



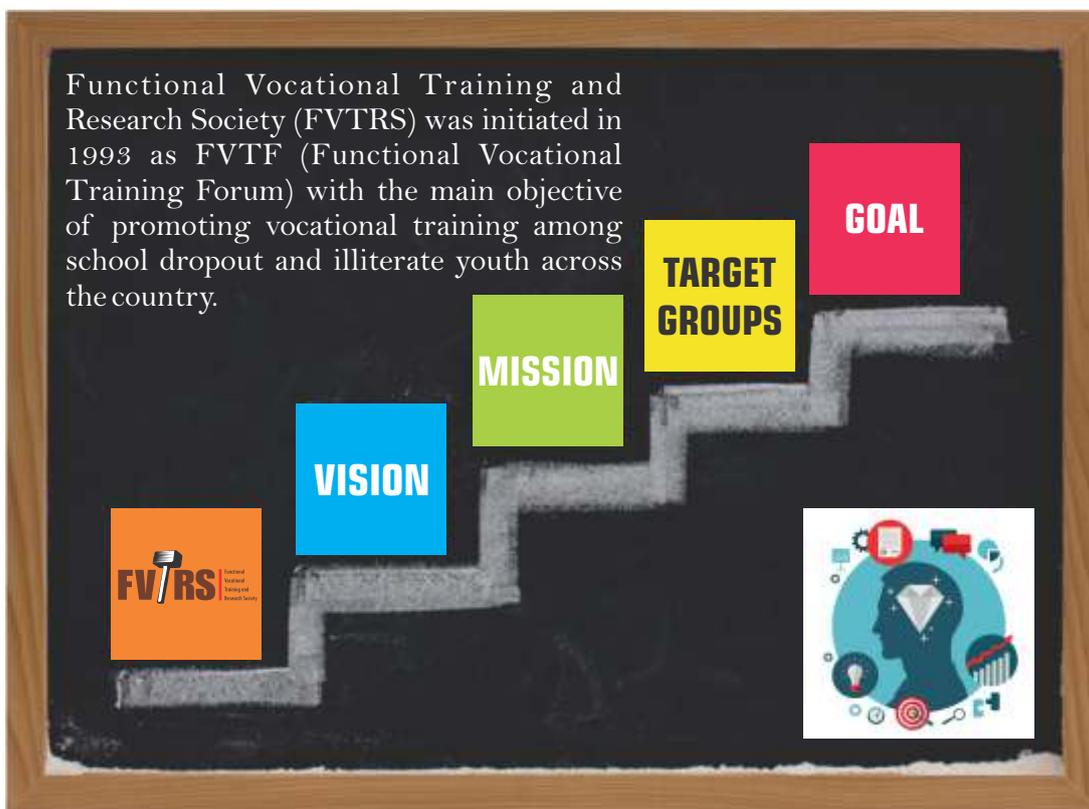
**SKILL-INDIA: Making Underprivileged Youth Employable**



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# 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 well being and that to the society ensuring dignity and self-respect to them.

# MESSAGE

Functional Vocational Training and Research Society (FVTRS), Bengaluru has been supporting skill training to the school dropout youth since 1993. Apart from supporting skill training projects this year our focus was strengthening community based skill training as an approach, Skill Net as a strategy and skill development as a result.

Skill Net as a strategy to implement SCOPE (Skilling - Community Owned Promotion and Enhancement) has been expanded to MP and Rajasthan and now it is being accepted as the strategy for all partners in India. This is seen as an instrument to make the skill development as sustainable process owned by the community. It is also creating visibility for the skill net groups and their enterprises.

The promotion of life skill and EDP through the nationwide resource team is getting institutionalised. The trainings and its modules are getting standardised and regularised. They have become extended arms of FVTRS as Life Skill Club and EDP Centre and adding values to vocational skill training that we are providing to the youth.

This year we could redefine skill training as Skill Development as a continuous and sustainable process owned by the communities to supplement the human development agenda of our partners.

Research has become an integral part of the interventions of FVTRS. Two researches are going on and one impact study of skill training has been completed and published. More studies are planned and will be undertaken soon.

The learnings from the interventions of FVTRS are being converted to resource materials. Five such documents will be published by FVTRS in the immediate future.

Thus, FVTRS is becoming a dynamic learning organisation with new dimensions of growth and services. It is also systematising the interventions so that they become sustainable and more effective in achieving the vision and mission of FVTRS.

It is not that the journey was very smooth. We had problems with the number of staff and their appropriate capacities, getting technical software support, enrolling students for open schooling, taking forward Skill Net without financial support, etc. However, we believe we could address them rather well. It is not only because of our merit but because of the continued support of our well-wishers.

We take this opportunity to thank our partner organisations who gave their solid and continued support to FVTRS to implement skill training activities and making underprivileged youth employable.

It is with immense pleasure I thank the General Body and Governing Board of FVTRS for their continued and timely support and guidance.

I thank my team of staff for their dedicated service and support to the organisation. We could achieve all the above-mentioned activities and result due to their continuous efforts and struggle.

I also take this opportunity to record my appreciation and thanks to MISEREOR for their uninterrupted support and guidance not only this year but also in the past.

Above all the continued blessings and presence of God almighty with us.

**P. M. Philip**  
Executive Director



## ***Skill Training to Skill Development***

**T**raditionally vocational skill training is understood as learning a set of technical skills through formal or informal ways of training. In this acquisition skill is usually aimed at providing opportunities to or improving the vocational competency of an individual so that his/her family will have better conditions of work and life. It is assumed that the skill provided will lead the person/s towards livelihood security. However, a critical reflection makes us realize that mere acquisition of vocational skills alone may not be enough to fulfil this purpose. The completion of a Skill Training need not necessarily bring out the desired results. We need to see beyond skill training to ensure sustainable livelihood security for individuals and their families. Hence, there is a reason to relook at skill training as a continuous and sustainable process contributing to sustainable human development.

When we see Skill Training from this perspective it has to be an initiative of the community which are owned and managed by them. It has to be supplemented with continuous education of the skilled person with life skills and entrepreneurship.

Skill development has to be a self-supporting and self-managed process. Thus, it has to be an initiative to promote more jobs and promote skill training.

So the focus of skill development has to focus on enhancement of both the skills and livelihood. Thus, it will become a continuous process. Here the focus will be on the needs and aspirations of the community without affecting the right for others life. Then it has to become a community owned and managed continues and sustainable process.

At present, what we are doing is skill training which involves need assessment, selection of trainees, organising training and employing them. This is being done mainly because of the initiative of the skill training providers. This has to be done by the community. Here the skill training provider will become a facilitator.



Beyond this we want to supplement these efforts with forming collectives and enhancement of the skills and livelihood engagement.

At the same time we need to strengthen the entrepreneurship and life skills of our trainees by making them flexible and financial acumen who will come together for their own development who will be experimenting new things and inculcating curiosity in them. This will make them a Smart worker or Smart entrepreneur or a Smart employer. Thus, it will become their way of life.

We also want them to be networking constantly. This involves both Individual to individual and Institution to Institution so that the capacities and efforts are synergised. This we will achieve by forming collectives of skilled workers and linking the collectives together. This is the context in which FVTRS is promoting Skill Net.

So, Skill Nets are associations of the skilled workers and networks of their association who will be engaged in Networking among the skilled workers and their collectives, creating internal resources, continuous education of members, enhancing the skills and livelihoods, enhancing awareness, creating more jobs, creating internal skill training facilities and accessing government schemes.



So, SCOPE is an approach which emerges from the perspective of the poor. It relays on the collective power of the people. It is aiming at the collective growth. It has to be continuous process owned by the community.

SKILL NET is a strategy, a strategy of organising the skilled workers, and federating them who is creating more jobs and skill training opportunities. Creating internal resources and becomes a platform for continuous education, enhancement–skills, enterprise development, livelihood and accessing government schemes.

Skill development is a result, a process result. In the process skilled workers are organised and working for their development and continuous

empowerment through regular education and resource creation takes place. They will be regularly engaging in enhancement in skill, education and livelihood. The community will be engaged in helping their own people and established meaningful relationship with governance structures.

Thus, the skill development process contributes to the overall development goal of the community.

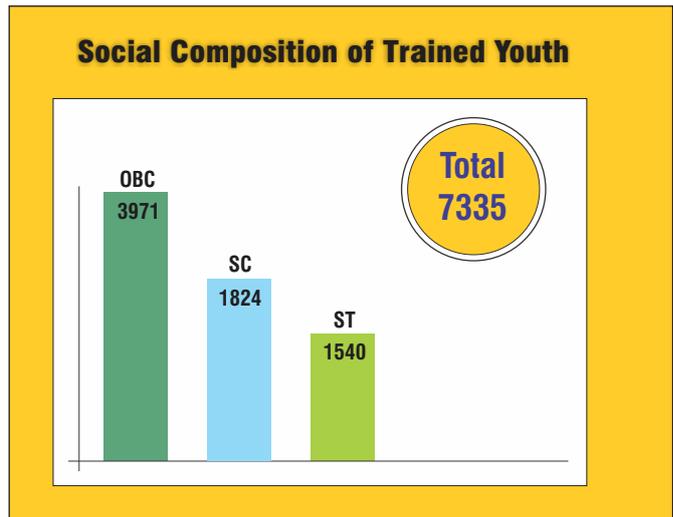
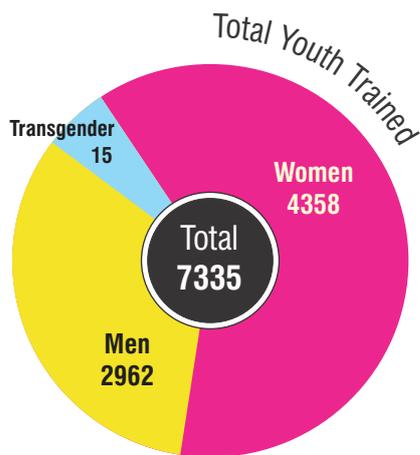
In this process, we need the support of the community to sustain the process which benefits them with their ownership leading to community development and self-reliance of the community.

# Project Support

Funding for Skill training projects is one of the major programmes of FVTRS. During this financial year, we have approved 46 projects. These projects amount to Rs. 3,31,20,000.

These 46 projects are expected to reach 5619 youths among them 3293 are women, 2306 are men and 20 transgender.

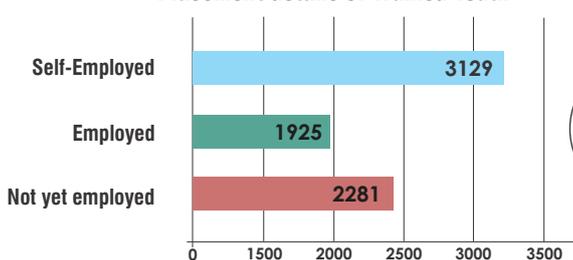
At present 3817 youth are undergoing training in various trades across the country under the running projects of FVTRS. Among them 1814 are male and 2003 are female.



During this year so far we have trained 7335 youth and among them 2962 are men and 4358 are women and 15 are transgender.

Among the above trained youth 1824 belong to SC, 1540 ST and 3971 belong to OBC.

Placement details of Trained Youth



Out of the total trained youth as of now 1925 are employed which is 38% and out of that 3129 are self-employed which is 62% of the total employed persons.

At present FVTRS have 85 running projects which are distributed across the country in 20 States.

State	No. of Projects	State	No. of Projects
Andhra Pradesh	4	Madhya Pradesh	9
Assam	4	Maharashtra	3
Bihar	5	Mizoram	1
Chhattisgarh	3	Odisha	1
Gujarat	2	Rajasthan	11
Haryana	1	Tamil Nadu	6
Himachal Pradesh	1	Telangana	1
Jammu & Kashmir	1	Uttar Pradesh	5
Jharkhand	6	Uttarakhand	2
Karnataka	16	West Bengal	3
		<b>Total</b>	<b>85</b>

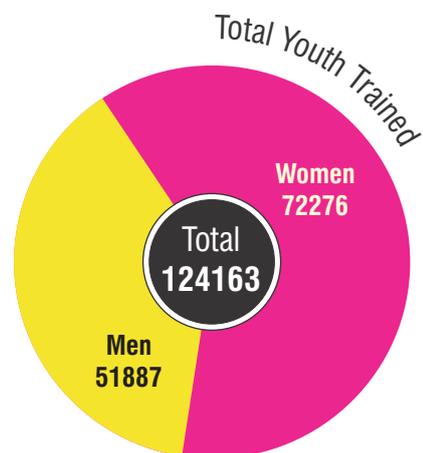
Out of the 85 projects which are implemented by our partners 17 are implemented by women headed organisation which is 20%.

84% of the projects are implemented in the weaker States of the country.

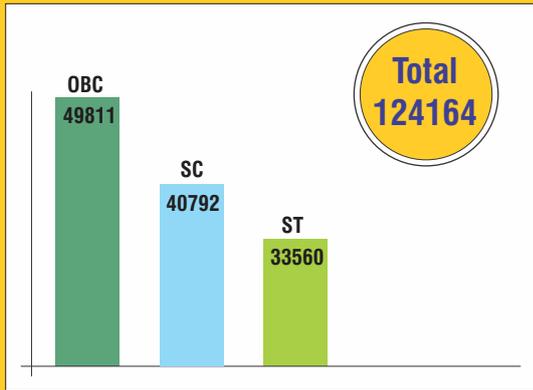


*So far FVTRS has supported ...*

No. of Project	1033
Men	51887
Women	72276
<b>Total</b>	<b>124163</b>



### Social Composition of Trained Youth



Of the total trained persons 58% are women and 60% of the trained youth belong to the SC/ST category.

It is our commitment that we reach out to the most vulnerable communities as far as possible and thus we committed that at least 5% of our trainees will be from these groups.

We are sensitising the partners regularly on this during our visit to the partners, review meetings, PIPs, etc.

During this year 274 person who could be considered as MVGs is undergoing training in various trades which is 7% of the youth undergoing training.

### Details of vulnerable youth trained /admitted in the last one year including the ongoing

PWD	67
Children of widows/ single women	126
Trafficked women	43
Transgender	15
Terminal illness	0
Youth in conflict with Law	23
<b>Total</b>	<b>274</b>



### Partner Capacity Building

Partners are the primary stakeholders of FVTRS in achieving our Vision and Mission. Therefore, we are committed to build their capacities on a regular basis so that they become more effective, innovative and contribute to the ongoing learning process.

### Coordinators' Meetings

Coordinators' meetings are the platforms for the collective review of the status of the interventions and the achievements. It was instrumental in bringing out new things in the perspectives and methodology that we follow. So FVTRS is regularly organising them.

A special session on case studies was conducted for the benefit of those who have participated in the meeting. As an appreciation to the best performers during the National Skill Conference 2016, we have awarded 5 persons as best entrepreneurs.

We have organized one special session on market analysis during the review meeting. Market Analysis is one of the processes to select appropriate and viable enterprises by a person in a particular situation. We are also sensitizing the partners to conduct such exercises periodically so that the skill training will become more and more relevant for the location.

Nowadays we are focusing more on community based approach in skill training and we are into an action research on this. A guideline on participatory need analysis will be soon brought out which could be used by the partners.

This platform also has been used to provide relevant inputs to the partners on Skill Net, SCOPE model and Skill development which are the innovative concepts and prospective evolved by FVTRS.

We facilitate discussions about government schemes, CSR support, NIOS, employment exchange, authorized certification, linkages for capital for self-establishments and bank loans, NREGA, Artisan cards and online marketing etc. during these review meetings.

### New Partners Orientation Meet

We are also organising orientation to the new project holders whenever the new project is approved. The purpose of this orientation is to familiarize the partners on the objectives of project grant, process, and procedures involved while implementing a project of FVTRS.

We also provide orientation to the new partners on SCOPE, Skill Net, and Skill developments which are essential perspectives, strategies and results for a community based skill development.



## Research



### Action Research

**F**VTRS is engaged in an Action Research on SCOPE model which is a community based and owned skill development model.

As part of this we have conducted a four days workshop on SCOPE from 22-25 May 2016. This workshop was attended by the entire FVTRS programme team and three external experts. This is the first action research undertaken directly by FVTRS. The purpose of the meeting was to provide orientation on action research and finalize the proposal design.

Further six partners are selected for this purpose from different location in the country using set criteria. They are from Tamil Nadu, Andhra Pradesh, Orissa, Madhya Pradesh, Jharkhand and Rajasthan.

An orientation to the selected partners was organized at Bengaluru from 2-4 August 2016 in association with Kristu Jayanthi College, Bengaluru. The purpose of the workshop was to understand the processes of action research while implementing SCOPE model.

Dr. Jonas Richard facilitated the four-day session and he introduced the methods and process of action research. He also introduced the tools for data collection

and emphasized the need for engaging communities in analysing, planning, executing and assessing the entire process during the action research.

Further a workshop on resource mapping was organized from 26 to 28 September 2016 at Bhawani Patna, Odisha. The purpose of the workshop was to train the action research partners on the use of PRA tools in building the base line of the villages where the action research will be implemented. This training was facilitated by Mr. Niladri B. Sahoo from Centre for Youth and Social Development, Odisha.

Further the PRA exercise has been completed with all the partners. Based on the above experiences and learnings a tool for the community based need assessment for skill development is under preparation.

The execution of this action research with the help of envisaged processes in the model during various phases of implementation will make the skill development a continuous process with more ownership by the community. This will ensure that the community at the end becomes the highest decision maker and marginalized youth should also become part of growth and progress.



### Scoping study on “Skilling for Employability” in central tribal belt of Chhattisgarh, Jharkhand and Odisha”

The primary purpose of this study was to figure out the employment status of the tribal youth, their engagement for sustenance and their perspective towards primary sector engagement and also to evaluate the skill training programs for tribals run by different private and public institutions. This study is being conducted in association with CYSD, Bhubaneswar, Odisha with six organisations namely Savera Foundation and Phooleen from Jharkhand, BastarSamajik Jan Vikas Samiti and Bastar Dharma Khshema Samiti from Chhattisgarh, Seba Jagath and CYSD from Odisha were part of this study. We are covering the districts namely Koraput, Keonjhar and Kalahandi from Odisha, Bastar and Kanker from Chhattisgarh and Dumka and Giridih from Jharkhand.



The report will be published and a dissemination workshop will be organised at Bhubaneswar involving stakeholders from Jharkhand, Odisha and Chhattisgarh.

### Impact Study

This year we have conducted an impact study of skill training with one of our partner in Odisha called Seba Jagath working in Kalahandi District.

The report has been officially released in the headquarters of Seba Jagat at M. Rampur, Odisha on 2nd March 2016.

We are planning another four studies during the next year. Gender and Skill Training, Skill training for most vulnerable groups, promotion of unrecognized trades and impact of an organisation lead by PWD persons are the four areas that are identified for this.





## Skill Net

Skill Net is a programme that has been evolved by FVTRS to organise the skilled workers as associations. The Aim of the association is to bring together the skilled workers so that they will be able to create their own resources, make their own mechanisms to train more people as well as enhance their existing skills, starting new enterprises and enhancing their livelihoods as well as access government schemes which are beneficial to them.

### The following is the summary of formation and status of skill net groups

State	Groups	Members	Savings
Karnataka	1211	15643	5079779
Madhya Pradesh	49	574	30000
Rajasthan	143	1859	1023070
<b>Total</b>	<b>1403</b>	<b>18076</b>	<b>6132849</b>

Skill Net Karnataka has organized 15,643 skilled workers into 1,211 occupational groups in 244 panchayats. The groups had initiated thrift and credit programme and in one year period they have saved Rs. 50,79,779/- through monthly savings. 96 panchayat level federations of skill net groups have been formed in different districts. Out of 1211 groups 477 are men groups, 496 are women and 238 are mixed groups.

The groups facilitated accessing artisan cards to 523 members and group insurance for 347 members. More than 2,500 construction workers have obtained membership with Karnataka Construction Workers Welfare Board and they are eligible for receiving 23 types of financial support. 363 construction workers have already received various supports from labour department.

Training module (curricula) on garment making, electrical work, driving and beautician which has been prepared by our partners keeping in mind the local reality has started using these curricula. The skill net groups

initiated collective businesses in different places by pooling human resources, internal savings and also mobilizing the government schemes. Eleven such initiatives are reported from the field and they are running successfully.

The success of Skill Net Karnataka has become motivation for partners from other state as well. Hence, the partners from Madhya Pradesh and Rajasthan also initiated forming associations of skilled workers. The partners of Madhya Pradesh have mobilized 49 groups and in Rajasthan there are 143 groups. Now formation of skill net groups has been made pan India.

In order to sustain the skill net, we are planning to convert the capacities of members and financial resources through a systematic business venture. The business promotion will not only provide sustainable livelihood to the members but also give them reputation, dignity of labour and skill net will emerge as a unique model. We are also planned to promote community level skill training centres which will be trade specific according to the local context.

## Skill Net Retreat

We have organised a two-day reflection workshop about the future of Skill Net on June 28 – 29, 2016. This was attended by six persons from FVTRS and three external persons. They are Fr. Peter Brank, Sr. Dulcine Crasta and Mr. Ambrose Christy.

### *The purposes of the meeting were:*

- To have a clarity and uniform understanding on Skill Net.
- To have clarity on the role of all stakeholders involved in Skill Net.
- To think, discuss and design the way forward.

### *The major findings of the workshop were:*

We need to develop the structure and roles of different levels of skill net, partners and FVTRS. It is better to think of developing skill net into a company owned by the skilled workers with own brand, standardisation of quality and operational procedures and develop appropriate business plans. In this process, we need to be conscious about the external environment.

In the meantime, FVTRS should engage with partners and collectives on visioning and perspective/strategy building with motivational discourses. At the same time, Skill Net and/or partners should identify institutions who offer higher level skills training and link the trainees to those institutions.

Conceptually this is designed as a people-led approach. This has to be consciously promoted. In the visioning and perspectives bring in concepts of empowerment, self-management, development and democratic principles.

Partners shall identify and promote motivational leadership from among the skilled workers and promote them further.



## Review meetings

In order to take stock of the activities and results regular review meetings are conducted along with the partners. Seven such meetings have been organised involving partners of Karnataka, Madhya Pradesh and Rajasthan.

During these meetings, it was agreed upon that we make all the groups functional with bye-laws, systematic meetings, bank account, savings etc. Effort has to be made to form groups of tradesmen whose trades are not recognized as skilled work. This will bring in identity to unrecognized skilled

workers. Along with skill training livelihood enhancement of skilled workers also shall be kept in mind so that skill training will become a skill development process. It was also suggested to form a group of trainers on Skill Development in organic farming and the team members will be identified by the partners. The partners will also make detailed presentations in the next meetings on subjects like government schemes, marketing and certification process in organic farming.

Community Based Skill Training needs to be advocated and promoted in a vigorous manner. The partners will give emphasis on community based skill development plan i.e. involving community in selection process, monitoring, facilitating training and placement. The trainees of FVTRS supported project will be formed into associations from the beginning itself and regular meeting will become part of their training programme. This will continue even after the completion of projects.

### Trainers of Training in organic farming programme

As part of forming a ToT of organic farming experts we have organised consultative meeting in Jaipur on 12th May 2016 of the Skill net partners of Rajasthan. The resource person, Dr. ARK Pathan explained in detail about bio-fertilizers preparation, its usefulness, techniques etc. Dr. V. K. Agarwal explained about low cost technologies for pest and seed management. FVTRS team has facilitated the session on role of ToT members in promoting skill development in organic farming sector. The meeting also identified the existing capacities of the partners. Based on the individual capacities of the organizations, we have come up with an action plan for Rajasthan partners that are into traditional farming practices. As a follow up of this another meeting was held on 26th & 27th July 2016.



During this meeting four key thrust areas such as Skill Training, Research, Promotion and patent were identified as part of the plan. The skill training will be done by the ToT members identified by the partner organization primarily engaging farmers at grass root level. The ToT at partner level is a pool of resource team and this platform will operate by exchanging knowledge, training the grass root level trainers and also review process that is initiated. ToT of the lead farmers at grass root level will engage in training selected farmers and promoting organic farming. As part of research, good practice of organic farming will be identified and documented. As part of promoting the useful lost crops will be identified and reintroduced. This process will begin with a particular variety of chilly which is used to grow in Rajasthan.

### New website for Skill Net

We are happy to announce that FVTRS has launched a new website for Skill Net. The website is registered as [www.skillnetindia.in](http://www.skillnetindia.in). The website also gives us the opportunity to prove our credibility. The website can earn positive feedback on our services, initiatives and also potential to explore about what skill net can do in the future.

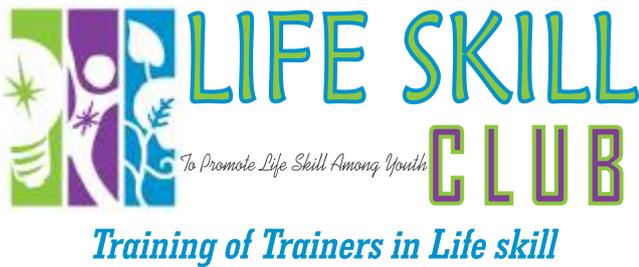
### Promotion of vertical growth through continued education

The major target groups of FVTRS are the school dropout children. Hence, FVTRS is increasingly realizing the need for continuous education of the skilled youth beyond tenth standard. Hence we are encouraging the trained youth to enroll with open schools so that they will be able to continue their studies while undergoing skill training.

During this year our partners have enrolled 1473 youth with open schools. Thus so far we have enrolled 10,073 trainees. Out of these enrolled youth so far 3,164 has been successful in the examination and out of that 394 have passed this year. It is also reported that 141 of the successful youth have opted for higher studies this year making the cumulative total to 1,186.

This year 15 new organisations have reported the enrolment of youth to the open school.





'Life Skill Club' is a team of resourceful persons spread across the country who can provide quality training in Life Skill development. This is an initiative of FVTRS.

We are conducting periodic trainings to personnel who are interested to become Master Trainers on Life Skills.

Our Life training modules help the trainers to develop their own pedagogy in facilitating the life skill sessions. Through this the master trainers can understand and facilitate their audience effectively.

The final workshop for the first batch of Training of Trainers on Life Skills was held on 14-15 April 2016 at KROSS, Bengaluru. The training was conducted in collaboration with Quest Alliance, Bengaluru. Another batch has completed their training which was organised focussing the participants from North India.

During the training programme, a facilitation charter was developed for the members of TOT. At the end of the training programme all the trainees were awarded with a certificate of appreciation and course completion. It was decided that this team of trainers shall be known as Life Skill Club i.e. Network of Life Skill Trainers. We also organise refresher training for them periodically.



### New Batch

A new batch for the life skill training was organized in Chennai from 19-22 July, 2016. This was the first phase training conducted for the second batch of life skill trainers, organized by FVTRS in association with Quest Alliance, Bengaluru. Along with two resource persons from Quest Alliance, Sr. Milagrine D'Souza was invited as a resource person for the program. She is a certified life skill trainer from the first batch trained by FVTRS.

A WhatsApp group of the participants was created to share learning and updates related to Life Skills. The participants were also registered at Quest Alliance's online portal for trainers. Besides, the DLST module (Digital Life Skill Toolkit) was given to the participants so that they can have access to both hard copy and soft copy of the toolkit.



Another new batch of Master trainers of life skill was organized in Don Bosco Provincial House from 14-17 December 2016. There were trainees from the states of Karnataka, Andhra Pradesh, Chhattisgarh, Maharashtra, Jharkhand, Kashmir, Tamil Nadu and Odisha. For the above two new batches we have organised one refresher course from 20 - 23 February 2017 in Bengaluru.

## EDP CENTRE

Similar to Life Skill Club we are also promoting a resource team namely EDP Centre who can provide quality training in Entrepreneurship Development Programme. We are conducting periodic trainings to personnel who are interested to become Master Trainers on Life Skills. Through this the master trainers can understand and facilitate their audience effectively.

By completing the training, participants shall be capable of conducting the same in their fields. A fresh batch of EDP ToT was conducted from 25-29 April 2016 at FMC, Bengaluru. There were 32 participants from different parts of the country who attended the training programme.

Another fresh batch of EDP trainers was organised from 18-22 July 2016 at FMC, Bengaluru. There were 18 participants from Karnataka, Andhra Pradesh, Tamil Nadu, Rajasthan and Uttar Pradesh.

A refresher course on EDP was conducted from 4-7 October 2016 at KROSS, Bengaluru and another one was organised from 15-17 February 2017 in Bengaluru. There were 27 participants from Karnataka, Jharkhand, Tamil Nadu, Maharashtra, Andhra Pradesh, Uttarakhand, Rajasthan, Madhya Pradesh, West Bengal, and Orissa.

Now, the above resource teams are available for training across the country and capable of training in eight different languages. FVTRS is also making use of them for conducting training.



So far we have 61 persons who have completed the module and certified by FVTRS and 30 persons are undergoing training in different batches on both subjects.

The reports from those who have completed the ToT and undergoing training says that they have conducted training for 4,770 persons during this year.

It is also observed that the partners who have trained their staff in the above subject have systematised the training in their organisations and thus increased their in house capacity in the areas of EDP and Life Skills.

Now EDP and life skill training for the trainees who are undergoing skill training is taking place on a regular basis.

A draft module for both Life skills and EDP has been developed by FVTRS and it is in the process of finalization.



## Networking

### National Skill Conference 2016

In the reporting year the National Skill Conference 2016 was organized on 25th and 26th of October 2016 at Christ University Campus in association with Christ University, Bengaluru. The Conference was inaugurated on 25th of October 2016 at 9.30 a m by Shri R Ramalinga Reddy, Hon'ble Minister for Transport, Govt. of Karnataka by lighting the lamp. Rev. Dr. Fr. Thomas C Matthew, Vice Chancellor, Christ University was the Guest of Honour on the occasion.

This Conference was attended by over 100 NGO leaders from all over India who participated in this program. The National Skill Conference 2016 deliberated on the theme of “Skill Training to Skill Development - Entrepreneurship, Community Participation and Networking.”

This NSC also commemorated the 1st anniversary of the Skill Net Karnataka as it was launched in Karnataka on 1st of October 2015. Hence, FVTRS had invited about 1300 skill net members for the valedictory function from different parts of Karnataka.

FVTRS also announced five awards for the best entrepreneurs from among the trainees of FVTRS. The awards were given to (1) Kishan Sahay Yadav of Gram Chetana Kendra, Jaipur, (2) Rinku Kumari of MEGA International Patna, Bihar, (3) C Raghu Nathan, of Sivagangai Multipurpose Social Service Society, Sivagangai, Tamil Nadu, (4) Faiz Imam of Garden Reach, Kolkata and (5) Anjana Mahawkr of Rajasthan Samagra Kalyan Samsthan, Ajmer, Rajasthan. It carried a certificate of appreciation and a cash prize of Rs. 5,000/- each.

We have been able to reinforce the idea of community based skill training. Further we have been able to introduce the concept of Skill Development as a continuous and sustainable process supplementing the larger development agenda.



## National partners meet

In the reporting year the National Partners Meet had been organized at Bengaluru in the Christ University Campus on 24th October 2016.

Mr. Jimmy Mathew made the presentation of FVTRS report card. The ongoing project status, results of the training programme, new approaches of FVTRS, strategies, Skill Net and SCOPE model were the key elements in the report card. He presented the strategies for 2020 and new systems that have been introduced in the organization for better functioning as an organisation and effective implementation of the strategies.



During this partners' meeting we have highlighted the need for community involvement in skill training, importance of life skill and EDP training. Thus, formation of skill net will be made mandatory for all projects as a strategy.

Skill development has to become a mainstream agenda for all the people of the country. Hence, we need to give wide publicity to the need of Skill development and sensitize every one as much as possible. This can be done by us very effectively as we have the reach to the remotest areas of the country.

We have also introduced the concept of “Skill Support Mission”. This will be discussed as a separate agenda. This occasion also has been used to give an input on “Gender main streaming in skill development”. This has been done by Ms. Joyatri Ray.

## Networking for Skill Training, Entrepreneurship and Livelihood Development

FVTRS in collaboration with Indo-Global Social Service Society (IGSSS) and their 20 partner organizations conducted a meeting on ‘Networking for Skill Training, Entrepreneurship and Livelihood Development’ in Ranchi on 23rd August, 2016. There were 29 participants from over 17 organizations based in Jharkhand, who attended the meeting.

Sr. Daphne Sequeira, President of FVTRS concluded the session and appreciated the initiative of collaborative efforts by FVTRS and IGSSS and their partner organizations.

## Odisha Vikash Conclave-2016

CYSD with collaborating partners organised “Odisha Vikash Conclave” a platform for CSO collaboration and developmental planning for Odisha. Chairing in the technical session- “Skilling India – issues and perspectives” under the thematic track of “Employment, Skill and Migration” Mr. P.M. Philip, Executive Director, FVTRS, spoke on the long-standing challenges of the State with regard to skill gap in the primary sector.

During his address he stated that the skill development programmes are mostly based in urban areas and develop skill of people in the organised sector, but not in the primary sector. There is more focus for urban areas and focus on targets and numbers and not on the quality of trainings. He added that desired model of development should not be based on a relief model of development rather should be a need-based sustainable development model.

## Skill Exchange Programme

FVTRS has signed an agreement with Stromme Foundation regional Office based at Uganda, East Africa. The purpose of the agreement is for youth empowerment through sustainable skills. As per this programme we have attended two orientation and planning meetings held at Uganda. Now, we have received two youth for skill exchange programme. The person from Tanzania, Mr. Tumwe baze Alex (from COVOID) is undergoing training on agriculture at SCODWES, based at Sirsi, Karnataka and the person from Uganda Ms. Sedute Rachel Ally (from SEMA) are undergoing training on formation of skill net groups and personnel counselling skills at WWS based at Belgaum, Karnataka. We have developed a one year action plan for them and accordingly the programmes are being organised at the hosting organisations.



Similarly from India we have sent Mr. Praveen Kumar from LAW, Madurai to Tanzania and Mr. Samsheer Alam from Pholeen, Jharkhand to Uganda.

Next May 2017 onwards we have to plan for the next batch of trainees. The present batch of training will conclude by middle of October 2017.



## National conference on “Asset Based Community Development”

Kristu Jayanti College, Bengaluru organised a national level conference on 7th October, 2016 on Asset based community development. Mr. P. M. Philip made a presentation about how FVTRS is working towards Asset Based Community Development.

## Publications

The following publications have been produced and published during the year.

- Annual report
- Four newsletters
- One Souvenir
- One year Skill Net report
- Impact study report
- One promotional calendar



### Staff Capacity Building

In any collectives the team members and their capacities is very important in achieving the Vision and Mission in a cost effective way. Considering this important aspect FVTRS is keen in continuously scaling up the capacities and developing appropriate attitude among its team members. Keeping this in mind FVTRS organized yet another exercise for its team members.

The focus of this exercise was on team building. The session was organized 6th and 7th December 2016 in

Bengaluru. The sessions were facilitated by Mr. Leo Lobo and Mr. Raj Narayan who are experts in Neuro Linguistic programme.

### Result Based Management

An orientation meeting on RBM was held for the FVTRS staff members from 11-13 April, 2016. The resource person for this workshop was Mr. Khilesh Chaturvedi. The purpose of the training was to clarify and develop common understanding on RBM.

The strategy paper of FVTRS has been used during the training programme to understand and apply RBM in PCM. Thus it has been helpful to FVTRS to bring out an action plan based on RBM for the forth coming years. We have also developed a tool and process of monitoring the annual plan.



## Governing Board

- Fr. V M Thomas**, *President*  
**Dr. L S Ghandi Doss**, *Vice President*  
**Fr. Peter Brank**, *Treasurer*  
**Ms. Mercy Kappen**, *Member*  
**Mr. John Peter Nelson**, *Member*  
**Abp. William D'Souza**, *Member*  
**Sr. Suman CSSA**, *Member*

## General Body

- Fr. Frederick D'Souza**, *Member*  
**Mr. G.S. Sethi**, *Member*  
**Dr. Joseph I. Injodey**, *Member*  
**Ms. Anita Sharma**, *Member*  
**Abp. John Barwa**, *Member*  
**Ms. S.P. Selvi**, *Member*  
**Mr. Francis Joseph Stanley**, *Member*  
**Mr. Binoy Acharya**, *Member*

## 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**, *Manager - Projects*  
**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**, *Manager-Finance*  
**Ms. H Nirmala Rao**, *Finance Officer*  
**Ms. Y Geetha**, *Office Caretaker*  
**Mr. Gerald**, *Driver*



# Audited Accounts

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 2017			
LIABILITIES	Amount (₹)	ASSETS	Amount (₹)
<b>CAPITAL FUND</b> Being Fixed Assets at Cost		<b>FIXED ASSETS - As per Schedule - 2</b>	1,55,85,191.00
<b>GENERAL FUND (LOCAL)</b> As per last balance sheet	(9,52,845.30)	<b>CURRENT ASSETS</b>	
Add: Excess of Income over Expenditure transferred from Income & Expenditure A/c	9,99,405.33	Cash in Hand	5,394.00
		Local Contribution	14,738.00
		Foreign Contribution	
		Cash at Bank	46,560.03
<b>UNDISBURSED EAR-MARKED FUNDS</b> As per schedule - 1		State Bank of India (Local Contribution)	2,02,342.71
		The Catholic Syrian Bank Ltd (Local Contribution)	3,054.32
		State Bank of India (Foreign Contribution)	20,28,813.85
<b>SECURED LOAN</b> The Catholic Syrian Bank Ltd		<b>Fixed Deposits (Foreign Contribution)</b>	
		1) The Catholic Syrian Bank Ltd - (Grant No.321-900-1575 ZG )	25,00,000.00
		2) The Catholic Syrian Bank Ltd ( LC )	12,33,056.00
		<b>Deposits</b>	
		Telephone and Cooking gas connection Deposits	7,000.00
		<b>INCOME TAX REFUND DUE</b>	
		AY 2015-16 (TDS from Catholic Syrian Bank Ltd)	3,088.00
<b>TOTAL</b>	<b>2,15,82,677.88</b>	<b>TOTAL</b>	<b>2,15,82,677.88</b>

Place : Bangalore  
Date : 06.07.2017

*P. M. Phillip*  
(P. M. Phillip)  
Executive Director



For Functional Vocational Training and Research Society

*(Fr. Peter Bränki)*  
(Fr. Peter Bränki)  
Treasurer



As per our report of even date  
For A.R. RAO & RAJAN  
Chartered Accountants  
Firm Regn No 003111S  
N.R. Rajan  
(Partner)  
Membership No. 024664

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 2017			
EXPENDITURE	Amount (₹)	INCOME	Amount (₹)
To Payments:		By Other Receipts:	
Bank charges	1,591.92	Contributions received	10,65,376.25
Loan interest	2,28,098.00	Membership Fees	1,000.00
		S. B. A/c Interest - SBI	886.00
		S. B. A/c Interest - CSB	12,501.00
		Interest on Fixed deposit	49,522.00
		Income Tax Refund AY 2015-16	43,230.00
		Income Tax Refund AY 2016-17	51,460.00
To Excess of Income over Expenditure		Interest on IT Refund AY 2015-16	2,810.00
Transferred to General Fund A/c		Interest on IT Refund AY 2016-17	2,310.00
			12,29,095.25
<b>TOTAL</b>	<b>12,29,095.25</b>	<b>TOTAL</b>	<b>12,29,095.25</b>

As per our report of even date  
**For A.R. RAO & RAJAN**  
 Chartered Accountants  
 Firm Regn No 003111S  
 M.No. 024664  
 N.R. Rajan  
 (Partner)  
 Membership No. 024664

For Functional Vocational Training and Research Society  
  
 (P. M. Philip)  
 Executive Director

For Functional Vocational Training and Research Society  
  
 (F. Peter Brank)  
 Treasurer

Place : Bangalore  
 Date : 06.07.2017



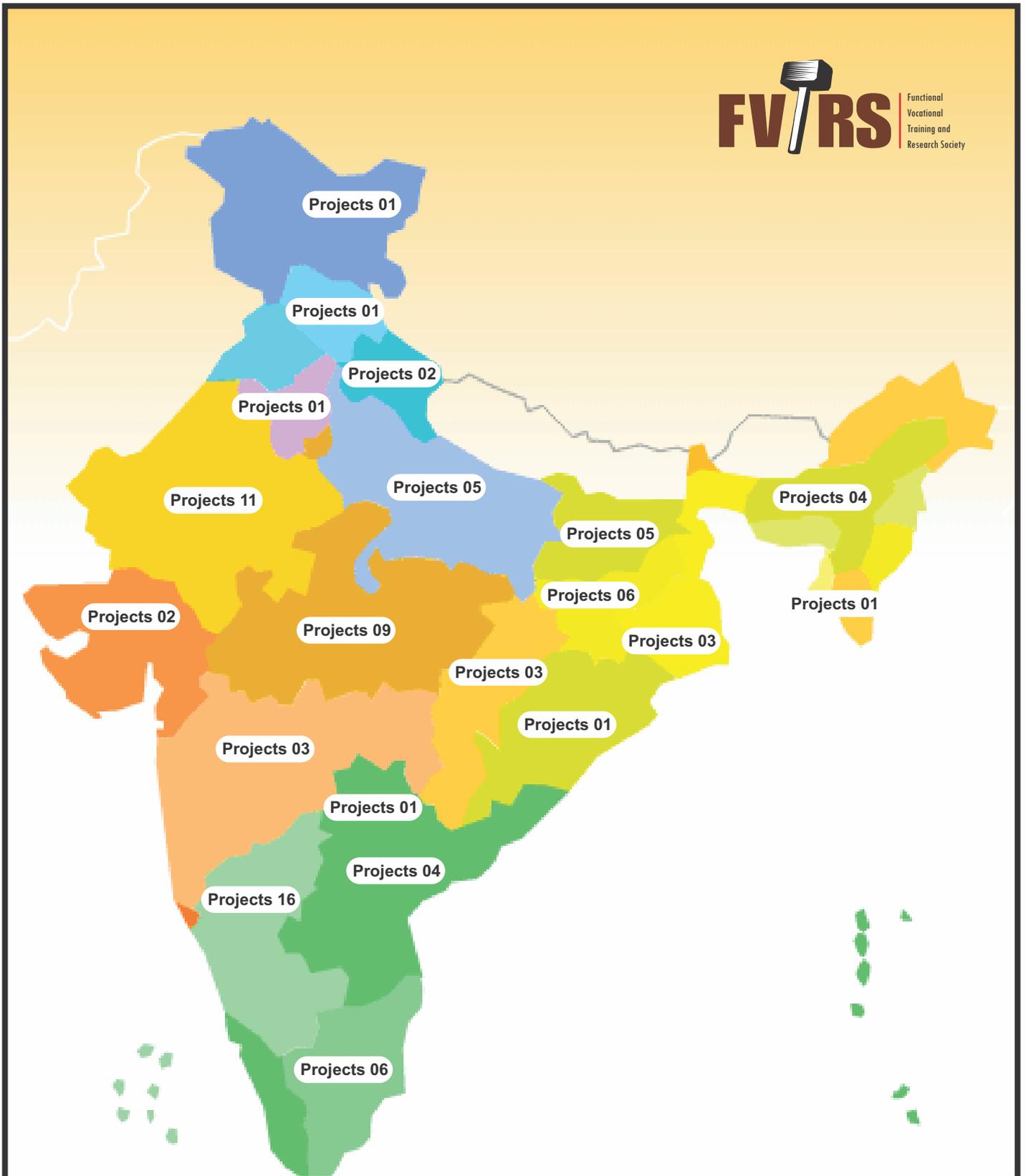
## **Collaborators**

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, Bhubaneshwar**
- 9. Stromme Foundation, Norway**
- 10. Cognizant Foundation, Bangalore**



# State/Region-wise Project Spread





**SKILL-INDIA: Making Underprivileged Youth Employable**

## **Functional Vocational Training and Research Society**

No. 86, 3rd Cross, B.D.S. Layout

Dr. Shivram Karanth Nagar Post, R.K. Hegde Nagar

Bangalore - 560 077

Phone: 080 2846 5745 / 2846 5215

email: [director@fvtrs.org](mailto:director@fvtrs.org),

url: [www.fvtrs.org](http://www.fvtrs.org), [www.skillnetindia.in](http://www.skillnetindia.in)

