

Annual Report



2015-16



FUNCTIONAL VOCATIONAL TRAINING AND RESEARCH SOCIETY

Functional Vocational Training and Research Society (FVTRS) was initiated in 1993 as FVTF (Functional Vocational Training Forum) with the main objective of promoting vocational training among school dropout and illiterate youth across the country.

VISION

A just and humane society in which all persons, including the marginalized, enjoy enhanced and enriched quality of life.

MISSION

To empower the non-school goers and early school leavers, from among the marginalised and vulnerable communities, with limited or no access to formal channels of learning, by enhancing their vocational, technical and livelihood skills, thereby improving the quality of their lives and making them self-reliant.

TARGET GROUPS

School dropout youth belonging to Dalits, Adivasis, Scheduled Tribes, Fishing community, marginal farmers, religious minorities and the urban poor.

Special attention to include at least 50% of the women as trainees and 5 % shall be the people with disabilities and other most marginalized groups.

The age group FVTRS will cover is 17 to 35 years for employment oriented skill training and up to 40 years for skill based entrepreneurship.

GOAL

Communities are empowered with skills, knowledge and attitude to contribute to their personal wellbeing and that to the society ensuring dignity and self-respect to them.

OBJECTIVES

(I) PROGRESSIVE INCREASE IN THE NUMBER OF TRAINED YOUTH Strategies <ul style="list-style-type: none"> ● Customised Intervention: not standard "one size fit all" training solutions. ● Pilot SCOPE (Skilling - Community Owned Promotion and Enhancement) ● Skill Net shall be initiated ● Promotion of vertical growth through continued education ● Promote entrepreneurship based self-employment or collective employment ● Promotion of Entrepreneurship and Soft Skill ● Resource team each for Life Skill and EDP ● Pilot P6 Model (<i>Production, Productivity, Procurement, Processing, Preservation, Promotion</i>) 	(II) FVTRS WILL HAVE GREATER VISIBILITY and PURPOSEFUL PARTNERSHIPS Strategies <ul style="list-style-type: none"> ● Improved networking and partnership ● Engaging with the Government and convergence development efforts ● Consultations and conferences ● Diversified back donors 	(III) KNOWLEDGE MANAGEMENT Strategies <ul style="list-style-type: none"> ● Develop web based organizational MIS ● External Evaluation ● Intensify research ● Develop experience based knowledge products ● Documentation and publication

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MESSAGE

Dear all,

India is poised to become the world's youngest country by 2020, with an average age of 29 years, and account for around 28% of the world's workforce. The International Labour Organisation (ILO) has predicted that by 2020, India will have 116 million workers in the work-starting age bracket of 20 to 24 years, as compared to China's 94 million. In 20 years the labour force in the industrialised world will decline by 4%, in China by 5%, while in India it will increase by 32%.

Having the above scenario in mind I see the interventions of FVTRS in skill development really relevant and meaningful. FVTRS has made its option for training the school dropout children who are otherwise excluded from the scope of gainful employment. This specific option was made before 23 years as there are nobody to look at and attend their needs. Still the relevance of this intervention remains in the country. We strongly believe that they have become dropouts and considered as 'waste' not because of their fault or a choice by themselves. It is basically because of the systemic reasons which are inbuilt in the social structures and processes. Therefore, there is a need to give focused attention to address the issues of the school dropouts and the workers of the unorganized sector.

If I look at the interventions of FVTRS in the last one year and over the years, it is making qualitative difference and quantitative progress in their services. It is because we stayed true to our core values-putting people first, exploring excellence, embracing changes and challenging its own approaches with clear perspective. The innovations brought in to the organization is instrumental in bringing in appropriate organizational culture and professional delivery of services. I can clearly state that FVTRS is a dynamic and progressive organization which is striving towards effectively contributing to Skill India Mission of the Government of India. We will continue our efforts in making more underprivileged youth gainfully employed and contribute to the livelihood security of their families and communities. Let me also take this opportunity to thank all our stakeholder who have been inspirational as well as instrumental in making FVTRS capable of rendering relevant services to the most vulnerable people of the nation.



Sr. Daphne Sequeira
President, FVTRS

INTRODUCTION

It is with immense pleasure and satisfaction we introduce the annual report of FVTRS for the financial year 2015-16. This report contains the glimpses of our activities and achievements during the reporting period.

While continuing the support of the skill training initiatives of our partner organisations, we have been able to increase the number of trainees per year and going beyond the set target. We have been able to maintain our focus for the backward regions, backward communities, women and the most vulnerable groups. We have been able to diversify the activities in terms of enhancing the level and type of interventions which are adding value to the existing interventions. The new initiatives like new strategy paper, community based approach in skill development, research, resource team formation, SCOPE approach, Skill Net, P6 Framework etc. are few to mention. This will definitely contribute and enhance the resourcefulness of FVTRS.

Team FVTRS has become more motivated, dynamic and proactive. We are proud to say that we have introduced Net Banking facility for FVTRS in May 2016 itself making the transactions faster and transparent. It is noticed that the quality of partner relationship has also been enhanced. There are progressive changes that we can see in them in terms of capacity, attitude and nature of relationship.

I strongly believe that this progress shall help us to address the challenges successfully in the future and become a growing organisation. Taking lessons from our experience in the past we will continue to focus on community owned and managed skill training, Skill Net, strengthening the capacities of the partners on life skill and EDP and the organisational capacity of FVTRS.

We have been able to make this year eventful and meaningful not merely because of our capacities and initiatives. Our partners have been giving us wholehearted support for all our initiatives. The Board and General body were highly instrumental in making the success relevant and progressive through their guidance and contributions. There were many other collaborators who have associated with us during this successful year with their assistance, accompaniment and guidance. I would like to make a special mention of the continued solid and sustained support and guidance of MISEREOR who are with us since the inception of FVTRS. I wish to thank all of them in a special way and solicit continued support and guidance in the coming years also.



P M Philip

Executive Director

PROJECT SUPPORT

New Projects

During the year 2015-16 we have approved 54 projects of which 10 are women headed organisations. Out of this 81% are located in the backward regions of India catering mostly to the backward communities.

These projects are expected to train a total of 7187 youth of which 4069 will be women and 3118 men.

During this year we have trained 6849 youth of which 4401 are women which is 64%.

Among the trained youth 1672 belong to SC, 1206 belong to ST and 3971 belong to OBC and other communities. This means 42% trainees are from SC/ST.

The employment rate of the trained youth is 68% for the reporting period.

Details of the trained most vulnerable persons

SL. No.	Category	Number
1.	Persons with disabilities	151
2.	Widows/ single women/ separated and their children	322
3.	Trafficked women	1
4.	Transgender	16
5.	HIV/AIDS affected	55
6.	Youth in conflict with Law	23
	Total	568



In the last one year partners have trained or admitted 568 persons for the training who are belonging to the most vulnerable groups which is around seven percent.

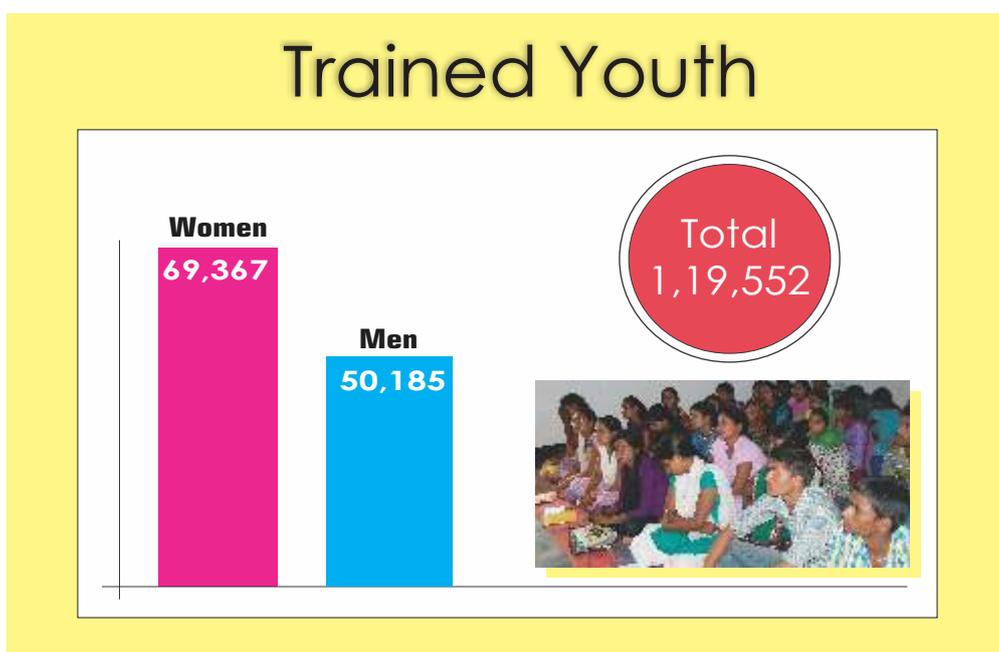
PROJECT STATUS

At present there are 70 running projects spread out in 18 States including North East.

State	No. of Projects	State	No. of Projects
Andhra Pradesh	4	Madhya Pradesh	10
Karnataka	9	Bihar	4
Tamil Nadu	7	Uttar Pradesh	3
Telangana	1	Uttarakhand	1
North East	4	Haryana	1
West Bengal	4	Jammu Kashmir	1
Odisha	1	Rajasthan	8
Chhattisgarh	2	Maharashtra	3
Jharkhand	5	Gujarat	2
		Total	70

FVTRS has so far trained 1,19,552 youth of which 69,367 are women and 50,185 are from the backward communities.

We are also trying to promote community based approach in skill training.



Networking

National Institute of Open Schooling
Schneider Electric India Foundation
Stromme Foundation Norway
Charites Aid Foundation



Enrolling with open schooling

FVTRS has continued to facilitate the partner organisations to encourage the youth to get enrolled for secondary education.

At present there are 42 organisations who are accredited to NIOS with FVTRS facilitation. 22 non-accredited partners have also started enrolment during the reporting year. So far we have been able to enrol 8600 school dropout which is an increase of 30 % over the previous year. 2770 have successfully completed their course which is an increase of 25 % over the previous year. Of these 1045 have joined for higher studies.

As a result of FVTRS motivation the number of trainees trained during the year has gone up to 6849 which is above the usual average of 5000. Also above the record of the previous financial year where the trained number was 6430.

Schneider Electric India Foundation under their Corporate Social Responsibility (CSR) supported FVTRS to set-up five electric labs to train school dropout youth in electrical trade in five states namely Odisha, Chhattisgarh, Jharkhand and Rajasthan in addition to Karnataka which was done earlier. The foundation has also provided instructional material to another twenty partner organisations of FVTRS. Electrical instructors of our partners are being trained by SEIF. So far 19 persons have been trained.

FVTRS has initiated a discussion with the East Africa regional office of **Stromme Foundation Norway** for developing an exchange programme on skill training in East African Region. As part of this a two-member team headed by the Regional Director of Stromme Foundation for East Africa visited FVTRS and studied us. They are happy with FVTRS and have invited FVTRS for a second level of discussion which will be held in April 2016.

FVTRS has completed the due diligence process by **Charites Aid Foundation** and we have obtained the certificate.

CAPACITY BUILDING

Partner orientation

After each Project Selection Committee (PSC) Partners are oriented about the Project Cycle Management requirements of FVTRS. FVTRS organised three such programmes for new partners. The occasion has also been used to provide other inputs which can influence their perspectives and attitudes towards the skill training.

Exploring excellence

FVTRS is providing regular hand holding support to the partners. One of the important mechanism for this is the collective periodic reviews by the coordinators. In the reporting period FVTRS organised four such events.

The initial idea of SKILL NET, the decisions to expand them to MP and Rajasthan, conducting a life skill ToT were important visible achievement of the coordinators review meetings. The level of participation of the partners in these meetings has also improved.

The community based approach to skill development has been well received by the partners. More and more partners are interested to join the Skill NET.

Adopting the community based approach is also leading us to a new learning. The roles of the institutional partners and other partners need to be clarified. The institutional partners shall become the resource centres and other partners should take advantage of the facilities and competencies of the institutional partners.

Staff Capacity building programme

Capacity building is one of the prime agenda of FVTRS. Thus, to capacitate its staff, two days capacity building programme was organised for the staff. Capacity building focus was on revitalizing the body and mind by shedding the accumulated stress, and energizing the entire body system for a rejuvenated self. Mr. Leo Lobo, an expert in Neuro Linguistic programme, was the resource person. This was appreciated by all the staff members.

Strategy 2020

FVTRS has developed a strategy for the next five years to reach more school dropout youth and one year action plan for FVTRS. The workshop was facilitated by Mr. Khilesh Chaturvedi. This was attended by representatives of our major stakeholders.

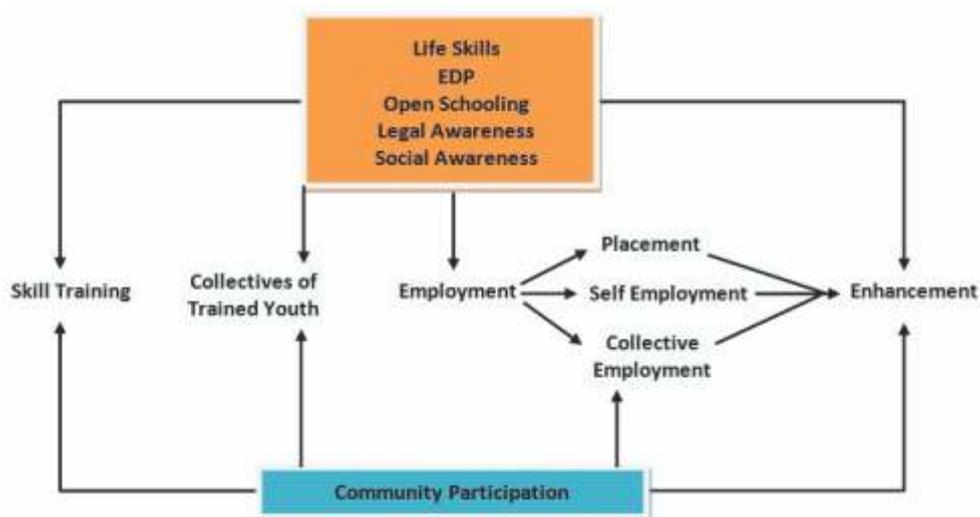
The new strategy has helped the organisation to derive at a new organisational structure based on the emerging new functions.

MOVING AHEAD

SCOPE

FVTRS is keen in promoting its Skilling-Community Owned Promotion and Enhancement (SCOPE) model to promote community managed and owned skill training. This is being conceived as an action research. For this purpose, we are engaging the Social Work Department of Kristhu Jayanthi College, Bangalore.

This will be piloted with six partners in different regions. This is also being used as an attempt to develop the in-house capacity of FVTRS in research.





Skill Net is a new initiative of FVTRS with the focus on forming associations of unorganized skilled workers. The programme was officially launched as pilot in 250 panchayats in Karnataka on 1st October 2015 at Bangalore wherein over 1500 skilled workers represented the target areas of 15 partner organizations. There is an overwhelming response from the partners and target group towards this new initiative.

Further to the launching, the partner organizations have also organised panchayat level launching and 127 such events are done across the target panchayats with a total attendance of 22,301 persons. These launching programmes were also attended by FVTRS team, Gram Panchayat members, District Panchayat members, labour officers of the concerned district and in few cases local MLA and MPs also were present.

We are organising regular review meeting together with all partners. During this year we have organised two such reviews. The groups formed at grass root level were further federated at Panchayat level. Each group is represented in the Panchayat level federation through their leaders and it is represented by different tradesman. The role of federation is to function as a service provider to enhance the skills, business and linkages of the primary groups.

Leadership Training: Identified leaders have been trained in entrepreneurship development, leadership skill, government schemes etc. Altogether 2065 leaders have been trained.

We have released a course module for garment making as an activity of SKILL NET. Three more are being planned.

It was observed that, so far 10418 unorganized skilled workers have been formed into 813 occupational groups in 244 Panchayats. This covers about 24 trades and the occupational groups consist of trainees of FVTRS project, skilled workers trained by other institutions and traditional skilled workers.

Thrift and credit promotion is one of the key activities aiming at group solidarity and sustainability. So far an amount of Rs. 25,79,652/- has been saved as part of thrift and credit programme and the groups are engaged in monthly meetings.

As of now total number of 80 Panchayat level federations are formed in different panchayats and in few cases the federation has been recognised by the panchayat by providing recognition certificates.

The groups facilitated accessing artisan cards to 476 members and group insurance for 312 members. 1885 construction workers have obtained membership with Karnataka Construction Workers Welfare Board and they are eligible for receiving 23 types of benefits.

At Koppal our partner organisation SIRDS has decided to enrol 100% construction workers in an identified village and make one selected village as 100% matriculate with the support of panchayat, education officer and industries around.

During the review meeting it was decided to map the diverse tailoring engagements of partners so that a possibility of bringing them together and building them to a business model.

Forming technical resource teams (ToT) Shortage of trained and experienced instructor is one of the major challenge faced by our partner organisations. In order to have resource persons at local level, skilled workers and instructors were identified who will be trained as trainers. 39 women members from six districts were trained in RVTI, Bangalore for 15 days each in garment making and beautician. These trainees were awarded with the certificate of Ministry of Skill and Entrepreneurship Development, Government of India.

Replication of Skill Net. Having experienced the success and results of skill net Karnataka, the partners of MP and Rajasthan came forward to initiate the skill net in their respective States. FVTRS has organized orientation meetings and workshops for the partners of these States to evolve better clarity and modus operandi to operationalize the skill net.

The orientation meetings in MP and Rajasthan were helpful in identifying the internal capacity of each organization and to form ToT among the partners.

The partners of both the States decided to form minimum 10 trade wise occupational groups in six months' period wherein the trainees of FVTRS project will be members. In Udaipur it was decided to hold a consultative meeting of the trainers of the organic farming to work out a strategy for main streaming the organic farming among more farmers and areas by skilling them.

Skill net is becoming a platform for making visible the unnoticed tradesmen like wood cutters, broom makers, bed makers etc. We were also able to identify more and more schemes for the unorganized workers. It is also becoming an opportunity for identifying certain issues which are faced by the unorganized workers which could be tackled with ease that are otherwise not addressed as they are not together.



Partner of Skill Net-Karnataka

1.	Bangalore Multipurpose Social Service Society (BMSS)	Bangalore
2.	Bellary Diocesan Development Society (BDDS)	Bellary
3.	Shimoga Social Service Society (SMSSS)	Shimoga
4.	Karwar Diocesan Development Council (KDDC)	Karwar
5.	Sarvodaya Integrated Rural Development Society (SIRDS)	Koppal
6.	ShanthiGrambivruddhi Kendra (SG Kendra)	Mysore
7.	Rural Education and Development Service (READS)	Hospet
8.	Sahyadri Community Development and Women Empowerment Society (SCODWES)	Sirsi
9.	Divya Kripa	Mulkarmuru
10.	SPOORTHY	Davengere
11.	Health Environment and Socio Economic Literacy Project (HELP)	Hiriyur
12.	Socio Economic Education and Development Society (SEEDS)	Davengere
13.	Women Welfare Society (WWS)	Belgaum
14.	Sandeep SevaNilayam	Nelmangala
15.	Chikmagalur Social Service Society (CMSSS)	Hasan



Life Skill Club and EDP Centre

Entrepreneurship and Soft Skill Resource teams

To promote Entrepreneurship and soft skill among the trainees and other stakeholders FVTRS is planning to form two resource teams at the national level. They will be formed by the members of FVTRS and the staff members of the partners. They will be available for conducting trainings on the respective subjects as and when they need it.

Entrepreneurship Development Programme

We have organized two trainings for the EDP resource team members. The Programme has been facilitated by Quest Alliance team. There were 27 representatives from partner organisations. The Quest Alliance has distributed materials on EDP to the trainers and also the trainee manuals to the youth.

A "WhatsApp" group of the trainees is formed to share the activities conducted in their areas and an online platform is created which will be monitored by the Quest team to do the follow up of the participants. FVTRS also will be monitoring the participants through their reports.

Life Skills

FVTRS has so far completed three levels of Training of Trainers for three/four days in each level of training. The fourth and final phase is scheduled to be held in April 2016.

The trained trainers are active in the field and are imparting life skill training not only to the youth but also to other staff members of their respective organisation and other potential trainers.

We are happy to report that our trainees have come out spontaneously with training for the partners of North India in Hindi which was attended by 24 persons including people from organisations outside the project partnership of FVTRS.

EDP and Life Skill together we have 65 persons in the resource team. They are spread out in eight States and can deliver trainings in eight languages.

We are now in the process of developing standardised curriculum for these subjects which can be customised according to the need of our partner.

We are planning to convert these trainings into a certificate course.

We will expand the resource team by starting new batches and conducting refresher courses for the already trained persons so that they stay updated.

P 6 Framework

Protecting and promoting the primary sector by updating and diversifying the skills of the persons engaged in primary sector is of utmost importance. This will in turn take care of the food security of the country and the livelihood security of the large majority of the rural poor. If we are able to achieve this we will by default focus on the poor, marginalized and unorganized sector.

With this intention FVTRS has developed a frame work for need assessment of primary sector which is P6. The six Ps are the following



This is a model by which one can promote the engagement of the primary producer family right from the stage of primary production till it reaches the final consumer of the product. This establishes a connectivity between the creator and the consumer. The model will focus on involving the primary producers and their family at different level i.e. engaged in the production of primary products, increasing their productivity, procurement of the primary products by the producer and the processor, processing of the primary products by the producer's family, preservation both by the primary producer and the processor and promotion of the processed products.

This is intended to make the primary producer's family to have access to the profit generated during the supply chain till it reaches the final consumer. In the process we also generate employment within the families of the primary producers.



KNOWLEDGE MANAGEMENT

Scoping study on "Skill building of tribals towards generation of productive and gainful employment and self-employment" in Chhattisgarh, Jharkhand and Odisha.

We are undertaking a research in collaboration with CYSD (Centre for Youth and Social Development) from Orissa for conducting a study on skill training for tribals in Chhattisgarh, Jharkhand and Orissa. The purposes of the study are:

- To understand the status of youth employment among the tribals, type of their engagement for sustenance, needs and their interests.
- To understand the specific skill needs of girls and women, so that focus can be given to the existing skills and scope for development.
- To identify the support and services available and gaps in skilling tribal youth.
- To prepare a roadmap for "skilling for employability of youths" in the central tribal belt of Chhattisgarh, Jharkhand and Odisha.

This will complete by November 2016 with a dissemination workshop in Orissa.

External evaluation

This year we have organised an external evaluation. It covered the projects supported by FVTRS in the last five years. The team comprised of Mr. Khilesh, Ms. Rosy and Mr. Munish visited fifteen organisations from all part of the country.

Major recommendations

- To shift from project to program approach so that the organization can build a long term and healthy relationship with quality partners.
- Have longer and more sustained relations with Partners (not one-year start stop projects).
- Aim for skill building for empowerment (significantly improved incomes, breaking stereotypes of gender or any other, improved mobility, access and control over resources)
- There is a need for investing more in the relationship. The capacity building of the partners needs to be done on various identified subjects and along with constant accompaniment.
- Play a larger "value addition" role at the National level more effectively, for example by creating job opportunities in formal sector, preventing exploitative work conditions, advocacy, networking.
- The focus on maintaining minimum standard for employment/self-employment for increased income and empowerment has to be more pronounced and the partner, together with FVTRS should work on creating job placement, entrepreneurship based self-employment. A preferred option should be to organize the trained youth as groups which keeps in touch with each other and the NGO and are constantly contributing ideas, time, feedback of market to the NGO and are receiving inputs from NGO such as refreshers of life skills, human and worker rights, entrepreneurship, loan linkages etc.
- There is a need for Outcome Oriented Planning, Monitoring and evaluation. Strengthen own systems and processes.
- Strengthen Fund raising to augment and diversify the funding, including from Indian sources

Facilitating sectoral assessment on Vocational Training

This year Misereor has selected Vocational Skill training programmes supported in India and other countries in the world for sectoral assessment. In India, on behalf of Misereor, FVTRS facilitated the same with SUM Consult based at Germany. On behalf of SUM Consult we organised the inception workshop at Bangalore on 22 April 2015 to familiarise the partners about the evaluation process.

In order to conclude the assessment process and to present preliminary results of the field phase study in India FVTRS organised a one day workshop on 25th May, 2015.

Further a one-day meeting was conducted at FVTRS. The agenda of the meeting was to provide feedback on the entire process, conduct SWOT analysis of FVTRS by staff of FVTRS. FVTRS team also presented the future approaches of FVTRS basing on the discussions with Karnataka partners which are highly appreciated by the assessment team.



CONSULTATIONS AND CONFERENCES

National Partners Meet

This year the National Partners meet was held on 27th October 2015 at Don Bosco Institute, Assam. National partners meet was an occasion for FVTRS team and partners to come together, build the partnership and learn together.

A total of 90 partners from all over the country attended the programme. During the meeting Mr. Khilesh and team presented the evaluation report, Mr. Felix presented the new strategy paper of FVTRS. Followed by this there was sharing of experience by North East partners and a presentation on vocational training by Mr Sachin Dubey, Director, IndiaCan Education Private Limited. The presentation of the external evaluation findings and the new strategy paper of FVTRS was well accepted by the partners.

National Skill Conference

National Skill Conference 2015 was held at Don Bosco Institute at Guwahati on 28th and 29th October 2015. The theme of NSC 2015 was "Community owned and managed skill development". During the sessions SCOPE Model, Skill Net India, P6 model were presented which were in adherence to the theme of the conference. There was also opportunity for partners to share their experience on working with community for skill promotion.

This year we have collected case studies of good practices from partners and 56 people have responded and we have published 16 of them during the NSC. Five of the partners were awarded during NSC for their case studies.

The topics were very relevant to the work that we are doing and most of the sessions were facilitated by FVTRS team themselves. There was something for the partners to take back to their field.

FVTRS took this opportunity to remember all the former Conveners, Presidents, Secretaries and Directors for their immense contribution for the growth of FVTRS and making the lives of many school dropout youth meaningful.

Celebration of FVTRS Foundation Day

FVTRS has celebrated its 23rd Foundation day on 24th September 2015 at its office in Hegde Nagar. The purpose was to familiarise FVTRS and its activities with other like minded organisations, donor agencies, civil society organisations, local leaders etc. 45 participants including FVTRS advisory member Dr. J Alexander, NIOS Regional Manager, S Chandra Shekhar, Managers of State Bank of India and Catholic Syrian Bank and local leaders attended the programme.

Finance Report

FUNCTIONAL VOCATIONAL TRAINING & RESEARCH SOCIETY No. 86, 3rd Cross, BDS Layout, Dr. Shivram Karanthnagar Post, R. K. Hegdenagar, Bangalore - 560 077, Karnataka, India. CONSOLIDATED RECEIPTS & PAYMENTS ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2016								
RECEIPTS		Amount (₹)	Amount (₹)	PAYMENTS		SCH NO	Amount (₹)	Amount (₹)
To Opening Balances:				By Project expenses/payments:				
(a) Cash-in-Hand:				a) MISEREORIKZE, Germany		A		
Foreign contribution (Grant No.321-900-1491 ZG)		20,110.00		Project: Support fund for functional vocational training in India (No.321-900-1575 ZG)			51,86,587.80	
Local Contribution		7,059.00	22,169.00	b) MISEREORIKZE, Germany		B		
(b) Cash at Bank:				Project: Promotion of functional vocational training in India (No.321-900-1454 ZG)			1,82,40,020.28	
SBI - SB A/c 30806043005 (LC)		8,56,645.50		c) MISEREORIKZE, Germany		C		
The Catholic Syrian Bank A/C (LC)		91,518.20		Project: Promotion of functional vocational training in India (No.321-900-1492 ZG)			58,83,745.90	
SB A/c no.32804171390:				d) MISEREORIKZE, Germany		D		
Grant No.321-900-1494 ZG		10,37,203.24		Project: Promotion and capacity building to strengthen a network of functional vocational			2,85,78,348.65	
Grant No.321-900-1492 ZG		21,11,867.17		e) MISEREORIKZE, Germany		E		
Grant No.321-900-1491 ZG		7,89,828.00		Project: Support fund for functional vocational training in India (No.321-900-1458 ZG)			79,11,217.48	6,56,00,480.11
Grant No.321-900-1458 ZG		9,48,638.13	48,86,594.54	By Other payments:				
(c) Fixed Deposits - State Bank of India				Bank charges			996.00	
Grant No.321-900-1458 ZG		25,00,000.00		Program Expenditure			18,20,892.00	
Grant No.321-900-1491 ZG		25,00,000.00	50,00,000.00	Building Construction - Hegdenagar			4,23,778.00	
(d) Deposit:			7,000.00	Building Insurance Premium			8,721.00	
				Loan interest			2,77,840.00	
				Loan principle			2,82,245.00	
				Legal Expenses			1,250.00	
				Gratuity paid			2,34,990.00	
				Interest on Fixed Deposit			2,38,194.00	29,86,906.00
To Specific/Ear marked Funds Received from:				By Closing Balances:				
a) MISEREORIKZE, Germany				a) Cash-in-hand				
(Project: Support fund for functional vocational training in India) (No.321-900-1575 ZG)			92,61,870.00	Foreign contribution (Grant no.321-900-1491 ZG)			22,439.00	
b) MISEREORIKZE, Germany				(Grant no.321-900-1492 ZG)			10.00	
(Project: Support fund for functional vocational training in India) (No.321-900-1494 ZG)		1,67,81,830.00		Local Contribution			4,082.00	26,511.00
i) Refund received		10,216.00		b) Cash at Bank				
ii) Fixed Deposit Interest received		9,589.00	1,68,01,425.00	SB A/c 30806043005 (LC)			1,817.50	
c) MISEREORIKZE, Germany				The Catholic Syrian Bank A/C (LC)			2,82,993.20	
(Project: Promotion of functional vocational training in India) (No.321-900-1452 ZG)		44,29,200.00		Cash at Bank - State Bank of India (FC)			15,74,882.20	
i) Refund received		50,893.00		Grant No.321-900-1575 ZG			(4,01,362.04)	
ii) Fixed Deposit Interest received		2,54,842.00	47,34,938.00	Grant No.321-900-1494 ZG			12,83,048.27	
d) MISEREORIKZE, Germany				Grant No.321-900-1491 ZG			13,06,310.35	
(Project: Promotion and capacity building to strengthen a network of functional vocational training in India) (No.321-900-1491 ZG)		2,61,66,200.00		Grant No.321-900-1498 ZG			(4,02,581.25)	33,40,265.43
i) Fixed Deposit Interest received		4,31,950.00	2,85,88,160.00	Grant No.321-900-1492 ZG			25,00,000.00	
e) MISEREORIKZE, Germany				Fixed Deposit - CBS (LC)			6,00,000.00	30,00,000.00
(Project: Support fund for functional vocational training in India) (No.321-900-1468 ZG)		60,60,100.00	6,14,55,490.00					
2) Local contribution								
Contributions received			25,14,717.00					
Membership Fees			1,000.00					
Gratuity Received			2,34,990.00					
Interest on Fixed Deposit			2,38,194.00					
S. B. A/c Interest - SBI			18,618.00					
S. B. A/c Interest - CBS			5,386.00					



FUNCTIONAL VOCATIONAL TRAINING & RESEARCH SOCIETY No. 86, 3rd Cross, BDS Layout, Dr. Shivram Karanthnagar Post, R. K. Hegdenagar, Bangalore - 560 077, Karnataka, India. CONSOLIDATED RECEIPTS & PAYMENTS ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2016								
RECEIPTS		Amount (₹)	Amount (₹)	PAYMENTS		SCH NO	Amount (₹)	Amount (₹)
Income Tax Refund AY 2014-15		15,072.00		d) Deposits				
Interest on IT Refund		1,578.00	30,25,506.00	Grant No.321-900-1491 ZG - Telephone and Cooking gas			7,000.00	66,56,587.13
TOTAL			7,61,45,973.24	TOTAL				7,61,45,973.24

Place : Bangalore
Date : 08.06.2016

For Functional Vocational Training and Research Society

(P.M.Philip) Executive Director

(P. Rajaraj) Treasurer

A.R. Rao & Rajan
A. Rajaraj Rao
M.No. 018535
Chartered Accountants

As per our report of Even Date
For A. R. Rao & Rajan
Chartered Accountants
Firm Reg. No. 0031115
T. RAGHAVENDRA RAO
Partner
M No. 018535

FUNCTIONAL VOCATIONAL TRAINING & RESEARCH SOCIETY				
No. 86, 3rd Cross, BDS Layout, Dr. Shivram Karanthnagar Post, R. K. Hegdenagar, Bangalore - 560 077, Karnataka ,India.				
CONSOLIDATED INCOME & EXPENDITURE ACCOUNT FOR THE PERIOD ENDED 31ST MARCH 2016				
EXPENDITURE	Amount (₹)	Amount (₹)	INCOME	Amount (₹)
To Payments:			By Other Receipts:	
Bank charges	996.00		Contributions received	25,14,717.00
Program Expenditure	15,20,892.00		Membership Fees	1,000.00
Building Construction - Hegdenagar	4,23,778.00		S. B. A/c Interest - SBI	16,619.00
Building Insurance Premium	8,721.00		S. B. A/c Interest - CSB	5,386.00
Loan interest	2,77,840.00		Interest on IT Refund	1,578.00
Legal Expenses	1,250.00	22,33,477.00		
To Excess of Income over Expenditure Transferred to General Fund A/c		3,05,823.00		
		25,39,300.00		
		TOTAL		TOTAL
				25,39,300.00

Place : Bangalore
Date : 08.06.2016

(P.M.Philip)
Executive Director



(Fr. Peter Brank)
Treasurer

For Functional Vocational Training and Research Society

As per our report of even date
For A. R. Rao & Rajan
Chartered Accountants
*Firm Regn. No. 003111S



Partner

M No: 018535

FUNCTIONAL VOCATIONAL TRAINING & RESEARCH SOCIETY		
No. 86, 3rd Cross, BDS Layout, Dr. Shivram Karanthnagar Post, R. K. Hegdenagar, Bangalore - 560 077, Karnataka ,India		
CONSOLIDATED BALANCE SHEET AS AT 31ST MARCH 2016		
LIABILITIES	Amount (₹)	Amount (₹)
CAPITAL FUND		
Being Fixed Assets at Cost		1,45,56,762.00
GENERAL FUND (LOCAL)		
As per last balance sheet	(12,58,668.30)	4,062.00
Add: Excess of Income over Expenditure transferred from Income & Expenditure A/c	3,05,823.00	22,449.00
UNDISBURSED EAR-MARKED FUNDS		
As per schedule - 1	58,69,714.43	1,817.50
		2,82,993.20
		33,40,265.43
SECURED LOAN		
The Catholic Syrian Bank Ltd	17,41,718.00	25,00,000.00
		5,00,000.00
		30,00,000.00
TOTAL	2,12,15,349.13	2,12,15,349.13
ASSETS		
FIXED ASSETS - As per Schedule - 2		
CURRENT ASSETS		
Cash in Hand		
Local Contribution		
Foreign Contribution		
Cash at Bank		
State Bank of India (Local Contribution)		
The Catholic Syrian Bank Ltd (Local Contribution)		
State Bank of India (Foreign Contribution)		
Fixed Deposits (Foreign Contribution)		
1) The Catholic Syrian Bank Ltd (Grant No.321-900-1575 ZG)		
2) The Catholic Syrian Bank Ltd (LC)		
Deposits		
Telephone and Cooking gas connection Deposits		
TOTAL	2,12,15,349.13	2,12,15,349.13

Place : Bangalore
Date : 08.06.2016


(P.M. Philip)
Executive Director



For Functional Vocational Training and Research Society


(Fr. Peter Brank)
Treasurer



As per our report of even date
For A. R. Rad & Rajan
Chartered Accountants
Firm Regn. No. 003111S
(A RAGHAVENDRA RAO)
Partner
M No: 018535

Governing Board

Sr. Daphne Sequeira, *President*
Dr. L S Ghandi Doss, *Vice President*
Fr. Peter Brank, *Treasurer*
Mr. Binoy Acharya, *Member*
Mr. John Peter Nelson, *Member*
Fr. V M Thomas, *Member*
Abp. William D'Souza, *Member*

General Body

Fr. Frederick D'Souza
Mr. G.S. Sethi
Dr. Joseph I. Injodey
Ms. Anita Sharma
Ms. Mercy Kappen
Abp. John Barwa
Ms. S.P. Selvi
Mr. Francis Joseph Stanley

Advisory Committee

Dr. J. Alexander, IAS (Retd.)



Team FVTRS

Mr. P.M. Philip, *Executive Director*
Mr Felix D'Souza, *Senior Programme Manager*
Mr. Jimmy Mathew, *Manager- Skill Net*
Mr. CP Nicholas, *Asst. Manager - Monitoring*
Ms Diviana Nayagi G, *Programme Officer*
Mr. Sajeesh K.P., *Programme Officer*
Ms. Anwasha Tewary, *Programme Officer*
Ms. Deboshri Bhattacharya, *Programme Officer*
Mr. Hanamant Bhajantri, *Programme Officer*
Ms Noyala Sheela, *Asst. Manager-Accounts*
Ms H Nirmala Rao, *Finance Officer*
Ms Y Geetha, *Office Caretaker*
Mr Gerald, *Driver*

COLLABORATORS

We would like to acknowledge the continued support of MISEREOR since the beginning of FVTRS.

- 1. Schneider India Foundation, Bangalore**
- 2. QUEST Alliance, Bangalore**
- 3. Regional Vocational Training Institute (W), Bangalore**
- 4. National Institute of Open Schooling, Noida**
- 5. International Labour Organisation., New Delhi**
- 6. Kristu Jayanthi College, Bangalore,**
- 7. Christ University, Bangalore**
- 8. Centre for Youth and Social Development, Bhubaneswar**
- 9. Stromme Foundation, Norway**





Functional Vocational Training and Research Society

No. 86, 3rd Cross, B.D.S. Layout, Dr. Shivram Karanth Post,

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