

Annual Report

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Annual Report
2009-10



Functional Vocational Training and Research Society

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FVTRS – “Arrived!”

With the formalisation process over, it was time to look for ways and means to execute the mandates given to it in more innovative ways.

Functional Vocational Training and Research Society (FVTRS) is set up as a skill promotion agency in the unorganised sector, to engage the dis-engaged school dropout and illiterate youth, who form its focus group. It imparts skill training and entrepreneurship development in various trades to secure a skill-based livelihood. This is done through funding support for capacity-building of grassroots NGOs across the country through connected stakeholders and implementing partners.

FVTRS has been functional from 1993 as a Forum of concerned stakeholders. Today, it is spearheading an initiative in the country as an independent entity with an all-inclusive approach to reach out to the unreached and vulnerable sections. In the process, it seeks to create a triggering effect by communicating the relevance of skill training to a large number of potential players. The effort is to motivate them to listen, engage and support the cause to tap the hidden potential of the focus group. Misereor Germany has been supporting FVTRS since its inception and by European Union from 2007 to reach the interior areas of the country.

Programme year 2009-10 was the first in the transition phase, after having acquired independent status. With the formalisation process over, it was time to look for ways and means to execute the mandates given to it in more innovative ways.

Misereor continued its funding support vigorously to field projects for three years as against the usual one-year term for project grants. The year also saw European Union award a new project from 2010 to 2012 as continuation of the partnership of 2007-09, thus enabling FVTRS to open regional offices in three regions.

The strength of FVTRS has always been its ability to translate its commitments into action through funding support, be it technical or entrepreneurial skill training; promotional consultation programmes at micro-level; research and survey; or of organising capacity-building exercises for partners, coordinators, and instructors in projects. FVTRS was able to reach out to eight States, particularly those mentioned by UNDP as the “worst effected”, which gives us an opportunity to intensify our focus on the excluded sections.

We are grateful to our main donors, Misereor and the European Union, for their support to make our efforts into meaningful action. And, to all stakeholders, including Central and State governments, their departments and other agencies, and all individuals with whom we have worked this year.

In conclusion, a special word of appreciation and thanks to all the implementing partners of projects, with whom we work, and to all trainees that we serve. You are our strength.

Albert Joseph
Executive Director

New Dimensions in Building Livelihoods

Our passion, combined with the expertise and experience of our partners, ensures we consistently strive to develop effective strategies to remove the barriers that stand in the way of building livelihoods.

Entrepreneurial Skill Development (ESD)

FVTRS has made it mandatory for all skill training providers to include ESD in the course curricula and proactively support them by organising ESD workshops with resource persons from Entrepreneurship Development Institute-India, Ahmedabad.



Gender-Neutral Trades

FVTRS encourages partners to be innovative in selecting trades without any gender bias. Trades like drummer troupe, auto-rickshaw driving, masonry, cell phone repairing, front office management, etc., were imparted where women have made forays into areas that were

The strategies for addressing the causes of poverty are complex and vary enormously depending on the socio-economic and cultural factors prevalent in each region or state of the nation.

considered as men's bastions in the recent past.

Trade Diversification

We have so far addressed about 60 trades in various projects. There are about 140 trades being addressed all over India by various Industrial Training Institutes (ITIs). Opportunities



depend upon emerging new and innovative trades that have more employability. FVTRS has been addressing the issue proactively together with partners and stakeholders.

The TNA workshops also were used to explain on its relevance so that new partners are conscious to search and engage.

We have developed a set of focus areas that, we believe, will remove the barriers and provide greater opportunities to the young school dropout to enhance their livelihood with dignity.

FVTRS could succeed in about 10 trades in this regard.

Research and Survey

FVTRS, as its lobbying and advocacy portfolio, organises promotional/interface consultations with relevant stakeholders, decision- and policy-makers, at various



locations in the country. The data that FVTRS communicates and, for that matter by many in the fraternity, are national figures as against local realities which have more appeal and reach to the audience to understand, assimilate for better lobbying and influence on decision-makers. FVTRS has made a beginning in this line and many more such

actions will follow. The first study was carried out in Bhubaneswar, Orissa.

Certification

Efforts are on to link the training providers with national, regional and State level institutions/ agencies like National Institute of Open Schooling (NIOS), Indira Gandhi Open University (IGNOU), Jan Shikshan Sansthan (JSS), State Vocational Training Councils and

Modular Employable Skills (MES) to avail their certification.

Inclusive Approach

Though FVTRS is basically meant for the cause of the dis-engaged youth in an effort to engage them for better chances in life through a skill, it further has to reach out to pockets that are hitherto not opened to the outer world. The cause of sections in religious, sexual minorities, ethnic groups,

riot victims, etc., are to be included apart from fostering/ ensuring protection of various laws that govern the unorganised sector with a rights-based approach. FVTRS has so far succeeded to a great extent in covering young persons from various religious minorities, backward sections like SC, ST and OBC apart from ensuring enrolment of women from these sections.

Linkages with Industries and Other Service Providers

FVTRS facilitates partners, training providers and trained youth to associate with micro-finance institutions, industrial groups, local business communities, entrepreneurs and like-minded organisations to get practical exposure and placement. It also encourages rural and urban youth to acquire skill competencies in accordance with industrial benchmarking.



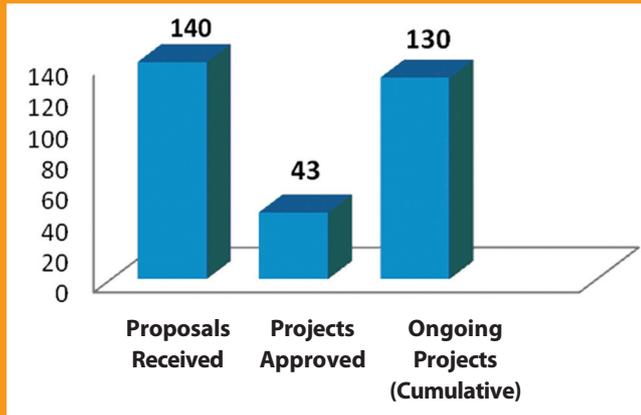
Funding Sources

Misereor has been the only partner agency that supported FVTRS till 2007. European Union too has supported it since January 2007. Apart from organising direct skill training through partner NGOs, other needs as appear in the bye-law are also to be addressed. In the recent past, efforts to mobilise resources from other sources too found to be receiving encouraging results like SCIAF, Scotland; Vodafone India Foundation and ministry of MSME. While SCIAF has shown their consent for Jharkhand for farm-based skill and entrepreneurial training needs through institutional mechanism, Vodafone has shown their interest for EDP training all over India. Ministry of MSME is for rejuvenation of their defunct institutions on EDP located elsewhere in the country. FVTRS has to go through the State government machineries apart from raising 50 per cent of the total running cost.

Project Information 2009-10

Overview 2009-10

Proposals Received	140
Projects Short-listed	63
Projects Approved	43
Projects Closed	77
Projects Completed	25
Projects On-Going	130



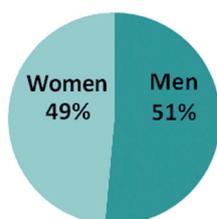
Project Interventions at a Glance

In 2009-10 alone, FVTRS supported 43 regular vocational training projects with a total grant of Rs. 2.1 crore in about 23 States of the Indian Union, providing skill training to 6642 trainees (3226 women and 3416 men). Also, Rs. 2.39 crore was released to 103 projects cumulatively which were funded with previous years' grants, where a total of 21,898 trainees underwent training.

FVTRS, on the request of Misereor, extended its cooperation to make use of the remaining funds available in the tsunami-related rehabilitation projects. Accordingly, three projects have been approved and are being implemented. They will culminate on 30 September 2010.



Gender Distribution of Trainees 2009-10



Projects Fund Flow Details from April 2006 to March 2010

Grant No. and Year	Projects	Amount Disbursed 2009-10
321-900-1208-ZG -2006-07	10	Rs. 14,36,300
321-900-1232-ZG -2007-08	31	Rs. 49,66,650
321-900-1286-ZG -2008-09	32	Rs. 92,00,381
321-900-1319 ZG -2009-10	27	Rs. 76,59,128
321-900-1152-ZG-2005-06 (Tsunami Extn)	3	Rs. 6,53,150
Total	103	Rs. 2,39,15,609

Ongoing Projects 2009-10 (State-wise)

	State	No. of Projects	Trainees		
			Male	Female	Total
1	Andhra Pradesh	1	0	180	180
2	Arunachal Pradesh	1	180	90	270
3	Assam	2	210	270	480
4	Bihar	13	1260	760	2020
5	Chhattisgarh	2	210	60	270
6	Gujarat	2	54	198	252
7	Haryana	3	180	285	465
8	Jammu & Kashmir	1	120	140	260
9	Jharkhand	17	1576	1387	2963
10	Karnataka	14	1655	1086	2741
11	Kerala	10	1050	860	1910
12	Madhya Pradesh	3	255	195	450
13	Maharashtra	7	610	575	1185
14	Meghalaya	1	120	80	200
15	Mizoram	1	60	75	135
16	New Delhi	1	72	140	212
17	Orissa	18	1572	1281	2853
18	Punjab	2	90	270	360
19	Rajasthan	5	330	315	645
20	Tamil Nadu	3	20	310	330
21	Tripura	1	100	60	160
22	Uttar Pradesh	13	755	1164	1919
23	Uttarakhand	2	160	308	468
24	West Bengal	7	560	610	1170
	Total	130	11,199	10,699	21,898

Trades Supported in 2009-10 = 48

Two-wheeler repair
Driving cum mechanic
Auto-rickshaw driving and mechanism
Diesel engine repair
Tractor repair
Motor rewinding
Electronic and electric home appliances repair
A/C Refrigeration
House wiring
Welding
Computer hardware
Mobile Phones, telephone and coin box repair
Amanath land measurement
Plumbing
Carpentry
Ferro Cement Technology
Masonry
Maintenance of agricultural equipments and tools
Agricultural and plant technology
Garden Designing
Vermi-compost making
Beautician
Embroidery
Tailoring
Fashion Designing
Readymade Garments Making
Textile Printing
Appliqué work
Zari Work
Beads Work
Bag Making
Artificial Jewellery making
Carpet Weaving
Cane and Bamboo crafts
Jute Articles Making
Helper for Hospitals & Nursing Homes
Home Based Care
House Keeping
Catering
Sanitary napkins making
Training on Ayurvedic Treatment
Aluminium Fabrication
Fabrication
Fabric Painting
Bar Bending
Tile Fixing
Interior Decoration/Designing
Wall painting and writing

Support from the European Union

'VET for the vulnerable and Marginalised Groups in India'

European Union approved the second project in a row on 'Vocational Educational Training for Vulnerable and Marginalised Groups' for the period from January 2010 to December 2012, with a cost of Rs. 4.6 crore for three years.

The project is meant for Backward Region Grant Fund (BRGF) districts in 12 States as identified by the Government of India. It necessitated the setting up of three regional offices: at Dimapur in Northeast; Jodhpur in western India and Hyderabad for the southern part of the country. A team of nine staff members is in place in the three regional offices and in Bangalore to execute and monitor the project.

EU Partners' Meeting

A meeting of all the new partners of the European Union in skill-training was organised on the sidelines of the National Skill Conference on 22 December 2009. This was attended by 18 participants including EU officials from Delhi. Ms Anita Sharma moderated and Ms Anasuya Gupta from EU Office Delhi facilitated the meeting.



Ms Ellen Pedersen at the EU Partners' Meet

An action plan encompassing the following components was prepared by the participants after group presentations:

1. Mapping of projects (sector, geographical area, strengths and expertise).
2. EU partners e-Group providing a platform of continuous communication and sharing.
3. Sharing of Activity Calendar of training programmes, workshops, ToT and other events by all partners.
4. Meeting with the Director of IGNOU for possible collaboration on a GoI programme.
5. Inclusion of EU's specific priorities in the curriculum.
6. Standardisation of publications.

Completion of EU-supported Project 2007-09

The three-year European Union-supported project for 2007-09 to strengthen vocational training interventions on viable trades and skills for marginalised communities and vulnerable sections of five States of India through two associating Regional Programme Promotion Centres was completed in December 2009. The final round of evaluation and subsequent project reporting has been complied with.

Enhanced capacity-building efforts led to 46 partners delivering training effectively and 6,825 school dropout youth were trained. Resources from local and

government sources to carry out training schemes were also mobilised for the purpose. Tailor-made curricula were developed and used by all partners with EDP as a strong component. Skill-training concerns and aspects reached the excluded sections through project delivery, interface, exhibition, and lobbying, with focus on inclusion of women in training.

Evaluation of EU-supported Project 2007-09

Followed by a pre-evaluation exercise involving RPPC partners, the final evaluation of the European Union-supported project was organised by Misereor. Mr. Ralf Lange of FAKT-Germany led the process and was

supported by Ms Anita Sharm in the process that commenced on 2 March and ended on 17 March 2010.

Evaluators met a few FVTRS Board and Advisory Committee members on 4 March. They visited the EU project operational areas in the east and west of the country from 8 to 12 March to meet a cross-section of stakeholders connected to VET. The evaluation team also met the Governing Board members on 12 March 2010 at Bangalore and updated them about their observations and impressions about the project. Further, a stakeholders' meet was held at Bangalore on 17 March where the findings, mainly on advocacy and lobbying issues, were discussed and suggestions received for improvement.

On-Line Web-Based Communication

FVTRS under the EU-supported project has developed and introduced an on-line web-based communication system.

Data from the three regions of EU-supported project have been uploaded. The on-line system would facilitate to collect, upload and access information, documents, and reports compiled by associating partners of FVTRS. This system would lead to easy accessibility, hassle-free and informative communication among stakeholders, partners, and FVTRS.



Mr. Ralf Lange and Ms Anita Sharma with FVTRS Partners and Staff members

Capacity-building Efforts

Training of Trainers on Entrepreneurship Development

There exists a dearth of resource persons on EDP in the country. FVTRS's effort in this direction is to create a pool of effective EDP trainers, who could be of help to the trainees.

Three ToT workshops were held in Bangalore (14-19 December 2009), Bhubaneswar (4-10 January 2010), and in Siliguri (22-27 February), where 66 project co-ordinators from Orissa, Uttar Pradesh, West Bengal, Jharkhand, Bihar and Chhattisgarh, Rajasthan, Assam, Tripura, Mizoram, Maharashtra and the four southern States participated. Study materials were provided to participants and certificates issued on completion of training. Some of those who have been trained at these workshops are conducting similar programmes in regional languages in their respective States.



Bhubaneswar ToT Programme



Siliguri ToT Programme

It was done in collaboration with Entrepreneurship Development Institute of India (EDII), Bangalore and understanding was reached for preparation of reference materials for trainees.

Management, Communication and Marketing

Workshops in Management, Communication and Marketing were organised for partner-organisations as part of capacity-building efforts of FVTRS.

Mr Christoph Elsner, a management expert from Senior Experten Services (SES), Bonn, Germany led three such workshops: two in Bangalore and one in Kolkata in June 2009. In all, 30 partners of FVTRS took part in these workshops.

Management, communication and soft skills, self-management, marketing and handling internal and external conditions, etc., formed the content of these

workshops. Participatory sessions included group dynamics and analysis, presentations, plenary and group discussions.

A similar workshop was also organised for FVTRS staff at Bangalore.

Skills Training Needs Analysis (STNA) Meet

STNA is an integral training component to fine-tune project proposals that FVTRS receives from new applicants. The objective is to acquaint applicants on the concept of VET, prevailing skill-deficit of the country, significance of market-driven trades, methods and models in skill training delivery with technical and financial aspects of a project.

FVTRS received this capacity from the cooperation it had with GTZ Germany through the Ministry of Labour and Employment, Government of India, three years ago. Mr Felix D'Souza facilitates



STNA Meet New Delhi

these programmes as resource person.

A three-day STNA workshop was organised between 3 and 5 September 2009 in New Delhi and this was attended by 49 representatives from various organisations located in Jammu & Kashmir, Rajasthan, Uttar Pradesh, Jharkhand, and West Bengal. The topics for discussion and analysis were: Methodologies to analyse labour market, importance of various studies by similar doers, developing need-based training curricula, emphasis to incorporate EDP in vocational training, certification, and institutional support to trainees from government and other schemes.

Project Coordinators' Meet

Project coordinators meet is basically meant for monitoring the progress of project implementation. It facilitates sharing and learning among the coordinators to improve project delivery and to effect inputs for effective implementation of the project. A platform is created through these meets for mutual sharing to promote dialogue among partners about intervention plans, strategies,

challenges in implementation and plan on remedial measures.

This year, FVTRS introduced this vital component in enhancing the capacity of its partners.

Two such meets of two days each were organised in Nagpur for partners of western and southern regions (7-8 October 2009) and in Kolkata for eastern and northern regions (21-22 October 2009).

Partners' Exposure and Exchange Meet

Two-day Partners' Exposure and Exchange Meets were held at Nagpur on 9-10 March and at Ranchi on 12-13 March. Fifty-five representatives including chief functionaries, coordinators, and



Nagpur Exposure Visit

instructors of partner-organisations from the States of Uttar Pradesh, Chhattisgarh, Madhya Pradesh, Jharkhand, Orissa, West Bengal, Maharashtra, and Karnataka participated.



Ranchi Exposure Visit

Mr. A .D. Ramteke, Additional Dy. Commissioner of Nagpur Municipal Corporation inaugurated the Nagpur programme. Participants visited the training centre run by Church of North India Social Service Institute (CNI-SSI) – a partner agency of FVTRS - and interacted with trainees, instructors, and co-ordinators. Participants visited Butibori Manufacturers' Association, an industrial area that is situated 40 kms. from Nagpur and industries in and around this area. It helped them understand issues in certification, placement, skills-set and recent employment trends in industries.

In Ranchi, participants went to training centres of Chotanagpur Sanskritik Sangh at Ranchi and Vocational Training Centre (VTC) at Lacharagarh in Jharkhand. A group of entrepreneurs shared their experiences in various ventures of readymade garments centre to the visitors who could offer employment to others.

A Skill and Will Supported Them

Of the nearly 22,000 trainees who underwent training in various trades, there is none who has been left on the margins. They have all raised their standards of living and have become proud bread-winners for their families. Some have become entrepreneurs.

Profiled here are some of those men and women who challenged poverty and sought to extricate themselves from its vicious grip.

Dreams were all that they had. FVTRS played the ideal role of linking the dreamers with opportunities.



Jaykiram Brahma, a school dropout youth at class 9 was looking for a suitable skill to support his family. His father is a marginal farmer. Eventually, he learned from his friends about the vocational training courses run by Sundargarh Gramya Unnayan Pratisthan (SGUP), Sundargarh-Orissa and decided to learn driving there. He is now employed as a driver on a salary of Rs 4,000 per month. Jaykiram is saving all the money he can with a view to take a loan to buy a lorry and be on his own.

she applied for the 3-month hand-block printing training programme when the organisation started courses in various trades. The training she received enables her to help her husband with his work and together, they are now earning a comfortable income to run their family. They also plan to expand their business because of the skill and confidence that Rajiya got after the training.



Mandangi Kosai has been working as a construction labourer since she was 13. Her father was earning Rs 50 a day as an agricultural labourer, but it was seasonal.

situation, being unable to meet their daily needs. It was then that Anima decided to enrol herself for the six-month tailoring course run by South Vihar Welfare Society (for Tribals) in Jharkhand. She learned to stitch skilfully and now specialises in tailoring school uniforms and ladies' dresses. Today, she is working from her home and earns around Rs. 1,500 per month.



Purna Chandra Mahanta, hailing from a household of daily-wage-labourers, is now a familiar face in his locality. He runs a goods-carrier (auto-rickshaw) that he bought by taking loan from the bank after completing the driving course at the vocational training school conducted by SGUP, Sundargarh-Orissa.



Sanjay Baitha, 19, a school dropout youth after class 9, hails from a family of daily wage labourers. He took admission in the first batch of Mobile-repairing training course introduced by Karra Society for Rural Action, Ranchi, Jharkhand.

Mandangi had to quit her studies and start working to supplement family income. She was beginning to lose all hope for a decent life as she had no vocational skills. It was then that she heard of the vocational training courses conducted by Ankuran in Rayagada, Orissa. Mandangi enrolled for the 3-month masonry course. Now she is working as a semi-skilled mason and earns Rs 140 a day.



Birendra Marandi, 21, hails from a tribal community of Nala block of Jamtara district of Jharkhand. He left studies after class 7 and started working as an assistant to a mason to support his family.

Purna Chandra is now able to support his family of eight members with his monthly earnings of Rs 3,500-4,500. He has also paid back the loan.



Rajiya Banu is a young married woman who hails from a poor family. Her husband is dye-worker, working from their home and his income was too small to meet the needs of the family.

Being trained in the trade, Sanjay joined a mobile-repair shop in the locality with a monthly salary of Rs. 900. Within two months, he got another job in a mobile showroom on a salary of Rs. 2,000 per month. Now, his image has changed from a roamer to a responsible person in the neighbourhood.



Anima Tete is not as old as she looks! She is just 30. She hails from a poor tribal family and was burdened with the responsibility of supporting her family of five. They lived in near-poverty

Seeing the acute shortage of water and the need to get the dysfunctional water pumps repaired, he decided to try his hand at plumbing. This led him to Onkar Seva Sansthan in Jamtara, where enrolled himself for the four-month course in plumbing. On successful completion, Birendra was able to get plumbing assignments in his locality, which fetches him Rs 1,800 a month.



Sk. Ismail, 21, started his own workshop for repairing and servicing mobile phones, mobile repair and servicing, thanks to the skill and guidance he got from the six-month training in electronic goods repairing at KPCWA, Howrah, West Bengal. His father is proud of his son, who now supports the family.



Poverty and daily struggle for survival has motivated **Sultana Khatun**, 18, to learn and earn. She is from Khardah village Amta block, Howrah, West Bengal. She got trained in zari-work and started working on piece-rate basis. Sultana is now earning Rs 1600 per month and is dreaming of setting-up a 'zari-work-centre' on her own.



Benu Kishan makes wrought-iron furniture for household use, a skill that he acquired during a six-month training in welding at SGUP, Sundargarh-Orissa.

He is now working in a welding workshop and getting a monthly

salary of Rs 4,000. Earlier, Benu, having studied only up to Class 7 was struggling as a daily-wage-labourer. Now that he is able to put aside some money, he is planning to start his own workshop very soon.



Rajkumar Bhaga is a 9th class school dropout who became the sole bread-earner at the age of 23. Although he was capable of shouldering the responsibility of supporting his family, he was idling and occasionally helping his father sell milk in the locality.

Training programmes conducted by the Karra Society for Rural Action, Ranchi, Jharkhand came as a ray of hope to him. He enrolled himself for the three-month training course in electrical mechanism. After the training, he started working in an electrical shop situated in the market of his locality. Now, he earns Rs. 2,000 a month.



Ruksar Praveen, 18, a school dropout at class 8, now contributes to the family income. She got trained in bag-making and joined the production unit of Karra Society of Rural Action, Ranchi-Jharkhand. She earns Rs 900 per month.



Anjum (20) is from a minority community who had to stop her studies after class 9 to look after the house and her younger siblings. She came to know about the 3-month vocational training beauticians course run by South Vihar Welfare Society (for Tribals) in Jharkhand and decided to join the course.

On completion, she got a job in a beauty parlour. She is also taking orders for bridal make-up and is earning Rs. 3,000 to 3,500 per month. Unlike the women in her locality, Anjum goes out to work and enjoys the status of a reputed beautician in her locality, all because of her skill and determination.



Suko, 19, belongs to the Turi tribe that lives in the forest. Children of this forest tribe do not go to schools due to poverty and accessibility reasons. Despite all odds, Suko attended school up to 5th standard. Afterwards she started working with her parents, making bamboo products, the only livelihood option of the household.

On learning about the bamboo craft course run by South Vihar Welfare Society in Jharkhand, she joined the course and learned

the intricate art of bamboo craft. She is planning to set up a unit to make and sell bamboo craft products with support from the Ministry of Textiles and Handicrafts Development.



Rajwinder Kaur, a native of Kawe village in Amritsar, is a school dropout at class 5 and was idling at home when she heard of the skill training courses being conducted by Sacred Heart Convent in Amritsar.

Rajwinder enrolled herself for three courses and acquired skills in tailoring, tie-dye, and fabric painting. She is now working from her home and earning Rs 100 to 150 a day, which is a big boon for her parents.



SELF-EMPLOYED WOMEN

Kasuti, a traditional art work has become the source of income to the poor rural women and girls of Shiggoan taluk of Haveri, Karnataka. They are all school dropout youth, belonging to backward and marginalised communities. CHINYARD, an organisation offering vocational training programme for school dropout youth and women, has been able to attract a number of such people to acquire skills and earn a livelihood.

Kumari Renuka Basvantaappa Dodamani (19) a school dropout at class 7, is one among them. She is now earning Rs 1,500 per month and has joined the Shri Annapurneshwari Karnataka Kasuti SHG. Kasturi Vasant Koti (30), a mother of two children and Anita Mahaveer Chouti (28) are also self-employed because of this traditional artwork skill.

Advocacy and Lobbying Efforts

Regional Promotional Consultations

FVTRS regularly organises regional promotional consultations across the country with the objective of communicating the relevance and need for vocational training interventions for school dropout and illiterate youth in the unreached segments by highlighting the plight that is meted out to the unorganised sector.

It provides a platform for all to get sensitised on the issue of skill shortage, availability of government and MFI schemes and by other players and, in the process, motivate the participants to support and get

involved in skill training initiatives. Information-sharing on the nature and type of the unorganised labour that exist in local regions, feasible trades for replication, and local challenges are captured in the discussions and documented.

Seven regional promotional consultations were organised at Raichur, Karnataka on 28 July 2009; at Dimapur, Assam on 25 November 2009; at Darjeeling on 27 November 2009; at Kolhapur, Maharashtra on 20 January 2010; at Dharwad, Karnataka on 2 February 2010; at Vijayawada, Andhra Pradesh on 17 February 2010; and at Agra on 24 March 2010. Three-hundred-and-fifty-two participants from NGOs, civil society groups, stakeholders from

government, micro-finance institutions and vocational institutions attended these consultations. These consultations enabled FVTRS to identify many effective partners and motivate them to take up skill-training.

National Skill Conference 2009

For the third year in a row, the National Skill Conference (NSC) on 'New Perspectives, Actions, and Challenges in the Unorganised Sector on Skill Development' was held on 21-22 December 2009 at Bangalore. The occasion provided a platform where a wide galaxy of stakeholders met to discuss, deliberate and disseminate information on issues pertaining to skill sector, understand new perspectives, and actions with innovations, as well as the challenges faced by service providers. Best practices were shared by various organisations and successful entrepreneurs, new modules were discussed approaches modified to contextualise skill training to contemporary perceptions.

Ms. Ellen Pedersen from the European Union delegation office and head of project cooperation, New Delhi was the Chief Guest. The keynote address was delivered by Dr. Ravi Shanker,



Mr Chandrakanth Bellad, MLA, inaugurates the Dharwad Consultation

Director, Jaypee Institute, New Delhi.

Dr. S.S. Jena, Chairman of NIOS; Mr. G.C. Naidu, Director of IGNOU; Mr. Sanjeev Kumar, IAS, from ILO; Mr. S.J. Amalan from the Ministry of Labour and Employment, GoI; Dr. John Blomquist from the World Bank, Fr. Varghese Mattamana, Director of Caritas-India, and Dr. P. Basak spoke during the inaugural session.

An interview session was organised with successful employees and entrepreneurs who articulated their struggles in life, and how skill-training redeemed them.



Ms Ellen Pedersen inaugurating the Exhibition

An exhibition of products made by the implementing partners of FVTRS was inaugurated by the President of FVTRS, Dr. Antony Kariyil.

Dr. P. Basak, Mr. Raja Raman from NABARD, Dr. P.S.N. Rao, Mr. Akash Sethi, Mr Issac Singh, and officials from MSME spoke on various topics related to youth and skill-training during the panel discussions.

Meeting with Karnataka Governor

His Excellency Governor of Karnataka, Mr. H.R. Bhardwaj was apprised about FVTRS activities by the Executive Director and senior staff members at a meeting that took place on the

sidelines of the National Skill Conference 2009. 'It is a new learning for me', he told after keenly listening about the focus group and various initiatives of FVTRS to address skill deficiency in the unorganised sector in the country.



With His Excellency Governor of Karnataka Mr H R Bhardwaj



Releasing the Souvenir. Left to Right: Fr. Varghese Mattamana, Ms Ellen Pedersen, Mr. S.J. Amalan, and Dr. John Blomquist

Building Networks, Cooperation and Strategic Partnerships

Cooperation and Strategic Partnership

Dr. P. Basak, Mr. Albert Joseph and Mr. Felix D'Souza met and held discussions with the Chairman and staff of the National Institute of Open Schooling (NIOS) in March 2010 with a view to explore possible collaboration between FVTRS and NIOS.

Also, held discussions with Mr. S.K. Goyal, Director of MSME, and Mr. G.C. Naidu of the School of Vocational Education and Training at IGNOU for starting exclusive EDP programmes and for academic linkage. The dialogue is in progress with these institutions.



Meeting with NIOS New Delhi

National Workshop on Skill Development

The National workshop on Skill Development for Unemployed Youth was organised by National Institute for Micro, Small and Medium Enterprises (NIMSME) on 29 June 2009 in Hyderabad. The objective was to take stock of skill

development training programmes being organised at the State and national levels and to develop strategies for effective implementation. It was jointly sponsored by the Ministry of Housing and Urban Poverty Alleviation, Gol, and the Ministry of Labour and Employment, Gol.

Discussions on government initiatives for skill development, skill training and creation of self-employment opportunities, and the role of government/ NGOs/ technical institutions were held. Mr. Albert Joseph and Mr. Felix D'Souza participated and presented a paper on 'Innovative approaches in livelihood promotion for unemployed youth'.

National Labour Consultation

Mr. Albert Joseph and Mr. Felix D'Souza made presentations on FVTRS activities for the unorganised sector at the one-day National Consultation on 'Social security for workers in the unorganised sector and issues of migrant labour in India' organised by the National Centre for Labour in Bangalore on 24 July 2009.

Misereor Meet on Youth

Mr. Albert Joseph, Executive Director represented FVTRS in the workshop organised by Misereor from 8 to 10 October 2009 in New

Delhi as a stock-taking exercise on youth interventions in India and for receiving feedback on Misereor activities on its Indian interventions.

InWEnt Training in Leadership

A two-day programme in "Leadership Management" was organised by InWEnt, New Delhi on 2 and 3 November 2009. Mr. Mohan Dhamothran from Germany facilitated the programme and Mr. Albert Joseph, Executive Director, FVTRS participated in the training.

CBCI National Youth Conference

Mr. Albert Joseph, Executive Director, made a presentation on 'Youth in India and FVTRS activities' at the National Conference on 'Youth in Emerging India' at Mangalore on 6 November 2009.

Community Development and Polytechnic

Mr. Albert Joseph presented a paper on 'Skill development and polytechnic' at the conference on 'Community Development and Polytechnic' organised by the National Institute of Technical Teachers' Training and Research, Chandigarh, for Principals and

Directors of Engineering Colleges and Polytechnics on 25 November 2009.

NIPCCD Conference

Mr. Albert Joseph, Executive Director, moderated and chaired the Regional Conference on 'Evolving Efficient Grant Management System' organised National Institute of Public Cooperation and Child Development (NIPCCD) at their Regional Centre at Bangalore on 16 February. The conference deliberated on ways and means of improving cooperation between Government and NGOs in the women and child development schemes.

CII Conference

FVTRS staff attended the Skill Conference organised by CII-Kerala on 'What can government, industry and academia do to bridge the skill gap?' at Cochin on 19 February 2010. The occasion was used to explore possibilities for collaboration between FVTRS and KITCO.

Orissa Regional Forum

FVTRS participated in the two-day regional perspective plan workshop organised by the Regional Forum of Orissa on 25-26 August 2009 at Bhubaneswar. All Bishops of Orissa, along with

their development structure personnel, were present.

Kandhamal Partners' Meet

All seven partners of Kandhamal project met at Bhubaneswar on 27 August 2009 to take stock of project activities initiated at Kandhamal. It was followed by a visit to project areas in Kandhamal.

Possibilities of Cooperation with Various Stakeholders

FVTRS held meetings with the German Embassy official, Misereor and the EU delegation to discuss the ongoing EU-supported project and to explore possibilities for support in the field of skill and entrepreneurial training in India.

Talks have been held with Reddy's Labs (DRL), Hyderabad to identify possible collaboration areas with DRL for utilizing their expertise in placement and skill-training.

Meetings with officials of Skill Development Council, FICCI; ILO Rashtriya Mahila Kosh (RMK) and IGNOU were held to explore partnerships and possible cooperation on micro-enterprise development and certification of courses under the community college system.

Proposals to EDII, Ahmedabad and IGNOU, New Delhi, for entrepreneurship training for project partners have been sent and the same are under process.

CII delegated the assessment/certification of the vocational training courses/trainees conducted by various vocational training institutions in various places of Maharashtra to FVTRS.

SPiN Network Meeting

Skill Promotion India Network (SPiN) organised a workshop on "Disaster Preparedness, Response, Mitigation and Skill" on 28 October 2009 in Madurai. It was facilitated by Dr. P. Basak and convened by Mr. Issac Singh, convener of SPiN. Twenty-six network members took part in the one-day meet.

The programme was organised in an effort to make the members conscious about what is disaster, the skill-sets one should have in the wake of a calamity, and to convey the difficulties the people in the unorganised sector face when disaster strikes.

Efforts in Pursuit of Excellence

Review of Mission Document

A review of the Mission Document prepared in September 2006 for 20 years was done to assess the progress made by FVTRS in the last four years. It was observed that while we have to go a long way in realising all the milestones, we could make significant strides during these four years with the cooperation of the Board, donors, partners, and other stakeholders in the following areas:

- ♦ Be gender-sensitive in all spheres of FVTRS activity – staff, trainees and trades.
- ♦ Become a consulting agency for ILO, MoLE and CII.
- ♦ Open three regional centres in pursuit of an inclusive approach.
- ♦ Engage in advocacy and lobbying efforts for reforms and enforcement of legislations.
- ♦ Establish cooperation with ministries such as the Ministry of Labour and Employment, MSME; and financial institutions such as SIDBI, NABARD, EDII-Ahmedabad and educational institutions such as NIOS, IGNOU.
- ♦ Sign MoU with NIOS for academic vertical mobility of

trainees and for VT certification.

- ♦ Introduce on-line database management system.
- ♦ Achieve independent legal status.
- ♦ Reach out to 23 States of the Indian Union through projects.
- ♦ Have multi-donor funding.
- ♦ Publish a variety of IEC and promotional materials.

Staff Reciprocal and Mutual Action (SRAMA)

This in-house staff capacity-building programme was initiated in September 2009. Each staffer attempts to present his/her viewpoints on a relevant topic of his/her choice, and the exercise has been named as Staff Reciprocal and Mutual Action (SRAMA). This concept has been borrowed from a similar one (Crew Resource Management), whereby the capacity of each staffer is enhanced and pooled to synergise to make the organisation more vibrant and lively.

Staff Education Tour

The three-day education tour was organised from 27 to 29 January 2010. Places of interest such as the St. Francis Xavier' Church, St. Francis of Assisi and Archeological Museum, Spice Plantation



Staff Education

Garden, Aguada Fortress and the beaches of Goa were visited.

Apart from fun and frolic, the occasion was also used to revisit, review and internalise earlier capacity-building exercises on Team Building, Entrepreneurship Skill Development, Communication Skills, and Management, resources for which inputs have been provided by experts.

Study and Research

Study and research, especially at the micro-level, was found necessary to influence the decision-makers while lobbying for the cause of skill-training as evidence-based data. It was felt that there is a paucity of local-level information on labour market, industries, potential employers, youth perceptions, etc. National data on these factors are found to be uninteresting and irrelevant while talking to stakeholders at micro-level. However, data obtained from the micro-level would be appealing and convincing.

As a start-off, Mr. Albert Joseph and Mr. Felix D'Souza held discussions with Mr. Jagadananda, General Body Member, FVTRS, and Dr. Saroj Mania, Research Consultant on a 'Market Survey and Study on Employable Skills' at Bhubaneswar.

Annual Retreat

An annual retreat was organised for the staff, Governing Board and Advisory Committee members, and selected partners of FVTRS on 18 and 19 September 2009. The objective was to reflect, explore and reposition FVTRS as a competent national player in vocational training. Dr. Antony Kariyil, President of FVTRS, moderated the two-day sessions.

Presentations on relevant topics that included challenges in VET as faced by the country today, RTI Act and its implications for FVTRS partners, Advocacy and Lobbying, Resource Mobilisation, Monitoring and Evaluation of projects, and how Regional Marginalization leads to Movements and on inclusion



Mr Nikhil Dey Delivers the Lecture

issues were presented and discussed.

An action plan was drawn up on the four thematic areas, namely:

- ♦ Ownership and sustainability at micro- and macro-level with increased focus on linkages.
- ♦ Implications of the RTI Act for all concerned.
- ♦ Participatory reflection on Monitoring & Evaluation processes.
- ♦ Strengthening FVTRS at the national level.

Bro Jose Memorial Lecture

A memorial lecture in memory of late Bro. Jose Vetticattil, founder-president of FVTRS was organised along with the annual retreat on 18 September 2009 on the occasion of his fourth death anniversary.

Mr Nikhil Dey of the Mazdoor Kisan Shakti Sangathan delivered

the lecture on 'NREGA and the scope of the Act in the lives of the unskilled people' based on his experiences in Rajasthan. Civil society activists, NGOs in Bangalore, government officials, media, Board members, partners and staff of FVTRS took part.

Mr Nikhil Dey spoke on how NREGA and RTI, two historical legislations that came into existence in the recent past: one to ensure working rights with minimum wages for the rural poor and the other that empowered citizens to seek information. He emphasised the role of civil society bodies, NGOs, and voluntary agencies in streamlining their efforts, programmes and training to ensure legitimate use of both the legislations.

Dr. Antony Kariyil, President of FVTRS, presided over the meeting and Mr. Jagadananda, State Information Commissioner, RTI Orissa, moderated the discussions.



Annual Retreat 2009

Governance and Staff

A full-fledged seven-member Governing Board has been constituted in addition to a 15-member General Body as per the bye-laws of the Society. An Advisory Committee was also formed with four members. A four-member Project Selection Committee constituted out of members of the Governing Board is also in place.

Members of the FVTRS Governing Board met four times during the year - in May, July, and October of 2009 and in March 2010 in addition to the Annual General Body Meeting in July 2009.

Dr. Antony Kariyil was elected President and Mr. Roy D'Silva as Vice President of the Society at the AGM held on 17 July 2009 at Bangalore. Bishop Sebastian Adayanthrath from Ernakulam and Ms. Gazala Paul from Ahmedabad have joined as new members of the General Body.

Project Selection Committee Meetings

The committee met four times during the year on 26 May, 19 September and 30 November (2009) and 12 March 2010 for scrutiny and selection of project proposals. Forty-three projects were approved during the year at a cost of Rs. 2.1 crore.

Members of the Governing Board and General Body

Name	Designation	Place
Dr Antony Kariyil	President	Cochin
Mr Roy D'Silva	Vice-President	Bangalore
Fr Varghese Mattamana	Treasurer	New Delhi
Sr Sudha Varghese	Member	Patna, Bihar
Dr P Basak	Member	Kolkata
Bishop Sebastian Adayantharath	Member	Cochin
Ms Daisy Narain	Member	Patna, Bihar
Bishop A M Chinnappa	Member	Chennai
Dr Hubby Mathew	Member	Peermade, Kerala
Ms Koely Roy	Member	Kolkata
Mr Roshan Rai	Member	Darjeeling
Mr Jagadananda	Member	Bhubaneswar
Ms Gazala Paul	Member	Ahmadabad
Dr Joseph Sebastian	Member	New Delhi
Advisory Committee		
Mr Vishwas Philip Jadhav	Member	New Delhi
Mr Binoy Acharya	Member	Ahmedabad
Mr Ashok Kumar Singh	Member	Lucknow

Procedures and Formalities

A Human Resource Policies and Employee Service Rules came into effect at the organisational level. FVTRS has completed all procedures under Shops and Establishments Act, Professional Tax Act, and Provident Fund Act. Registrations have been renewed under section 80 G of the Income Tax Act 1961, and Karnataka Societies Registration Act 1960.

FCRA bank account was changed from ICICI Bank to State Bank of India. The past accumulation of PF funds of staff is transferred to Regional Provident Fund office, Bangalore.

Members of the Staff

Bangalore-based Staff

Name	Designation
Mr Albert Joseph	Executive Director
Mr Felix D'Souza	Programme Manager
Ms Arpana Bharti	Documentation Officer
Mr Eldhose Alias	Finance Officer
Ms Noyala Sheela	Finance Executive
Ms Diviana Nayagi G	Secretary: Programme
Ms H Nirmala Rao	Office Secretary
Mr CP Nicholas	Project Monitoring Officer
Ms Usha R	Project Monitoring Officer
Mr Vinod Antony Raj	Liaison cum Transport
Ms Geetha Y	Office Caretaker

The European Union-Aided Project Team

Bangalore-based

Ms Chinmayee Subash	Project Manager
Mr Balakrushna Panda	Asst. Project Manager
Mr Prashanth RB	Central Documentation Officer

In Regions

Ms Aokok Imsong	Regional Manager, Dimapur
Mr Akula Arvinda Rao	Regional Manager, Hyderabad
Mr Raghuveer Acharla	Documentation Officer, Hyderabad
Mr Ankur Kachhwaha	Regional Manager, Jodhpur
Mr D Nageshwar	Documentation Officer, Jodhpur



Members of the Governing Board



Members of the Staff

Receipts and Payments Account for the year ended 31 March 2010 (Consolidated)

Receipts	Amount (Rs.)	Amount (Rs.)	Payments	Amount (Rs.)	Amount (Rs.)
d) MISEREOIKZE, Germany (Project: Promotion of FVT in India) (No. 321-900-1286 ZG) Add: Transfer of closing balances with Caritas India, Delhi	11,899,050.00 <u>720,619.00</u> 12,619,669.00		e) Project: Promotion of FVT in India (No. 321-900-1232 ZG) i) Programme/Admin. Expenses-Bank charges ii) Disbursement as per donor's wish	523.92 <u>4,966,650.00</u> 4,967,173.92	
e) MISEREOIKZE, Germany (Project: Promotion of FVT in India) (No. 321-900-1232 ZG) Add: Transfer of closing balances with Caritas India, Delhi	5,266,950.00 <u>282.00</u> 5,267,232.00		f) Project: Promotion of FVT in India (No. 321-900-1208 ZG) i) Programme/Admin. Expenses-Bank charges ii) Disbursement as per donor's wish	523.92 <u>1,436,300.00</u> 1,436,823.92	
f) MISEREOIKZE, Germany (Project: Promotion of FVT in India) (No. 321-900-1208 ZG)	1,415,875.00		g) Project: Sustainable Livelihood Rehabilitation of the victims of Tsunami in the affected areas of Tamilnadu, Pondicherry, Kerala and Andhra Pradesh (No. 321-900-1152 ZG) i) Disbursement as per donor's wish		653,150.00
g) Caritas India, Delhi (Project: Sustainable Livelihood Rehabilitation of the victims of Tsunami in the affected areas of Tamilnadu, Pondicherry, Kerala and Andhra Pradesh (No. 321-900-1152 ZG)	1,378,828.85		h) Project: Promotion of FVT in India (No. 321-900-1123 ZG) <i>closing balance on completion of the project transferred to Grant No. 321-900-1319 ZG as per donor's direction</i>		288,157.00

continued...

Finance and Accounts

Receipts and Payments Account for the year ended 31 March 2010 (Consolidated)

Receipts	Amount (Rs.)	Amount (Rs.)	Payments	Amount (Rs.)	Amount (Rs.)
h) Caritas India, Delhi (Project: Promotion of FVT in India (No. 321-900-1123 ZG)		288,157.00	i) Project: Promotion of FVT in India (No. 321-900-1166 ZG) <i>closing balance on completion of the project transferred to Grant No. 321-900-1319 ZG as per donor's direction</i>		249,509.00
i) Caritas India, Delhi (Project: Promotion of FVT in India (No. 321-900-1166 ZG)		249,509.00	j) Vehicle maintenance expenses (car insurance/ maintenance)		18,586.00
To Other Receipts: Bank Interest: (Project no. 321-900-1319 ZG) on SB A/C	271,553.00		By Local Payments (Non-FC) - Bank Charges:		129
on Fixed Deposits	224,487.00	496,040.00	By Closing Balances:		26,959,796.06
To Refund from the projects Disbursements:			a) Cash-in-Hand	29,324.00 +	
a) Promotion of FVT in India			b) SBI	69,99,619.06 +	15,90,353.00
b) Promotion of FVT in India	63,000.00		c) Fixed Deposit	1,60,00,000.00 +	20,00,000.00
c) Promotion of FVT in India	31,156.00		d) Rent Security Deposit (Hyderabad, Dimaapur and Bangalore)	3,40,500.00 +	NIL
	378.00	94,534.00		2,33,69,443.06 +	35,90,353.00
To Local Receipts (Non-FC):			Total		68,917,406.75
Schedule - 'I'					
Total		68,917,406.75			

Place: Bangalore
Date: 14/07/2010

for Functional Vocational Training and Research Society

(Albert Joseph)
Executive Director

(Fr. Varghese Mattamana)
Treasurer

vide our report of even date annexed
for Vittal Rao Kalliswaran & Co.
Chartered Accountants

(L. Vittal Rao)
Proprietor

News on Finance/Accounts handling

Quality Accounts

A one-day in-house orientation programme on good accounts governance was facilitated by statutory auditor Mr Vittal Rao on the financial, accounting and legal procedures concerning FVTRS as a separate entity on 10 November 2009. Ms Diviana Nayagi Secretary Programmes, Mr Eldhose Alias Finance Officer and Ms Noyala Sheela, Finance Executive attended the programme.

Diligence Auditing

The statutory auditor of FVTRS has carried out a diligence auditing on all FVTRS grants to comply with accounting norms

Accounts Review by Misereor Auditor

Mr Diogo Ferreira, Auditor from Misereor along with Mr K R Sebastine from Caritas India visited FVTRS from 2-5 March 2010 to review accounting processes and procedures and agreed on future compliances as regards Misereor grants, including financial reporting system in an effort to mainstream and straighten records. FVTRS adheres strictly to the recommendations regarding various grants and its year-wise use.

Learnings and Challenges

Small Money for Small People

Success depends not always on the quantum of money that we shell out. It was felt on many occasions that the small funding assistance that FVTRS renders to partners can really make a perceptible difference in the lives of the poor youth if dynamics in project implementation are well taken care of. Constant hand-holding (read not as monitoring) is essential.

Short-term Training Courses

In a vast ocean of underprivileged, unemployed youth situation, aspiring for long duration courses is perhaps a folly that can only result in isolating and creating only a few islands of prosperity. The need of the hour for any serious doer of skill-training is to look forward to short-term courses that pay dividends with minimum investment, opportunity costs, and other hassle-free enrolment environment.

More ESD Skills Needed

FVTRS should spend more of its time on development of entrepreneurial skills in trainees as 70% of success depends on life-coping, soft and social skills.

Need for Trade Diversification

There are about 60 trades that FVTRS had adopted in the past. There are more new trades to respond to more effectively to provide opportunities in all sectors. Skill saturation and the resultant stagnation could be possible fall-outs that adversely affect the progress of the work. FVTRS should embark on an aggressive mission for trade diversification uniting all stakeholders. Sectoral skill sets needs are also to be addressed

Customised Data

Paucity of local knowledge/ information on employable trades, employers, their needs, and opportunities tend FVTRS ending-up quoting archaic

national data that are not relevant and interesting to local stakeholders. FVTRS has to facilitate and collate up-to-date data on the above aspects to be more effective in promotional consultations/interfaces and also while discussing issues with decision- and policy-makers.

Dearth of ESD Trainers

The country is facing a serious crisis due to lack of trainers in this field. While trainers promoted by ILO and EDII-Ahmedabad are available for business and micro-enterprise development in the country, trainers are conspicuously absent to communicate to the rural youth in a language that is comprehensible and understandable for mini-enterprises and in business.





Functional Vocational Training & Research Society

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