

# National Skill Conference 2016

“SKILL TRAINING TO SKILL DEVELOPMENT”

*Entrepreneurship, Community Participation and Net Working for Skill Development*

Functional Vocational Training and Research Society (FVTRS) has been promoting skill training for the school dropout youth since 1993 and has trained more than one lakh nineteen thousand youth. During this engagement we have seen lot of successes and learnt many things. FVTRS has played a major role in sensitizing our stakeholders to promote vocational training for the school dropout youth and also to the skill training providers on the importance of promoting vocational skills in the unorganised sector. Technical knowledge and financial support has been provided to the partner for the success of this programme.

FVTRS strongly believe that there is a need to go beyond skill training and need to develop a perspective of skill development for better livelihood security. Traditionally skill training has comprised of learning a set of skills. This skilling is usually aimed at improving the employability or improving the current job performance of an individual. However, skill development not only seeks to improve performance in a role, but seeks to bring out appropriate behavior change and some form of maturity growth. Skill development is used to increase the potential of an employee as well as equip them to be 'better' individuals.

Seeing from this perspective entrepreneurship development and life skills plays an important role in transforming the skills, behavior and attitude of the youth.

Entrepreneurship is understood as a process by which an individual or team identifies a livelihood opportunity and operationalizing it. Hence, it is understood as the process of designing, launching and running a new business, which typically begins as a small business, such as offering a product, process or service for sale or hire. It is also understood as "Capacity and willingness to develop, organize and manage a business venture in order to make a profit." This has to be supplemented with better life skills so that the youth become responsible citizens.

Skill development is not an end by itself. It contributes to the human development. In human development today participation of the partnering community is considered as utmost important. Community participation in development allow the people to choose their agenda, making their own decisions and coming together in taking them forward. The advocates of community participation believe that it brings lasting benefits to people instead of only a means of getting things done. Sherry R. Arnstein associates citizen participation with citizen power and control as, "the redistribution of power that enables the have-not citizens, presently excluded from the political and economic processes, to be deliberately included in the future". Christopher Alexander explains that participation is "inherently good" and that it brings people together in creating and making decisions about their environment.

Thus community participation will make the skill development into a process resulting in the overall human development as a continuous and sustainable process owned and managed by the community.

Networking is moving from micro to macro level facilitating vertical and horizontal growth of interventions and its results. It involves synergizing the capacity and resources thus moving forward by scaling up and facilitating collective growth. Networking is more than just getting out and meeting people. Networking is a structured plan to get to know people who will associate together for a common interest. The ability to network is one of the crucial skills any entrepreneur should have. Hence, networking requires going beyond your comfort zone and challenging yourself. It involves sustainable relationship building.

No matter what profession you're in, networking is the fuel that accelerates success. Not only it is useful for learning directly from individuals and institutions you interact but also access the benefits of the association and growing in your authority and become powerful.

So if our skill training initiatives can be effectively supplemented with

entrepreneurship development along with appropriate life skills shall enhance multifaceted capabilities of the youth making him an empowered skilled worker. The community where the youth are coming if participate in the skill development it will make the process continuous and community owned. The initiatives which are happening at individual and community level needs to be consolidated through their networks which will be continuously engaged in further skill training, enhancing the skills resulting in enhanced livelihood leading to livelihood security.

FVTRS has been Organising National Skill Conference since 2007 to reaffirm the partnership and commitment. This platform is also seen as an occasion to sensitize our partners on relevant issues, new perspectives and concepts on skill training. The National Skill Conference 2016 is 10th in the series organized by FVTRS will deliberate with her partners and other associated stakeholders on the above theme.

It is expected that the participants of the conference will have a shared and uniform understanding of skill development as a process and continue to contribute to the **Skill India Mission** by focusing on the underprivileged youth.

