

FVRS

Making Underprivileged Youth Employable

Annual Report
2012-2013

Contents

From the Executive Director	1
Projects and Project activities	2
Project intervention Details	3
Collaborative Ventures	7
Promotional Activities/Strengthening of Partnerships	8
Governance	11
Audited Accounts	13
Photo Gallery	16
FVTRS in News	17

Acknowledging the support of our collaborators

- **Misereor, Germany**
- **The European Union**
- **International Labour Organization (ILO), India**
- **National Institute of Open Schooling (NIOS), Govt. of India**

From the Executive Director

The year gone by was full of Entrepreneurship Development Programme activities implementing various modules of International Labour Organisation (ILO) training in association with ILO. FVTRS could make use of the cooperation with ILO for translating its various modules from English to Hindi thus making the scope and access to the vast mass of youth in India. The year also saw successful completion of the European Union project (2007-2012). FVTRS could play a crucial role as the lone agency being associated with the EU, later on joined by another nine more agencies. We are all the more happy and grateful to the European Union for grasping the power of local contribution as a sustainability measure to emanate from people as an organic process from within.

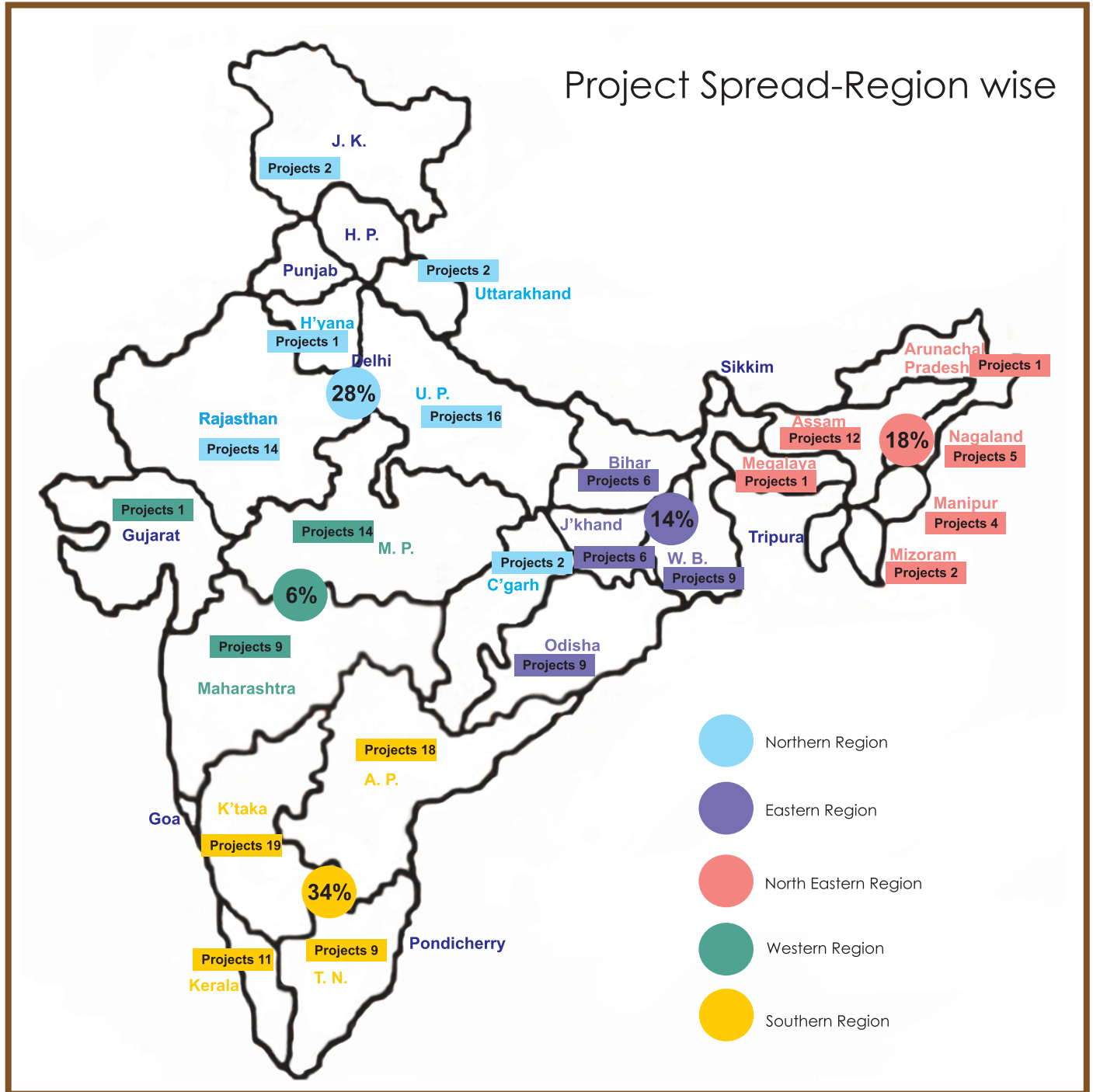
We could in this year ear-mark on a novel way of reducing precious resources of partners and staff travel by way of introducing partners' interview. The occasions were very helpful for the prospective partners to visit FVTRS office on any Monday with their proposals, present and defend their cause. The occasion was useful for FVTRS to know the partner, his depth of knowledge on vocational training and to take a decision mutually whether it is worth or not.

There was perceptible positive change as regards the coverage of the focus community. In the year we could support more than 40 trades. We have to admit however that we are lagging behind as regard to agriculture and we are trying to motivate our partners during consultation meetings and national assemblies. As regard to the increase in self-employment/employment there is 71 per cent achievement. We use this opportunity to express our extreme gratitude to Misereor who is our main funder and the EU, ILO and National Institute of Open Schooling (NIOS) and all our internal and external stakeholders. All the more we are grateful and thankful to the wonderful training where we could effect 71 per cent both as employment and self-employment with an average income of Rs.6000 per month. We are very happy to note that the NIOS enrolment with the accredited partners is increasing with higher number.

FVTRS is grateful to the honourable Governing Board and Advisory Committee members for their timely advice and guidance. Let us together continue our mission of making the underprivileged youth employable with decent income.

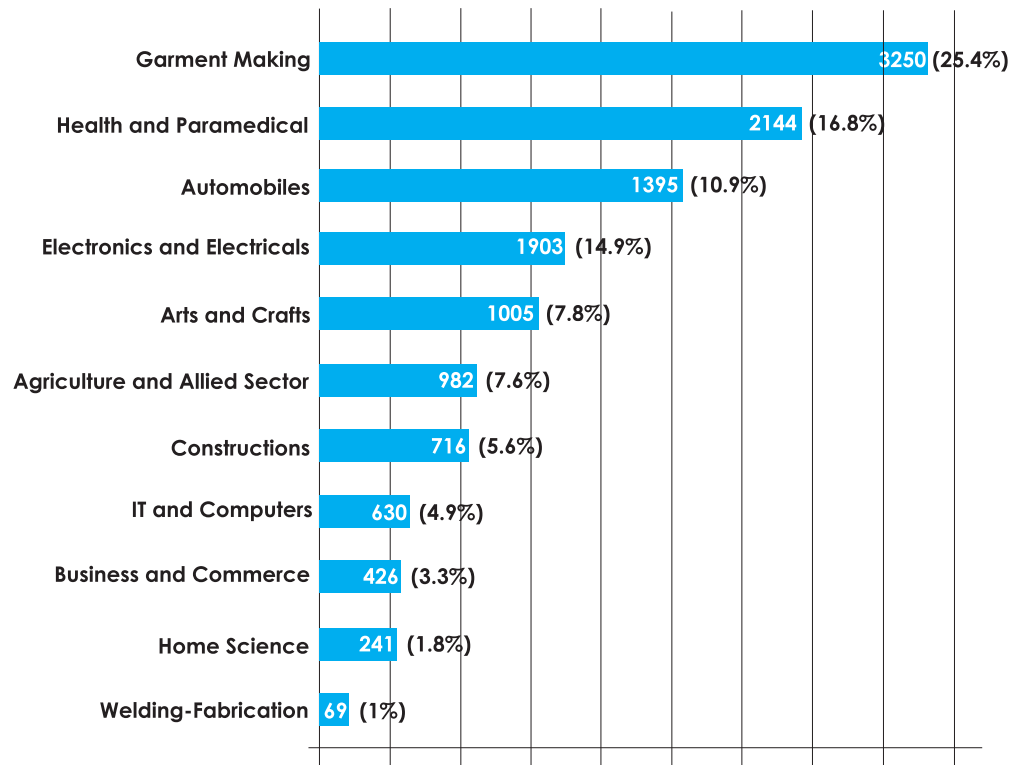
Albert Joseph

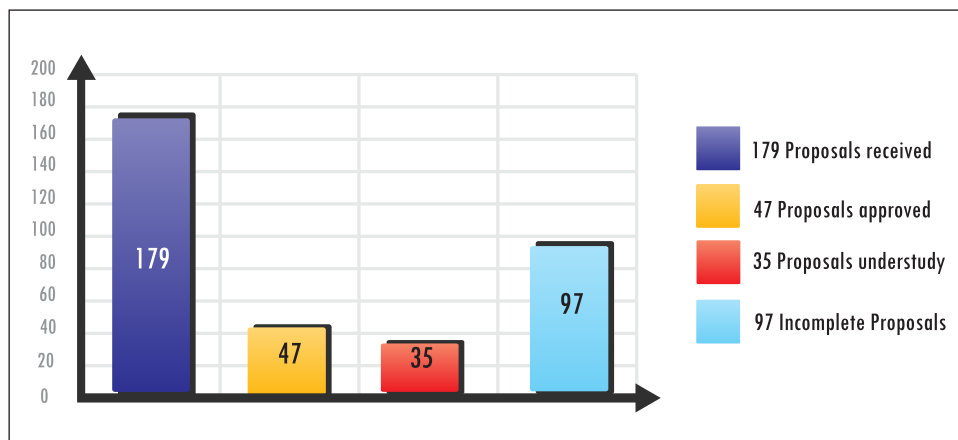
PROJECTS AND PROJECT ACTIVITIES



PROJECT INTERVENTION DETAILS

Region	State	Projects	Men	Women	Total
North 28%	Uttar Pradesh	15	477	916	1393
	Rajasthan	14	461	719	1180
	Uttarakhand	2	41	94	135
	Madhya Pradesh	14	421	825	1246
	Harayana	1	0	0	0
	Jammu & Kashmir	2	112	230	342
	6	48	1512	2784	4296
East 17%	Jharkhand	6	122	361	483
	West Bengal	9	234	452	686
	Bihar	6	165	300	465
	Chattisgarh	2	40	23	63
	Orissa	7	359	444	803
	5	30	920	1580	2500
North East 15%	Nagaland	5	96	150	246
	Arunachal Pradesh	1	15	20	35
	Mizoram	2	8	97	105
	Meghalaya	1	0	0	0
	Assam	12	415	661	1076
	Tripura	1	45	60	105
	Manipur	4	101	235	336
	7	26	680	1223	1903
West 6%	Maharashtra	9	507	341	848
	Gujarat	1	48	82	130
	2	10	555	423	978
South 34%	Kerala	11	218	556	774
	Andhra Pradesh	18	553	984	1537
	Pondicherry	2	52	138	190
	Tamil Nadu	9	113	332	445
	Karnataka	19	611	771	1382
	5	59	1547	2781	4328
Grand Total	25	173	5214	8791	14005

Youth Trained in Various Sectors/Trades – Misereor-EU Projects (14005)



Information on Proposals:

FVTRS received 179 new proposals from development agencies during the reporting period, of which 47 proposals (26 per cent) were approved while 97 proposals (54 per cent) were found incomplete. 35 proposals (20 per cent) were being processed for further action

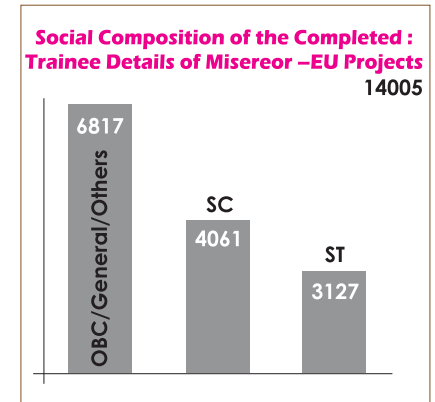
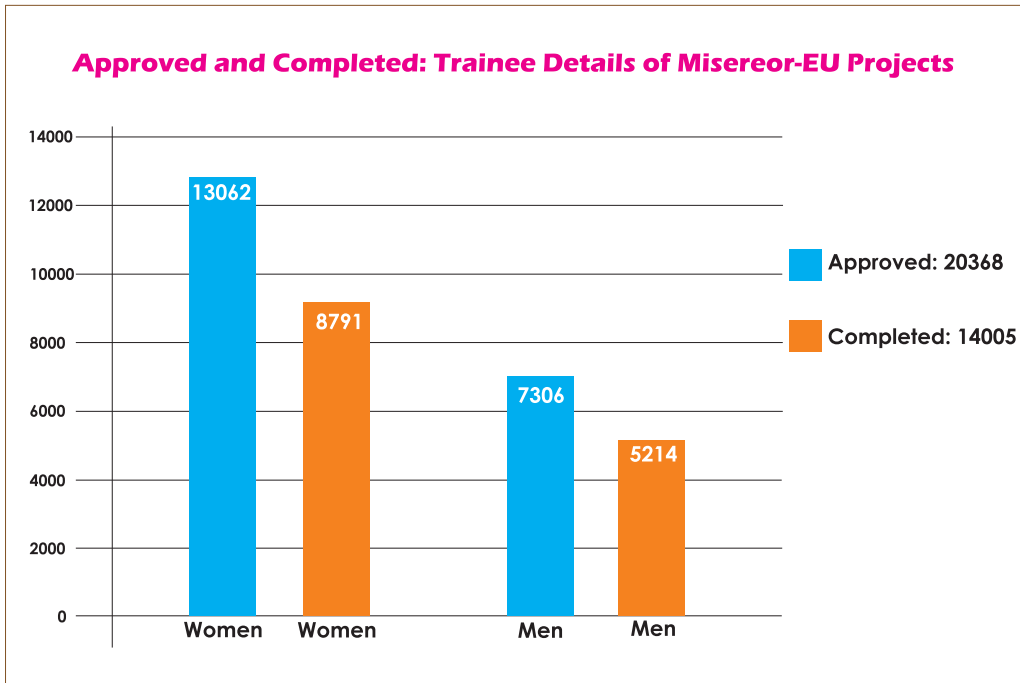
Statistics of Projects as on 31-03-2013

Project	No.	Amount (INR)	Men	Women	Total
MISEREOR	47	25,200,000	5,840	11,189	17,029

Approved Projects: A total of 47 projects were approved during 2012-13. The cost of these projects is Rs.2.52 crore. The total number of trainees is 5145 (Men-1560 and women -3585).

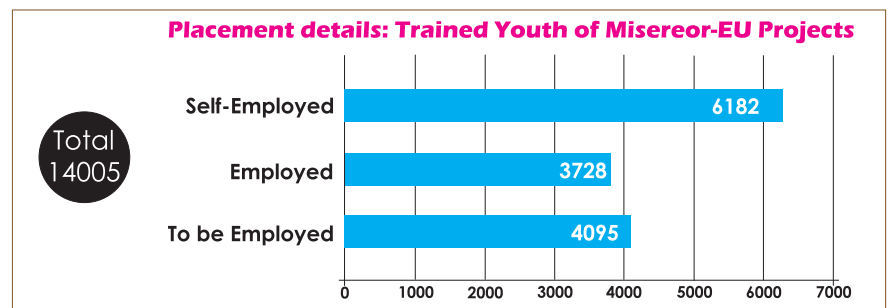
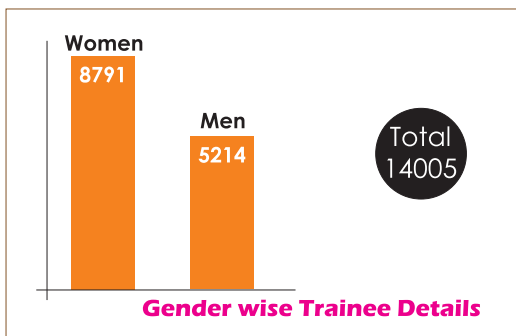
Trainee Details:

During the year 2012-13, a total of 17,029 trainees were enrolled and underwent skills training. Women trainees are 11,189 and the men trainees 5,840.



Placement of Trainees:

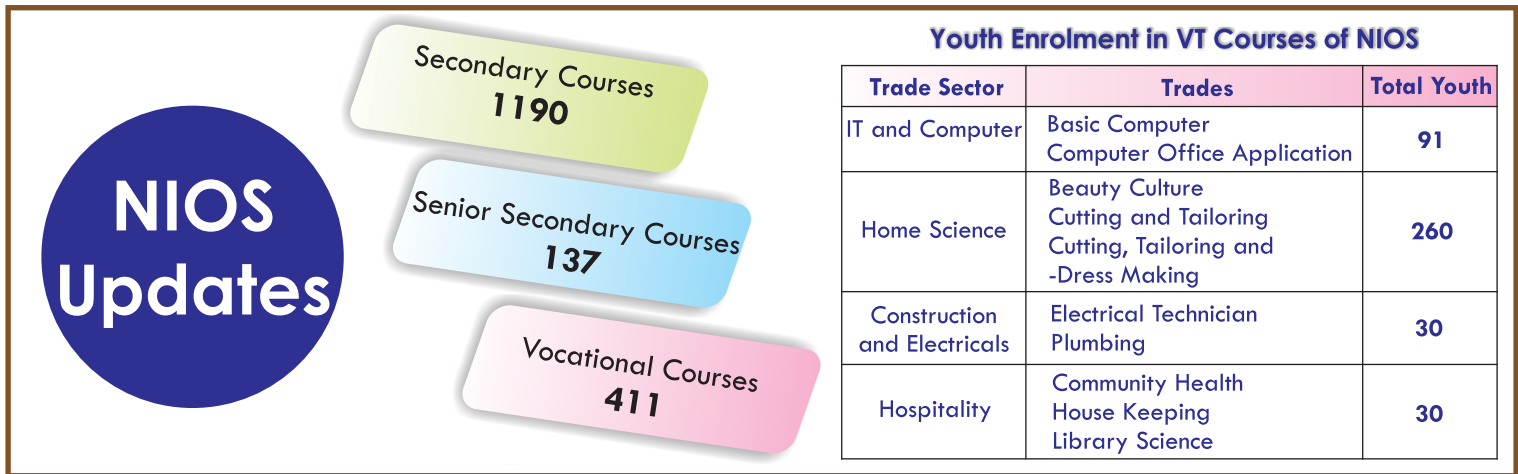
14005 youth have completed their skills training in various trades under Misereor-EU projects. 6182 trained youth are self-employed while 3728 are employed. The remaining 4095 trained youth are yet to find employment/self-employment.



COLLABORATIVE VENTURES

FVTRS collaborates with various like-minded national/international agencies with an objective of making its presence known at various levels and to make skill training a vibrant movement in line with Green and White Revolutions.

Activities	NORTH	SOUTH
MSME Cooperation	1	0
RUDSETI Meet	0	1
Senior Experten Services - German model of VT	1	1
Total	2	2



Outcome:

- Discussed on the possibility on MSME and EDP cooperation and proposed for a meet on National Policy on Entrepreneurship Development. MSME is taking the initiative to draft a policy on this score.
- Explored the possibility of future collaboration with RUDSETI
- Representatives of 30 partner organisations participated in the workshop that consolidated the action plan on transferring applicable methods of German dual system of VT to the unorganised sector (UOS) through informal training programmes India.
- Sorted out many irritants and simplified the processes for the advantage of accredited partners.
- NIOS cooperation has absorbed 1738 school dropout youth.

PROMOTIONAL ACTIVITIES/STRENGTHENING OF PARTNERSHIPS

The objective of the promotional activities is to sensitise non-profits and other stakeholders on the need for skill promotion and in the process identify potential partners to implement skill training project. PIP meetings and ToT on SYB and GYB were organised in order to capacitate the partners in the areas of skill training and to enable the trained youth to become successful entrepreneurs.

Activities	NORTH	EAST	WEST	SOUTH
Promotional Consultation	1	2	0	4
Project Implementation Planning Meeting	1	1	0	3
Discussion Meet	1	0	0	0
Training of Trainers	1	0	0	0
Start Your Business and Generate Your Business training programmes	17	4	2	6
Projects Evaluation	2	0	0	0
Financial Monitoring	5	0	0	0
Total	28	7	2	13

Accomplishment:

- 236 non-profit representatives, civil society, industries, corporates, academic, financial and educational institutions and government departments have been sensitised on the skill deficit scenario and the need for skill promotion.
- As a ripple effect, the participants of these events have spread the message to others. There have been more takers of skill training. Also a network of these non-profits has been created.
- A new bonding has also been created between FVTRS and the new partners. The network among the partners has been strengthened. The partners have gained knowledge on the reporting and communication procedures.
- The partners were capacitated on subjects like trainee/trainer selection, quality training, EDP, linkages with MFIs, placement of trainees, follow-up mechanisms etc. The quality of the skills training has improved phenomenally.
- 669 youth benefitted from the SYB and GYB programmes and learnt to set up their own enterprises and also improve them.
- 4 FVTRS staff became trainers and conducted EDP training programmes in two regions.
- Key findings of the projects evaluation have been disseminated to partners through news bulletin.
- The strengths of the studied projects have become models for other partners. The gaps have cautioned partners to implement their projects in an efficient manner.
- The overall quality of accounting has improved at the level of partners. Quality financial reporting is done by partners.

Milestone in Capacity Building

FVTRS organised Youth and Entrepreneurs' Conventions to enable the underprivileged youth to enroll themselves for skill training and become employable, especially to set up their own enterprises. Regional Market Fairs were organised to create marketing linkages for the products of the trainees. Three FVTRS staff undertook exposure visit to Europe and some selected partners visited certain project locations near Pune. Founder Memorial Lecture's objective is to honour the Founder-President and make use of the occasion to build the capacity of various stakeholders on relevant social issues. Through National Skill Conference FVTRS spreads the idea of skills training among various stakeholders. Through advocacy-lobbying activities FVTRS ensures future support from government departments to take the skill training mission forward.

Activities	NORTH	WEST	SOUTH
Youth Convention	1	0	1
Entrepreneurs' Convention	1	0	1
Regional Market Fair	1	0	1
Exposure Visits	0	1	0
Workshop of Focus Group	0	0	1
Advocacy-Lobbying	0	0	1
Total	3	1	5

National Events

Activities	SOUTH
Annual Retreat	1
Founder Memorial Lecture	1
National Partners' Meet	1
National Skill Conference	1
Total	4

Outcome:

- 165 youth from Madhya Pradesh, Rajasthan, Tamil Nadu, Karnataka and Andhra Pradesh were sensitised on the importance and various possibilities of skills training. These youth later attended skills training organised by FVTRS partners.
- The participant youth motivated other school dropout youth to attend skill training. More youth were enrolled in skill training programmes.
- 185 trainees understood various aspects of entrepreneurship, availing loan for own enterprise, customer relationship, importance of soft skills and development of inherent abilities/skills.
- Percentage of self-employed trainees has increased.
- 22 partner organisations showcased the skills of the school dropout and illiterate youth by exhibiting their products and in the process the skills of the school dropout youth were recognised and honoured.
- Trainees and partners understood the importance on manufacturing quality products, packaging, branding and marketing. New marketing linkages were created.
- Three FVTRS staff learnt new methods of Vocational Education Training implemented in Europe.
- 11 partners studied and understood the linkage models of skills training. They plan to implement such model in their areas.

- 130 partner organisations, Board members and FVTRS staff have increased knowledge on critical issues, concerns and challenges during the implementation of vocational training projects.
- Sensitised on the promotion of a network, making skill development more attractive in newer fields, data collection for lobby and advocacy, developing strategies to reach the unreached sections in Jharkhand, Chhattisgarh, Uttar Pradesh, Madhya Pradesh, Bihar and Odisha.
- Initiated the process of developing 40-50 partners as strategic partners of FVTRS to identify the skill training needs, dreams and aspirations of the youth and to work as advocacy groups of FVTRS in all the States.

ORGANISATION /STAFF DEVELOPMENT

At regular intervals FVTRS builds the capacity of its staff and partners in order to improve the quality of work and skill training programmes.

Activity	EAST	SOUTH
Workshop of FCRA	0	1
Human Resource Management	0	1
Staff Development Training	1	0
Staff Study Tour	1	0
Total	2	2

Results:

- Human Resource Management dynamics have been effectively mainstreamed in some selected partner organisations.
- The training programmes have increased the confidence level of the staff to make effective presentations, given more knowledge on skill related issues, project proposal writing, FCRA-Income Tax matters, strengthened the team spirit and improved the quality of their work.

GOVERNANCE

Annual General Body Meeting (AGBM)

The AGBM of FVTRS was held at Bangalore on 15 June along with Governing Board and an Extra-Ordinary General Body meeting. Annual report, plan of action, budget for 2012-13 were approved.

A Consultation Workshop on Focus Group of FVTRS

was held together with partner organisations of FVTRS, Board members and other stakeholders. Ms Koely Roy, Vice President, Dr Ghandi Doss, Treasurer and Dr J Alexander IAS (Retd.), Advisory Committee Member of FVTRS participated in the discussion along with 12 partner representatives from across the country. The meeting proceedings were presented to the Board for a final decision. The Board decided that FVTRS should continue to focus only for the skill up-lift of the most underprivileged and marginalised youth who are by and large early school leavers and non-school goers.

Project Selection Committee (PSC) approved a total of 47 projects to the tune of Rs.2,54,13,450 during the financial year.

Financial Monitoring of FVTRS Project

The auditor of FVTRS, Mr Vittal Rao has visited five projects supported under both Misereor and European Union in the States of Rajasthan and Maharashtra from 3-7 December as part of financial monitoring of projects. Dr. Ghandi Doss, Treasurer, FVTRS visited FVTRS Regional office at Dimapur, Nagaland and nearby projects.

Strategic Partnership and Fund Raising Efforts

FVTRS delegates consisting Dr. Ghandi Doss, Treasurer, Dr J Alexander IAS (Retd.), Advisory Committee Member and Mr Albert Joseph, Executive Director FVTRS held a series of meetings in the month of November and December 2012 with ministers, government departments, NGOs, civil society organisations, funding agencies regarding various matters pertaining to skill training in New Delhi.

- Issues concerning to skill development and non-payment of PF by companies were taken up with Union Minister of Labour and Employment (MoLE), Mr Mallikarjun Kharge and Minister of State for MoLE Mr Suresh Kodikunnil. The latter has replied to the matter as being followed up.
- Discussed various possibilities of financial cooperation between FVTRS and Axis Bank Foundation in a meeting with Mr Kaustav Majumdar, Sr. Vice President of Axis Bank at New Delhi followed by discussion with Mr L Babu Joseph in Mumbai.
- Held discussions with Mr JP Rai, the former Executive Director of Prime Minister's Council and present Director General of National Skill Development Agency on various skill development issues.



Staff of FVTRS

Misereor Project

Mr Albert Joseph: *Executive Director*
 Mr Felix D'Souza: *Programme Manager*
 Mr CP Nicholas: *Project Monitoring Officer*
 Mr Rosan Minz: *Project Monitoring Officer*
 Ms Arpana Bharti: *Documentation Officer*
 Ms Diviana Nayagi G: *Programme Secretary*
 Ms Noyala Sheela: *Finance Executive*
 Mr Madan Mohan Dass, *Asst. Finance Officer*
 Ms H Nirmala Rao: *Office Secretary*
 Mr Vinod Anthony Raj: *Driver cum Liaison*
 Ms Geetha Y: *Care Taker*

European Union Project (till Dec. 2012)

Mr ML Satyan: *Project Manager*
 Mr Balakrushan Panda: *Asst. Project Manager*
 Mr RB Prashanth: *Central Documentation Officer*

Regional Offices (till Dec. 2012)

Northeast (Dimapur)

Ms Akok Imsong: *Regional Manager*
 Mr Raju Teron: *Documentation Officer*

North (Jodhpur)

Mr Ankur Kacchwaha: *Regional Manager*
 Mr Akhilesh Mishra: *Documentation Officer*

South (Hyderabad)

Mr D Nageshwar: *Regional Manager*
 Mr Mahesh Babu Vanam: *Documentation Officer*

Members of the Board of FVTRS

Governing Board

Dr Antony Kariyil-*President*
 Ms Koely Roy-*Vice President*
 Dr Ghandi Doss LS- *Treasurer*
 Bishop Sebastian Adayanthrath-*Member*
 Dr Joseph Sebastian-*Member*
 Sr Daphne Sequeira-*Member*
 Mr Binoy Acharya-*Member*

General Body

Mr Jagadananda
 Fr Hubby Mathew
 Mr Roshan Rai
 Mrs Gazala Paul
 Archbishop William D'Souza
 Fr Frederick D'Souza
 Mr GS Sethi

Advisory Committee

Mr Ashok Kumar Singh
 Fr Peter Brank
 Dr J Alexander IAS (Retd)



Adieu to Sr. Sudha Varghese and Dr. P Basak:
 Sr. Sudha Varghese and Dr P Basak completed their two terms on FVTRS Board. They were given a warm farewell during the National Skill Conference at Kovalam in September 2012.

Receipts and Payments Account for the year ended 31st March 2013 (CONSOLIDATED)

Receipts	Amount (Rs.)	Amount (Rs.)	Payments	Schedule	Amount (Rs.)	Amount (Rs.)
To Opening Balances:			By Project expenses/payments:			
FC Local/General			a) European Union:	A	14,201,816.00	
a) Cash-in-hand 1,34,371.00 + 253.00	134,624.00		Project: Vocational Education and Training for			
b) State Bank of India 34,85,319.54 + 1,19,888.00	3,605,208.54		Vulnerable and Marginalised groups in India			
c) Fixed Deposits 40,00,000.00 + 12,50,000.00	5,250,000.00		(No.DCI-NSAPVD/2009/210-911)			
d) Rent Security Deposit 4,26,500.00 + NIL	426,500.00	9,416,332.04	b) MISEREOR/KZE, Germany	B	3,850,770.00	
(Hyderabad, Dimapur, Jodhpur & Bangalore)			Project: Support fund for functional			
			vocational training in India			
To Specific/Ear marked Funds Received from:			(No.321-900-1468 ZG)			
a) European Union			c) Project: Fund for change losses		265.00	
(Project: Vocational Education and Training for Vulnerable			(No.321-900-1442 ZG) -Bank charges			
and Marginalised groups in India) (2010-12)			d) Project: Support fund for vocational	C	13,165,900.00	
(No.DCI-NSAPVD/2009/210-911)	16,328,518.00		training in India (No.321-900-1402 ZG)			
Add: I) Refund received	50,457.00		e) Project: Support fund for vocational	D	2,875,989.00	
II) Bank Interest	410.00		training in India (No.321-900-1384 ZG)			
III) Sale of Assets	114,762.00	16,494,147.00	f) Project: Promotion and capacity building to	E	15,856,980.00	
			strengthen a network of functional vocational			
b) MISEREOR/KZE, Germany			training in India (No.321-900-1383 ZG)			
(Project: Support fund for functional vocational training in India)	4,245,600.00		g) Project: Promotion of functional vocational		771,588.13	50,723,308.13
(No.321-900-1468 ZG)			training in India			
Add: Transfer of closing balance from other grants			(No.321-900-1319 ZG) 2,52,280.00	F		
I) Grant no. 321-900-1391 ZG C	519,308.13	4,764,908.13	Transferred to Grant no.			
			321-900-1468 ZG 5,19,308.13	C		
c) MISEREOR/KZE, Germany			By local Payments (Non-FC):	G		83,159.00
(Project: Fund for change losses) (No. 321-900-1442 ZG)	1,015,925.00	1,015,925.00	By Closing Balances:			
			FC Local/General			
			a) Cash-in-hand 84,799.00 342.00		85,141.00	
			b) State Bank of India 20,95,842.54 1,66,800.50		2,262,643.04	
			c) Fixed Deposits NIL 18,00,000.00		1,800,000.00	
			d) Rent Security Deposit 3,00,000.00 NIL		300,000.00	
			(B'lore)		500.00	
			e) Telephone Deposit (Hyderabad) 500.00 NIL			4,448,284.04

Continued...

Income and Expenditure Account for the year ended 31st March 2013(CONSOLIDATED)

Expenditure	Schedule	Amount (Rs.)	Income	Schedule	Amount (Rs.)
To Local expenses:	G	83,159.00	By local receipts:	H	680,160.00
"Excess of income over Expenditure transferred to General Fund"		597,001.00			
Total		680,160.00			680,160.00

Balance Sheet as on 31st March 2013(CONSOLIDATED)

LIABILITIES	Amount (Rs.)	Amount (Rs.)	ASSETS	Amount (Rs.)	Amount (Rs.)
I CAPITAL FUND:			FIXED ASSETS:		
As per the Balance Sheet	5,788,291.00		As per the Balance Sheet	57,88,291.00	
Add: Amount transferred during the year being Capital Expenditure	314,948.00		Add: Acquired during the year (as per Schedule: J)	314,948.00	
	6,103,239.00			6,103,239.00	
Less: Sold/Disposed off	597,507.00	5,505,732.00	Less: Disposed/Sold	597,507.00	5,505,732.00
	1,370,141.50				
II GENERAL FUND:			II CURRENT ASSETS:		
As per the Balance Sheet	1,370,141.50		FC Local		
Add: Excess of income over Expenditure transferred from income and Expenditure A/c	597,001.00	1,967,142.50	Closing Balances:		
	2,481,141.54		a) Cash in Hand	84,799.00	342.00
			b) Cash at State Bank of India	20,95,842.54	1,66,800.50
			c) Fixed Deposits	NIL	18,00,000.00
			d) Rent Security Deposit (B'lore)	3,00,000.00	NIL
			e) Telephone Deposit (Hyd.)	500.00	NIL
III UNDISBURSED EAR-MARKED FUNDS: (as per Schedule: K)		9,954,016.04		85,141.00	2,262,643.04
				1,800,000.00	300,000.00
Total			Total	4,448,284.04	4,448,284.04
					9,954,016.04

Place: Bangalore
Date: 24.06.2013

for Functional Vocational Training and Research Society

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

(Albert Joseph)
Executive Director

(Ghandi Doss LS)
Treasurer

(L. Vittal Rao)
Proprietor

Photo Gallery





Functional Vocational Training and Research Society

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