

Functional Vocational Training and Research Society



1993 - 2018

Silver Jubilee

MEMORIES



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FOREWORD

FR. V.M. THOMAS

President

"Silver Jubilee Memories" is a special souvenir which is being released during the culmination of the Silver Jubilee year of FVTRS. Always and for the silver jubilee it has a special significance as it is a celebrative milestone in the journey of the organisation and in the realization of her vision.

I am happy that FVTRS is celebrating its Silver Jubilee in promoting skill training for the school dropout youth in India. It is one of the pioneering organizations which thought of promoting skill training in the unorganized sector in India where 93% percent of its people are engaged in the unorganized sector.

Since the beginning of FVTRS in the year 1993, the organization has strived toward its mission of skilling and empowering the marginalized and underprivileged school drop dropout youth of our nation. When FVTRS opted for the skill training of the school drop outs 25 years ago, it was a historic decision. There was practically nobody who was focusing for this target group who became school dropouts not because of their mistake but because of the systemic and social reasons. It was also a fact that if somebody were not to give specific attention to them, they would not be able to come up in life. Rather they would turn towards antisocial activities. Thus FVTRS became the pioneer in attending to the needs of the school drop outs, a most vulnerable section of the society paving the way for inclusive approach. All who are associated with FVTRS can be legitimately be proud and happy about this.

As of today, we have trained 132572 youth with an employment rate of 70% and most of them are from the backward and deprived communities. We have enrolled 10884 trainees for 10th standard with open school system as we did not want our trainees to remain as drop outs. Out of these enrolled youths so far, 3939 have been successful in the examinations. 1340 of the successful youths have opted for higher studies.

In the process of growth, we have also adapted our approaches and strategies to suit the changing ecosystem and to be more effective. Therefore, I consider silver jubilee is not only a time to pause and reflect on all the good work done, but also a time to look back and thank every person who has contributed to the success that we have achieved. I remember all of them with gratitude

I also take this opportunity to thank MISEREOR (Germany), our partner organizations, our Governing Body, General body, well-wishers and all other stakeholders for their continued support in our efforts to empower and bring change in the lives of marginalized dropout youth of our nation. It is only through your collaborated effort and support that we have come thus far and will continue to go further and strive towards the vision of Skill India.

Introduction

P. M. PHILIP
Executive Director



I am very happy to introduce this document **“Silver Jubilee Memories”**. Silver jubilee is an occasion to celebrate together the success that we made in the past and look forward with renewed commitment and energy. First of all, I take this opportunity to thank all those who are associated with FVTRS in different ways in her journey in skilling the school dropout youth of the country employable.

This document has been developed as memorial of silver jubilee of FVTRS. We have made an attempt to capture major milestones in the growth history of FVTRS for last 25 years. We have tried our level best to include maximum information on different changes, growth and contributions of FVTRS.

This has been done by reviewing the existing available documents and information gathered from different people. We have taken much care to ensure that the facts and information provided in the document are true to the best of our knowledge. In case of any lapse, it is not intentional but accidental.

This also include messages and opinions of few former leaders of FVTRS and remembering the specific contributions during the period of each leaders. I hope it will be useful for us also to recollect the past and celebrate the success. This document will be fitting recognition and acknowledgement of their relevant and timely contributions of the persons and organisations associated with FVTRS and their contributions to FVTRS

I take this opportunity to specifically remember, acknowledge and express our gratitude to our donor MISEREOR, General Body Board Members, Team of Staff, all partner organizations and associated networks for their encouragement and valuable support. I wish and hope that we will continue to receive them so that we can make our efforts much more effective in transforming the lives of the underprivileged youth.

A HISTORICAL FLASH BACK

CONTEXT

The number of school dropouts in India is not small. Though the overall school dropout statistics shows a declining trend in the last few years, the number of the dropouts and the potential they have as productive human beings is not tapped or used. School dropout youths are one of the major vulnerable groups in the society. They have become school dropout not because of their mistake or decision, but because of their social situation and systemic reasons.

Most of them became school dropout because of the poor economic situation of their families upon which they have no choice. Because they have dropped out during the school life itself, the scope for further education is also bleak. They are not eligible for the higher studies as there is specific qualification required for this. Thus, they become part of the unorganized sector as unskilled labour. In the course of the time, they also lose the opportunity to educate themselves due to the age factor.

This is prompting them to migrate from their native places or causing them to turn into antisocial engagements so that they can acquire money for sustenance. Philanthropic organisations like FVTRS are therefore turning their focus toward the skill training of the school dropouts so that they can make a decent living.

There are not many organisations giving focus for training of the school dropout youth. The number of school dropout youth from the marginalized families also constantly remains as a large number in spite of all the efforts by governmental and non-governmental organisations. This is the context in which a separate organization was conceived for promoting Functional Vocational Skills among the school dropouts in order to make them employable.

DEVELOPMENTS IN THE ORGANIZATIONAL SETUP

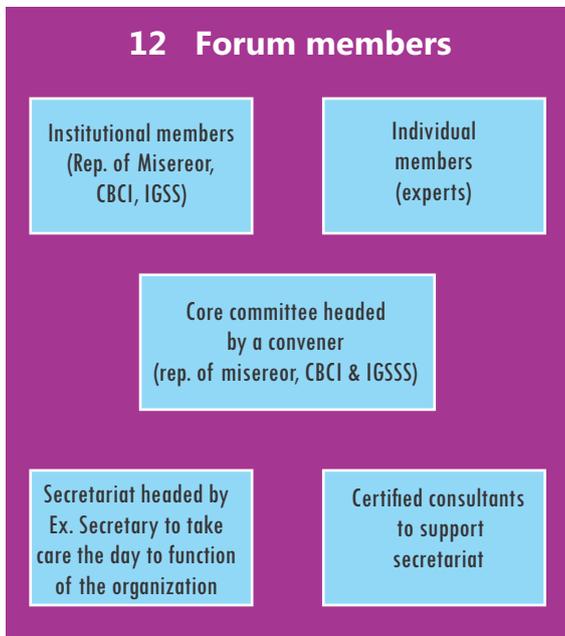
Functional Vocational Training and Research Society (FVTRS) formerly known as Functional Vocational Training Forum (FVTF) was initiated by Misereor (Germany) in 1993. Since FVTF was a Forum, it had no legal status. Hence, SKIP (Bangalore) was the legal holder for FVTF since its inception until September 1995. From 1995 to 2005, IGSSS was the legal holder. As per the advice of MISEREOR, Caritas India became the legal holder for FVTRS in 2005.

The Forum was constituted with institutional members from Misereor, CBCI and IGSSS and individual members.

In the process of functioning, smaller teams were formed for specific purposes and assignments.

The office of FVTF started functioning with the secretary in SKIP premises, and with an assistant for support.





Shift From FVTF To FVTRS

In 2004, FVTF initiated the registration of the forum as a society. Accordingly, a set of bye-laws and memorandum of associations were drafted. The name of the organization was changed to Functional Vocational Training and Research Society (FVTRS). In 2004 itself, it was registered under Karnataka society's registration act. In 2005, it has received exemption under 12A and registration section under 80G from the income tax department.

FVTRS obtained FCRA registration from the ministry of home affairs in the year 2008 making it possible for receiving foreign funds directly.

From 2005 onwards, FVTRS started functioning as a full-fledged registered organization. FVTRS has got 15 members General Body headed by an elected president. The general body has CBCI, Caritas India, IGSSS and CRI as institutional members in which CBCI has got two representatives. It also has 10 individual members who are selected and appointed by the general body from related sectors.

A Governing Board is constituted with seven members of whom three are institutional members. Membership of CBCI representative in the board is mandatory. It also formed a three-member Advisory Committee constituted with experts who can provide expert guidance to FVTRS. From 2017 onwards, this advisory is not a statutory committee, but FVTRS can form advisory committees as and when required.

FVTRS took care its day to function through its secretariat which is headed by secretary cum executive director. At Present (2018), it has got 13 member secretariat with well-defined roles and responsibilities. Today the organization has in house capacity to conduct training programmes on EDP, life Skill, community based skill development, PRA etc. It also has the skill to conduct scientific studies and action research. FVTRS had developed and launched its website for the first time in 2007 and it was restructured in 2018.



An organizational development process was initiated in FVTRS in 2007 and completed in 2008. As a result, in 2008 the organization had developed a strategic plan and re-drafted the Vision Mission Statement which was articulated in the year 2006. The same year the first HR policy and finance policy were also developed and introduced. A Policy on resource mobilization was developed and approved in the year 2018.

FVTRS acquired land in Bangalore in the year 2012 and the construction of the office building was completed in 2014. On June 24, 2014 FVTRS began functioning in the new premises. The building was inaugurated by Mr. Jorn Rodde, the German Consulate in Bangalore, in the presence of all the board members and advisory committee members.



In 2017 a campaign called **Skill Support Mission** was launched. The objective of the SSM is to create public awareness on skill training among youth and seek support of public and trained youth to support the skill development. It will be conducted every year.



Towards 2020

A new strategic plan for five years was developed in consultation with board members, partners and team members titled '**Toward 2020**' in 2015. Today the strategic paper is the guiding document for developing periodic organizational annual plan of activities. This strategic plan and activities are reviewed twice in a year and accordingly plans are developed.

PROJECT SUPPORT

One of the major functions of FVTF was to support skill providing NGOs with resources for implementing skill training projects for the school dropout youth. The NGOs that have FCRA registration would submit the skill training proposal to FVTF. Applications are also received by Misereor which is scrutinized at desk level by them and if found to be in the purview of the FVTF objectives, then forwarded to FVTF for processing. FVTF would study these proposals with the support of the consultants. This would then be presented to the forum members with the recommendations of the secretariat. The forum members would consider the proposals and the recommendation of the secretariat and take a decision whether to support or not.

The approved proposals were then sent to MISEREOR for possible funding. Further the approval is communicated to the applicant by MISEREOR and releases the funds to the project holder after signing the agreements. The monitoring of all funded projects and evaluation of selected projects were done by the secretariat with the support of certified consultants.

Trainings and Meetings of consultants

Initially the consultants were the major support team for managing the projects. Regular meetings with these consultants were conducted to ensure that the principles of functional vocational training and values of

FVTF will adhere to while managing the projects. Training programmes also were carried out for them so as the standard of FVTF project management is adhered to and they work in line with the expectations of FVTF. Consultants who took part in regular FVTF-training and upgrading should therefore become "certified FVTF-consultants" thus increasing their loyalty to FVTF concept and values.

From 1995 onwards, the fund disbursement was done by the legal holder of FVTF who receive the grant fund from Misereor in different installments. From 2004, after the registration of FVTRS, the governing board of FVTRS started approving the projects. From year 2009 April onwards, FVTRS started receiving funds from Misereor directly and disbursed the same to the partners as and when required.

FVTF - Review

An internal review of FVTF was conducted in January 2001 by an external consultant, Mr. Sam Chelladurai - Executive Director at READ Centre (Bangalore). Based on the review report, the forum decided to conduct an external evaluation of FVTF with women representation.

External Evaluation

For the purpose of evaluation, a three member team was formed that comprised of Mr. Ram Bhat from Options and Solutions, one expert from Development Alternatives and Mrs. Renuka, a freelance consultant. The evaluation was carried out between October 2001 to February 2002.

One of the major recommendations of the team was that the Forum should consider switching its implementation strategy from a 'project sanctioning mode' to a 'project support mode'.



Shift from Project Sanctioning to Project Support

In this mode, FVTF and its consultants will play more of a pro-active role in assessing the proposals. The person concerned with FVTF will make extensive study of the proposal, hand hold the project holder in selection of trainees, identification of trades and implementation process. A facilitative way of monitoring and evaluation were the new approaches. This mode of project assessment has strengthened the relationship between FVTF and its partners. For the purpose of Monitoring & Evaluation, an elaboration of key indicators in line with the quality FVTF-standards was developed. A monitoring handbook and an evaluation tool were also developed. Training for partners and consultants in the utilization of the respective tools were some of the other key new initiatives that emerged after the evaluation.

Group Monitoring

Group monitoring of projects was introduced in the year 2002 to reduce the dependency on consultants. Individual partners were grouped with three other partners for the purpose of monitoring each of their respective projects instead of having the services of consultants for project monitoring.



In 2005, the project management has been rested with the staff of FVTRS and FVTRS started appointing more number of qualified staff. At present, the entire project management is done by its own staff team. At present, FVTRS has well defined PCM standards and SOP in place for the project management. The role of project managers are perceived and seen as a facilitator.



So far FVTRS has supported 1088 projects and trained 132572 youth with an employment

rate of 70%. Out of the total youth trained 55372 (42%) are men, 77185 (58%) are women and 15 are transgender. Among the trained youth 42982 (32%) are SC, 35378 (25%) are ST and 54212 (43%) belongs to OBC and General.

Project Implementation Planning (PIP) workshop

FVTRS started organizing meeting of the partners of newly approved projects since 2007. The purpose of this meeting is to familiarize new partners with regards to the project management mechanism of FVTS. This occasion is also used to share the new concepts, perspectives, strategies which are being evolved within FVTRS as well as in the skill development sector.



Regional Partners Review Meeting

FVTRS organizes partners review meeting in different regions. This was started by FVTF in the year 2002 as annual regional partners meet. The purpose of the meeting is to collectively look at the progress of the project implementation, understand the results, learn from it and contribute for effectiveness of other projects. FVTRS also uses this opportunity to provide various subject specific inputs and build the capacity of the partners. At present the regional level reviews are conducted on a half yearly basis.



External Evaluation

FVTRS has engaged three consultants as external evaluators to critically look at and assess FVTRS programmes and recommend options, strategies and approaches for enhancing the strengths and reducing the weakness in order to make the programme more sustainable. This was done from July 2015 to November 201. The recommendations of this evaluation were helpful for FVTRS in evolving new strategic plan and new approaches in the project management.

Skilling-community Owned Promotion And Enhancement (SCOPE)

In 2015, FVTRS introduced a skill development model named SCOPE. This is a community based and community owned approach to skill development promoted by FVTRS for continuity and sustainability of its interventions.

This has evolved due to a perspective that skill



training is not a onetime activity, but a process of skill development.

In this approach we encourage participation of the community in selecting the training, trades, selection of trainees, organising training, forming and mentoring collectives of

trainees, employment, continuous education and enhancement of skills and livelihood.

Skill Net

To realize the SCOPE approach, FVTRS introduced Skill Net as a strategy in all projects of FVTRS. Skill Net is the association of skilled workers promoted by FVTRS so that they will create internal resource for investment through regular savings, locally accessible training mechanisms, enterprise development, enhancement of skills and effective use of applicable.



Thus, vocational skill training is now seen with larger perspective of skill development which is a continuous sustainable process that is owned, managed and promoted by the community.

Inclusive Approach: Since the development of new strategy paper '**Toward 2020**' in 2015 we are also giving special focus and attention to include the Most Vulnerable Groups (MVG) within the vulnerable groups. Since then we have trained 1694 most vulnerable youth and placed for jobs.

EDP Centre and Life Skill Club

FVTRS is increasingly realized the need for entrepreneurship development and promoting life skills among the youth along with skill training. Since 2006-07 FVTRS started including training of EDP and Life skills as a line item in the skill training project.



FVTRS has signed a Memorandum of Understanding with ILO for EDP training from 2010. As a collaborator of ILO, FVTRS has trained master trainers in EDP. FVTRS also has translated ILO's EDP training materials into Hindi, revised the English Version and also printed the games kits which are used as training materials.

In the course of the time we realized that this training has to be institutionalized within partner organizations so that they will be able to provide these training on continuous basis to the trainees and trained youth in their own languages. This FVTRS introduced two resource teams namely EDP Centre and Life Skill Club.

EDP Centre

A team of master trainers who can train trainers on entrepreneurship development

anchored by FVTRS. This is to facilitate and ensure regular EDP training for the trainees of vocational skill during and even after skill training. At present EDP Centre has 63 certified master trainers and 35 are undergoing training in different phases and they can conduct training in nine different languages. We have developed our own module.

International Labour Organisation (ILO)

FVTRS has signed a Memorandum of Understanding with ILO for EDP training from 2010. As a collaborator of ILO, FVTRS has trained master trainers in EDP. FVTRS also has translated ILO's EDP training materials into Hindi revised the English Version and also printed the games kits which are used as training materials.

Life Skill Club

FVTRS is promoting a team of trainers on Life Skills called Life Skill Club. This is to facilitate and ensure regular Life Skills training for the trainees of vocational skill during and even after skill training. At present FVTRS have 52 certified trainers and 28 are undergoing different phases of the courses who can conduct training in nine languages. We are developing our own module for this training.

Open Schooling

Since FVTRS is primarily working with school dropouts, we want them to enhance their educational level rather than remaining as dropouts. Hence we encourage partners to enroll them with open schools so that they can pass 10th standard directly.



An MoU was signed with NIOS in August 2010 and 42 partners became accredited members of NIOS for admission of FVTRS trainees to open schooling education and was called PASS10N. In January 2011, a meeting was facilitated for the accredited partners in NIOS premises to familiarize on the process of admission, examination etc.

At present FVTRS is also promoting enrolment of trainees with other open schools as well.

NON-CONVENTIONAL PROJECTS

The organization has made time to time changes in project supports as and when need arises.

Cluster Projects

Group projects were piloted with Karnataka and Jharkhand for first time in the year 2003. In this strategy more than two partners were clustered to implement the project in a specified geographical location.

Tsunami Rehabilitation

FVTRS realized that after the tsunami affected many parts of the southern India, many agencies and NGO's came forward for their immediate relief work. Immediately after the tsunami, 5 promotional consultation workshops were held in Tamil Nadu and 1 in Karnataka to identify tsunami affected NGOs for funding support.

FVTRS thought that instead of giving fish, teach them how to fish - a rehabilitation work under taken in Tamil Nadu, Kerala, Andhra Pradesh and Puducherry. We have supported 67 projects covering the states of Tamil Nadu, Kerala, Andhra Pradesh and Puducherry.

Support to Kandhamal Victims

In 2008, FVTRS concentrated and supported victims of riots in Orissa, especially in Kandhamal district. It was supported as three group projects involving 25 partners.

European Union collaboration

A proposal for funding support under European Union project was made in March 2006, and was approved in November 2006,

As an outcome since eight years, the partners have enrolled 11901 trainees. Of these, 4494 youth have successfully passed and completed their schooling. It is also reported that 295 of the successful youths have opted for higher studies this year, making the cumulative total to 1340.

All these efforts are contributing to the overall development of the trainees. Thus, we would say today's skill training supported is not merely limited to skill training and placement.

with Programme Centres (RPPC) in Ahmednagar, Keonjhar and Meerut.

A three year European Union Project 2007-09 was successfully completed in December 2009. An extensive evaluation was conducted by a team of experts appointed by GTZ on successful completion of the first phase. FVTRS got one more proposal directly from EU for Backward Regions Grant Fund (BRGF) 2010-12 and got completed in March 2013. The Operational offices for this project were opened at Dimapur, Jodhpur and Hyderabad with appointing of new staff. With E.U support, FVTRS has supported 58 projects training 6000 youth in the first phase and 60 projects training 5825 youth in second phase.



Under the project, special events were organized for promoting skill training. Some of these events were:

- Youth Conventions were held to create awareness among the underprivileged youth on the importance of skill training.
- Conventions on Entrepreneurs were held to help the trainees to become successful entrepreneurs.
- Regional Market Fairs to introduce the products of trainees to the public and create marketing linkages.
- Job fairs to help the trained youth to find suitable placements.

GTZ Collaboration

A contract agreement was signed with GTZ Germany and FAKT Germany along with

Ministry of Labour (NVTS) for capacity building programmes in 2004. Under this partnership, Mr. Ralf from FAKT-Germany assisted FVTRS to draw an Operational Plan. Further, two German Parliamentarians and the GTZ country-head visited FVTRS on a Goodwill Mission to study the progress of the collaboration.

FVTRS was invited to participate in the 'Reflection Meet' organised by GTZ-NVTS and Ministry of Labour. FVTRS presented a paper on '**Inclusive Growth through Skill Development**' in the National Skill Conference organised by MoL and GTZ-UNESCO cooperation. A team from GTZ and Officials from Ministry of Labour visited FVTRS in March 2007 to study the progress made by FVTRS under the partnership.

PROJECT SUPPORT LINKAGES

Purposeful Networking and linkages are an absolute requirement for any growing organization. Some of the key networks established to support the skill development programmes are:

Larsen & Toubro (L & T)

Since 2007 FVTRS has made a strategic partnership with L & T Construction skills Training Institute (Bangalore) to train youth in construction related skills. This partnership enabled the interested partners to send youth to the training centre of L&T to get trained in relevant trades.

The course is offered as an in-house training for one to three months duration depending on the trades. The partnership has been going on for over a decade and many of our partner organisations from across the country has made use of this opportunity.

Schneider Electric India Foundation

FVTRS has developed a knowledge

partnership with Schneider Electric India Foundation (SEIF) in 2014, to support her partners in electrical trade. As a result of this partnership, five partner organisations could avail infrastructure support for electrical trades and another 20 partner organisations received instructional materials to conduct training in electrical trades. The foundation has been organizing our levels of training of trainers in electrical trades consists of two phases.

India Africa Skill Exchange Programme

FVTRS has signed one agreement in 2016 with Stromme Foundation of Uganda for India Africa Skill Exchange Programme supported by FK Norway. The first exchange programme started in the month of November 2017. FVTRS has completed two years exchange programme and we are in the third year programme. This programme we have implemented through WWS, Belgaum and SCODWES, Sirsi for skill training programme.

STUDIES, RESEARCHES AND PUBLICATIONS

Periodic studies and researches are an integral part of a learning organization. The first external evaluation recommended for relevant study, research and documentation. FVTRS has been engaged in this since 2000.

Since 2015 FVTRS has doing the research and studies on its own. This is becoming a learning opportunity for the team of FVTRS.

FVTRS / Silver Jubilee Memories (1993-2018)

Year of Study	Name of the Topics	Study Conducted By
2000	School dropouts and Entrepreneur Interface in Ahmednagar, Maharashtra	<i>Social Science Centre, Mumbai</i>
2000	A Pilot Study on process orientation of the projects in Meerut, Uttar Pradesh. A Pilot Study on process orientation of the projects in Agra, Uttar Pradesh.	<i>Meerut Seva Samaj, Meerut</i>
2001	Technology Management for Breaking off from the poverty Web Part I – Research on rainy season activity of the tribal villagers, Jharkhand Part II – Initiation action research on rainy season activity of the tribal villagers, Jharkhand.	<i>Resource Centre, Ranchi</i>
2002	Socio Economic Study of low-income household school dropout girls in five slums with reference to their skills aptitudes and family conditions, Nagpur, Maharashtra.	<i>To be entered</i>
2002	A Study on Enhancing the Employability of the Marginalized Youth in T.N	<i>IDEAS, Madurai</i>
2002	Women's Resource Centre, Ahmednagar, Maharashtra. (A draft Report)	<i>Social Centre, Xavier's College, Mumbai</i>
2002	Design and Development Workshop in BRASS & Bell metal Craft at Rengalai (Sambalpur)	<i>Bharat Integrated Social Welfare Agency</i>
2002	Feasibility Study of identify Functional Vocational Training needs of the marginalized women in Tamil nadu	<i>TSSS Thiruchirappilly</i>
2002	Unemployment among youth in India- level nature & policy implications Entrepreneur of skill training	<i>Pravin Visaria</i>
2003	Building up Quality – a study on the quality of training imparted by FVTF partners	<i>Christ College, Bangalore</i>
2003	Tracer Study on FVTF Programmes in South Zone of FVTF Partners	<i>CVE & WD, Chennai</i>
2003	Vocational Training for Employment Generation in Kerala	<i>Mr. J. M. John, Adhwana</i>
2003	Market Feasibility of different Trades for Functional Vocational Training in Kerala.	<i>Mr. J. M. John, Adhwana</i>
2003	Enhancing the employability of Rural Women, Pondicherry	<i>TASOSS, Tamil Nadu</i>
2003	A Report of Developing A performance – Based Curriculum Workshop	<i>Eastern Iowa Community College, USA.</i>
2004	Relevant Marketable Skills for the School dropouts and uneducated youths in Bagalkot District, Karnataka.	<i>AFPRO, Bangalore Associated with BDSSS</i>
2010	A study to Assess the employment opportunities for the school dropout youth in Bhubaneshwar city, Orissa	<i>Dr. S R Mania, consultant</i>
2010	Appropriate alternatives -a study	<i>Research and analysis consultants</i>
2012	Diagnostic study on probable options and existing institutions for supporting skill development among vulnerable youth in Gorakhpur City	<i>PGSS</i>
2013	Study on school dropout youth of Kandhamal, Orissa to improve the quality of vocational training.	<i>Sebajagat</i>
2015	Impact of skill training in Sebajagat, Orissa.	<i>FVTRS</i>
2017	Action research on SCOPE	<i>FVTRS & Kristu Jayanthi college</i>
2018	Skilling and employability of tribals	<i>FVTRS & CYSD</i>
2018	Women and skilling	<i>FVTRS ,Kristu Jayanthi College & Christ University</i>

Publications

We are regularly publishing a quarterly news bulletin. The publishing of annual report began from 2006 and souvenir from 2007. In addition to this we also have brought out following publications.

Year	Name of publications
2008	Not Born to burn (video documentary)
2008	Collection of Training Curricula for functional vocational trainings in Northern region (29 trades).
2009	Collection of Training Curricula for functional vocational trainings-Chhattisgarh, Jharkhand and Orissa.
2014	Video material on life skills
2015	Simple People, Humble Beginning, Ample Scope (Collection of case studies)
2015	Report of the impact study -Sebajagat
2016	Training curricula for Tailoring, electrician, driving and Beautician
2016	Skill Net Report
2017	Green trades – Skills in Organic Farming
2017	Entrepreneurship Development – A facilitators guide
2018	Report of the study on skilling and employability

MEETINGS, CONSULTATIONS AND CONFERENCES

National Partners Meet

Since 2006, FVTRS has been organizing a yearly meeting of partners. The national partners meeting are the event where all the partners come together. The gathering is more of an educative process and this occasion has become an opportunity to make some important decisions. The NPM is also an occasion to showcase the significant work of partners and this is a factor of encouragement to them. NPM is also used to recognize the extra ordinary achievements of partners as well as trainees.

National Skill Conference

Since 2007, FVTRS has been organizing National Skill Conference every year and we have already completed 11 such conferences. The National Skill Conference (NSC) has been seen as a successful platform where a wide spectrum of stakeholders converge 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, as well as incorporating all that is relevant in today's context. Each National Skill Conference is focused on a theme and they are:



S. No	Year	Theme	Place
01	2007	Response Up-gradation in Skill Building in the Unorganized Sector	Bangalore
02	2008	Upgrading the Standards of Skill Training	Bhubaneshwar
03	2009	New Perspectives, Actions and Challenges in the Unorganized Sector on Skill Development	Bangalore
04	2010	Get Linked and Improve Skills Training Interventions	New Delhi
05	2011	Challenges and Opportunities in the Unorganised Sector	Kolkata
06	2012	Inclusion, Employability Skills and Capturing Entrepreneurial Spirit in the Unorganised Sector	Kovalam
07	2013	Skill Opportunities	Hyderabad
08	2014	Skill India	Chennai
09	2015	Community based skill training	Guwahati
10	2016	Skill Training to Skill development	Bangalore
11	2017	Skilling specific communities	Jaipur

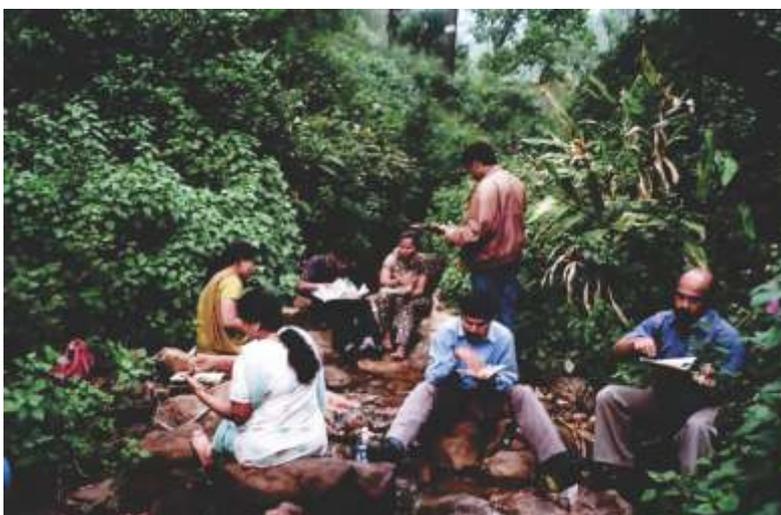
The NSCs has become one of the key occasions to make gradual growth in FVTRS approaches and actions incorporating all that are relevant in today's context. Through NSC, we have been able to associate with and develop partnerships with many recognised government and non-governmental service providers in vocational training. There has been a progressive growth in the themes and deliberations that we have done during the various NSCs.



Memorial Lecture

FVTRS has been organizing memorial lecture from 2009 to 2014 in the memory of late Bro. Jose Vettikattil, former president of FVTRS. Eminent speakers from different

sectors were invited for a talk. The memorial lecture was attended not only by the organization team but also by the students from colleges, invitees from government and non-governmental sector.



Staff Training

Since 2006, staff capacity building is a regular activity of FVTRS. Need-based staff trainings are organized every year. The trainings are aimed at both knowledge building and team building. Staff was also given opportunity to attend international meetings and training programmes.

CONCLUSION

After a journey of 25 years working towards skilling the most marginalised youth and spending its time in serving the people, FVTRS is looking forward in achieving much more. If we look back to the history, FVTRS started as FVTF and progressed systematically. This growth process was not an invention by somebody but was an experiential transformation. From an unregistered body for eleven years it got formalized as a legal body and further obtained all required registrations. Then it was a period of flourishing.

The programme got diversified, the partnerships grown, new avenues of interventions to support skill training were introduced. In the first 12 to 13 years FVTRS has created a solid platform for a strong take off. Thereafter it was a steady growth both vertically and horizontally.

FVTRS is what it is today all because of the support of Misereor, our partner agency. FVTRS is a brain child of Misereor who have not only provided financial support but also stood with us as a mentor and backbone in the growth process. This would not have been possible for us to reach this height without the support of them. Therefore, on this occasion, we remember Misereor with gratitude and look forward to continued support and guidance in the years to come.

Number of people and institutions with different capacities have contributed in various way for the growth of the organization for last 25 years. We take this opportunity to, remember, recognise, appreciate and thank all for their valuable contributions for making FVTRS what it is today.





It is gratifying that 25 years have gone by in the functioning of FVTF/FVTRS to fulfill its mission. 25 years is not long time in the life of an institution, but the initial years are significant as it defines the Mission, the core aim and initiatives of its founding and functioning. I have been involved in the first six years from October 1993 to April 1998.

FVTF/FVTRS has grown out of Skills for Progress (SKIP), the All India Association of Private Technical/Vocational Training Institutions. This association was nurtured and supported mainly by MISEREOR and EZE, the Catholic and Protestant Bishops Development Arms of Germany.

MISEREOR, represented by Dr. G. Krauze and Dr. U. Donberg, whilst recognizing the positive effects of its support, considered that many marginalised communities were not within the geographical reach of SKIP institutions. To expand and reach these groups, MISEREOR established Functional Vocational Training Forum - FVTF in October.1993. The Executive Body of FVTF was constituted by MISEREOR with persons with a known record of service for the marginalized communities in the country.

Br. Noel Oliver SJ. Mr. Bose Croos, Dr. AK Basu, Bishop Chinnappa were among the first executive body members. I was the Founder Secretary initially functioning on the premises of SKIP with a common Secretariat and then moved to another location as an independent body in October 1995.

The aim of FVTF was for socio economic change of the marginalized communities by skills training of its youth. The tone for such action was set by Br. Tony D'Souza SJ. who as administrator and project

coordinator inducted and nurtured staff who had little or no experience but had the potential to study further, qualify and develop themselves and their families. Sheela for finance, Vinita and Divya for office and project formulation, Vinod for commuting and liaison were the initial staff of FVTF.

The structure enabled FVTF to use the services of well experienced artisans and professionals to innovate training relevant to the aptitude and realities of the targeted youth and livelihood opportunities.

Dr. Nitin Khot: Initiated and guided feasibility studies and monitoring process for training and development parameters as a commitment to raise the level of charitable tech and vocational institutions.

Dr. Nandi Joseph, Asst Director of Central Leather Research Institute: Accessed for FVTF schemes total carcass disposal and organised leather artisan cooperatives with facility centers for training and production.

Sqdn. Ldr. Karaidula Thomas, retired Air Force Engineering officer: Enabled implementing modular training in several main stream courses- electro electronic, automobile and construction courses. Such courses of short duration with specific skills were a boon to the youth.

Six years following my term as Member Secretary I resigned in 1997 end. I am grateful for the encouragement and support I have received from reps. of Misereor, the Executive Committee members and staff through these years.

With every good wish for its continuation and fulfillment of FVTF\FVTRS vision\mission.

MY WISHES

GRATIAN VAS

Former President of FVTRS



A need so acutely felt nationwide these days, of skilling the marginalised school dropout youth to make them employable, was identified and adequately addressed to, as long back as, 25 years ago, by the Functional Vocational Training and Research Society (FVTRS). Known as the FVTF, at the start, it was funded by MIREREOR, Germany and worked with grass root NGOs in different parts of the country.

It became an independent entity in 2004 and has, by now, made its presence felt across the country. Much in demand all over the country, with its limited resources, it could barely handle just about a fraction a huge number of youth waiting to be skilled. On this occasion I have fond memories and absolute satisfaction of my association with FVTRS, both as a Board Member and its President.

I wish the society many more years of success in the service of the marginalised school dropout youth of the country.

MY HOPES

JOHN K DEVASUNDARAM

Former Secretary



It gives me immense pleasure to note that Functional Vocational Training & Research Society has reached the Silver Jubilee Year. On this occasion I extend my heartiest congratulations to the board & staff members, partners and support organisations, especially Misereor. The foundation for the organisation was laid twenty-five years ago by a group of like-minded veterans in the skills sector under the aegis of Misereor to address the skills needs of the lowest and most vulnerable segments of society.

The seven or so years of my association with the organisation enriched my vistas, which I still cherish. FVTRS has kept pace with emerging demands and brought in the research focus when it became an independent legal entity, almost in the midway of reaching the Silver Jubilee Year, allowing it to expand its horizons in leaps and bounds.

Much has come to pass since and I am glad that FVTRS is retaining the essence of its service to the most vulnerable as against the current skilling ecosystem which is predominantly serving the needs of corporates and big industries. This years' theme '**Skilling Primary Sector**' is a testimony to the organization's unflinching focus on its primary target group. I wish the organisation continues its efforts to mainstream the most vulnerable in the society.

MY HOPES

BOSE CROOS
Former Convener



As Chairman of SKIP in 1993, I was also responsible for drawing up a mandate for FVTF, and to incubate and capacitate FVTF to achieve its objectives. As one of the first GB members of FVTF, it was also my shared responsibility, to overcome all the hiccups of a nascent organisation consisting of a heterogeneous Board.

I am happy that today FVTF has added additional functions such as Research, to its original mandate, and has renamed itself as FVTRS. As one trusted by M/s Misereor, to chair the Boards of FVTF, CBRF, and HIDF, all started with the initiative of Misereor, at different periods, my message to FVTRS is that it should be focussed on its original mandate.

There are many Government approved, internationally recognised organisations which have done research on job opportunities, even in the rural areas, and FVTRS could use this report, and collaborate with these organisations, to take the report to the next level, of implementing the training programme, and subsequent placement. This collaboration would work as a leverage to source CSR funding, which might support you in case overseas Donor funds dry up.

I wish FVTRS, many years of useful service to the dropout youth.

My Acknowledgments

BINOY ACHARYA
Former Board Member



Hearty congratulations to FVTRS on the Silver Jubilee year!

I have the honour and privilege to associate with FVTRS as a General Body Member and subsequently as a Board Member in the recent past. It is one of the very few national level organisations that initiated work on Skill Building among the youth, much before the Skill India program. The institution developed very innovative CSO partnership based strategy to reach out to all parts of India targeting the youth, women, Dalits and tribal communities. It targeted the school dropout youth with a clear approach of skilling with open education. Today, FVTRS is a household name on skilling and in a true sense it is an all India institution. FVTRS has very professionally talented staff with high commitment who always go an extra mile to make the program reach the most vulnerable with quality outcome.

On the year of the Silver Jubilee, I wish the Board, CEO, staff and partners of FVTRS to achieve higher order results as a National Institution and reach out to more and more underprivileged youth for skilling and livelihood promotion and promote dialog partnership with the government and other agencies to strengthen the skill building process in India. There has been talks in developing FVTRS as a think tank and advisory institution on skill building and I am sure FVTRS with its able leadership will achieve many landmarks in the coming years.



Diocese of Mandya

Bishop's House Kalenahalli P.O, Mandya,
Karnataka State, Pin - 571 402, INDIA

San Thome Parish Church, Hulimavu P.O, Bannerghatta Road,
Bengaluru, Karnataka State, Pin - 560 076, INDIA

Mar Antony Kariyil CMI
Bishop of Mandya

MESSAGE

I am happy to learn that Functional Vocational Training and Research Society (FVTRS) has reached 25 years in serving the downtrodden and the marginalized Youth of our Country. I had been associated with FVTRS for about seven years and had the privilege of working with Bp. Mathew Arackal, Bp. Sebastian Adyanthrath, Abp. William D' Souza, Abp. John Barwa, the late Mr. Albert Joseph and the present Executive Director Mr. Philip P.M and their team members. During National Skill Conferences I could interact with the partners of FVTRS too.

FVTRS, ever since it started in 1993, has been facilitating the promotion of skill development among the most marginalized Youth in India in an effort to make them employable. The focus group has always been school dropouts and the illiterate youth. I understand that within 25 years FVTRS has supported more than 1000 projects all over India and trained approximately 1.5 lakh persons in more than 200 trades with a placement rate of about 70%.

While appreciating the great works FVTRS has been doing during the last 25 years, I wish the Society all the best in its onward journey. May the Almighty shower His choicest blessings on FVTRS in the years to come.

Bishop Antony Kariyil CMI
Diocese of Mandya.
Former president



We salute

At this occasion of National Skill Conference 2018, which commemorate the Silver Jubilee year of Functional Vocational Training and Research Society (FVTRS), we would like to place on record the contributions and support of all the well-wishers, donors, specially the former Convenors, Presidents, Secretaries and Directors of FVTRS.

Functional Vocational Training and Research Society was instituted as Functional Vocational Training Forum (FVTF) in the year 1993 with the support, guidance and close accompaniment of MISEREOR, Germany. In the beginning its started functioning as an unregistered association. The primary purpose of establishing FVTF was to support vocational skill training for the school dropout youth who otherwise do not have any other opportunity for pursuing further education for seeking a decent livelihood.

Mr. J.C Antony



FVTF started functioning under the leadership of Mr. J.C Antony from **1993-98** in his capacity as member secretary. He was then functioning as the General Secretary of Skills for Progress (SKIP) as well. He has been instrumental in developing and documenting the structure and functions for FVTF in constant consultation with MISEREOR and other members and formalised FVTF into an organisational frame work. He has also articulated the first vision statement of FVTF. He established an independent office for FVTF in a rented building which was otherwise functioning in the SKIP premises. He achieved all this with minimum staff and holding the additional responsibility as the General Secretary of SKIP.

Dr. A.K Basu



When the new Structure and Functions came into force, Dr. A. K. Basu from Society for Rural Industrialisation (SRI), Ranchi was selected as the first Convenor of FVTF, who was serving as a member of FVTF until then. He served as convenor of FVTF from **November 1997 to March 1999**. During his convenorship a staff policy for FVTF was introduced though there were very few staff. This was the beginning of professionalization in FVTF.

Mr. N.C. Boss Croos



Mr. N. C. Boss Croose became the second convenor of FVTF. He served FVTF as Convenor from **July 1999 to November 2001**. He has introduced concept of group monitoring of projects supported by FVTF, which was an innovative process of monitoring. He also introduced a feasibility study of FVTF and articulated the relevance and rationale for the functioning of FVTF. He was instrumental in introducing periodic partners' meet. Thus everybody associated with FVTF had a uniform understanding about the organisations purpose and functions.

We salute

Mr. Rudy Lobo



Mr. Rudy Lobo was selected as the third Convenor of FVTF. His term was from **December 2001 to September 2004**. Looking for further effectiveness of the projects, he introduced a cluster approach in supporting programmes. In the same direction he also introduced the departmentalisation of the functions of FVTF for better efficiency and delivery of services. It was during this period the idea of converting FVTF into a research organisation leading to generation of new knowledge. It was during his convenorship, FVTF initiated the process of registering FVTF as a legal entity. It was under the leadership of Mr. Rudy Lobo it was decided to register FVTF as a society under Karnataka Societies Registration Act.

Bro. Jose Vettikattil SG



As FVTF was in the process of registering as a charitable society, Bro. Jose Vettikattil has been elected as the president of the society. He served as president from **September 2004 to September 2005**. Bro. Jose, even before becoming a member and president of the society he was associated with FVTF as a consultant and later as a partner. During his tenure the registration of the association was completed and the organisation assumed the new name as Functional Vocational Training and Research Society (FVTRS). On registering FVTF as FVTRS the new bye-laws came into force. The position of Convenor was changed to President, Executive Secretary was changed to Executive Director and the Secretariat became Directorate. Bro. Jose Vettikattil's term was of a short duration as he expired during his tenure as president. It was during his tenure that FVTRS got a new beginning.

Mr. D. J. Kennedy



From the time of Dr. A. K. Basu until Bro. Jose Vettikattil i.e. from **March 1998 to September 2005**, Mr. D. J. Kennedy was anchoring the organisation as the Executive Secretary. He has been instrumental along with the convenors in registering FVTF as FVTRS with an approved byelaw and MoA in the year 2004. During his time, he has worked hard to obtain 80G and 12A registration from the Income Tax Department and succeeded to obtain the same. He has been the pioneer of initiating network beyond MISEREOR by collaborating with GTZ, as well as FAKT, Germany and opened up avenues for new collaboration. He also initiated the first evaluation of FVTRS and its programmes. He was also instrumental in facilitating periodic meetings of the partners of FVTRS for improved quality of partnership.

Mr. Gratian Vas



Mr. Gratian Vas, former Executive Director of IGSSS was elected as the next President of FVTRS. In his tenure from **2005–2007** he has been highly supportive to the Directorate to diversify the functions, tap different sources of funds and network which has helped FVTRS to expand her reach. He has initiated the first OD process in FVTRS to rearticulate the relevance and efficiency and effectiveness of the organization.

We salute

Sr. Sudha Varghese



Padmashree Sr. Sudha Varghese, who is presently the President of Minority Commission of Government of Bihar, has functioned as the interim President of FVTRS in the year **2007**. Sr. Sudha has effectively took forward the OD process which was going on in FVTRS. She was also the vice president of FVTRS and became the first women to be in the leadership of FVTRS.

Most. Rev. Mar Mathew Arackal



Mar. Mathew Arackal, the Bishop of Kanjirappally Diocese, was the President of FVTRS from **2008 to 2009**. He has been an inspiration for FVTRS with his wide range of experience and experiments in development work. He was also not a stranger to FVTRS as he was associated with FVTRS as a partner before he became a Bishop.

Rev. Dr. Antony Kariyil



Fr. Antony Kariyil was elected as the President of FVTRS in **2009** who is now the Bishop of Mandya. He has been contributing to FVTRS through his capacity as an institution builder and a management expert which has helped FVTRS to grow further as a professional organisation. He has been a model of hard work, commitment and multitasking. We are happy to state that the first CSR programme was obtained during his tenure. FVTRS also has developed its new strategy paper under his leadership. He has held together FVTRS even in the absence of a full-time director caused due to the sad demise of Mr. Albert Joseph who was then the Executive Director of FVTRS. In fact, he was the President who served for the longest period until 2015.

Sr. Daphne Sequeira



Sr. Daphne Sequeira was elected as president as Bishop Antony Kariyil has completed his term in 2015. She has served the organization as president till **March 2017**. During her tenure FVTRS made paradigm shift by introducing community based approach in skill training and skill net as a strategy. Two new national level resource teams (EDP and Life Skill) has initiated to support skill training. Research has been initiated as in house process within FVTRS during the tenure of Sr. Daphne Sequeira.

We salute

Mr. Albert Joseph



Mr. Albert Joseph has become the Executive Director of FVTRS in **2005**. Mr. Albert Joseph was a man of vision for FVTRS. His perspective and vision guided FVTRS to new heights. He promoted good governance and transparency within the organisation. The untiring efforts of Mr. Albert Joseph helped FVTRS to obtain registration under FCRA which made the organisation completely independent in nature. One of the major contributions of Mr. Albert Joseph was the purchase of land and construction of the office building for FVTRS, which has given a distinct identity and image for the organisation.

Growing professionalism became a continuous agenda for FVTRS during his time. He introduced the Finance policy and HR policy in FVTRS and ensured that it was followed strictly. The first strategy plan and the OD process in the organisation introduced by Mr. Albert Joseph are the unique milestones for FVTRS.

National Skill Conference of FVTRS, association with European Union, ILO, NIOS, member of consultative body to form National Skill Policy, SES Bonn are the unique contribution he has made for FVTRS. He identified emphasised and mainstreamed the EDP and soft skills among the trainees. FVTRS also has reached out to various platforms due to his continuous efforts not only within the country but also among the donors he created an image of itself for FVTRS. He continued his mission with great passion until **December 30, 2013** when he was called to eternal rest.

Beyond what has been said, there are a number of persons who contributed to the growth of FVTRS. There are present and past board members, general body members, advisors, partners, sister concerns, collaborators and staff members. Especially our donor agency Misereor and EU, our collaborators from time to time like NIOS, ILO, GTZ, SES Bonn, FAKT and their staff members. We take this opportunity to recognise, appreciate and thank all of them for their valuable contributions for making FVTRS what it is today.



FVTRS Board Members



FVTRS Team



SKILL INDIA - Making Underprivileged Youth Employable



