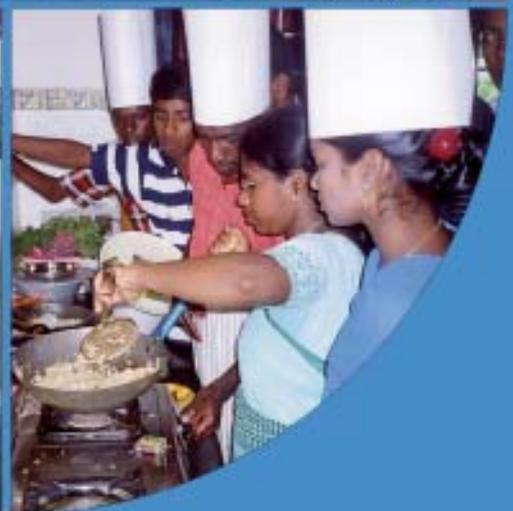


ANNUAL REPORT
2008 - 09



**Functional Vocational Training
and
Research Society**

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Executive Director's Note

Our Dear Patrons,

Promotion of skills training for the school dropout youth in India is the main goal of FVTRS. It has completed 16 years of service in promoting skills training in the unorganized sector training in about one lakh school dropout youth in various Indian States. More than 650 vocational training projects were implemented during the period.

The year that has gone by was different from the previous years. All our efforts were in place in the final journey while setting the sun on FVTF and the much awaited sunrise on FVTRS to make the skill training movement a reality for the school dropout youth with a new look to make a difference in approach, function and delivery.

Sustained Organization building, effective programme delivery and good public relations were the key areas that factored into the year through a series of dedicated actions at governance and organization development, creation of greater partner consciousness on commitments, and increased dissemination on the relevance of skill training to hitherto unheard sections in the mainstream and getting them involved in the journey of skilling of the underprivileged. The effort was worth it as the result that emanated from each action proved later.

The presence of various State ministers especially Labour ministers and other officials from government on various occasions like interface meetings, consultations and partners' meetings were a morale booster for FVTRS and its partners. We carried home their suggestions for improvement and they carried home ours that resulted into reciprocal improvisation in the skill training scenario at the respective work places.

The women enrolment in general for various training, and in particular their foray into male bastioned trades like taxi driving, auto-rickshaw driving, two-wheeler repairing, canteen management, cell phone repairing, carpentry and masonry has been specially gratifying in the year for FVTRS with the right intent and dedication of our several partners in the field.

We carried home their suggestions for improvement and they carried home ours that resulted into reciprocal improvisation in the skill training scenario at the respective work places.

The curtains were down on all tsunami rehab projects by 31 March 2008 training 7500 youth as planned and effecting almost 70 per cent placement. With the initiated network - SPiN- in place, FVTRS is hopeful of continuing the momentum it has created in the field in partnership with other resource agencies.

FVTRS is happy to make a mention that it could play a proactive role for the displaced youth in Kandhamal, Orissa in the aftermath of the violence that took place in the latter part of 2008. The projects could rescue and effect skill training to 540 vulnerable adolescent youth who lived in relief camps in exploited and vulnerable conditions and imparting training in institutions in the vicinity of the district. The trained youth in construction are eking out a livelihood by joining in the on-going massive housing programme – an opportunity seized that paved way for development.



'A great sense of collective achievement' are the words I would like to use while concluding this introduction for this year's Annual report as FVTRS takes the final shape

as a full fledged entity going through a number of interesting but known trajectories. As I had written in this column earlier, many people and agencies have contributed effectively in the past towards the growth of it in many ways as donors, decision and policy makers, planners and facilitators, implementers of projects, successful alumni in various training programmes, collaborators in government and other autonomous bodies. We remain ever grateful to all of you.

Misereor has been the pivotal hinging mentor of FVTRS with resource support ever since it took birth and subsequently linking it to European Union that facilitated FVTRS to reach to new eight north Indian States with a new approach. Caritas India has been functioning as its effective legal holder and exchequer for quite some time from whom we learnt a lot on operational and frugal efficiency. It is always the implementing partners who bore the brunt while implementing projects. We are very grateful to all of you as our mentors and we as the mentee.

Before I sign off, a mention about our target group - the omnipresent school dropout youth – while we consider you as our cause to exist, we salute the numerous successful alumni as our pride to continue our efforts. We thank all of you sincerely and wish you all good luck.

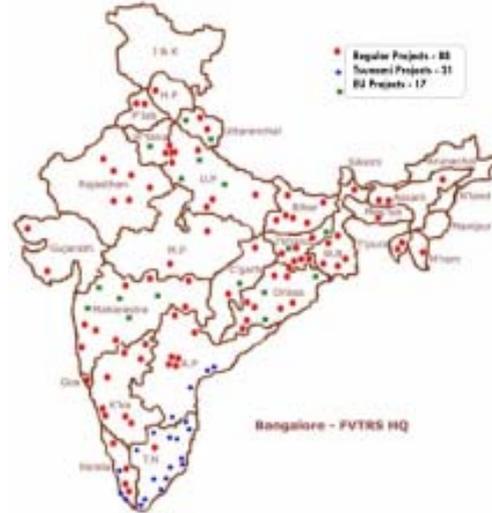
Albert Joseph

PROJECTS INFORMATION

Forty-three skill training projects as against what was envisaged in the action plan for the year (35 projects with 21 million) were approved and are being executed with an outlay of Rs.22.7 million through Caritas India as legal holder with the remaining amount carried over to the subsequent year. Ninety-nine projects are run by partner agencies in 25 states of India with cumulative effect from 2006 April onwards. The total disbursement during the year was Rs.15 million.

133 projects were received in the year under reporting. 43 projects were approved. Ninety-six project proposals were rejected in the year including proposals that were received earlier and were under study. All projects prior to 2006 March are completed and report submitted to Misereor and Caritas India.

STATE-WISE DISTRIBUTION OF PROJECTS



CUMULATIVE STATISTICS OF PROJECTS IN FORCE FROM APRIL 2006 TO MARCH 2009

Grant No. and Period	Approved Projects	Approved Budget	Amount Approved	Amount released		Completed/ short closed	Total Ongoing Projects
				2008-09	Total		
1208ZG 2006-07	41	18,002,400	18,318,790	2,585,224	14,595,465	25	16
1232ZG 2007-08	44	19,250,000	18,833,600	6,465,119	8,800,701	4	40
1286ZG 2008-09	43	20,998,800	22,713,350	5,952,500	5,952,500	0	43
Total disbursement in 2008-09				15,002,843	Total Running Projects		99

GENDER AND CASTE WISE AND DETAILS OF TRAINEE YOUTH IN THE APPROVED PROJECT FOR THE FINANCIAL YEAR 2008-09

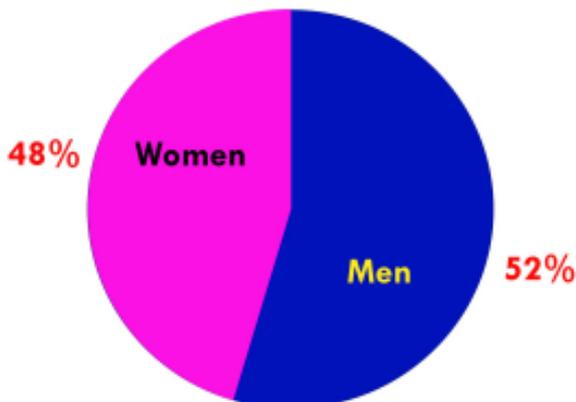
Gender wise details

No. of trainees in the supported 43 projects – 2008-09		
Men	Women	Total
2032	1905	3937

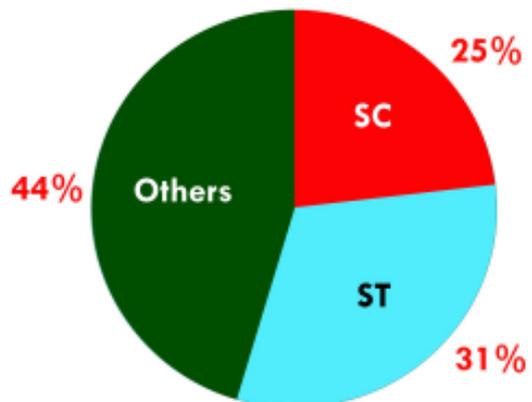
Caste wise details

SC	ST	Others	Total
971	1235	1731	3937

Gender Distribution 2008 - 09



Caste wise details of trainees 2008 - 09



STATE-WISE DISTRIBUTION OF PROJECTS

Andhra Pradesh	4	Maharashtra	7
Arunachal Pradesh	1	Manipur	2
Assam	3	Meghalaya	1
Bihar	14	Mizoram	1
Chhattisgarh	3	Orissa	18
Delhi	1	Punjab	3
Gujarat	2	Rajasthan	6
Haryana	3	Tamil Nadu	1
Jammu & Kashmir	1	Tripura	2
Jharkhand	14	Uttar Pradesh	4
Karnataka	6	Uttaranchal	3
Kerala	4	West Bengal	7
Madhya Pradesh	2	Total	113



TRADES SUPPORTED

Appliqué work	Bag making
Bamboo Craft	Multi purpose health workers training
Beautician	Electrician and home appliances repairing
Dhaba/Restaurant Management	Fabrication and Welding
Milk processing	Auto electrical
Leaf plate/cup stitching and moulding	Cell phone repair
Carpentry	Two-wheeler repair
Mason	Driving
Dress designing	Diesel engine repair
Food processing	Refrigeration and AC mechanic
Furniture making	Plumbing
Handloom weaving	Auto driving for women
Multi skills training	Motor rewinding
Metal polishing	Leather work
Patch work	Foot mat weaving
Fashion designing	Computer and office management training
Fabric painting	Bakery
Zari work	Catering
Decorative garland making	Bangle making

SHIFT AND NUDGES

- One interesting shift that we are observing at the training site is that many of the trades that were once considered as male bastions have been replaced by adolescent girls like taxi driving, auto-rickshaw driving, two-wheeler repair, masonry, front office management and electronics including cell phone repairing.
- Training cum production and linkage models of training are the most popularly practised pattern while organizing the training.
- Basic English and basic literacy in computer along with imparting soft skills have had a high stake while searching a placement. All Kandhamal projects could to a great extent succeed in this last year. HIV/AIDS issues, health and environmental concerns were handled in all training programmes.
- Partners are imparting information to trainees on handholding support that is available from government, financial institutions etc and trainees are encouraged to attend local tailor-made fetes to explore possibilities.
- More partner consciousness has been brought in to the need of certification as on trainees complete a course from IGNOU, NIOS, JSS etc. Many of them try for MES certification from MOLE, govt. of India as well. These efforts apart, they have started issuing a certificate in their Organization's name as well.

PRE-ASSESSMENT AND MONITORING VISITS

Thirty-nine pre-assessment visits were made to various States ie Maharashtra, Meghalaya, Jharkhand, Madhya Pradesh, Orissa, West Bengal, Rajasthan, Assam, Uttar Pradesh, Punjab, Mizoram, Tamil Nadu and Kerala to study on the financial viability and technical feasibility of projects and applicant credibility.



Fifty-three monitoring visits were done to the on-going projects in the states of Bihar, Jharkhand, Tamil Nadu, Kerala, Karnataka, Andhra Pradesh, Maharashtra, Uttar Pradesh, Uttarakhand, Haryana, Rajasthan, Gujarat, West Bengal, Orissa, Assam and Tripura to study and monitor the projects, effect timely guidance and motivate trainers and trainees. The visits facilitated effective implementation of the projects. Each visit report is documented and filed and, wherever important, partners are informed about necessary corrective actions. Relevant points from the field are shared with all partners during partners' meets to make sure quality delivery of services, and meaningful growth of partnership.

PRE-FUNDING PARTNERS' MEET AND PROJECT IMPLEMENTATION PLAN (PIP)

To familiarise new partners of FVTRS with its reporting, accounting and other training requirements, meetings were organized on 4 July 2008, and 13 March 2009 at Bangalore. It gave an opportunity to discuss the respective project in detail, draw-up a common understanding on processes and procedures, and reporting formalities. For Projects in Kandhamal, a separate meeting was organized at Bhubaneswar on 8 October 2008. All new partners with their representatives attended.

PIP is a mandatory compliance for all new partners with appropriate planning to successfully implement the project in their respective areas as per the project proposal in the approved lines.





Four PIPs were organized at Pune, Meerut and Ranchi and Bhubaneswar for the newly joining partners. Sixty-five participants attended including all partners. All project related queries regarding reporting, documentation, accounts and finance done in these meetings. These workshops helped the partners to make a plan of action in each project through which the activities and the inputs could foresee well in advance of imperative action, conscious of target, datelines and resource availability. Partners have prepared and followed the PIP guidelines in right earnest while implementing projects.

TRAINING OF TRAINERS (TOT)

Organized a two-day TOT at Ranchi for the instructors who belong to Jharkhand and Chhattisgarh States that aimed at improving their capacities while being involved skill training. Mrs. M. Tirkey, Principal, Women's Polytechnic, Ranchi inaugurated the programme. 33 instructors from twelve partner organizations from Jharkhand and Chhattisgarh participated. Mr. Harpreet Singh and Mr. Xavier Tirkey from XISS, Ranchi facilitated the training as resource persons. Instructors learnt skills on trainee motivation, inter personal relationships, and on the need of conducting EDP along with technical skills. Different instructional methods for the school dropout youth, stakeholders' analysis led to increased awareness on dynamics of skill training.



PARTNERS' MEET

Regional Partners' Meet:

Partners' Meet is a regular feature of FVTRS to take stock of matters and to energize the partners by sharing the projects' progress among each other. This enables FVTRS in its approach to fill critical gaps and reposition itself as an effective doer.



A one-day partners' meet was organized on 30 July 2008 at Patna for the partners of Bihar, Jharkhand and Chhattisgarh States.

Mr. Avadesh Narayan Singh, minister for labour, government of Bihar graced the occasion and expressed his government's commitment to support for promoting skill training for the school drop-out youth in Bihar. Partners shared their experience in issues like certification, placement, and causes for the drop-out. Sr. Sudha Varghese, Board member of FVTRS and 28 partner organizations participated and shared their experiences. The event was widely covered in both electronic and print media.

NATIONAL PARTNERS' MEET

A one-day National Partners' Meet was organized on 18 December 2008 at Bhubaneswar on the sidelines of the National Skill Conference that preceded on 16 and 17 December. Partners were given inputs on the need of quality reporting and other dynamics like trainee retention, EDP, trainer proficiency and follow-up issues. Queries related to budget, financial matters and reporting were clarified. Partners got an opportunity to revisit the project plan and replicate the best practices being practised by others.

The opportunity was used to receive feedback on the National Skill Conference that preceded the occasion by the participants.

Fr. Hubby Mathew Board member and, Mr. Philip Jadhav, Advisory member of FVTRS were present and facilitated the discussions.



EVALUATION AND VIDEO DOCUMENTATION

Evaluation of the skill training project being implemented at Bijapur has been done by FVTRS consultant Ms. Anita Sharma in April 2008 on its impact. The report has been submitted and recommendations were shared in the partners' meet. In addition to this, a four-day video documentation of projects in tsunami affected states was organized in September 2008 at Kanyakumari, Trivandrum and Quilon. The video documentation has incorporated the ongoing training, self-employment ventures of the trained youth, and interaction with the associated staff in the project. The same is merged with the main video documentation done for Jharkhand and Tripura on FVTRS activities titled 'Not Born to Burn'.

TRAINING NEEDS ANALYSIS PROGRAMME

Training Needs Analysis (TNA) is an important orientation tool for prospective partners of FVTRS to get to know about various dynamics on skill training on its technical feasibility and financial viability. It gives inputs to willing future service providers on demand and supply study, techniques on selecting viable trades, market appraisals and reframe the project proposals incorporating the learnings from the orientation.

A TNA was organized on 19-20 July 2008 at Jaipur for partners from Rajasthan and Madhya Pradesh. Mr Felix D'Souza and Mr. Vishal Ranjan facilitated the programme. Participant NGOs learnt methodologies of market appraisal by practising it in the Jaipur city itself as a part of an exercise during the training. Thirty-eight representatives from eighteen NGOs participated.

The programme has facilitated quality formulation of proposals with viable trades and other attendant criteria.



ENTREPRENEURIAL SKILL DEVELOPMENT PROGRAMME

FVTRS is motivating all its partners to have the EDP training while imparting the technical training. It organizes local support to partners by linking them with nearby EDP institutions and individuals who are capable of organizing it. In addition, FVTRS invites resource persons during partners' meets, network meets etc to handle the topic effectively to partners.

COOPERATION WITH EDII, AHMEDABAD

A three-day Vision Building Programme (VBP) was organized in partnership with Entrepreneurship Development Institute of India (EDII) Ahmedabad from 18-20 March, 2009 at Mumbai for twenty-five project partners mainly directors of implementing agencies. The running thread in the VBP was on EDP and how it can facilitate the trainees while being involved in enterprise promotion at micro-level. It gave inputs on information about various agencies supporting micro-enterprise development. Mr. Prakash Solanki Faculty and National Project Coordinator, EDII Ahmedabad facilitated the programme. Mr P H Kurian IAS Controller General, Patents and Designs, GOI inaugurated. Mr. Gunjan Patel from CII Mumbai was present on the occasion.



LOBBY AND ADVOCACY

The main purpose of these consultations was to sensitize stakeholders and prospective doers on the relevance and need of skill training in the unorganized sector. As experienced in the past, these consultations were helpful in bringing new consciousness to an array of future service providers who could get involved in skill training subsequently. Further, these measures have helped learn FVTRS and many of its partners on the existing potential of different trades in various States, State service providers in line ministries, MFIs, industries, private and others with whom it could interact and articulate on various possibilities. The consultations that FVTRS has been organizing from time to time at various locations facilitated it to bond with these local players.





CONSULTATION WORKSHOP AT GUWAHATI

Many of FVTRS partners and participants of these consultations from the mainstream could get to know, avail and start various government schemes like Modular Employable Skills (MES) of ministry of Labour and Employment, GOI; NABARD, SIDBI and on schemes of various banks.

REGIONAL AND STATE LEVEL CONSULTATIONS:

Four regional and state level consultations were organized in the year on 12 April 2008 at Guwahati; on 1 August, 2008 at Kolkata; on 19 September 2008 at Varanasi; and on 17 March 2009 at Lucknow. Technical sessions during the consultations were facilitated by various financial institutions like NABARD, SIDBI, SBI, UBI; government officials, MES etc. Presentations in the sessions provided valuable inputs on various government schemes on vocational training available with 17 ministries of GOI along with process and procedures of utilization of these schemes. The sources of finance for the promotion of small and medium entrepreneurs were the focal points of presentations and discussions. Key note address by *Dr. P. Basak*, Board Member-FVTRS was the main highlight of consultations at Guwahati and Kolkata. NGOs shared their experiences and discussed the possible roadmap of interventions.



Mrs. Joytsna Srivastava MLA, Varanasi inaugurates the workshop

210 NGO representatives were converged to listen and contribute to the cause and shown the willingness to take up vocational training as one of the prime agenda of their organizations. Stakeholders like financial and educational institutions, government officials graced these occasions. Through these consultations FVTRS gave a call to all stakeholders for the promotion of skill training for the school dropout youth, and giving an outline for possible funding support. These consultations are a forerunner today as in the process of linking the cause of skill training to the unreached areas and excluded communities.

NATIONAL STAKEHOLDERS' MEET CUM EXHIBITION

National Skill Conference for stakeholders is a two-day event organized every year to advocate the need and relevance of vocational training in the unorganized sector for school dropout and illiterate youth in India. For the year under report, it was held on 16-17 December 2008 at Bhubaneswar on the theme 'Trends and Paradigm Shift pertaining to Unorganized Sector in Skill Training'. *Shri Surjya Narayan Patro*, Hon. Minister for Energy, IT and Culture, Govt. of Orissa inaugurated the Conference. The guests of honour shared their ideas and inputs on important issues related to skill and entrepreneurship training along with recommendations that could be discussed with policy and decision makers for enhancing employment prospects in the unorganized sector.



Mr. Jagar Singh IAS, Secretary cum Commissioner, Labour, Govt. of Orissa attended the conference on the second day. Recommendations given by the experts and NGOs were documented and are sent to all the ministries and stakeholders. An exhibition of products and services in which partners are involved has been organized on the sidelines of the conference. 175 partners and other stakeholders, government officials, financial and academic institutions, media and voluntary organizations and Board Members of FVTRS participated. Representatives from World Bank, NABARD, SIDBI, Govt. departments attended. The conference was covered by leading print and electronic media. A cultural evening was organized on the first day of the conference depicting some dance forms of Orissa.

Vice-President Rev. Dr. Kariyil presided the inaugural programme. Board members messers Sudha Varghese, Jagadananda, Roy D'Silva, Hubby Mathew, and Philip Jhadav from Advisory Committee attended. Detailed report has been sent to all the participants.

CONFERENCE RECOMMENDATIONS

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



INFORMATION, EDUCATION AND COMMUNICATION

FVTRS regularly publishes its quarterly news bulletin highlighting its major activities and achievements in an effort to promote the cause of skill training to the underprivileged youth and circulate it to all partners, other stakeholders whom it come in contact during various consultations and other programmes. It has also developed in the year two wall posters, calendar, a brass hammer as promotional materials and cap and T-shirt, annual report and updating the website from time to time.



ORGANIZATION DEVELOPMENT (OD)

As FVTRS takes off as an independent organization, it became imperative for it to have its own identity with new Human Resources Manual in place. The OD process looked into areas where it can bring in more professionalism in the Organization. As a sequel to what has been going on this regard in the previous years, the third phase was facilitated by Dr. Cherian Joseph from 26-29 May 2008 at Bangalore. First two days were attended by the programme staff that mainly focused on understanding poverty, development and critical analysis, and review of the organization strategy from time to time. On the third day, the remaining staff joined the programme with a focus on team building, individual analysis, and imbibing new learning.

New structure and HR manual developed were made effective from 1 April, 2009 with due endorsement from Board. The OD initiative has enhanced efficiency and professionalism in the Organization.



BOARD AND PROJECT SELECTION COMMITTEE MEETINGS

Introductory and Bonding Workshop for Board Members of FVTRS

A one-day introduction cum bonding conference together with new members of General Body and Advisory Committee was organized on 16 May 2008 at Bangalore. The aim of the conference was to make the new members acquaint with FVTRS and its functions apart from facilitating members to know each other, and how they could contribute with their expertise in carrying forward the cause of vocational training among school dropout youth in India.



Mr. Albert Joseph, Executive Director gave a presentation about the relevance and significance of skill training today in the country for the target group and introduced FVTRS and its functions to the new members. Dr. P. Basak, Board member made a presentation on FVTRS- redefining challenges and setting future road map on the occasion. Members reflected their ideas and suggestions for the future course of action and suggested to have an Annual Retreat to be organized in July 2008.

EXTRA-ORDINARY GENERAL BODY MEETING

An EGBM was held at Bangalore, on 16 May 2008 to approve new members to the General Body and Advisory Committees. With this the number of members in the General Body has reached to thirteen and four to Advisory committee.

ANNUAL RETREAT OF THE BOARD AND ADVISORY COMMITTEE MEMBERS



Annual Retreat of the Board and Advisory Committee Members was held on 10-11 July 2008. The main objectives of the retreat were to reposition FVTRS based on the experiences by various development practitioners in the Board and Advisory Committee to draw broad contours to enhance its delivery approaches and effectiveness in the unorganized sector, while also drawing up a plan with milestones to remain more relevant and to fill the critical gaps. Mr. Jagadananda, Dr P. Basak, Ms. Koely Roy, Sr. Sudha Varghese, Fr. Hubby Mathew made presentation on a number of topics and issues like entrepreneurship, gender, social security, advocacy followed by group discussions. A future road-map was suggested by the members for making interventions more meaningful. Dr. Cherian Joseph facilitated the retreat. The remarks and suggestions that are captured and being implemented are as follows:

Partners' meets are occasions where all critical issues pertaining to partnership and sustainability are discussed along with training dynamics.

Consultations meetings and TNA are used to identify potential clients, partners and other stakeholders with whom FVTRS joins hands

Collaboration with EDII, and NIF Ahmedabad, CII partnership, various union ministries, ILO, IGNOU, Consulates, and MFIs, NACO is being done and being followed up. Partnership with RDTT and Aditya Birla Trust Mumbai is being explored. EU has short-listed FVTRS for another three-year collaboration starting 2010.

IEC and promotional materials are used to communicate on FVTRS and its activities to a wide galaxy of stakeholders

Revisited the MOA of FVTRS and a draft paper has been prepared on Vision and Mission and long term plan.

ANNUAL GENERAL BODY MEETING

Annual General Body meeting was held on 11 July 2008. Among other business, election of office bearers took place. Rev. Bishop Mathew Arackal and Fr. Antony Kariyil were elected as the President and Vice-President of FVTRS respectively.



GOVERNING BOARD MEETINGS

Four Governing Board Meetings were held in July, October, December 2008, and in February 2009 at Bangalore. The new entity of FVTRS was discussed among other matters along with new staff policies and future activities. The meetings strongly condemned the human rights violations as witnessed in Kandhamal recently, and recommended to organize necessary interventions for the skill training of the displaced youth living in relief camps in miserable conditions.

PROJECT SELECTION COMMITTEE (PSC) MEETINGS

A four-member PSC comprising Rev. Dr. Antony Kariyil, Rev. Fr. Varghese Mattamana, Mr. Roy D'Silva and Dr. P. Basak has been constituted in the year. Four meetings were held on 10 July, 27 September, 3 November 2008 and 27 March 2009 at Bangalore. 43 projects were approved.

SPECIAL PROJECTS FOR KANDHAMAL RIOT VICTIMS

FVTRS was one of the first agencies to visit the affected victims and areas in August, September and October 2008 soon after the infamous riot broke out at Kandhamal in Orissa. Held several rounds of discussions with the victims and other stakeholders and drafted a project intervention for skill training for the displaced underprivileged youth who live in the relief camps in exploited conditions.

The strategy has been to take out the above youth from these camps who lived in vulnerable conditions, and empower them through a skill by which they could earn a living on their own. Nine institutions/centres at Bhubaneswar, Berhampur, Sambalpur and Rourkela were short-listed to implement the project. Seven projects were approved with a cost of 48 lakh involving nine partners at these places to train 540 youth (348 boys and 192 girls). The projects are facilitated, and locally monitored by Orissa Forum. FVTRS is supporting an exclusive skill training project where the trainees are enabled to take part in the house construction activities as well.





EU SUPPORTED PROJECT

The project is in its third year of implementation as on 31st March 2009. Programmes organized under the project at a glance are:-

INTERFACES

Interface aims at sensitizing the various associated stakeholders in vocational training to develop an action plan to further facilitate the cause, based on the new challenges arising and to fine tune the partners' efforts in interventions. It ensures the participation of financial institutions, fraternity experts through presentations and experiential sharing by government officials, NGOs and civil society organizations.



Seven such interfaces were organized at Raipur-Chhattisgarh, Wardha-Maharashtra, Faridabad-Haryana, Pune-Maharashtra, Ranchi-Jharkhand, Rajkot-Gujarat and Moradabad-Uttar Pradesh on 28 April, 15 May, 25 August, 11 September, 26-27 September, 17 October and 22 October 2008 respectively.



The eminent guests included *Mr. Anup Kumar Yadav*, Collector-Wardha; *Mr. A. C. Choudhary*, minister for labour, technical education, vocational training and industrial training, govt. of Haryana; *Mr. Khurshid Ahmed*, former minister, govt. of Haryana; *Fr. George*, Principal and Rector, Don Bosco Technical Institutes; *Dr. Kurian Joseph*, founder of Komark Education Services, Delhi; *Dr. P. Basak*, board member-FVTRS, *Mr. Prafulla Parakh*, Secretary, Bharatiya Jain Sanghatana (BJS); *Dr. Medha Puroo Samant*, Founder Director, Annapurna Mahila Mandal (AMM); *Mr. Bhanu Pratap Sahi* minister for health, family welfare, labour and employment training, govt. of Jharkhand ; *Mrs. Rama Khalko*, mayor of Ranchi Municipal Corporation; *Mr. Priyakant*, Chief Project Leader-Training, EDII, Ahmedabad; *Mr. Rajiv Channa*, MLA; *Dr. S.T. Hasan*, Mayor of Moradabad; *Mr. Gyanendra Gandhi*, Pradhan, Arya Deputy Prathinidhi Sabha and *Mr. A.K. Srivastav*, Project Director of DRDA.



305 representatives of NGOs, financial and educational institutions, government officials and media participated in these interfaces. There has been overwhelming response from NGOs and other stakeholders to get involved, allocate more resources and to include skill training in their activities.

IMPACT:

- General awareness has been created among different stakeholders on the need and importance of skill training.
- Advocacy and lobbying with various government departments are in place. As a result policy changes are made – e.g. Rexene bag making and diamond polishing are included by DRDA.
- Trainees received government certificates.
- MFIs such as NABRAD, SIDBI have come forward to support skill training and many partners have mobilized resources from the MFIs.
- Created network and linkages with government, financial institutions and NGOs, and other like minded organizations.



MARKET FAIR

Market fairs are organized to promote the products and services in which partners are involved to attract customers and buyers to create more business opportunities. Two market fairs were organized, first at Jamnagar-Gujarat on 1 June 2008 and second at Moradabad-Uttar Pradesh on 21 October 2008. Apart from regular sales, orders were placed in bulk by the buyers for the products such as jersey, broom, organic manure, etc. An Indian exporter Surjan agreed to export the products of an NGO to Australia. 1350 villagers and 35 NGOs participated, and volunteers gave their selfless service to make these fairs successful. *Mr. Sandeep Agarwal*, local MLA of Meerut inaugurated the market fair at Mordabad.



IMPACT:

- Created awareness among various stakeholders on the need for skill training.
- Sensitized the government authorities as well as local business groups on various products and services involved in by partners and trainees.
- Platforms created at local level to market and export the products of the trained youth.
- The trainees are motivated to produce demand based quality products and learnt essential aspects of marketing.



EU SUPPORTED PROJECT MID-TERM REVIEW MEET

A mid term review meeting was held at Bangalore from 15-18 July 2008 to revisit the project objectives and to identify the impediments so as to achieve maximum efficiency as per the project stipulation. Partners shared the present status of the project.

Detailed discussions were held on achievements, impacts, strengths and shortcomings of the three regions, and based on that future action plan was developed. *Dr. Cherian Joseph* facilitated the review. Thirteen participants including FVTRS staff attended. The overall impact of the review meeting has improved quality of work/programmes and to scale-up the skill training activities.

Training

TRAINING ON CURRICULA DEVELOPMENT

A training programme on curricula development was organized by the eastern RPPC from 13 to 15 October at CYSD, Bhubaneswar. The associating partners from Orissa, Jharkhand and Chhattisgarh participated. The curricula developed on various trades are being followed by the partners as they organize various training.

TRAINING ON PROJECT REPORT DRAFTING

The eastern RPPC organized a one-day workshop on Project Report drafting on 3 December 2008 at Xavier Institute of Social Service, Ranchi, Jharkhand. 15 participants from 13 NGOs participated in this workshop.

Workshops

SHARING WORKSHOP

A sharing workshop was organized by FVTRS, Bangalore in collaboration with Meerut Seva Samaj (Northern RPPC) at Moradabad on 21 October 2008. The objective of the workshop was to do the SWOT analysis of skill training, re-positioning of partners and appropriate documentation by the partners. The partners made presentations on their achievements and challenges faced. They suggested for post-training follow-up and linking trainees with MFIs.

A similar workshop was organized by FVTRS, Bangalore in collaboration with the western RPPC at Ashankur Women's Centre on 07 March 2009. There were altogether 40 participants in this workshop. For most of the participants (Coordinators and Instructors from partner NGOs) this was the first meeting together with FVTRS staff. Essential information about FVTRS has been communicated on the occasion.



ORIENTATION WORKSHOP

A two-day orientation workshop was organized by eastern RPPC for the associating partners of EU project at CYSD, Bhubaneswar on 24-25 Nov. 2008. Ten partners from seven NGOs participated. The objectives of the workshop were to orient partners who could take measures that will contribute to the implementation of EU project, and to develop options for recognizing and addressing the livelihood needs of the excluded, school dropout and illiterate youth with particular focus on tribal communities.

IMPACT OF TRAINING/ORIENTATION/WORKSHOP:

- Increased awareness on the need and importance of skill training.
- Increased knowledge on unorganized sector and skill training. Also there has been shift in partner approach to skill training.
- Four more motivated partners (three from western region and one from northern region) received funding support from FVTRS for skill training. The total trainees:612 (269 men and 343 women)
- Increased coverage in area and target group.

- More partners undertake skill training with the support received from RPPCs. The total number of trainees in three regions is 4314.
- More trainee retention.

EU PROJECT REVIEW

A two-day review meeting was organized by FVTRS for the EU supported project partners (RPPCs) at Bangalore on 24-25 February, 2009. The Directors and supporting staff of all the RPPCs attended. The meet focused on:-



1. *Share on the progress/achievements/impact* – The RPPCs and FVTRS have conducted several programmes during July-December 2008. It was important to observe what FVTRS has accomplished during this period and see the tangible impact of the programmes.
2. *Revisit the Budget, Financial reporting formats and logical Framework* – To understand the budget and financial reporting formats especially the unit calculations. To have better clarity on the outcome of the project as per the indicators and means of verifiable sources.
3. *Identify the short comings and major challenges of the project* - To understand the strengths as well as the gaps in order to strengthen every activity.
4. *Prepare the Project Implementation of Plan for 2009* – To finalize the action plan that included all pending activities as it is the final year of project implementation.
5. *Up-gradation of database* - To get additional inputs for creating a database software system.
6. *Sustainability* – To initiate discussion on the steps taken by the partners towards sustainability of the programmes mentioned in the Log frame of the proposal.

The overall impact of the review meeting was that it brought about clarity on the achievements, strengths, weaknesses, pending activities, database and sustainability issues.

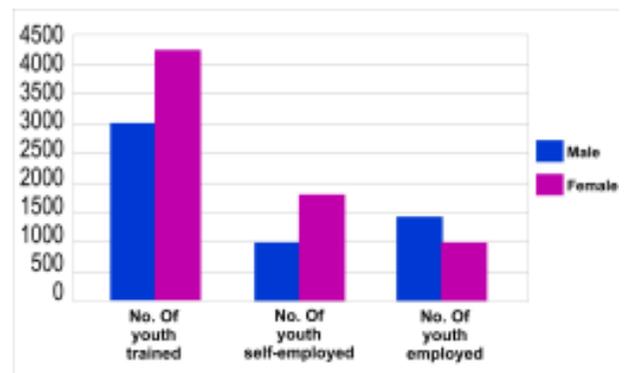
Tsunami Interventions

COMPLETION OF TSUNAMI REHABILITATION PROGRAMME

Tsunami rehabilitation project has come to an end by March 2009. A total of 64 projects were implemented that enabled 7,467 tsunami affected youth with livelihood skill training in various trades. The total allocation of fund to these projects was Rs.28.6 million. The intervention has enabled various stakeholders on the relevance and need of livelihood skill training in a long-term rehabilitation programme. Community ownership was ensured through setting up stakeholders' forum in all the projects and it led to good retention of trainees in the projects, democratic decision making in all aspects of implementation and mobilization of local resources.



The data collected soon after the completion of each project shows that 5,413 trained youth are either employed or self-employed with an income ranging from of Rs.1500.- to Rs. 20,000.- per month. The programme has helped to create replicable income generation models in the region and, it has paved the way for emergence of a network of skill training service providers by name as SPiN (Skill Promotion India Network) to promote livelihood skills in the region.



SPIN NETWORK TAKES SHAPE

All partners involved in the tsunami interventions were formed into a network in an effort to retain their earned capacities to carry on the skill training in their respective places. A two-day workshop on 'Prospects of Skill Training in Unorganized Sector' was organized in this context by the partners' network on 8-9 May at Chennai. Forty-two participants attended. Representatives from ILO, NABARD, Micro Small Medium Enterprise (MSME), Small Industries Development Bank of India (SIDBI), and State Resource Centre presented papers and facilitated fruitful discussions enabling partners to link to these institutions to carry on with the skill training activities. The valedictory session on the second day was graced by *Mr. S.P. Thangavelan*, Hon. Minister for Slum Clearance and Accommodation Control, government of Tamil Nadu.

The network already met at three occasions to chalk out the future strategy of cooperation among members and resource mobilization. The notable meetings that were organized are resource mobilization with personnel support from Murray Culshaw Consulting from Bangalore for 25 partners at Madurai in November and the training on Logical Framework Approach held at Vagamon by Vikas Abhiyan Kendra (VAK) from Mumbai in March 2009. VAK has committed funding support to the network for lobby and advocacy measures on pending rehabilitation activities.

Meetings/Conferences

MEETING WITH MINISTRY OF LABOUR AND ILO

Second and third consultation meetings of 'Committee for formulation of National Skill Development Policy' were held on 4-5 April and on 9 May 2008 at New Delhi. This committee is jointly formed by ILO and Ministry of Labour and employment (MoLE), govt. of India.

FVTRS participated as a member of the committee and shared its experiences over the years in the field of unorganized sector. First draft of the National Policy on Skill Development has been prepared based on the deliberation held during these consultations. The same has been approved by the cabinet in February 2009. This is for the first time a policy on skill development has come into force in the country.



SYNERGISING WITH SISTER ORGANIZATIONS (SOS)

Synergy is a network formed by FVTRS, CBR Forum and NEG Fire to synergize each one's efforts in one compact area and initiate a project in collaboration. The first meeting was held in April 2008 at New Delhi and the second one in June 2008 at FVTRS office with Ms Marita Ishwaran from NEG-Fire and Mr Nicolas Guia from CBR Forum attended.

The third round meeting was held at CBR Forum office on 8 August 2008 that finalized Koraput district of Orissa to chalk out future plan and objectives of the joint venture. Ten NGOs from Koraput are shortlisted to take forward the initiative further.



MEETING WITH MISEREOR STAFFER

Mr. Steffen Ulrich, Officer for Vocational Training, Small Enterprise Promotion and Microfinance, Misereor visited FVTRS on 10-11 November 2008.

FVTRS gave presentations on the current status of the three intervening projects viz. Regular, EU and Tsunami. He suggested to look for public fund raising as a future strategy for vocational training and appreciated the initiatives. Dr. P. Basak, Board member, FVTRS gave a future perspective presentation of the Organization, in which he highlighted the key issues pertaining to the MoA of FVTRS, and suggested future strategies.



Mr Roy D'Silva, Board member of FVTRS too participated in the discussions. Another meeting took place with Mr Steffen Ulrich on 4 February 2009 at New Delhi to discuss on Organizational matters.

MEETING GERMAN EMBASSY AND ITS OFFICIALS

A follow-up meeting with Dr. Walter Zoller, Counsellor, Social and Labour affairs, German Embassy was held on 4 February 2009 at New Delhi on the possibility of support from BMZ along with Mr. Steffen Ulrich. The first meeting with him took place in Bangalore in January 2009.

MEETING WITH EU DELEGATION

Meeting with Project officer of EU Delegation officials was held at New Delhi on 3 February 2009 along with Mr Steffen Ulrich of Misereor and Fr. Varghese Mattamana to discuss EU project accounts for 2007 and 2008. The meeting discussed and explained about the various aspects of project implementation and reporting. The opportunity was used to explore continuation of future collaboration as well.

MEETING WITH VARIOUS GOVT. DEPARTMENTS

Meetings organised with Mr Sharda Prasad IAS, Director, DGET; Mr Ashok Kumar, Honorary Advisor, Skill Development Council, FICCI; Ms. Akiko, Skill Specialist; ILO, Ms. Anita Sharma FVTRS consultant RMK officials at New Delhi in February/March 2009 to explore collaboration to mobilize cooperation and resources.

FINAL PREPARATION FOR HANDING OVER LEGAL HOLDERSHIP

In the final run up to the change of legal holdership from Caritas India to FVTRS from April 2009, a team from Caritas India visited FVTRS on 21 January 2009 in accordance with Board's decision on getting the FC certificate. Discussed on the modalities to be followed-up on project documents fixing time lines especially on financial matters.

VISIT BY NACO, BANGALORE

A two-member team from National Aids Control Organization (NACO), Bangalore visited FVTRS on 13 February to study the proposal sent by FVTRS on HIV/AIDS prevention as it is basically involved/working with young persons.

CII COLLABORATION

Mr. C P Nicholas – FVTRS Project Monitoring officer- has been appointed as Assessor for the Modular Employable Skill (MES) scheme of Ministry of Labour and Employment, Govt. of India which is being facilitated by CII. His expertise will be used by CII in certifying trainees who have attained proficiency in a particular trade. Work has begun from Maharashtra.

STAFF EDUCATION TOUR

The staff of FVTRS were on a three-day educational tour from 28-30 January to Coorg and surrounding places and saw places like Tibetan settlement, golden temple, coffee estates, waterfalls etc. Discussions and brain storming exercises took place on strengthening FVTRS activities. The occasion was enjoyable and informative to all.



STUDENTS EXPOSURE TO FVTRS

Students from various MSW stream course of St. George College, Bangalore were on an exposure visit to FVTRS to learn about its objectives and pattern of function. 30 students along with the dean were present on the occasion.



BOARD OF GOVERNANCE OF FVTRS AS ON 31ST MARCH 2009

1	Most Rev Mathew Arackal	President
2	Rev Fr. Antony Kariyil	Vice President
3	Rev Fr. Varghese Mattamana	Treasurer
4	Rev Sr. Sudha Varghese	Member
5	Dr. P. Basak	Member
6	Most Rev Mariappa Chinnappa	Member
7	Mr. Roy D'Silva	Member
8	Mr. Jagadananda	Member
9	Mr. Roshan Rai	Member
10	Ms. Daisy Narain	Member
11	Ms. Koely Roy	Member
12	Dr. Hubby Mathew	Member
13	Dr. Joseph Sebastian	Member

FVTRS TEAM 2008 - 09



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. Aravind Babu	Finance Officer	06/2008
Mr. Prashanth R.B.	Documentation Officer-EU	04/2007
Mr. C.P. Nicholas	Project Monitoring Officer	06/2005
Mr. Vishal Ranjan	Advocacy and Documentation Officer	11/2007
Mrs. Noyola Sheela	Secretary- Programme	07/1995
Mrs. Diviana Nayagi. G	Secretary- 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- 560084

Receipts and Payments Account for the year ending March 31, 2009

RECEIPTS	AMOUNT (Rs.)	PAYMENTS	AMOUNT (Rs.)
To Opening Balances			
FC	Local/General		
Cash in hand	840.00	By Administration Expenses (FC)	
NIL		a) Vehicle Maintenance	4,228.00
Cash at Bank	470,564.00	b) Office Rent	360,000.00
			3,64,228.00
Specific Funds Received			
From MISEREOR through IGSSS, New Delhi (Subsequent receipts)	8,47,277.00	Programme Expenses (Local) (as per schedule)	2,35,366.00
Local Contributions Received			
a) Staff	15,324.00	Closing balances	
b) From IGSSS	40,000.00	FC	
c) Others	77,420.00	a) Cash in hand	772.00
		b) Cash at bank	182,277.00
		c) Rent deposit	300,000.00
		d) Advance - P.M. Thomas	-
			27,122.00
	1,32,744.00		4,83,049.00
Total	14,51,425.00	Total	14,51,425.00

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) - EUROPEAN UNION
19, 3rd Cross, Hutchins Road, Bangalore- 560084

Receipts and Payments account for the year ending March 31, 2009

RECEIPTS	AMOUNT (Rs.)	PAYMENTS	AMOUNT (Rs.)
To Opening Balance	12,57,993.00	By Human Resources	3,15,972.00
" Contribution Received:		" Local Office	40,187.00
From CARITAS India	3,23,496.00	" Travel	2,61,179.00
		" Other Costs and Services	9,64,151.00
TOTAL	15,81,489.00	TOTAL	15,81,489.00

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

FUNCTIONAL VOCATIONAL TRAINING FORUM (FVTF)
19, 3rd Cross, Hutchins Road, Bangalore- 560084
Receipts and Payments account for the year ending March 31, 2009

RECEIPTS	AMOUNT (Rs.)	PAYMENTS	AMOUNT (Rs.)
To Opening Balance	34,464.00	By Office Logistics	2,18,784.00
" Contribution Received:		" Staff Cost	32,46,265.00
From CARITAS India	83,81,681.00	" Capacity building of stakeholders	6,29,189.00
" Bank Interest	19,000.00	" Promotion of good practices	3,22,193.00
" Sale of Equipments	15,769.00	" Research, Advocacy Needs	4,12,975.00
		" Organizational Competency	5,03,042.00
		" National Stakeholders Meet	5,02,487.00
		" Monitoring, Capacity Building	4,93,205.00
		" Administration	9,37,852.00
		" New Staff Recruitment	81,370.00
		" Board and Advisory Committee	6,41,425.00
		" Orientation to New Members	2,12,037.00
		" EU- Programme Advance	2,50,000.00
Project Funding Details			
Programme Fund for Grant No-321-900-1166 ZG	6,01,725.00	Released for different projects under Grant No-321-900-1166 ZG	6,01,725.00
Programme Fund for Grant No-321-900-1208 ZG	25,85,224.00	Released for different projects under Grant No-321-900-1208 ZG	25,85,224.00
Programme Fund for Grant No-321-900-1232 ZG	66,50,619.00	Released for different projects under Grant No-321-900-1232 ZG	66,50,619.00
Programme Fund for Grant No-321-900-1286 ZG	62,98,750.00	Released for different projects under Grant No-321-900-1286 ZG	62,98,750.00
TOTAL	2,45,87,142.00	TOTAL	2,45,87,142.00

**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 and Research Society

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