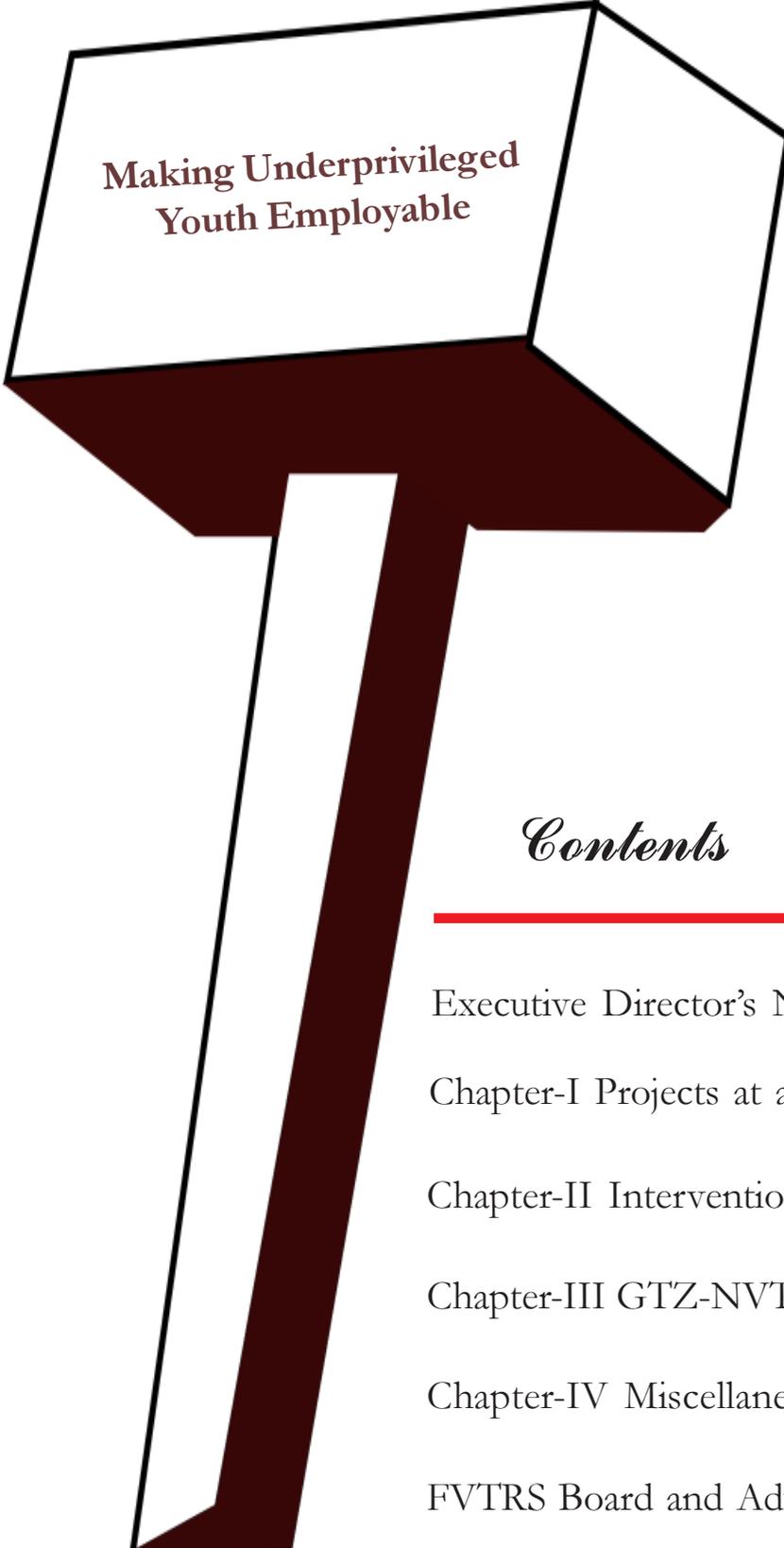




Functional Vocational Training and Research Society



**Annual Report
2007-08**



**Making Underprivileged
Youth Employable**

VISION STATEMENT

A just and humane society of empowered communities, equipped with skills to contribute to their personal well-being and to that of society.

MISSION STATEMENT

Promotion of vocational training that emphasises quality training, effective marketing of skills and products, and that ensures dignity and self-respect with an all-inclusive approach to the poor and needy youth.

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Executive Director's Note



Consequent to the realization that non-formal vocational training is a critical need in India, and based on the ever increasing number of school dropout and illiterate youth who are unskilled to be employable in any dignified job, Misereor Germany has taken the initiative to start 'Functional Vocational Training Forum' (FVTF) in 1993. This step by Misereor was in addition to the regular project support it has been rendering to skill training providers in India with the objective of making the approach more inclusive and professional with efficient monitoring of interventions.

FVTF was registered under the Societies Registration Act in 2004 with a new name 'Functional Vocational Training and Research Society (FVTRS)' with the governance lying on a 15-member strong General Body and an Advisory Committee comprising 5 members. It has started working thereafter in a new direction with more pro-active spirit to cover the vulnerable and marginalized sections where the target existed with an inclusive agenda. Generation of Entrepreneurship Skill Development has been the thrust being given at micro-level in the project situation aimed at creation of self-employment through successful entrepreneurs.

The operational strategy thus has been shifted more towards north and northeast India where concentration of target community existed more, and where the interventions could be made more relevant and effective. This focused approach laid strong emphasis on partnering with able providers with credible past.

The European Union supported project that was operational in the year was a shot in the FVTRS' arm that deepened the above concept in eight north Indian states where three regional operational hubs by name 'Resource and Programme Promotion Centre (RPPC)' became active in taking skill training initiatives further through 50 associating partners.

The promotional consultation workshops that FVTRS has been organizing from time to time at State and regional level for involved stakeholders were followed-up by conducting 'Skill Training Needs Analysis' – a tool that was developed under the GTZ/MoLE cooperation. This tool came in handy at the close of the above cooperation for FVTRS to use it at its will that made prospective providers clearer on the dynamics of organizing a skill training activity. This has helped them fine tune their proposals and consequently reducing the workload at FVTRS while processing proposals.

FVTRS could address the relevance of skill training needs in the unorganized sector in general and the greater need for upgrading responses while providers are involved in the job in particular to a wide spectrum of stakeholders at national level through the National Skill Conference that was held in December 2007 which was attended by Mr. Oscar Fernandez, minister for labour and employment, government of India.

The presence of a galaxy of dignitaries from a wide spectrum of ardent doers connected to the cause including European Union has been especially encouraging and a morale booster for FVTRS on the occasion.

Apart from the conventional project support, FVTRS has taken small but effective steps as a level headed skill training player at state, regional and national level with hands on experience in vocational training with the aim of making the underprivileged youth employable.

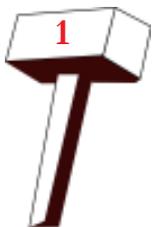
We sincerely thank the members of the Board and Advisory Committee for the advice and direction that has been extended to us from time to time in the transition stage with a formative approach. This has helped FVTRS to grow from strength to strength.

Our sincere gratitude is expressed to Misereor for the continued support and in facilitating access to European Union resources. And to Caritas India as well for their support and cooperation.

We are very grateful for the cooperation extended to us from GTZ-MoLE for the strategic partnership and the lasting impact it created through FAKT in the production of appropriate tools to develop effective partnerships at the grass root. We are also grateful to ILO for involving FVTRS in the drafting of the national policy on employment. And to all the agencies and individuals both from India and abroad who have been of support in organizing various capacity building and organization development programmes.

And to all the stakeholders who have been part of our work from state and central governments who have been participating in our consultations, we acknowledge their contribution with great gratitude. All these achievements would not have possible without the support of our committed partners who carry out the skill training activities at the micro-level and to them we express our sincere gratitude. Last but not least, the community at the grass root level that cooperated with our partners in general and the trained youth mass who received and benefited from the interventions and today stand on their own feet, we express our deep gratitude as you are our credibility and reason to exist. Thank you one and all once again.

Albert Joseph





CHAPTER – I PROJECTS AT A GLANCE

Regular Project Interventions

143 project proposals were received during the year. 46 projects were approved for funding assistance with an outlay of Rs.1.88 crore in the financial year through 4 project approval meetings. Currently 86 projects are running under the regular category including those that were approved earlier. 8973 youth are being trained where women enrollment is more than 52 per cent.

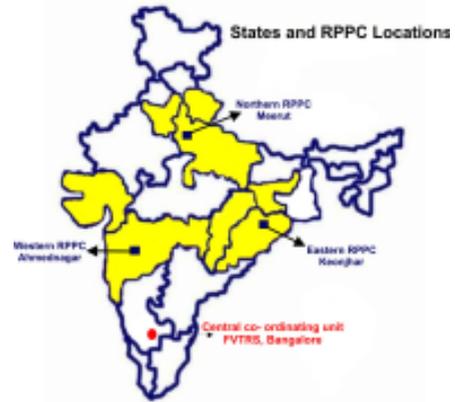


European Union Supported Project

The project was started from 1 January 2007 and has left behind 15 months. While the first 2-3 months were devoted for recruitment of staff and identification of potential associating partners at the respective regions in eight states, the rest of the period was brimming with organizing sensitization exercises and logistics compliances as mandated in the project. The regional hubs took shape by mid 2007 with full staff strength, and a series of events taking place thereafter. The project is for a period of three years to end by December 2009 with an estimated budget of Rs. 2.75 crore.

Resource and Programme Promotion Centres (RPPC)

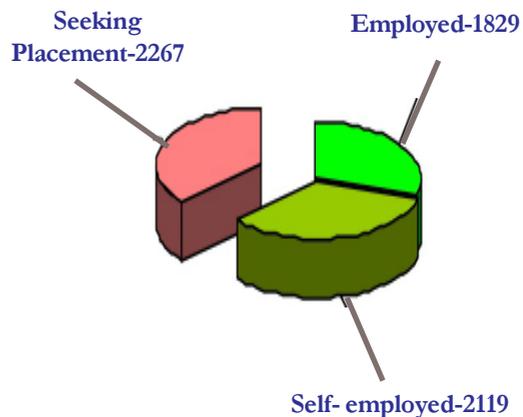
Three regions are identified at Ahmednagar in Maharashtra, Meerut in Uttar Pradesh and Keonjhar in Orissa as RPPCs to execute the project in association with 45 associating partners. The RPPCs are managed by Ashankur Rural Women Centre at Ahmednagar, Meerut Seva Samaj at Meerut and Keonjhar Integrated Rural Development and Training Institute at Keonjhar.



Projects in Tsunami hit States

The last tsunami project approval meeting was held in June 2007. Five projects from Tamil Nadu to train 652 youth (336 men and 316 women) in 12 trades were approved for a total of Rs. 21 lakh. Alternative building material production and cell phone repair were some of the new trades proposed and approved. With these five projects added, a total of 46 projects implemented in the tsunami-hit states. Other innovative trades in which partners involved are wood carving, silk weaving, computer basics, masonry, domestic geriatric care, welding and beautician training. Project approval under tsunami section has come to an end on 30 June 2007 as per the dateline proposed by Misereor. A total of 64 projects were implemented ever since the start of the project.

Employment Status - Tsunami Project Interventions





GLIMPSES OF MAJOR ACTIVITIES

National Skill Conference – 2007

The National Skill Conference was held from 4-6 December 2007 at Vidyadeep College, Bangalore. On 4th evening Mr. Oscar Fernandez, Minister of Labour and Employment, Government of India, addressed the partners and other invited guests, after visiting the exhibition of products and services of FVTRS partners that was organized at the venue. On 5 December, the conference was formally inaugurated by Mr. P.B. Mahishi IAS, chief secretary, government of Karnataka as chief guest, and Dr. Subas Pani, secretary, ministry of rural development, government of India gracing the valedictory as chief guest on 6 December. Ms. Ellen Pedersen, Deputy-Development Cooperation represented the European Union, and many other dignitaries attended the meet. Representatives from ninety implementing partner organisations, and fifty associating partners of EU project, bureaucrats/officials from government, NABARD, SIDBI, and other civil society organizations attended. The report is documented and is available at the website in detail.

National Consultation on Policy on Skill Building

FVTRS was invited to attend the national consultation that was jointly organized by ministry of Labour and Employment and ILO at New Delhi on 20-21 February 2008. The consultation was one of seeking solutions to many challenges being faced by the country on the skill front. One of the decisions taken at the consultation was to set-up committees on specific technical issues to provide inputs to the policy formulation. Four committees were set up. FVTRS has been identified as the service provider and nominated to work in that committee. The committee will discuss on 'skills training for the unorganized sector, equity and access and lifelong learning and skills training for knowledge economy'. The committee met again in March in the final run up to the draft preparation of the policy.

Strategic Partnership with GTZ Completed

A two-day closing event was held in December 2007 at New Delhi where all NVTs partners made presentation on accomplishments that resulted from the cooperation. FVTRS was represented by staff, and two partner NGOs with their beneficiaries along with FVTRS' consultant Mr. Ralf Lange. Two pedagogical tools were

developed under the co-operation on 'Training Needs Analysis' and development of curricula for 36 trades.

Senior Experten Service, Bonn

Signed an MOU with SES Bonn to make use of their experts in various fields useful to FVTRS activities. Mr. Manfred Maurer conducted training for FVTRS staff and partners on communication skills, management and EDP related issues for further skills transfer to other local partners and review of capacity-building activities.

Organization Development (OD)

An Organization Development (OD) process has been started in FVTRS with expertise from HR consultant Dr. Cherian Joseph. The first sensing session is completed in October 2007 and the second session was facilitated in January followed by another two-day sitting in March. These programmes focused on sensing, inter-departmental cooperation and team building based on swot analysis, time management, and on tasking.

Evaluation and Documentation

Five projects were selected for an evaluation and documentation in Jharkhand, Delhi, Tripura and Karnataka regions in an effort to document the best practices emerged, and to showcase the same for future use and possible replication. The same has been completed by Mrs. Anita Sharma, from New Delhi who is a skill training consultant.

The above apart, a video documentation of two projects in Jharkhand and Tripura was done in the last week of March 2008 by Mr. Madhav Murthy from Bangalore.





Mr. Steffen Ulrich visited
FVTRS
in March 2008

Visit from Misereor

Mr. Steffen Ulrich visited FVTRS in March for a review of FVTRS activities. Discussion were held based on activities, future action plans, and on-going regular projects, tsunami projects, fund raising, and OD exercises. He was appraised on EU supported project activities in the regions in 2007 and on the action plan for 2008.

Message from Misereor

Mr. Ulrich Fusser, Chief of Asia Desk, requested partners to be conscious and articulate on the unintended negative impacts if any and communicate to them while reporting. He also shared that NGOs in India are the face of Misereor and their efficiency matters a lot in its effort to reach the poor. He appreciated the effort of Indian NGOs on their contribution to the development sector.



Farewell to Mr. Gratian Vas, Former President

Mr. Gratian Vas, former president of FVTRS was given a farewell by the members of the Board and FVTRS staff on 27 February 2008 on completion of his term with IGSSS.

Pre-Funding Partners' Meet

A meeting for applicants whose projects were processed for approval was held at Bangalore in November 2007. This is a new initiative from FVTRS to get to know more about the project and new partners, and to make them acquaint with MIS and documentation. The same is being planned to be organized hereafter before the project approval meetings.



Misereor team with EU Project partners at Meerut

CHAPTER – II

Intervention Facilitations

REGULAR PROJECTS

Workshops on Project Implementation Plan (PIP)

Four PIPs were organized to orient new partners on operational processes and procedures, reporting formats, and on Management Information System. The first two were held in April at New Jalpaiguri and Patna, in May 2007 at Trichy, and in January 2008 at Ranchi. Forty-four partners of newly approved projects attended these workshops.

Entrepreneurship Development Programme (EDP)

A three-day workshop on EDP was organized for partners in November 2007 at Vidyadeep College, Bangalore, facilitated by Mr. Manfred Maurer from Senior Experten Service Bonn, Germany to improve managerial and communication skills of partner-organizations. Nineteen representatives from partner-organizations attended. Various models in management, effective communication and body language etc were highly appreciated by the participants.

Monitoring Visits and Pre-assessment Visits

Regular monitoring visits were made to the running projects to various project locations in West Bengal, Orissa, Jharkhand, Delhi, Andhra Pradesh, Meghalaya and Kerala, and also pre-assessment visits done for newly submitted proposals to assess on their feasibility.

Workshops and Consultations

Promotional Consultation Workshops

Five consultation workshops were organized at Guwahati for north eastern states, at Calcutta for West Bengal, at Bhopal for Madhya Pradesh and at Jaipur for Rajasthan with the objective to sensitize, and to rope in more doers in skill training for the target group. More than 300 participants from government, NGOs, civil society groups, MFIs and Non-banking financial companies, politicians, IGNOU, academia, media attended the same with input sessions. The response as in the previous years has been overwhelming with enhanced flow of project proposals to FVTRS from these regions.

Report on Consultations

Guwahati

A one day regional promotional consultation to address the vocational training needs in North East India was held in April 2007 at Guwahati. This was attended by 67 participants from government and various civil society groups. Dr. P. Basak, Board Member of FVTRS delivered the keynote address where he dealt at the size of the unorganized sector in India and the relevance of skill building through vocational training as an empowering tool for the disadvantaged youth. Senior staff member from NABARD, Ms. Bhama Deuri gave a presentation on their activities and Mr. A.K. Das from North-Eastern Development Finance Corporation (NEDFI) made a presentation on the schemes for skill building of youth in Northeast India with examples on successful models. The consultation recommended organizing similar state-level consultations in north east India.

Bhopal

Promotional consultation was organized in February 2008 at Bhopal with the objective of intensifying skill training activities in the unorganized sector as the state has a thin presence of vocational training projects being supported by FVTRS. It was inaugurated by chief guest Mrs. Savita Vajpayee, former minister, government of Madhya Pradesh. 102 NGO representatives and officials from different technical institutions participated. It was locally organized under the aegis of Confederation of NGOs in Rural India by Capt. V.P. Singh.



Bhopal Consultation



Speaking on the occasion, Mr. P.K. Srivastava, Director, Centre for Research and Industrial Staff Performance (CRISP) Bhopal spoke about the need of vocational training and dealt on the importance of organizing forward linkages during the training cycle so as not to allow the trainees to fend for themselves after being trained.

Mr. K.N. Tiwari, Regional Director, IGNOU, Madhya Pradesh spoke on the various courses offered by the institute which are to be initiated in tandem with active, effective NGOs. FVTRS presented a paper on why at all skill training for the target community, and on the processes and procedures of funding by FVTRS and invited proposals on vocational training from NGOs in Madhya Pradesh

Jaipur

A one day consultation was organized in March 2008 at Jaipur. Seventy two NGOs from eighteen districts of Rajasthan and officials of technical and financial institutions participated. Mr. Steffen Ulrich from Misereor inaugurated the consultation. FVTRS personnel presented the objectives of the consultation.

Mr. H. M. Purohit, AGM, NABARD made a presentation on promotional programmes of NABARD and discussed the roles of NABARD in the field of vocational training and entrepreneurship development



Jaipur Consultation

Mr. K. L. Jain, honorary secretary general, Rajasthan Chamber of Commerce and Industry presented the efforts of RCCI in Rajasthan in promoting skill training initiatives. He emphasized on the involvement of all the stakeholders and entrepreneurial skills as the most important ingredient of success while organizing the training.

Dr. Surjit Singh, Director, Institute of Developmental Studies spoke on international successful models of vocational training and grass root experiences in India. He discussed on appropriate selection of trades of vocational training, developing a system in India and taking all stakeholders of vocational training into confidence. Mr. Vishal Ranjan, Officer advocacy and documentation spoke on the processes and procedures of funding by FVTRS.

Training Needs Analysis (TNA)

Guwahati



FVTRS organized a three-day workshop on TNA in June 2007 at Guwahati. The workshop is a post-promotional consultation activity to orient new practitioners in vocational training on various aspects of vocational training. Twenty three participants from eight states took part. They were oriented on concepts such as functional vocational training, models in vocational training, participatory market assessment and rapid market assessment. Mr. Ralf Lange, consultant, FAKT and Mr. Felix D'Souza, Programme Manager, FVTRS facilitated the workshop.

Workshop on Monitoring

Sambalpur

A two-day workshop on monitoring was conducted in July 2007 at BISWA, Sambalpur, Orissa. It was organized aiming at building capacities of FVTRS' partners on monitoring especially on Results Based Monitoring (RBM) in FVT projects to enable them to improve monitoring skills. Twenty six partners attended the workshop from Jharkhand, Chhattisgarh and Orissa. Mr. D.J. Kennedy and Ms. Rupal Panchal facilitated the workshop.

Hyderabad

The workshop held at Hyderabad in April for partners in Andhra Pradesh was attended by 12 participants from seven partner organizations. The agenda focused on more enrolment of illiterate and school dropout youth in training programmes and on needed adaptations. An exposure visit to the Boys' Town in the city was also organized on the occasion.

Guwahati

The North-eastern network meeting was held in Guwahati in April. This was attended by 12 participants from seven partner organizations. Starting an e-network among network members, helping each other for placement of the trainees by sharing information were the highlights of the deliberations.

Bhubaneswar

The fourth network meet in the quarter was held in May at Bhubaneswar for partners from Orissa. All 12 partners attended. The workshop discussed initiatives that are needed to be worked out collectively

Tiruchirapalli

The last workshop held in June at Tiruchirapalli for partners in the Nagapattinam network was attended by 21 participants. Effective community participation and cent per cent trainee retention were the thrust areas on the occasion.

NETWORK NEWS

Regional Partners' Networks and Conveners' Meet

FVTRS partners initiated sharing of experiences at the regional level after being formed into networks. These networks deepened the understanding on skill training needs and entrepreneurial skills through a process of mutual sharing and learning. Three workshops for regular projects and two for tsunami projects were held during April-June 2007.

Kovalam

The workshop held at Kovalam, Kerala in April focused on the importance of imparting entrepreneurial skills. Fifteen participants from 13 partner organizations took part. Mr. Isac Singh, Secretary, SWAN and Dr. Julius Pandian, retired professor, IGNOU facilitated the workshop.

NETWORK CONVENERS' MEET

Aiming at strengthening the activities of partners' networks, a one day meeting for conveners of all networks was held in July at Bangalore. Six conveners attended the meeting. The meeting took stock of progress made in each network on trainee retention, trainer quality, community participation and placement effected while discussing also irritants in project implementation. Future course of action was drawn up on the occasion. The conveners of the ten regional partners' network are:

Region	Convener	Region	Convener
Karnataka	<i>Santosh Dias</i>	Jharkhand	<i>Rahul Mehta</i>
Andhra Pradesh	<i>Thomas C.A</i>	North East	<i>Isabella</i>
Maharashtra	<i>Matthew Alexander</i>	West Bengal	<i>R. Pudumai</i>
Delhi	<i>John K</i>	Tamil Nadu	<i>Rajasimman</i>
Orissa	<i>S.N. Pattanayak</i>	Kerala and South Tamil Nadu	<i>Isac Singh</i>





EUROPEAN UNION SUPPORTED PROJECT

Activities with objectives and achievements

Orientation Workshops

Technical inputs were given in the orientation workshop that was organized at Bangalore by Mr. Ralf Lange and Mr. Thomas Paul at the start of the project for all three RPPC staff. The objective was to make the RPPC directors and staff to acquaint from basics to dynamics while involved in skill training initiatives.

This was followed by regional level orientation workshops held in May 2007 that were aimed at sensitizing partners on the unorganized sector, discuss the relevant issues pertaining to vocational training, and to impart more information about the project. Fifty five organizations from eight states attended these workshops. The workshop held at RPPC Ahmednagar was attended by 17 associating partners from Gujarat and Maharashtra states, and the workshop held at Meerut Seva Samaj, Meerut was attended by 16 partners from Haryana, Uttar Pradesh and Uttarakhand states. The workshop at Bhubaneswar was attended by 22 partners from Chhattisgarh, Jharkhand and Orissa. Apart from FVTRS staff, Mr. Thomas Paul and Mrs. Rupal Panchal, consultants from FAKT facilitated these workshops.

Database Management

25 associating partners attended a Database Management course at Bangalore for three days in June 2007 conducted by FVTRS staff. The same was imperative, as the data collected locally on the prescribed lines were enormous, and the need of preserving it systematically was very important.

Report Writing and Resource Mobilization

A report writing and resource mobilization workshop was organized in August 2007 at Bangalore for two days. The aim of the programme was to help partners to improve the quality of reporting and also to facilitate them in their effort to mobilize local resources. It was facilitated by Ms. Laxmiraman from Bangalore.

Advanced Training Needs Analysis (ATNA)

Meerut: A three-day advanced TNA was held in September for the Northern RPPC and associating partners at Meerut. The topic was based on sharing findings of the field study. The workshop was facilitated by Mr. Ralf Lange, Ms. Rupal Panchal along with FVTRS staff.



Sharing Workshops

Bhubaneswar and Ahmednagar: Two regional workshops on 'Sharing the findings and FVT Planning' were organized for three days each by each RPPC in October and November 2007 for respective partners at Bhubaneswar and Ahmednagar facilitated by Ms. Rupal Panchal and FVTRS staff. The occasion was used to organize an Advanced Training Needs Analysis (ATNA) to further fine tune tools developed earlier for TNA.





Regional Interface Conventions and Market Fair

Eastern Region

A one day regional level interface was held at Bhubaneswar, Orissa in October 2007. The programme was facilitated by RPPC, Keonjhar along with FVTRS staff. The objective was to create awareness among the stakeholders and policy makers on the importance of skill building of unemployed youth in three states viz Orissa, Jharkhand and Chhattisgarh. It was attended by two cabinet ministers of Govt. of Orissa Mr. Chaitanya Prasad Majhi and Mr. Raghunath Mohanty all through the day.

Northern Region

A one day interface was held in December at Dehradun for all stakeholders in vocational training in Uttarakhand state together with associating partners of the EU supported project. Mr. Pokrial Nishankh, minister of state for health and information, Uttarakhand state inaugurated it which was attended by 70 participants. The objective of the interface was to communicate to a wide spectrum of stakeholders in the government and civil society on the need, relevance of skill training in the unorganized sector, and for possible mobilization of local resources. Mr. Vinay Shankar, secretary, Govt. of India participated in the programme and spoke of the need for functional vocational training in the region.

National Skill Conference

A national conference on 'Response up-gradation in skill building in the unorganized sector' was held from 4 to 6 December 2007 at Bangalore as a mandatory compliance in the project. All EU supported project associating partners attended. The programme was graced on the eve of the conference by Mr. Oscar Fernandez, minister of labour and employment. Chief secretary of Karnataka state Mr. P.B. Mahishi inaugurated the programme. Ms. Ellen Pedersen from EU delegation office, New Delhi was the guest of honour. State and central government officials, resource persons from the fraternity and MFIs addressed the conference.

An exhibition was held to facilitate replication and marketing of products and services the partners offer to the target group, which was inaugurated by Ms. Ellen Pedersen. Dr. Subas Pani, secretary, rural development, govt. of India attended the valedictory function as chief guest on the last day. A cultural programme also was held on 5 evening for the delegates

Market Fair

The eastern RPPC along with four of the associating partners participated in the five-day market fair organized by the government of Orissa in January 2008 at Keonjhar. Government, public sector and private sector companies and local NGOs participated. Mr. Prashanth R.B, Documentation Officer of EU project attended from FVTRS.

Research Methodology and Finance Management Programme

A four-day workshop on 'Finance Management and Research Methodology' was held at Karl Kubel Institute, Coimbatore in December 2007. The workshop was facilitated by Mr. Shanmuganathan and Dr. R Malarvizhi. The objective of the workshop was to help partners acquaint with the finance processes and the core concepts in research methodology, which would result in better surveys and databank formation. Fifteen participants representing RPPCs and FVTRS took part.



at KKID Coimbatore



Advanced Orientation Programme

A one day advanced orientation programme was organised in January 2008 at Ranchi for seven associating partners from eastern RPPC after scrutiny of their project proposals. The objective was to help partners further fine tune efforts in skill training through the best emerging trade options available locally and the relevance of organizing ESD programmes. Mr. Felix D'Souza and Mr. Vishal Ranjan from FVTRS along with the RPPC staff facilitated it.



Training Of Trainers

A one day workshop on project formulation was conducted in January 2008 by eastern RPPC. The western RPPC conducted a two-day workshop on project writing and project management. The objective of these workshops was to help the associating partners to improve their proposal writing skill and manage projects efficiently.

Exposure Visits

Northern RPPC staff and the associating partners visited western RPPC in January. And the eastern RPPC visited western RPPC in February. The objective of the exposure visit was to learn on community participation in skill training and on innovative approaches in viable market-relevant trades.

Curricula Development

Thirteen associating partners have developed curricula on various trades and submitted them to FVTRS. The same was facilitated in the ATNA workshop that was held at Meerut in September 2007 by Mr. Ralf Lange, Ms. Rupal Panchal and FVTRS staff.

EU Supported Project Partner's Meet

A two-day meeting was organized for the EU supported project partners in February 2008 at Bangalore. The directors and the coordinators from three RPPCs participated. The purpose of the meeting was to review the activities conducted in 2007, analyse strengths and challenges, and plan actions for 2008. The occasion was used to jointly study the project proposals received from the associating partners by RPPC and FVTRS staff, and review their prospects for further action for possible funding support.

Database Training

A two-day training programme was held in March 2008 at RPPC, Ahmednagar, Maharashtra. The objectives of the training were to review the database package designed in July 2007, update with necessary changes and compile a new Data Base Management System for 2008. The Documentation Officers of three RPPCs, the Co-ordinator of western RPPC and M.L. Satyan, Manager EU supported project from FVTRS participated. Mr. R.B. Prashanth of FVTRS facilitated the training. The participants incorporated region specific data and initiated the updating process during the training.

EDP Training and Finance Management

Five-day training on EDP and finance management for the associating partners was organized by the eastern RPPC at Bhubaneswar in March. Mr. C.R. Pattanayak, regional coordinator from Entrepreneurship Development Institute of India (EDI), Bhubaneswar facilitated the same. 24 participants took part. The objective of the training was to help the partners understand the importance of entrepreneurship development among trainees in their operational area. Mr. Pramod Nanda - a local chartered accountant - from Bhubaneswar facilitated the finance management. Mr. M. L. Satyan, Project Manager attended.

Associating Partners and Skill Providers

A total of 52 associating partners were identified by three RPPCs. Most of them were low profile NGOs who were interested in skill promotion in their operational area. They had attended a number of capacity building programmes organized by RPPCs and FVTRS during the reporting period. Some of these associating partners, who had FC registration and fulfilled legal requirements, submitted their proposals to FVTF for funding support. Sixteen proposals with viable trades were approved during February-March 2008.

Region	Focus group / Issue	Impact on other stakeholders	Impact on associating partners
<i>West: Gujarat and Maharashtra</i>	Women: Trafficking	<ul style="list-style-type: none"> • General awareness created on the focus group and related issues • Capacity building on the importance of VT/skill training • Lobbying and advocacy in place • Mobilized resources from NABARD and govt. agencies for skill training. • Four motivated partners received support from FVTF for skill training • Total trainees: 660 (380 women and 280 men) • More partners submit proposals 	<ul style="list-style-type: none"> • General awareness created on FVT and the need for VT/skill training through interface meetings, market fair, visits etc. • Collaboration with the RPPCs • Willingness on the part of MFIs to support skill training.
<i>North: Haryana, Uttarakhand and U.P</i>	Rural Youth and urban slum dwellers of scheduled caste	<ul style="list-style-type: none"> • General awareness created on the focus group and connected issues • Capacity building on the importance of VT/skill training, EDP etc. • Lobbying and advocacy started • Mobilized resources from NABARD and govt. agencies for skill training • Six motivated partners received support from FVTF for skill training • Total trainees: 1235 (330 men and 905 women) • More partners submit proposals 	<ul style="list-style-type: none"> • General awareness created on FVT and the need for VT/skill training through interface meetings, market fair, visits etc. • Collaboration with the RPPCs • Willingness on the part of MFIs to support skill training • Govt. coming forward with skill training initiatives
<i>East: Chhattisgarh, Jharkhand and Orissa</i>	Tribal Youth: Migration	<ul style="list-style-type: none"> • General awareness created on the focus group and related issues • Capacity building on the importance of VT/skill training. • On-going lobbying and advocacy • Mobilized resources from NABARD, SIRD and govt. agencies for skill training • Six partners received support from FVTF for skill training. • Total trainees: 1380 (490 men and 890 women) 	<ul style="list-style-type: none"> • General awareness created on FVT and the need for VT/skill training through interface meetings, market fair, visits etc. • Collaboration with the RPPCs • Willingness on the part of MFIs to support skill training.

EU Partners' meet with Misereor Staff

An EU supported project partners' meeting was held at Meerut Seva Samaj, Meerut on 16 March occasioned with the visit of Mr. Fusser Ulrich and Mr. Steffen Ulrich from Misereor. Mr. Duskar Barik, director eastern RPPC, Fr. Albert S, director of northern RPPC and staff, Mr. Albert Joseph and Mr. M.L. Satyan from FVTRS participated. The meeting discussed at length RPPCs' activities in 2007, government schemes for vocational training, sustainability of RPPCs, importance of skill promotion, strengths, challenges and future plans.

Monitoring Visits

FVTRS staff visited six times each to all three RPPCs for monitoring purpose at regular intervals. In addition two associating partners at Ahmednagar were visited to assess the project proposals submitted by them.

Projects in Tsunami hit States



Pre-assessment and Monitoring of Projects

Pre-assessment visits to new project location and monitoring visits to all the running projects were done during the year in Tamil Nadu, Kerala and Andhra Pradesh states.

Partners' Meets

Partners met twice this year, at Chennai in July and at Bangalore in August. Deliberated at length on trainee selection criteria, trainee retention, trainer attributes, community participation, and on entrepreneurship development issues apart from other crucial matters related to project implementation.

The last meeting in the year was held in March at Kovalam with the objective to review and obtain an update on each project. Twenty three participants from eighteen partner organisations attended. The two networks existing in the tsunami projects were merged and formed into one. It was decided to hold a joint network meeting at Chennai for two days in May 2008 with participation and input sessions from all stakeholders.

Entrepreneurship Development Programme

A two-day entrepreneurship development workshop for partners in tsunami projects was organized in November at Kovalam. The objective of the workshop was to improve the overall quality and management functioning of the partner organizations while involved in skill training. Mr. Manfred Maurer, SES-Bonn, Germany facilitated the same and 32 partner organizations attended.





CHAPTER – III

GTZ-NVTS Strategic Partnership

Joint Reflection Meet II: ‘Connect 4 VT’

As a sequel to the first Joint Reflection Meet in October 2006, GTZ-NVTS organized a two-day Joint Reflection Meet-II on 14 and 15 June at Guwahati. FVTRS staff along with two partners in the Northeast participated. While reviewing the progress of strategic cooperation, the meet held lengthy discussions on the possibilities of initiating a national-level network among NVTS partners. A network was formed with consensus from representatives of GTZ and NVTS partners viz. Don Bosco, Sobha Developers, Cane and Bamboo Technology Centre and FVTRS. The name ‘Connect 4 VT’ was unanimously adopted for the network. Dr. Cherian Joseph facilitated the meet and Mr. P.P. Shrivastava, Member, Northeastern Council, addressed the occasion as chief guest. Among dignitaries present were Mr. Manfred Haebig, Mr. Q.L. Juneja, Mr. Mukesh Sharma, Ms. Anita Sharma from GTZ/NVTS; Mr. Ralf Lange from FAKT-Germany; and Dr. Parijat De from Calcutta representing West Bengal Government



FVTRS expresses its sincere gratitude to Mr. Ralf Lange and team from FAKT Germany and all GTZ personnel for the excellent cooperation, and the NVTS functionaries Ms. Anita Sharma, Mr. Quimti Juneja for their support in making this partnership meaningful and useful to FVTRS.

Documentation of Curricula

FVTRS has developed curricula for 36 trades under the GTZ/FAKT cooperation. The same is documented for use by existing and future skill providers.

Video Documentation of GTZ/NVTS Cooperation

The NVTS cooperation has done a video documentation of the impact of the strategic partnership and interviewed FVTRS staff, partners and conveners of the partners’ networks. The team visited projects supported by FVTRS for location shooting at Bangalore and Lacharagarh in Jharkhand. The same is available.

Review of Capacity-Building Activities

Mr. Ralf Lange, Consultant, GTZ visited FVTRS for 3 days in October as his last visit in the contract between GTZ-NVTS and FVTRS. The main agenda was documentation and finalization of curricula for FVT projects. Final discussion was held on recapping and consolidation of report on GTZ-NVTS collaboration, and to facilitate planning new activities. Final touches done on to the curricula for 36 trades developed earlier. A Primer for new practitioners and a Facilitator’s Guide for existing doers were drawn up on the occasion which could be applied in future training programmes. Three programmes were executed in the EU-aided project areas starting from September using the above tools.



NVTS - National Vocational Training System
GTZ - German Technical Cooperation
FAKT - GTZ accessed capacity building organization from German



CHAPTER – IV

MISCELLANEOUS

Visit to Misereor and Europe

Executive Director Mr. Albert Joseph visited Misereor for discussions in May 2007. Presentation on projects, new initiatives, and progress was made to the Asia desk staff. Among other matters of interest, Misereor staffers were keen to know the progress achieved towards enrolment of women in skill training and employability prospects of imparted skills at micro-level. Separate discussions were also held with Mr. Steffen Ulrich, EU project personnel and finance officials. The opportunity was also used to visit organizations in Germany and Switzerland viz. ILO at Geneva; Bread for the World, Stuttgart; InWent, Feldafing, Munich; GEPA (Fair Trade Group) Munich; Senior Experten Service, Bonn; and KNH, Duisburg. An exhibition was organized at InWent at Feldafing near Munich – a capacity building institution - on products that FVTRS partners produce.

Staff Educational Tour

A staff educational tour was organized for all the staffers of FVTRS in January 2008 to Munnar, a hill station in Kerala. They visited places of interest like Mattupetti dam, Eravikulam national park, Idukki dam, ayurvedic medicine centre and organic tea factory at Kuttikanam.

People's Summit on Hunger Free Bihar

A one day summit was organised by 'Vada Na Todo' (Do Not Break Promise) on 16 October at Patna. FVTRS participated in the summit and addressed the diverse audience on skill training prospects in Bihar along with President of FVTRS Sr. Sudha Varghese.

Publications

Website: A website for FVTRS has been started from September 2007 as www.fvtrs.org

News-bulletin: Quarterly News-bulletins were published and circulated to partners, stakeholders and well wishers of FVTRS.

EU brochure: A new brochure was released on the occasion of the National Skill Conference at Bangalore.

Calendar: Calendar for the year of 2008 was published and sent to the partners and other stakeholders.

Consultation report: Report of the consultations that were organized by FVTRS in 2006 and 2007 were consolidated and released during the National Skill Conference with name 'Entrepreneurs Unleashed.'

Annual Report The annual report of FVTRS incorporating the EU supported project activities was published.





General Body Members 2007-08

<p>Sr. Sudha Varghese Naari Gunjan Prerana Hostel, Lalkoti, Danapur Patna - 801 503, Bihar</p>	<p>President w.e.f. November 2007</p>	<p>06115-224448 09431025201 narigunjan@hotmail.com</p>
<p>Rev. Fr. Varghese Mattamana Executive Director Caritas India CBCI Centre, 1 Ashok Place Opp: Gole dakkhana New Delhi - 110 001</p>	<p>Treasurer</p>	<p>011 - 23363390 098107 22554 director@caritasindia.org</p>
<p>Most. Rev. Mathew Arackal Bishop of Kanjirappally Diocese of Kanjirappally Pastoral Centre, Kanjirappally - 686 507, Kerala</p>	<p>Member</p>	<p>04828 - 206040 09847088200 bishoparakal@satyam.net.in</p>
<p>Dr. P. Basak Pelican Duplex Unit - B 544, Patuli Main Road, Kolkata - 700 084 West Bengal</p>	<p>Member</p>	<p>033-2436 7774 094330 58473 punyabratasak@gmail.com</p>
<p>Fr. Antony Kariyil, CMI Provincial Superior CMI Congregation Rajagiri PO Kalamassery -683104, Kerala.</p>	<p>Member w.e.f. July 07</p>	<p>0484-2540331 0484-2540433 09447077399 kariyilcmi@rediffmail.com</p>
<p>Most Rev. A. M. Chinnappa SDB Archbishop of Madras - Mylapore Archbishop's House 41, Santhome High Road Chennai 600 004, Tamil Nadu</p>	<p>Member w.e.f July 07</p>	<p>044-24640833 044-24641999 archmsml@vsnl.com bishopamc@yahoo.com</p>



General Body Members 2007-08

<p>Mr. Mukesh Chauhan General Manager Mawana Sugars Ltd 6th Floor, Kiriti Mahal 19, Rajendra Place New Delhi – 110 008</p>	<p>Member</p>	<p>09810364040 mukeshchauhan@mawanasugars.com</p>
<p>Ms. Shashi Sail Director Chhattisgarh Multipurpose Polytechnic Tumgaon Road, Mahasamund Chhattisgarh – 493 445</p>	<p>Member</p>	<p>07723 - 223874 094252 04109 shashisail@rediffmail.com</p>
<p>Mr. Gratian Vas Indo- Global Social Service Society 28, Lodi Road, Institutional Area New Delhi – 110 003.</p>	<p>President/Member till November 2007</p>	<p>09810058463</p>
<p>Most. Rev. Bernard Moras Archbishop of Bangalore Archbishop's House, Post Bag No. 2, Bangalore Karnataka – 560 046</p>	<p>Member till July 2007</p>	<p>080-23330438 bgarchdi@bgl.vsnl.net.in</p>
<p>Rev. Bro. Varghese Theckanath S.G. Mantfort Bhavan 11-6-862, Red Hills, Hyderabad Andhra Pradesh – 500 004</p>	<p>Member till July 2007</p>	<p>040 - 23393664 094412 64145 hyd2_mtbhavan@sanchamet.in</p>
<p>Ms. Santhosh Vas Janodaya Trust No. 3, 5th Main, 9th Cross, Jayamahal Extension Bangalore – 560 046, Karnataka</p>	<p>Member till October 2007</p>	<p>9844066000 janodaya@bgl.vsnl.net.in</p>



Governing Board Members 2007-08

<p>Sr. Sudha Varghese Naari Gunjan Prerana Hostel, Lalkoti Danapur, Patna Bihar- 801 503</p>	<p>President w.e.f. November 2007</p>	<p>09431025201 06115-224448 narigunjan@hotmail.com</p>
<p>Rev. Fr. Varghese Mattamana Executive Director CARITAS INDIA CBCI Centre, 1 Ashok Place Opp: Goleedakkhana New Delhi - 110 001</p>	<p>Treasurer</p>	<p>011 - 23363390 098107 22554 director@caritasindia.org</p>
<p>Most. Rev. Mathew Arackal Bishop of Kanjirappally Diocese of Kanjirappally Pastoral Centre, Kanjirappally Kerala- 686 507</p>	<p>Member</p>	<p>04828 - 206040 09847088200 bishoparakal@satyam.net.in</p>
<p>Fr. Antony Kariyil, CMI Provincial Superior CMI Congregation Rajagiri PO Kalamassery -683104, Kerala.</p>	<p>Member w.e.f. July 07</p>	<p>0484-2540331 0484-2540433 09447077399 kariyilcmi@rediffmail.com</p>
<p>Mr. Mukesh Chauhan General Manager Mawana Sugars Ltd 6th Floor, Kiriti Mahal, 19 Rajendra Place, New Delhi-11000</p>	<p>Member w.e.f July 07</p>	<p>09810364040 mukeshchauhan@mawanasugars.com</p>

Governing Board Members 2007-08

Mr. Gratian Vas Indo- Global Social Service Society 28, Lodi Road, Institutional Area New Delhi - 110 003.	Till November 2007	09810058463
Most. Rev. Bernard Moras Archbishop of Bangalore Archbishop's House, Post Bag No. 2, Bangalore Karnataka - 560 046	Member till July 2007	080-23330438 bgarchdi@bgl.vsnl.net.in
Rev.Bro.Varghese Theckanath Mantfort Bhavan 11-6-862, Red Hills, Hyderabad Andhra Pradesh - 500 004	Member till July 2007	040 - 23393664 094412 64145 hyd2_mbhavan@sachametin
Ms. Santhosh Vas Janodaya Trust No. 3, 5th Main, 9th Cross, Jayamahal Extension Bangalore - 560 046, Karnataka	Till October 2007	9844066000 janodaya@bgl.vsnl.net.in

Advisory Committee Members 2007-08

Mrs. Gazala A. Paul T - 7, Century Apartments, Sarkhej Road Ahmedabad, Gujarat	09327009370	gazalapaul@yahoo.com
Mr. Vishwas Philip Jadhav C 503 Sangamitra Apartments Plot - 20, Sector - 4, Phase - 1, Dwarka New Delhi - 110 075.	9810462489	jadav_philip@yahoo.co.in nccidel@nccindia.in
Mr. Joe Madiath Gram Vikas Mohuda Village, Berhampur Orissa - 760 002	0680 - 2261863/74 09437014449	info@gramvikas.org





FVTRS Team 2007-08

Mr. Albert Joseph	Executive Director	08/2005
Mr. Felix D' Souza	Manager-Programme	12/2005
Mr. M. L. Satyan	Manager-EU Project	01/2008
Mr. Prashanth R.B.	Documentation Officer-EU	04/2007
Mr. C.P. Nicholas	Field Executive-Tsunami	06/2005
Mr. Prashanth Shetty	Field Executive-Tsunami	09/2007
Mr. Vishal Ranjan	Advocacy and Documentation Officer	11/2007
Mrs. Noyola Sheela	Finance Officer	07/1995
Mrs. Divyana Nayagi	Secretary-Programme & Accounts	10/1996
Mrs. N. Nirmala Rao	Office Secretary	12/2006
Mr. Vinod A. Raj	Liaison cum Driver	11/1995
Mrs. Y. Geetha	Office Care Taker	06/2002

FINANCIAL STATEMENT

FUNCTIONAL VOCATIONAL TRAINING AND RESEARCH SOCIETY (FVTRS) 19, 3rd Cross, Hutchins Road, Bangalore

Receipts and Payments account for the year ending March 31, 2008

RECEIPTS	AMOUNT (Rs.)	PAYMENTS	AMOUNT (Rs.)
To Opening Balance	100,725	By Programme Cost	19,112
" Contribution Received	875,993	" Skill Training	419,250
" Other Receipts	13,668	" Tsunami Workshop	39,851
		" Capacity Building	17,394
		" Administration Cost	18,375
		" Closing Balance	476,404
TOTAL	990,386	TOTAL	990,386

For Functional Vocational Training
and Research Society (FVTRS)

Sd____
Albert Joseph
Executive Director

For Vittal Rao Kaliswaran & Co.
Chartered Accountants

Sd____
L. Vittal Rao
Proprietor

FUNCTIONAL VOCATIONAL TRAINING FORUM (FVTF) 19, 3rd Cross, Hutchins Road, Bangalore Receipts and Payments account for the year ending March 31, 2008

RECEIPTS	AMOUNT (Rs.)	PAYMENTS	AMOUNT (Rs.)
To Opening Balance	897,035	By Capacity Building of FVTF	645,860
" Contribution Received:		" Capacity Building of Stake Holders	1,448,171
From CARITAS India	6,209,880	" Documentation of Good Practices	507,313
" Other Receipts: Bank Interest	22,507	" Administration & Operational Cost	1,433,366
Loan from Miserior - EU	250,000	" Staff Cost	2,638,977
		" Fixed Assets	671,271
		" Closing Balance	34,464
TOTAL	7,379,422	TOTAL	7,379,422

For Functional Vocational Training
Forum (FVTF)

Sd____
Albert Joseph
Executive Director

For A S G & Associates
Chartered Accountants

Sd____
Amar Jeet Singh
Partner

For CARITAS INDIA
Sd____
Rev. Fr. Varghese Mattamana
Executive Director

FUNCTIONAL VOCATIONAL TRAINING FORUM (FVTF) - EUROPEAN UNION
19, 3rd Cross, Hutchins Road, Bangalore

Receipts and Payments account for the year ending March 31, 2008

RECEIPTS	AMOUNT (Rs.)	PAYMENTS	AMOUNT (Rs.)
To Opening Balance	NIL	By Capacity Building of FVTF	242,465
" Contribution Received:		"National Level Advocacy	488,000
From CARITAS India	3,000,000.	" Documentation of Good Practices	140,848
		" Administration & Operational Cost	310,320
		" Staff Cost	469,554
		" Fixed Assets	90,820
		"Closing Balance	1,257,993
TOTAL	3,000,000	TOTAL	3,000,000

For Functional Vocational Training Forum (FVTF)

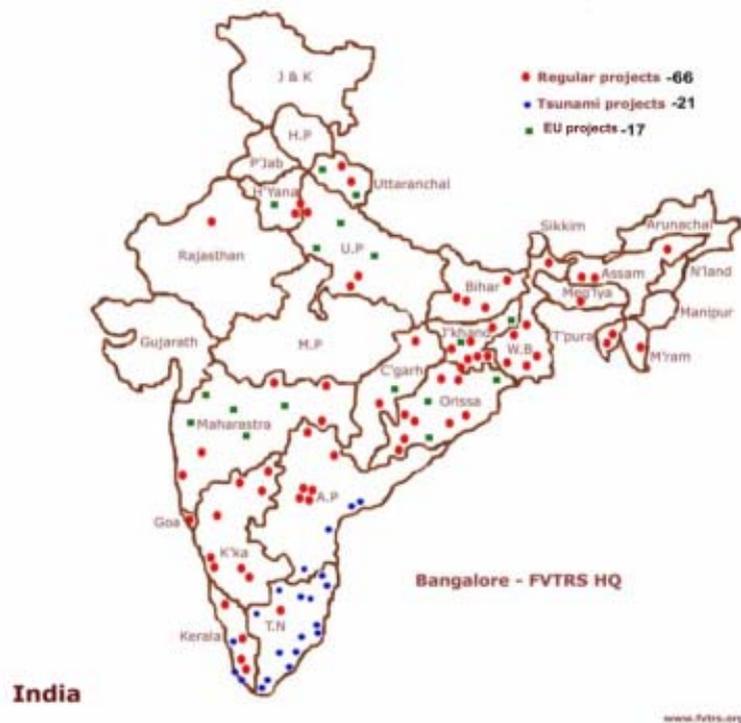
Sd____
 Albert Joseph
 Executive Director

For CARITAS INDIA
 Sd____
 Rev. Fr. Varghese Mattamana
 Executive Director

For A S G & Associates Chartered Accountants

Sd____
 Amar Jeet Singh
 Partner

Project Spread





Functional Vocational Training and Research Society
 # 19, 3rd cross Hutchins Road
 St. Thomas Town Post
 Bangalore - 560 084
 Ph: 080 - 2546 0585 / 2580 7277
 Fax: 080 - 2546 5928
 email: fvtf@dataone.in
 URL: www.fvtrs.org