRS is convinced that vocational training at present is focusing more on skilling people to suit the workforce requirements of the secondary and tertiary sector. While this is important to a large extent, the primary sector (which provides raw material to the other two sectors) has not been adequately attended. The share of primary sector has decreased from the past four decades – from 50% in 1970 to 29% in 1995. Currently it is further reduced to 25%. Major businesses in this sector include agriculture, agribusiness, fishing, forestry, all mining and quarrying industries. This sector also engages mostly the rural poor like dalits, tribals, marginal farmers and fish workers, thus serving the livelihood of a large majority of people in the country. The food security of the country is very much depend on the prosperity of the primary sector

The Indian economy is characterized by the existence of a vast majority of informal or unorganised labour. As per a survey carried out by the National Sample Survey Organisation (NSSO) in 2009–10, the total employment in the country was of 46.5 crore comprising around 2.8 crore in the organised and the remaining 43.7 crore workers in the un-organised sector. Out of the workers in the un-organised sector, there are 24.6 crore workers employed in agricultural sector alone. Another one crore is engaged in fishing. According to SECC 51% of the un-organised labour live with manual and casual work without any skill. According to the other available studies, reports and data 93 per cent of the working population in India is in the unorganized sector. Hence large number of the poor who are engaged in the primary sector are remaining as part of the unorganized sector always.

Usually the secondary and tertiary sector engages people with a minimum qualification of 10th standard or above. This limits the opportunities for the school dropouts to look for livelihood in the secondary and tertiary sector and thus they solely depend on the primary sector. Most of these dropouts are concentrated in the rural areas where there is insufficient opportunity to pursue higher education except the open schooling about which the rural masses are largely unaware. The limited communication, transport facilities and accommodation facilities etc also limit their scope of advancement in the formal education.

There is also a stigma existing to say that skill education is low to other professions. In India everybody looks for white collar jobs. Because of this the traditional occupations which are very much needed for the human existence is being vanished. Along with this the traditional wisdom of the original communities are also getting lost.

Skills which were learned through informal/non-formal were not certified. As a result, these trained youth and their capacities were not recognized. Hence most of them earn less income than they deserve or corresponding to the earnings of their counterparts in the organized sector and continue to lead an undignified life or move away from the profession and migrate.

The rapid economic growth that is being experienced in India is becoming cause for migration of the rural population, making the issue of urban poverty more complex. According to the census data, the level of urbanization has increased from 27.81 % in 2001 to 31.16% in 2011. The Planning Commission also estimated that 535 million people or 40% of India's population will live in towns and cities mainly because of migration by 2026.

Poverty alleviation efforts by both government and the civil society are dwarfed by the huge number of poor concentrated in urban areas and peripheries. These efforts have largely been insufficient to meet the real need as compared to the sheer magnitude. Unless and until we foresee this and plan ahead, we will end up in irreversible situations.

Therefore protecting and promoting the primary sector by updating and diversifying the skills of people engaged in primary sector is of utmost importance in terms of food security of the country and the livelihood security of the large majority of

the rural poor. If this is done, the poor, marginalized and unorganized sector will get a default focus. Therefore there is a need to look for skills which are compatible for the local rural situations which will give them self-employment and retain them in their own villages. This will support the primary sector and the growth of the communities in the villages. This in turn will also support the secondary and tertiary sector.

There is already a mismatch between the educational requirements among the rural population who are mostly un-organised and the available education and skill training facilities. These unattended rural school dropout youth have to be equipped with required facilities to access open schooling.

It is also equally important to organise the un-organised labour thus empowering them to attain due recognition. This will facilitate a collective growth in the community, along with growth of the individuals. This will also help them to retain in the much needed primary sector and enhance the potentials of primary sector. Thus the growth of the rural economy can be accelerated. In terms of addressing urban poverty, it cannot be done merely by interventions in urban areas. Specific interventions in the rural areas (the source) is very crucial to reduce migration and related rural poverty issues.

It is also a well-known fact that there is no dearth of schemes for skilling of the rural youth from the government and CSR initiatives. However they are also not accessed well by the reference community. Facilitating access to these facilities also is crucial for rural development

Therefore the need for a community based approach is increasingly important by which the skill training services reach the unreached, mainly in the rural areas where majority are engaged in primary sector, thus facilitating a collective and integrated growth of the rural communities.

FVTRS thus looks forward to have in-depth discourses during the forthcoming NSCon skilling people engaged in primary sector who are largely un-organised and represented by the excluded communities.

VOCATIONAL TRAINING EFFORTS OF SEBA JAGAT

Skill development training for Dropout un-employed youths, both in rural and tribal areas of Kalahandi & Kandhamal district is one of the priority activities of Seba Jagat since last 10 years. Looking the vulnerability of such kind of youths those are quite uninterested to involve themselves in agriculture sector as agriculture now-a-days consider like non-profitable sector. Similarly such youths are also quite unwilling to work in MGNREGA and other available labour work in locality. Rather they prefer to migrate other places and suffer a lot.



Looking this situation Seba Jagat selected some priority vocational training programme like Carpentry, Two wheeler repairing, Driving, Masonry Work, Radio & TV Repair, Iron Welding Technology, Soap Making, Vermin Compost, Mushroom Production, Bee Keeping, Cell-phone repairing, Nursery Raising & Organic



farming, Plumbing, Garments Making, Broom binding, Dal processing, Turmeric & Spices processing, Preparing Palm Leaf Item, Preparing handicraft Items from Bamboo, Food processing, Oil extraction training with the support of Functional Vocational Training & Research Society, Bangalore, NABARD and TDCC towards self employment and to enhance their better income.



So far Seba Jagat Successfully completed in above trades where 1250 both Male & Female-employed youth at rural & tribal areas got the enhance to be skilled. Among the trained up youths those got the training most of them got the employment opportunity directly and others are self employed with appropriate income.

As it is a continuous process of Seba Jagat, we have able to train up such kind of youths on an average 180 annually and we have also planned to trained up more youths in future for their prosperity and enhance their sources of income for better livelihood.



To know detail Kindly contact:-

SEBA JAGAT

At/Po: M.Rampur, Dist, Kalahandi, Odisha, PIN-766102,
E-mail: sebijagat@gmail.com, Website: www.sebijagat.org

Best Compliments from

Bongaigaon Gana Seva Society

Kharija Dolaigaon.

PO Box No. 43

Bongaigaon, Assam - 783380

Phone: 094350 20959, 03664231556

ganasevabongaigaon@gmail.com

With best compliments from

S.A.K.MEMORIAL EDUCATIONAL & CULTURAL SOCIETY

We offer training in more than 47 trades. Please contact for placing order for-



S.A.K.MEMORIAL EDUCATIONAL & CULTURAL SOCIETY

Opp.Sanjay Park,Ramanujganj Road,Ambikapur Surguja(C.G.) 497001

e-mail:sak-foundation@yahoo.co.in,

Fax :.+91-7774-231998;Tel. :.+91-7774-240056



An initiative to organise the skilled workers

1. Context

FVTRS has been engaged in skill training of the school dropout youth for the last 21 years. Over the years FVTRS has scaled up our intervention based on the experience and learning. Of late there has been a series of discussion/discourses involving partners during review meetings, PIPs, workshops and other occasions regarding innovations in skills development. Based on this a special meeting of the partners from Karnataka State was organised which critically looked at the progress made, areas for improvement and way forward. Deliberations and conclusions of this meeting are consolidated by a core team comprised of members from partners and FVTRS. The concept of Skills Net – Karnataka, is a result this meeting.

2. FVTRS Experience

Functional Vocational Training and Research Society (FVTRS) was started in 1993 with the main objective of promoting vocational training among school dropout and illiterate youth across the country. Projects and other activities are formalised and carried out through non-profit organisations in the voluntary sector, with funding support to organise vocational training. The following are key achievements made so far;

- a. FVTRS has so far supported around 850 projects all over India and trained more than one lakh youth in about 200 trades with a placement rate of 70 per cent as employees and as successful entrepreneurs. Among the above trainees 55 per cent are women.
- b. FVTRS also supported projects in the disaster affected areas – i.e. Tsunami affected areas in Tamil Nadu, Puducherry, Andhra Pradesh, Kerala and communal riot affected areas in Odisha, and also encouraged them to implement innovative skill training projects. Attempts are also made to mainstream Entrepreneurship Development Programme (EDP) and life skills training along with the vocational training so that the trainees become more efficient entrepreneurs.
- c. With National Institute of Open Schooling (NIOS) under the Ministry of Human Resource Development, FVTRS has entered into a MoU for facilitating accreditation of NGOs. So far 40 partners were accredited to facilitate academic vertical mobility to make the youth pass class 10 with PASS10N philosophy and also to avail assistance for vocational training with certification. 4,262 trainees were enrolled so far for both academic and vocational courses.
- d. Through National Skill Conferences conducted every year since 2007, FVTRS was able to reach out to many stakeholders and sensitise them about skilling the unskilled marginalised school dropout youth.
- e. In collaboration with ILO, FVTRS has trained 40 master trainers for EDP. FVTRS also translated ILO's EDP training materials into Hindi, revised the English version and also printed the games-kits. It is an effort to incorporate entrepreneurial skill for the trainees along with the technical skill training.

3. Areas of concern

While the progress and achievement are celebrated, FVTRS is also aware about few concerns that have to be looked into. The following are a key area for improvement

- a. Need for systematic follow up: It is increasingly realized that FVTRS need to find ways and means to follow up on trainees who are distributed far and wide across the country. Sustainable use of the skills imparted to them should be ensured and facilitated for a decent living. Though follow up reports are received from partners, many of the reports reveal that the trainees have left the trades in which they are trained and gone for other casual work.
- b. Better enhancement of skill, trades and income: Most of the trained youth are not enhancing their skills or their enterprises thus there is no enhancement of their income. There accessibility to facilities to enhance their skill is also limited.

- c. Limited linkages with the government schemes. Though there are lot of schemes for the youth and their development, the reference group is not able to access these schemes effectively due to various reasons, some of which could be within their control and some beyond their control.
- d. Poor bargaining power: As the trained youth remain isolated they are not able to articulate their requirements and desires to the concerned persons and office. Due to this they are not able to get right wages and expand their scope of work. This makes them more vulnerable to the present existing exploitative mechanisms and practices.
- e. They remain as unorganised labour: In the present scenario the trained youth are not able to get a right job or to start a successful entrepreneurship due to individual efforts. Individual efforts limit opportunities and growth. Due to various reasons an individual finds it challenging to find a job, start an enterprise, mobilize bank loans and government schemes, upgrade skill, take up large projects, be socially secure, have good bargaining capacity and develop better business models.

1. Way forward

It is important to ensure that the trainees are constantly accompanied. If the skilled people get together and form an association, their collective effect will be able to enhance their skill, business and income constantly and they will be capable of addressing their issues together.

Goal: A community based network of skilled youth who are engaged in training, enhancing their skills and business for better economic independence and quality of life.

Methodology

State level orientation to the partners: Initially FVTRS will organize a orientation programme for the FVTRS linked and other interested partners at the State level. The head of the organisation will be the participants for this programme. FVTRS will explain and clarify the envisaged programme to the participants.

Partner level orientation: Among the interested organisation who wants to be part of the programme there will be a second round of orientation. FVTRS along with the head of the organisation who attended the state level meeting will conductan orientation about the programme at their geographical location. This orientation will be forthe board members and staff of the organisation

Organisation of the occupational groups: The partner organisations will be facilitating formation of the occupational groups. These groups will be formed by organising the trained and skilled youths who are interested to be together. This can be done even when they are undergoing training. The ideal number of members shall be around 10 to 25. Both male and female can be members of the group. The group formation can be done according to the trade considering the geographical proximity. It is advisable that the members of groups are from the same Gram Panchayat (GP). There will also be a panchayat level structure incorporating all groups formed in the panchayat irrespective of the trades.

These groups shall have elected leaders. The group will ensure regular meetings at regular intervals as decided by the groups but not more than a month. Association will initiate building rules and regulations in the admission process and functioning of the groups as and when required. Some commonalities of these rules of functioning can be developed. The rules and regulation shall be decided by the group's themselves in a democratic way. They will initiate thrift and credit programmes. Along with this they will also be engaged in their job/business/enterprises.They can take up group activities which are either income generation or otherwise. Though they are formed as group of a locality their scope of work can be anywhere they like.

The partners will be identifying the existing groups initially. If such groups are there they will start working with them after assessing them. They will motivate the FVTRS trainees and other trained youth to join the group. Partners will also facilitate rules development within the groups. The partner staff will also participate in the group meetings initially and ensure that the groups become independent in organising such meetings. They will help them to identify the initial leaders for the group. They will try to develop the leadership qualities within them as“on the job facilitation”in addition to the structured training. In the process they will also be monitoring the group dynamics and guiding the process so the conflicts are handled well. They will ensure inclusion of all and avoid hijacking of the groups by other forces and groups.

Formation of panchayat level clusters: The groups from different village level clusters are envisaged at the Gram Panchayat level. The occupational groups are federated to form the clusters. Each group will be represented in the cluster through their leaders. These clusters will not be trade wise. This has to function as a service provider to enhance the skills, business and linkages of the primary groups. These Panchayat level clusters can be further networked at higher level as it grows.

The partner organisations will access information that is relevant, disseminate them among the groups and facilitate the use of information. Partners will also help in mainstreaming and institutionalising this knowledge along with facilitating internal learning mechanisms inside the clusters and network. Partners will also help the cluster level association for organisational management (leadership, team management, system building and management and finance management)

Leadership training: The elected leaders of the clusters and the groups will be trained on a periodic basis so that they are capable of managing their groups.

Curricula development and standardization: FVTRS will designate one partner as the lead NGO for the development of curricula for one trade. FVTRS will collect existing curricula from different agencies and disseminate them to the designated partner. FVTRS will also connect expert organisations and individual to such partners for further improvement of the curricula.

The designated partner will be finalising the curricula after validating it with reputed organisations and agencies. The partners will validate the content of the curricula, about its use and relevance. After calibrating the curricula they will start making use of it for further trainings. Finalised curricula shall be published and circulated by FVTRS.

Forming technical resource teams: The consortium partners will be identifying potential master trainers. They will also identify skill up-grading requirements of the trained youth, based on which FVTRS will organize training of master trainers in the identified areas.

Facilitating Vocational Training Providers (VTP) registration: FVTRS will also facilitate VTP registration among partners. Thus, partners will be able to facilitate the certification through Directorate General Employment Training (DGET) for National Council for Vocational Training (NCVT) certification.

Facilitating vertical educational enhancement: The partners will constantly identify and motivate the trained youth to get enrolled with NIOS for PASS10N so that they can directly write and pass 10th standard. For this purpose, FVTRS in association with the partners will organize an enrolment campaign in the target areas so that it will give visibility for the programme and motivation for more people to get enrolled. They will also be supported with supplementary classes so that they get qualified to write the exams as early as possible.

Expected results

The following results are expected from the above concept and interventions;

- The organisation of the skilled persons will be engaged in accessing rights of the workers through dialogue, linkages, lobbying etc.
- They shall also have access to services like social security measures, Government schemes, services by others, banks, Corporate Social Responsibility(CSR), NGOs, religious institutions as well as getting better certifications for the trainees.
- They shall be engaged in organizing awareness programme in other relevant subjects like legal matters, health issues etc.
- They will be motivated to aspire for further education and up-grading the skills which will help them to climb the ladder of career growth/success. This mechanism will also function as a constant follow up and accompaniment mechanisms for the skilled youth with their own leaders.

- As the network grows in size and strength they can engage in their own business starting from production, processing, promotion, marketing, standardization of the products and further scaling up.
- The network is with different capacities and it will help each member federation and individuals to prepare proper business plans and access to better employment, services, rights etc.
- This will bring long lasting sustainability to the process that is initiated.
- The whole process will lead to systematic progress of the skilled persons and their groups in terms of sustainability, strength, economic progress etc.
- They will also feel and gain better bargaining capacity for accessing their rights and services and influencing for better policies and programmes for their development and welfare.
- The entire unorganised skilled labour in the target area will get into an organized form

Conclusion

This programme is envisaged to be a trainee-centric, trainee-owned and trainee-driven process for their own progress, attaining better identity and image. The overall process is expected to mould individual as a responsible citizen and agents of change for sustainable society. This programme, if implemented arduously, has the potential to bring dignity to the trade as well as skilled people in the trades.



'SKILL NET KARNATAKA'

'Enrollment for 100% Matriculate Panchayats'

Associating Partners



SG Kendra

Mysore

BDDS

Bellary

SSN

Bangalore

READS

Hospet

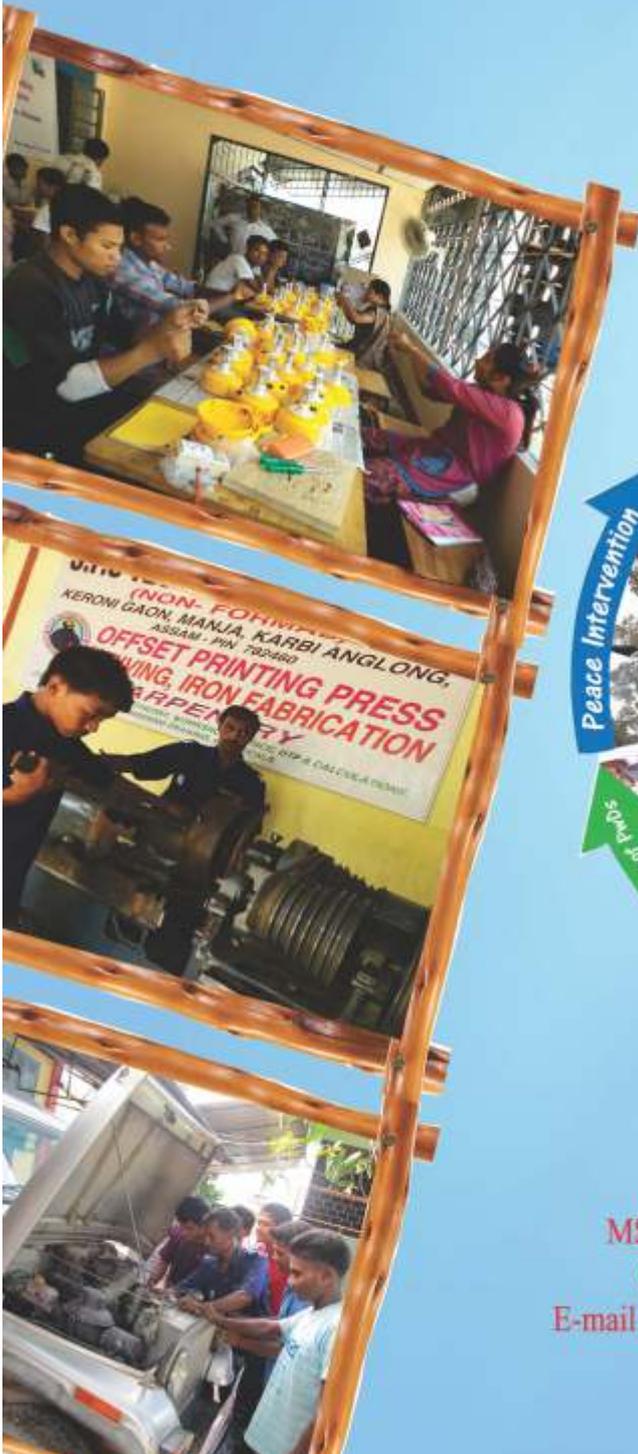




FAsCE India

Fransaliam Agency for Social Care and Education in India

(Social Action Initiative of the Missionaries of St. Francis de Sales, Northeast India Province)



FAsCE India

MSFS Provincialate, Udayan Vihar P.O, Satgaon-Narengi

Guwahati 781 171, Assam, India, Tel: 0361-2647867

E-mail: fasceindia@hotmail.com, directorfasceindia@hotmail.com

Website: www.fasceindia.org

[facebook.com/fasceindianortheast](https://www.facebook.com/fasceindianortheast)



Best Compliments from

PROGRESS

Society for Promotion of Grass root Environment and Social Action

**H. No. 8, Opp. Ganesh Dairy,
New Housing Board Link Road,
Banswara, Rajasthan - 327001**

09414103745, 09001600709

progressbsw@gmail.com



Rajasthan Samgrah Kalyan Sansthan



Rajasthan Samgrah Kalyan Sansthan (RSKS) is a non governmental organization (NGO) based in Ajmer District of Rajasthan in India. The organization was founded in the year 1992, by the group of young sensitive youths in the interest of the society. RSKS is a pioneer in promotion of Livelihood, micro finance & enterpriss, women & child education & development, Women Empowerment, gender equality, human rights and environmental and water issues for the Marginalized & deprived sections of the Rural community.



Mob.: +91-9783788889, E-mail: rajsk1992@gmail.com



RSKS INDIA



RSKS INDIA

www.rsksajmer.org

P6 MODEL

(Production, Productivity, Procurement, Processing, Preservation, Promotion)

Introduction

The economy of every country is constituted of three major viz Primary (Agriculture, Forest and Sea), Secondary (Industries) and Tertiary (Service) sectors. The Primary sector is the most significant one which involves in the process of changing natural resources into primary products. Most products from this sector provide raw materials for other sectors. The share of primary sector has decreased from the past four decades – from 50% in 1970 to 29% in 1995. Currently it is further reduced to 25%. Major businesses in this sector include agriculture, agribusiness, fishing, forestry, all mining and quarrying industries. This sector also engages mostly the rural poor like dalits, tribals, marginal farmers and fish workers, thus serving the livelihood of a large majority of people in the country. The food security of the country is very much dependent on the prosperity of the primary sector. Therefore, protecting and promoting the primary sector by updating and diversifying the skills of people engaged in primary sector is of utmost importance. This will in turn take care of the food security of the country and the livelihood security of the large majority of the rural poor. If we are able to achieve this we will be by default empowering the poor, marginalized and unorganized sector.

FVTRS proposes to engage in the primary sector with a model that establishes connectivity between the producer and the consumer. The model will focus on involving the primary producers and their family at different level i.e. engaged in the production of primary products, increasing their productivity, procurement of the primary products by the producer and the processor, processing of the primary products by the producers family, preservation both by the primary producer and the processor and promotion of the processed products. This is intended to make the primary producer's family to have access to the profit generated during the supply chain till it reaches the final consumer. In the process employment is generated within the families of the primary producers.

The model is called P6 model as it focuses on Six P majorly involved in the cycle or chain. The model is basically creating a value supply chain across the primary sector. This model will do analysis of the activities performed within primary sector at present which generate value. Value generating activities are defined as the core activities which drive a sector. The model has six primary value chain activities. The goal of each primary activity is to create value which exceeds the cost of providing the product or service, thus generating a profit margin.

Primary P6 Model Activities

Primary Production: This is the stage where the basic communities generate a product from their existing practices. With the passage of time it has been noted that there has been a major shift in the mind-set of people. Today most of the people involved in the primary sector are losing their focus, moving away from the sector and joining the unskilled casual labour folk as this sector has become less remunerative and more tedious work for them. However, agriculture remains the basic sector for human existence. It also forms the basis for the growth and sustainability of the secondary and tertiary sector. Therefore, there is an increased need to focus on this sector so that this sector is protected and promoted.

So at this stage the plan is to promote the scope of operation. Some of the approaches which can be applied in agriculture production are utilising the unutilised land, promoting dry cultivation, organising irrigation, reaching other services like electricity, updating the required knowledge and skill, organising the production process more systematically.

All the approaches proposed above require specific skill. The intervention of FVTRS is to update the existing knowledge/skills of the primary producer in the proposed areas as well as develop specific knowledge and skill to organise the production process more systematically. This will not only help the primary producer to become skilled and enterprising in various areas of agriculture production, but also increase the area engaged for production so that there is quantum increase in the total primary sector production.

Productivity: Good input is the pre requisite for having better productivity. However, in the current Indian scenario people in primary sector still use out-dated methods. An insight into the sector shows a grim picture of water-scarcity, fragile environments, drought, and land degradation due to soil erosion by wind and water, poor rainwater use efficiency (35-45%), high population pressure, poverty, low investments in water use efficiency measures, poor infrastructure and inappropriate policies. This in turn contributes to the causes of low productivity.

To raise yields sustainably some technics like organic cultivation, integrated and sustainable farming, multiple cropping, use of fertilizer, use of HYV seeds, expansion of irrigation facilities, plant protection, scientific method of cultivation, animal husbandry etc. can play an important role. These methods are simple but require specific knowledge/skills and farmers needs to develop these skills. This model proposes to train people in the above specific skills to develop and upgrade their knowledge and expertise. Farmers alone can plan and develop their land for better productivity. The primary producer should also shift focus on food crops to ensure self-reliance in the food requirements of their family. Collective planning and cultivation according to the NET planning of the village are some other strategies could be promoted towards this.

As a result, productivity of the primary sector will be increased, use of organic products by the community will be increased, land becomes regenerative and finally seed and food sovereignty is also ensured.

Procurement: Procurement price of a commodity refers to the price at which processor procures the commodity from primary producers for maintaining the buffer stock. Procurement prices are fixed generally at a level, which is somewhat higher than the level of minimum support prices but lower than the prevailing market prices. The procurement prices are lower in relation to the actual market prices and as such farmers and traders are not willing to sell their stocks voluntarily but have no better options with them.

Primary producer first collects or harvest all the products. Then they grade it according to the quality and then they are priced according to the grade of their produce. For a primary producer, production of the food crops is as important as the sale of the product. They will gain an element of bargaining power only when producers have better skill and knowledge of storage of product.

To support better procurement of primary products, the establishment of community storages, grain banks, warehouse facilities as well as required capacity is needed. If the primary producers acquire expertise in the above processes they can ensure better pricing for the products. This model aims to provide the producers with skills in updated technology in collection and harvesting.

Processing: This is something which the primary producers don't involve. They sell out their products as raw products and the profit generated thereafter, which is normally high, is not accessed by them. Hence, it is important that the primary producers are engaged in processing their products, ensuring quality and meeting demands in the supply chain.

This model will facilitate producers to be skilled in the use of the implements, tools and machines for production as well as with improved mechanisms for better quality management of the products. Through this the primary products will get value addition and also generate more employment for those who are otherwise underemployed or unemployed in the families of the primary producer.

Preservation: Preservation itself is a value addition to the primary produce. This is an area in which the processing team of the reference community can get engaged. Improvement and use of the age-old practices and development of new technologies through action research efforts will become obligatory to prevent huge post-harvest losses of grain and horticultural crops with a view of meeting the demand for food. Evolution of food processing technologies along with Farm to Fork concept has now given the opportunity to provide added value to the core product, which can be used as a significant differentiator.

The community members will be skilled in the preservation methods and mechanism without affecting the quality of the products at the primary level and after processing. Thus we will be able to supply the products to the consumer as and when it is required with quality at the right time and able to get competent prices.

Promotion: This is the most crucial phase in this model. All that is planned above is mostly done by the primary producer and is within their control, as this is a bilateral engagement with the promoters and the reference community. In this case primary producer needs to make the larger community aware about their products and make them to buy and use the products at the price that is fixed by them.

The agricultural marketing channels are distinguished from each other on the basis of market functionaries involved in carrying the produce from the farmers to the ultimate consumers. Presently, marketing system is fragmented and is uncoordinated, with inadequate infrastructure and supply chains involving high wastage and losses. Augmentation of agricultural productivity needs a concurrent development of post-harvest support mechanism including normal and cold storage facilities, packaging facilities, agro processing industries, crop sterilization and sanitation facilities and an effective marketing reach to global markets.

Processing adds value to the agricultural, horticultural, livestock and fisheries products by using various techniques. Hence, packing, branding, advertising, customer satisfaction and sales outlets are important components in processing. The reference community can be trained in packing, branding, developing promotional materials, advertising and marketing.

Conclusion

The system for providing food and other agricultural products to the final consumer has changed drastically over the last few years. The P6 model once characterised by autonomy and independence will rapidly evolve into an interconnected system comprising varied and complex relationships between the different actors in the primary sector.

According to the three process dimensions viz performance, costs and quality, the focus is more on appropriate supply and marketing of diverse process variants. Life skill training and EDP training becomes very important part in the entire process. The P6 model will be able to generate additional employment. The primary producer family will be able to get the maximum profit generated out of his primary product.





Md. Shanawaz Ansari
General Secretary

With Best Compliments From :



Garden Reach Bangla Basti Academic Development Society

- a) Organizing Vocational Training Programs for the School Dropout and other unemployed Youths of either sex.
- b) Providing Mid-Day- Meal to around 8000 children per school day spread out in total 30 schools.
- c) Established two Shelters for Urban Homeless (One for women and other for men). Both are having a capacity of 40 inmates at a time.
- d) Established 2 Residential Units for the deprived girls at Maulana Hasrat Mohani Memorial Girl's High School of Garden Reach / Metiabruz area and S. B. Girls" high school of Garia area.
- e) Running a free Coaching Centre for the poor Muslim students.
- f) Established one Computer Training Center.
- g) Established one Multi-Gym Centre for the Youths.
- h) Organized Periodical and Annual Sports and Cultural Programs.
- i) Child Labour Special School.



Registered Office : G-38, Bangla Basti, Garden Reach Road, Kolkata - 700 024

Corporate Office : F-90, Khorai Patti, Garden Reach Road, Kolkata - 700 024

Phone : 033 2469 2049, Mob.: 093397 25783/098042 68631.

E-mail : grbb_ngo@yahoo.com/grbbads.ngo1997@gmail.com West Bengal. INDIA



Our Highlights

- MJ Allspice caterers offers authentic cuisine with local flair
- Reputed chefs for Indian, South Indian, Italian, Continental, Chinese, Oriental, Fusion and Kerala cuisine
- Food is always freshly prepared, to ensure that it is never stored for long hours before serving
- CCTV monitored kitchen
- GPRS controlled supply vehicles
- In - house RO plant

Whom do we cater to?

- Corporate Seminars / Events / Parties / Get together
- Corporate Catering – Breakfast, Lunch, Snacks& Dinner
- Corporate Kiosks
- Private Party catering
- Cakes, sweets and savories gift boxes for festivals and functions.

MJ Allspice Caterers
#68 / 1, MJ Wellington Layout,
Manipal County Road,
Singasandra, Bangalore – 560068

Phone: 080–2568 2090,96633 94125,98451 92656,99866 88666



Empowering and developing opportunities for vulnerable and persons with disability towards their dignified life



AZAD VIKLANG KALYAN SAMITI (AVKS)

AVKS is a non-profitable, non-political, non-religious voluntary organization, registered under Madhya Pradesh Society Registration Act, 1973 since 2009 serving persons with disabilities, vulnerable families from most backward areas of Jhabua and Alirajpur districts of Madhya Pradesh. It is formed by group of disabled persons, for the disabled persons and to be with the disabled community.

Vision

Envision a society wherein equality and justice are extended to every person with disabilities and avail life with dignity and immense opportunity for prosperity.

Mission

To eradicate the stigma of "Vikalang" from the society through community participatory approach and social awareness.
To create opportunities for persons with disabilities to enable them to be self-reliant, confident towards a dignified life.

We endeavour to mainstream socio economic deprived and excluded disabled people through building community based participative support system. At AVKS, we always believed in developing people in a mutual learning experience involving themselves, their local resources, external change agents, and outside resources. Disabled and vulnerable people can only develop themselves by participating in activities which transform their life into dignified.

We have been completed various development projects viz. Yoga training to youth (PSS Central Institute of Vocational Education, Nasha Mukti (Dept. of Social Justice), EPCO (Environment Planning), Tobacco Control program (By MPVHA, Indore) and CBCI Card (jhabua).

With the support of FVTRS, we initiated Job oriented skill enhancement program for youth of backward area. This project is helping to transform lives of unemployed youth (school dropout & person with disability) and also building job opportunity to improve their economic status.

Regular support from donor agencies and effective project partnership is needed to achieve our mission. Come join this journey of transforming lives of vulnerable and person with disability from backward area of country.

Contact Us:

AZAD VIKLANG KALYAN SAMITI.....Building Hope

Mr. Kamlesh Rathore, President

41-C Railway Colony, Meghnagar, Jhabua, M.P. - 457779

E-mail ID: avks.ngo2012@gmail.com,

Website: www.avksjhabua.org,

Contact No. Mob.No.09827827312 & 08085646965

HARNESSING OPPORTUNITIES THROUGH SKILL DEVELOPMENT

Economic empowerment of people with disabilities through employment and earning opportunities is linked to their struggle for equal participation and opportunities. The Universal Declaration of Human Rights, 1948, and the UN Convention on the Rights of Persons with Disabilities, 2006, have established the right to work and employment without discrimination.

Although the human rights case alone is enough to strengthen a call to action, there is also ample evidence showing that inclusion of people with disabilities is beneficial from an economic perspective as well. Lived experiences, projects and research studies have established time and again that poverty and disability are deeply connected; with disability being a cause and consequence of poverty.

People with disabilities have a very high rate of unemployment across the world, especially in the Low and Medium Income Countries (LMICs). A number of systemic, structural and attitudinal barriers exclude them from access to employment or participation in economically productive and market linked activities. These barriers or lack of access is associated and interlinked with three key life areas: education, employment and health.

This article, however, is focused on one of the key pathways of economic exclusion, which is the lack of access to skills and trainings that create employability for people with disabilities in India. But before we move to the details of CBM's approach and its skill development projects with grassroots partners, it is important to underline the relationship between lack of access to education/health and employment of people with disabilities.

Exclusion from education leads to unemployment and lack of marketable skills thus reducing the earning potential of people with disabilities. Similarly, lack of access to healthcare services severely limits the ability to find employment or become self-employed. There are ample studies that have calculated the economic impact of exclusion from access to education and health.

This analysis highlights CBM's approach of not just focusing on disability-specific interventions but also working on empowering people with disabilities socially and economically. This holistic approach is based on the Community-Based Inclusive Development approach.

Creating livelihood opportunities and developing skills for people with disabilities is one of the core programmes and advocacy priorities for CBM India. Through a range of partnerships with grassroots organisations, government and private companies, people with disabilities are being trained and connected with employment or self-employment opportunities. The focus has been on creating synergies with the government schemes while connecting with the market needs. In addition to this, a number of projects are

being implemented and these provide examples of opportunities that can be tapped into by connecting people with disabilities with relevant skills and sectors.

Some of our partners are working on skills related to computer hardware and software management; voice based business process outsourcing and services in retail and hospitality. Breaking the stereotypes around the traditional livelihood opportunities for people with disabilities CBM India has also created a successful model for employing persons with visual impairment in heavy machinery work, and they now have been linked with a large public sector enterprise as a supplier.

An initiative for creating new livelihood avenues for people with disabilities in the agriculture sector is showing promising results. CBM India is equipping people with disabilities with skills, to change the role they have played so far in agriculture, by connecting them with financial credit and supporting them in making production choices. One of the critical components of these trainings has been changing the design of farm tools to enable people with disabilities to work on various production processes.

As a part of this initiative on developing organic farming skills, a number of village level trainings are being organised. These are focused on highlighting the benefits of organic farming and training participants on creating bio dynamic compost, bio-pesticide and other inputs that utilise locally available resources.

The announcement of the 'National Action Plan for Skill Training of Persons with Disabilities' in March this year is a very positive development and comes on the back of a number of schemes and initiatives on skill training by government. The document also highlights the need for imparting skills and building capacity of people with disabilities.

According to the National Census 2011, about 1.34 crore people with disabilities are in the employable age of 15 to 59 years. About 99 lakh persons with disabilities in the employable age group are either 'non-workers' or 'marginal workers'.

The growth in Indian economy and burgeoning markets have created a massive demand for skilled human resource. But there is a huge gap that needs to be filled by scaling up the skills and training infrastructure.

The Plan cites lack of quality in trainings being offered, inaccessible infrastructure, especially in rural areas, limited involvement of private sector as some of the challenges. The document also mentions Corporate Social Responsibility (CSR) as a promising area for tapping into new resources and employment opportunities in the private sector.

Nirad Bag
Senior programme officer
CBM, Bangalore

Prateep Chakraborty
Programme manger
CBM, Bangalore

Gram Chetna Kendra,
Khedi Milak, Sambhar salt lake area, Jaipur, Rajasthan
Skilled and Involved Youth



Objectives

Youth are gainfully employed in a non - exploitative environment

Intervention

Develop skills of rural youth in different trades (Garment Making, Computer basic & leather skill) in accordance to market demand. Provide Soft skill in addition to hard skills such that they are readily absorbed in the market Liaisoned with industries and other sectors in the area with regard to placement for the trained youth.



Impact:

1. Over a span of 5 years 1094 youth got trained for different trades under skills promotion
2. Out of the total youth trained 63 % of the youth were absorbed either in formal sector and some self employed.
3. Those youth formally employed are about 58 % and the remaining 5 % are self employed.

Youth skill training program has given hope to youth in the area for earning meaningful livelihoods and helped in curtailing migration.

Contact- Gram Chetna Kendra

Khedi Milak, Via- Renwal, District- Jaipur Rajasthan 303603, Mob. 09829017134,
E-mail-gck_1989@yahoo.com, Web.-www.gck.org.in



Phoenix Constructions

Civil Engineers & Contractors

8/192, 16th Main, Hongasandra Mico Layout

Opp. Bliss Apartments, Begur Road, Bangalore - 560 068

Email: bjukolamkuzhy@yahoo.com

Cell Phone: + 91 94880 06595 / 081230 06595

Thomas . J. BIJU

Pudukkottai Multipurpose Social Service Society Tamil Nadu
WISHING FVTRS FOR SUPPORTING GET MORE

Our hearty wishes to NSC 2015

On behalf of Most Rev.Dr.M.Devadass Ambrose, Bishop of Thanjavur & president of Pudukkottai Multipurpose Social Service Society ; we appreciate every services by FVTRS and Misereor in Germany for remarkable assistances

Vision and Mission
PMSSS ORGANISATIONAL VISION

Fulfilling the purpose of the PMSSS towards a Just, Humane and Democratic Society among the poor and the marginalized people living in the geographical area of Pudukkottai District with the inspiration by the Good News preached by Christ.

MISSION

We commit ourselves as a Community Development Based Organization to ensure the marginalized section of community a dignified life towards an equitable society and Total Human Development

PMSSS started on : 09.12.1988
Registration number: S126/1988

PMSSSactivities & achievements

NEW THRUST PROGRAM FOR WOMEN, FARMERS, FISHERMAN DEVELOPMENT INTEGRAL DEVELOPMENT TRAINING ACTIVITIES.

CHILDLINE 1098 RESCUE AND PROTECTION OF CHILDREN REHABILITATION FOR REFUGEES

EDUCATIONAL AID TO POOR SCHOOL CHILDREN ASSISTANCE TO WOMEN FARMERS FOR DEVELOPMENT

SUPPLY OF AGRO INPUTS BY TOOL-KIT SUPPORT CHILDRENS' & WORLD WOMEN DAY ACTIVITIES

COMMUNITY BASED HEALTH PROGRAMS REHABILITATION FOR DRUG ADDICTS

SURVEY ON SANITATION PROGRAMS RESIDENTIAL SCHOOL FOR THE SCHOOL DROP OUTS

FVTRS: 185 YOUTH WERE PROMOTED WITH VOCATIONAL SKILLS. THEY GOT EMPLOYMENT THROUGH FIVE PROGRAMS NAMEDLY DRIVING LMV GOODS, ARTIFICIAL JEWELLERY MAKING, CELL PHONE REPAIRING, PLUMBING AND ELECTRICAL AND JUTE ARTICLE MAKING



NSC 2015 BRINGEVERY SUCCESS

WITH PRAYERS & BLESSINGS.

Rev.Fr.G.James Raj
Director, PMSSS

Rev Fr.R.Savarinathan
Secretary, PMSSS

Pudukkottai Multipurpose Social Service Society, Sacred Heart church campus, Alangudi Road, Pudukkottai- 622 001. Tamilnadu, South India. Ph: 0091-4322-224029, 227079, Fax: 0091- 4322- 223354, Email: pmsss@hotmail.com, Website: www.pmsss.com

UNDERSTANDING LIFE SKILLS - A THEORETICAL FRAME WORK

INTRODUCTION

There is growing awareness of the need for life skills training to help youth manage the transition from school to work and become active, healthy citizens. Over the past two decades, educators, employers, and policymakers have increasingly placed great emphasis on the development of life skills as a way to prepare young people for success in today's rapidly changing and globalized world.

Schools and universities are increasingly adding life skills as a part of the formal curriculum, as an after school activity, or as a part of career guidance services – often with the support of youth organizations that oversee or directly implement these training programs. In addition, employers who see a need for improved life skills in their workplace, especially for entry-level employees, are increasingly turning to youth organizations to provide youth with on-the-job training. These are promising developments and indicate the many opportunities for youth to cooperate with the public and private sectors for greater impact.

Skills relevant to key growth sectors of the modern economy – both technical and “soft” skills – are often not covered in traditional education systems, employers often find a “skills mismatch” between the competencies youth need to succeed in the workplace and those they actually possess.

This is a critical challenge for today's youth, and one key approach to overcoming this challenge is through the provision of life skills training

UNDERSTANDING LIFE SKILLS

Over the past two decades, educators, employers, and policymakers have increasingly placed great emphasis on the development of life skills as a way to prepare young people for success in today's rapidly changing and globalized world. However, the range of how different organizations define life skills is vast.

For example, the WHO has defined life skills as “abilities for adaptive and positive behavior that enable individuals to deal effectively with the demands and challenges of everyday life”, while UNICEF has defined them as a “large group of psychosocial and interpersonal skills that can help people make informed decisions, communicate effectively, and develop coping and self-management skills that may help lead a healthy and productive life.”

However, all of these definitions have several elements in common, including the psychosocial, interpersonal, and emotional nature of life skills, as well as their function in enabling youth to overcome challenges, act positively, and develop to their fullest potential. To synthesize these varying definitions for the purposes of this document, we refer to life skills as the following:

“Life skills are a comprehensive set of universal cognitive and non-cognitive skills and abilities, connecting behaviour, attitudes, and knowledge, influenced by ones thinking, and decision making which youth can develop and retain throughout their lives.”

Life skills increase young people's well-being and help them to develop into active and productive members of their communities.

In other words it can be further explained as "**Life skills**" are psychosocial abilities for adaptive and positive behaviour (expression of perspectives and attitudes) so that human beings make use of their three unique human faculties of thinking, decision making and purposeful association prudently (dealing with present) and proactively (dealing with future) to enhance the quality of their life (purpose)with due respect to other human beings (Precondition).

From the above definitions we can infer that "**life skills**" are psychosocial abilities for adaptive and positive behaviour so that human beings can function independently. The constituents of generally defined life skills can thus be described in the following way:

a) They include the abilities necessary to apply the conceptual thinking, reflection and decision making in concrete situations;

Creative thinking/ Lateral thinking
Critical thinking/ Perspicacity

b) They imply capacities to be involved in effective interaction with the environment and provide an appropriate motivational attitude;

Problem Solving
Effective Communication
Interpersonal Relationships

c) They involve psychological prerequisites for successful performance, such as problem solving capacities, self-confidence and skills for critical thinking (Dohmen 1996).

Empathy
Self-awareness / Mindfulness/ self-control
Coping with Stress, Trauma and Loss
Resilience
Assertiveness

In summary, we can agree that life skill development is a process of dealing with the three unique faculties of human beings i.e. thinking, decision making and associating. If we see the elements of life skills from this perspective, the following can be concluded.

Thinking

Creative thinking/ Lateral thinking
Critical thinking/ Perspicacity

Decision making (Leading to)

Empathy
Self-awareness/ Mindfulness/ self-control
Assertiveness

Association

Problem Solving
Effective Communication
Interpersonal Relationships
Coping with Stress, Trauma and Loss
Resilience

PROCESS OF LIFE SKILL

It will be also good to have a glimpse of the process of building life skills as it gives a reminder and guiding perspective for the practitioners. From the above definitions we can understand that life skills talks about our behaviour which we can see and express in our relationship with others so that human being has a dignified life as a collective.

The behaviour of the human being is only an ice berg of the human personality. It is how one is seen outside and the indications of this inside the person. The behaviour is an outcome of dynamics that is taking place in the human person.

Behaviour is the sum total of the thinking process and consequent decision making that happens in a person. This thinking and decision making is highly influenced by the values and perspectives which in turn is the formulation of ones experience of the social reality.

Thus the new behaviour is expressed in the social reality and the person get a new experience which further influence the values and perspective and in turn the thinking, decision making and finally the behaviour.

According to experts of Neuro Linguistic Programming (NLP) the above process is described as below.

Social reality. Every human being is living in a social reality which is giving him inputs in terms of experiences of different sorts. The sources of such inputs include social institutions like family, groups, institution, the community, religion, environment etc. Each of the above is giving experiences to the individual and contributes to his mind set.

Inputs. These are the inputs that a person receives from the social reality. Human beings take these inputs through the five sense namely, seeing, tasting, hearing, touching and smelling.

Processing of the input. These inputs received by the human beings are processed by him through generalisation, distortion and deletion. **Generalisation:** It is the process of finding a unifying characteristic in a series of events. Generalization is a healthy process by which we learn to function in the world. Many of our early learning are through generalization. Generalization speeds up any concept learning and is really healthy. The same process of generalization can work as a limitation and create pain and suffering in a person.

Distortion: Distortion is the process which allows us to make shifts in how we experience what we sense. Without this process we cannot plan for the future or turn dreams into reality. For example: Fantasy allows us to prepare for experiences we may have before they occur. Distortion can also be limiting, for example a man distorts all the negative feedback by; telling himself that he is perfect. **Deletion:** Deletion is the process by which we selectively pay attention to certain aspects of our experience and exclude others. This allows us to focus our awareness and attend to one portion of our experience over others. This process makes coping possible and protects us from being overwhelmed by external stimuli.

Examples of healthy Deletion

An individual can concentrate on the conversation in a crowded bus.

A person deletes all the other letters on the table of the boss and concentrates on the promotional order of that person.

Deletions are also unhealthy. For example a person deletes all the positive qualities in an individual or in any experience.

Values and perspectives

Values and perspectives are important generalizations that we form in early childhood. They make growth possible and life easier and help us to face difficulties and challenges. Many of our Values and perspectives are limiting values and perspectives. So it is important that we examine them to find out and reinforce those that we wish to retain and change those that limit us.

The values and perspectives is a guiding principle, dictum, faith or passion that can provide meaning and direction in our lives. Values and perspectives are the prearranged, organized filters to our perceptions of the world. Values and perspectives are like commands to the brain. When we congruently believe something is true, we deliver a command to our brain about how to represent what is occurring.

When we believe with conviction that something is true, we literally go into the state of it being true. Handled effectively, values and perspectives can be the most powerful force for creating good in our lives. On the other hand, values and perspectives that limit our thoughts and actions can be as devastating as resourceful values and perspectives can be empowering. Religions throughout history have empowered millions of people and given them strength to do things they thought they could not do.

Values and perspectives are the presuppositions that we have about certain things that either create or deny us personal power. Values and perspectives are essentially the on/off switches for our ability to achieve anything in the world. Because if we do not believe that we can do something, we probably won't have the opportunity to find out.

Values and perspectives help us tap into the richest resources deep within us, creating and directing those resources in support of our desired outcomes. They are the compass and maps that guide us toward our goals and give us the surety to know that we will achieve them. Without Values and perspectives we can be totally disempowered like a boat without a motor or rudder. With powerful guiding Values and perspectives, however, we have the power to take action and create the world in which we want to live. Values and perspectives help us to see what we want and energize us to achieve them.

Thinking, decision making and associating

The values and perspectives influences our thinking decision making and the nature of our association with other individuals in the society. There fore it is important to see that the human being has the right values and perspectives so that they think critically, take right and appreciate decision and associate with others to implement them for the benefit of oneself and others in the society.

CONCLUSION

Hence we can conclude that life skills are shaped in a person by processing the inputs received by them form thee social reality they are and they interact with. This may be done both positively and negatively. If one is able to process the inputs positively it will lead to development of good personality traits in one person. Hence life skill trainers has to enable individuals to process the social inputs positively.

Similarly we have seen that the inputs for a person is received from the social reality which includes families, groups, institutions, community, religion, environment and so on. Hence in a comprehensive approach for life skill development among person also include working with the social reality where one is. In many cases the work is limited to one stakeholder in the social reality like we work with children who are in the school, we work with the youth at the place of their training, we work with workers in their settings. The community development workers work in the society at large with limited focus to the individual but focussing on the group. If one is able to work with more elements in the social reality we can be more successful in transforming the person.

This transformation is otherwise called empowerment. It is a process by which a person get transformed with confidence from a level of helplessness. It is transformation of a person from a state of voicelessness to be able to communicate and assert what is needed for them. He attains perspective with a belief that he can do things by himself and engage in such actions. It is a process of creating a mind set with empathy so that they will be responsible for the development of others. It's developing a dynamics in a person a positive image about himself and a new map about the society in their mind set. It is reaching state of affairs by a person enabled to discover new possibilities, new options and a growing ability to make choices. It is a state of affairs where which a person gain control over the selves, ideology and the resources.

P M Philip

Executive Director, FVTRS





R K SANSTHAN

DEDICATED TO FOSTER ENTREPRENEURSHIP AND HUMAN RESOURCE

Key Activities

- ⇒ Entrepreneurship Development
- ⇒ Livelihood Promotion through Skill Development
- ⇒ Health & Hygiene
- ⇒ Water & Sanitation
- ⇒ Computer Literacy (Information & Technology)
- ⇒ Leadership Development
- ⇒ Awareness & Community Mobilisation



Vision

The vision of R.K. Sansthan is to see empowered society that is self-reliant and capacitated to take care of their long term interests

Mission

The mission of R.K. Sansthan is to build technical, managerial, entrepreneurial and institutional capacities of the participating communities that they can initiate and strengthen their own socio-economic activities for improved status of living and long term well-being.



Head Office

3/166, Housing Board Colony, Sawai Madhopur
Rajasthan, PIN Code- 322021
Telephone-07462-235341, 09414018114
E-mail: rksansthan@mail.com

rksansthan@gmail.com

Visit us: www.rksansthan.org.in

Registered Office

82/134, Chikitsalaya Marg, Mansarovar,
Jaipur (Rajasthan)-302020

Project Office

170, Scheme-8, Gandhinagar, Alwar (Rajasthan)-301001

Camp Office

Near Mataji Temple, Dadbada, Kota (Rajasthan)

COMPLIMENTS FROM CENTRE FOR DEVELOPMENT (CFD), RANCHI ON NSC 2015 & CORDIAL HOMAGE TO BRO JOSE VETTICATTIL, THE FIRST PRESIDENT OF FVTRS

OUR VISION:

"A society based on cooperation, peace and harmony with nature where both the sexes have access and control over information, decision making and natural resources."

OUR OPERATIONAL AREAS:

- ❖ Jharkhand state – 4 dist (5 blocks – 48 villages)
- ❖ Chhattisgarh – 1 district – 6 villages

OUR INTERVENTION:

- Community based Rehabilitation of Differently able children/persons
- Women empowerment through SHG, capacity building & issue advocacy
- Small & marginal farmers, aborigine/primitive tribe, destitute – group capacity building for appropriate technology, issue advocacy, governance participation, traditional system livelihood regeneration, cultural restoration
- Local resource (land, water, manpower, forest and cattle) management
- Dropouts/youths skilling up and



OUR SISTER CONCERNS

ALL INDIA IT ASSOCIATION
अखिल भारतीय सूचना प्रौद्योगिकी संगठन
 Registered under MCA, Act 2006 Section 25, awarded 3 Star Certification (Awards), ISO 9001:2008 Certified IT Association
 Marked National to Ministry of Communications and Information Technology (Govt. of India)
 National Training Centre
CFD INSTITUTE OF VOCATIONAL TRAINING
 Sector 10, Tis Hazari, P.O. Hazrat Nizamuddin (Delhi)
 Ph: 98109 28847 | E-mail: cinden@rediffmail.com | Web: www.cinden.in

CFD INSTITUTE OF VOCATIONAL TRAINING

CFD
BIRSA MUNDA ALTERNATIVE MEDICAL COLLEGE
 DR. B. C. BOY MEMORIAL COMPLEMENTARY MEDICINES RESEARCH CENTRE, BOKARO
 RESEARCH CENTRE FOR THE DEVELOPMENT OF COMPLEMENTARY SYSTEM OF TREATMENT
 THE OPEN INTERNATIONAL UNIVERSITY FOR COMPLEMENTARY MEDICINES
 (MEDICAL ALTERNATIVE, ALMA MATER, USA)
 ESTABLISHED IN PUNE BUILD., ALMA MATER, U.S.A., REGISTRAR (DR)

BIRSA MUNDA ALTERNATIVE MEDICAL COLLEGE

Please contribute your share/message for referral group (tribes-primitive, aborigine; Scheduled castes, deprived / destitute, girls / women, senior citizen and differently able children) rehabilitation/development innovations:

Name of the A/C:	CENTRE FOR DEVELOPMENT	
National contribution A/C:	State Bank of India A/C no.	10080926929
	Bank of India A/C number	495410210000015
	ICICI Bank A/C Number	017501019067
Foreign contribution A/C	Bank of India A/C Number	495410110003391

We, ethically, guarantee that your contribution will be used for only said purposes and we account it.

CFD CENTRE FOR DEVELOPMENT

GAYATRI SADAN, TUPUDANA, PO. HATIA, RANCHI 834 003, JHARKHAND, INDIA

Contact Numbers. 0651 2290023, MOBILE 09431929367, 08002664772

Email ID. cendev@rediffmail.com, web Pages. www.cendev.in



Best Compliments

Genesis- Savera Foundation is philanthropic social organization. It has been registered under society registration ACT XXI of 1860. This organization has been taking initiatives for the upliftment of Tribal and Dalit of remote villages of Giridih district since 2006. Savera Foundation is dedicated to work with the poorest of the poor and most marginalized women, children and men (Dalits and Tribals) in promoting their condition. Since the inception of this organization the main focus areas have been health & Sanitation, Community organization, Livelihood enhancement, Agriculture development, Gender equity and Dalits rights. The founder secretary of Savera Foundation, Mr. Ashok Kumar Singh worked as Community mobiliser in an organization based on the vision of Bharat Ratna Lok Nayak Jay Prakash Narayan, had spent 20 years with the Tribal and Dalits residing in the midst of forest of Giridih and Koderma district of Jharkhand.

Vision- We envisage to establish a society free from injustice, and exploitation where Dalits, Tribals and deprived can live their lives peacefully and in harmony with nature

Mission- To enable individuals and community within the working area that they can fully participate in the life, decision and structures of the community and have equal opportunity in development process

Main Initiatives

Construction of Toilets in schools and community supported by PRAKALP (Giridih district, Jharkhand)

Sustainable progress through Empowerment and Enhancement for Development (SPEED) in 20 villages of Tisri block supported by DKA, Austria

Community towards education in Giridih district of Jharkhand state supported by India Literacy Project, Bangalore

Skill Development Training for the Unemployed Youths both Male and Female in Tisri block supported by Functional Vocational Training and Research Society, Bangalore

Enabling children to receive quality formal education in 10 villages of Deori block supported by Terre Des Hommes, Kolkata

Main Achievements

20 toilets have been constructed in the schools by the organization and are being used by the students.

4 schools started providing quality mid day meal after our intervention.

165 children have been re-enrolled in government schools.

5 child clubs are active and taking action to ensure their rights. They locked the school against absenteeism of teacher and manipulation in scholarship amount.

In football, one youth (Mukesh Kumar, Tisri) took part at state level.

10 SHGs are functioning properly

We have provided stitching training to 90 girls. Out of which 25 girls are earning and the rest 65 are still stitching her and her family's clothes.

9744 Kg vegetables have been produced by 242 farmers through kitchen garden.

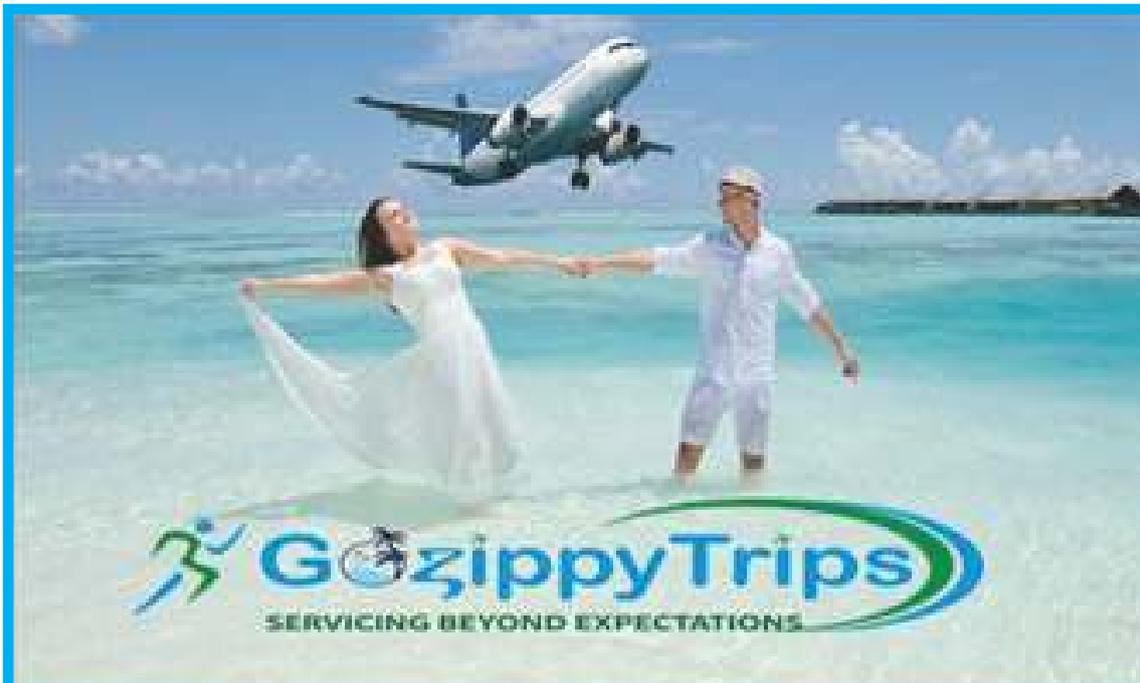
15 farmers developed their own vermin compost pit.

3 AWCs and 1 Aahar have been constructed in Pipra, Tilki, Harhara with our intervention

Many memorandums have been submitted to government department by the community people.

We have stopped a child marriage and caught a broker. 300 People discussed with Police administration on the issue of child marriage.

Best Compliments



+91 9036664740 / +91 9591779117

+91 9739613013 / +91 7760364714

+91 80-40944441



gozippytrips@gmail.com

SERVICES OFFERED

TRAVEL DESK

EXPAT HANDLING

AIR TICKETING

BUS TICKETING

TOUR PACKAGE DOMESTIC & INTERNATIONAL

HOTEL BOOKINGS

SERVICE APARTMENTS

VISA ASSIST

CAR RENTALS

CSB

National PRINTING

LEARN WORK LEAD

PROVIDING
LEARNING
EXPERIENCES
THAT INSPIRE
AND EMPOWER
LEARNERS
AND
EDUCATORS



Digital Self Learning
Classroom Activities

Career Exploration
& Guidance



Life Work Skills
for Livelihood

Industry Networks
& Linkages



Facilitator
Development
& Support

Curriculum Design
& Delivery



OUR REACH



55,000
Students



1,210
Trainers



516
Centres



300 hours
of Digital Content



8 Student
Workbooks



10 Trainer
Manuals

If you are an organization working on issues related to youth development and skills training, we would love to hear from you.
Partner with us: employability@questalliance.net

108, 2nd Main, 6th Cross, 1st block
Koramangala, Bangalore 560034
+91 80 4098 3305
www.questalliance.net



BEENA CONSTRUCTIONS

35, Maria Bavan, Maharaja, 1st Cross,
Udayanagar, Bangalore - 560 016

Phone: + 91 09341 24289 / 097417 71039

Functional Vocational Training and Research Society

No. 86, 3rd Cross, B.D.S. Layout, Dr. Shivram Karanth Post, R.K.Hegde Nagar, Bangalore - 560 077

Phone: 080 2846 5745 / 2846 5215, Fax: 080 2846 5795

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