



Annual Report
2021
22

I N D E X

Executive Director's Message	01
Highlights	02
Skill Training	05
State wise details of locations	07
Gender Ratio of youth who have completed the training	08
Orientation and Review Meeting	10
Exploring Skill Intelligence	11
Skill Net	12
Other Activities	14
Master Trainers for Life Skill & EDP	15
Capacity Building	17
Conference, Meetings, and Webinars	18
Registration with E-Shram Portal	19
Partnership and Net-working	20
Livelihood and EDP Programme	21
Management & Entrepreneurship and Professional Skills Council (MEPSC)	21
Research	22
SCOPE (Skilling Community Owned Promotion and Enhancement)	22
SPIN (Skill Promoting India Network)	24
MIS (Management of Information System)	24
Covid-19 Emergency Support	25
Strategy Plan	26
Stories of Change	27
Board and Personnel	28
Audited Accounts	29
Stories of Change	33

EXECUTIVE DIRECTOR'S MESSAGE



Felix D'Souza

The financial year 2021-2022 was an unprecedented year. Global pandemic and its tremors had an adverse effect in the areas of employment and business sector. Non Governmental Organisations faced many challenges also because of certain strategic decisions. However, every challenge was seen as an opportunity to grow.

FVTRS courageously faced its challenges with the support extended by its Stakeholders. During the reporting period, we tried to capture the contents as against the set strategies and objectives. Today, we are proud of what our Organization has achieved. We learnt to strive forward with new strategies and commitment.

Here is a summary, of all our activities and collective achievements shared by the Board and its team engaged at different levels. This report provides an opportunity to recollect our joint efforts and also to celebrate achievements.





H I G H L I G H T S

1



A set of systems, structures, and standard operating procedures (SOPs) were created and developed in a very short period of time to initiate the direct implementation of skill training.

2



RECEIVED renewed FCRA certificate in December 2021 after all legal compliances were met on war footing measures.

3



DIRECT implementation of skill training has started in 41 centres and 160 locations of 12 States in a span of 8 months.

4



REGISTRATION of all the staff with the Employee Provident Fund and the ESI scheme was done and they are now entitled to statutory benefits.

5



THERE was a considerable rise in the employment rate among the trainees of skill training! Going from 72% to 79% is a significant increase, representing a 9.72% improvement

6



ESTABLISHED exclusive Two training centres in Bangalore city.



H I G H L I G H T S

7



35 MASTER Trainers attended the NSDC's ToT course and 20 of them have passed and received certification. They are now equipped and certified to conduct sessions in EDP and Life skill training programmes.

8



EXTRA efforts were made to mobilize local resources. Applications were sent to five CSR Organisations and successfully received Funds from three - namely TATA Power, Child Fund / CITI bank and Quest alliance. The Total amount received during the reporting period is Rs. 2 .7 Crores.

9



1,408 women who had either closed or were suffering with limping business since the outbreak of Covid'19, received support through a CSR support to revamp their business. Today, all these women are running their micro-business successfully and making a living out of it.

10



APPLICATION with an appeal for CSR funds of Rs.1.3 crores for the projects that are in the pipeline has been submitted.

11

SIGNED a Memorandum of Understanding with Central University of Karnataka for a National Research. The survey has been conducted by the investigators in 19 cities of the country on Skill opportunities in employability.

12



A Memorandum of Understanding (MoU) is in the process of being finalized with Euler Motors. The purpose of the MoU is to provide training to the youth in driving classes and offer employment opportunities.



HIGHLIGHTS

13



DISCUSSIONS are initiated to enter into an agreement with Job Booster and BOSCH company for the training and placements of potential youth.

14

E-Shram: FVTRS being a socially committed Organization, promoted the E-Shram registration campaign in 29 locations of the country and registered 12400 unorganized workers.





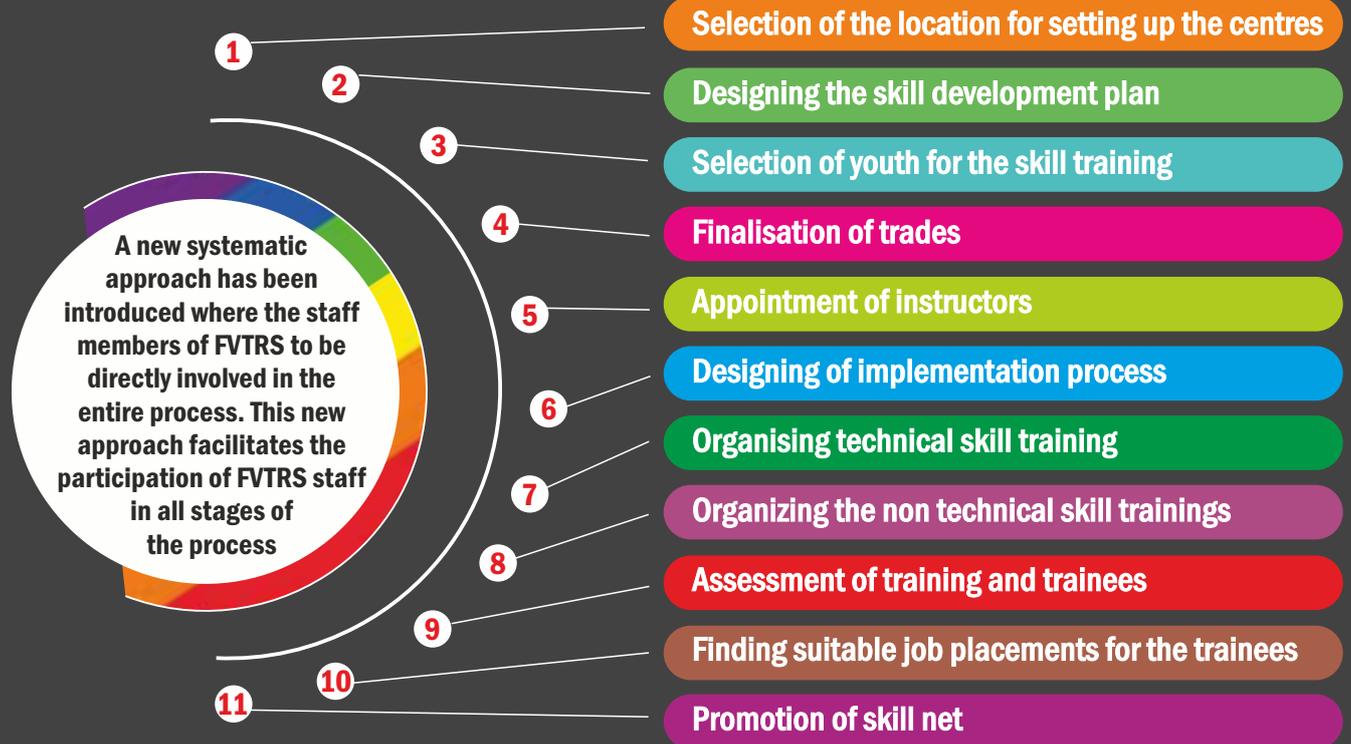
SKILL TRAINING

The primary objective of FVTRS is to impart vocational skill training to create employment opportunities for the early school leavers.

The Organization has made a paradigm shift from partner led skill training to direct implementation of skill training adhering to the new directives of the Foreign Contribution Regulation Act.



FVTRS ventured into direct implementation of skill training in 12 selected states where it had a strong field-based presence. Though it was challenging in the beginning, it proved to be an opportunity to build visibility and rapport with the focus community as well as with other stakeholders including local Government Institutions. The challenge in applying the new structure and systems and main streaming the same enabled FVTRS to keep up the pace of skill training process as before.



The direct implementation of skill training, FVTRS is taking a more hands-on approach to developing the skills and talents of individuals. This can lead to better outcomes for trainees, such as increased employability, higher wages, and better job opportunities. It can also have a positive impact on the wider community, as skilled workers can contribute to the growth and development of local economies.

The skill training programmes were planned in consultation with the focus community and a market survey was conducted in each location to identify the employable trades. The needy youth were selected in consultation of the community leaders. Preference was given to youth from underprivileged and most vulnerable background. Our intervention aimed at providing wide range of equitable opportunities for women, members from Dalit and tribal communities. Efforts were made to bring them to the mainstream of the nation's economic base.

FVTRS intervened in connecting between demand and supply of skilled manpower, in skill up-gradation, building of new skills, re-skilling, and innovative thinking not only for existing jobs but also for jobs that are to be created in the remote areas of the country. The new way of implementation process has brought together various like-minded stakeholders towards the common agenda of livelihood creation for the youth and it has helped to achieve the placement rate from 72% to 79%.

FVTRS started recruiting field staff for organizing skill training directly for the early school leavers. So far, we have appointed 41 field staff from 12 states of India.



S.T. LOCATIONS & CENTRES

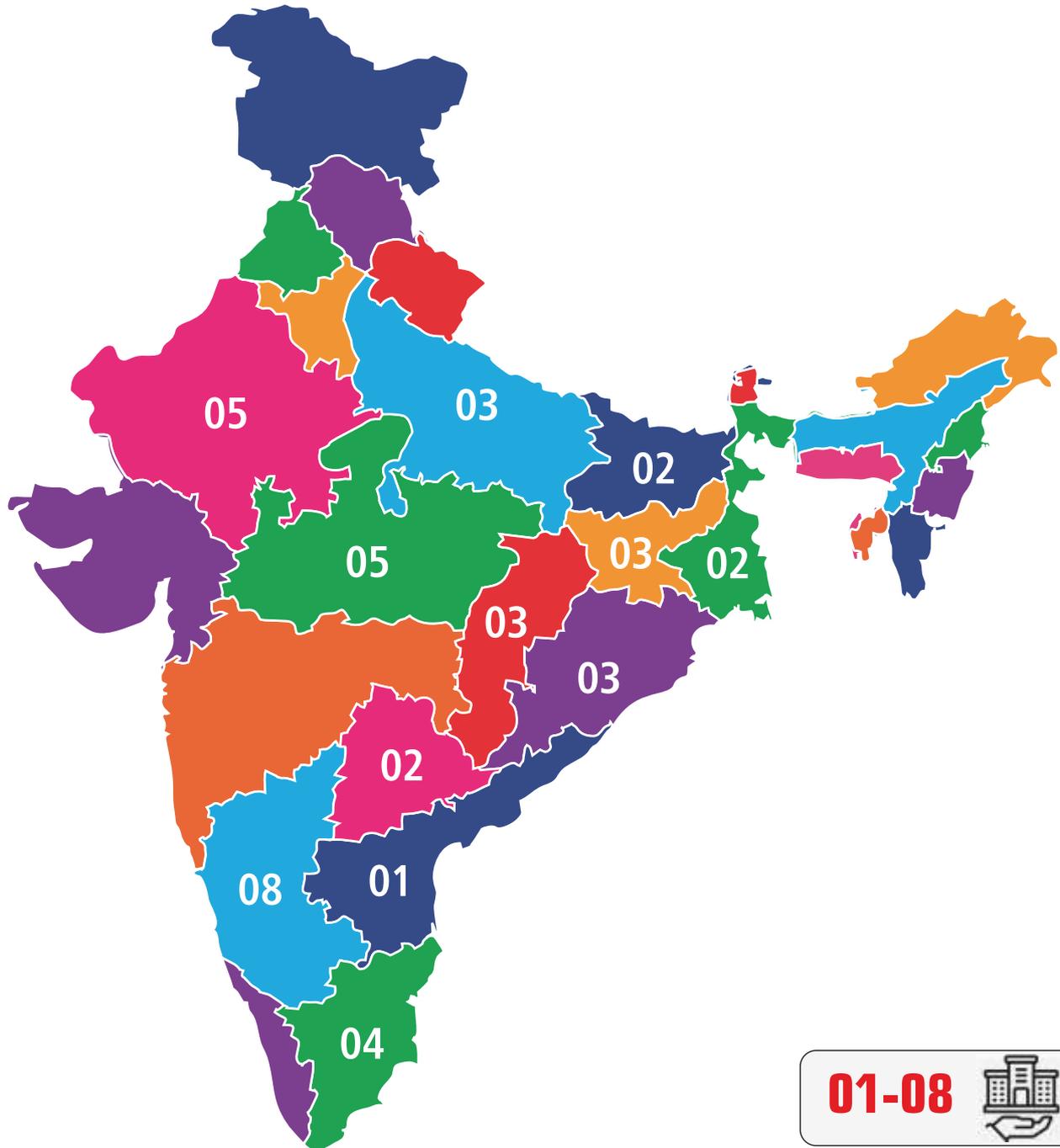
Under direct implementation, today we are implementing vocational skill training in 41 locations of 12 backward states in India. There are 161 training centres providing skill training to the youth in different trades. During the reporting period, 2,242 youth have successfully completed the skill training in 32 different trades. Another 1,151 youth are undergoing training. The skill training is being implemented with the support of 41 field staff and the reference community.

Besides 41 field staff to take care of each location, there are 161 qualified trainers to impart training of each selected trade. Efforts were initiated to hire services of experts from the trained master trainers of FVTRS to give their inputs on life skills, entrepreneurship skills, leadership skills, social security programmes, etc.





STATE WISE DETAILS OF LOCATIONS



01-08



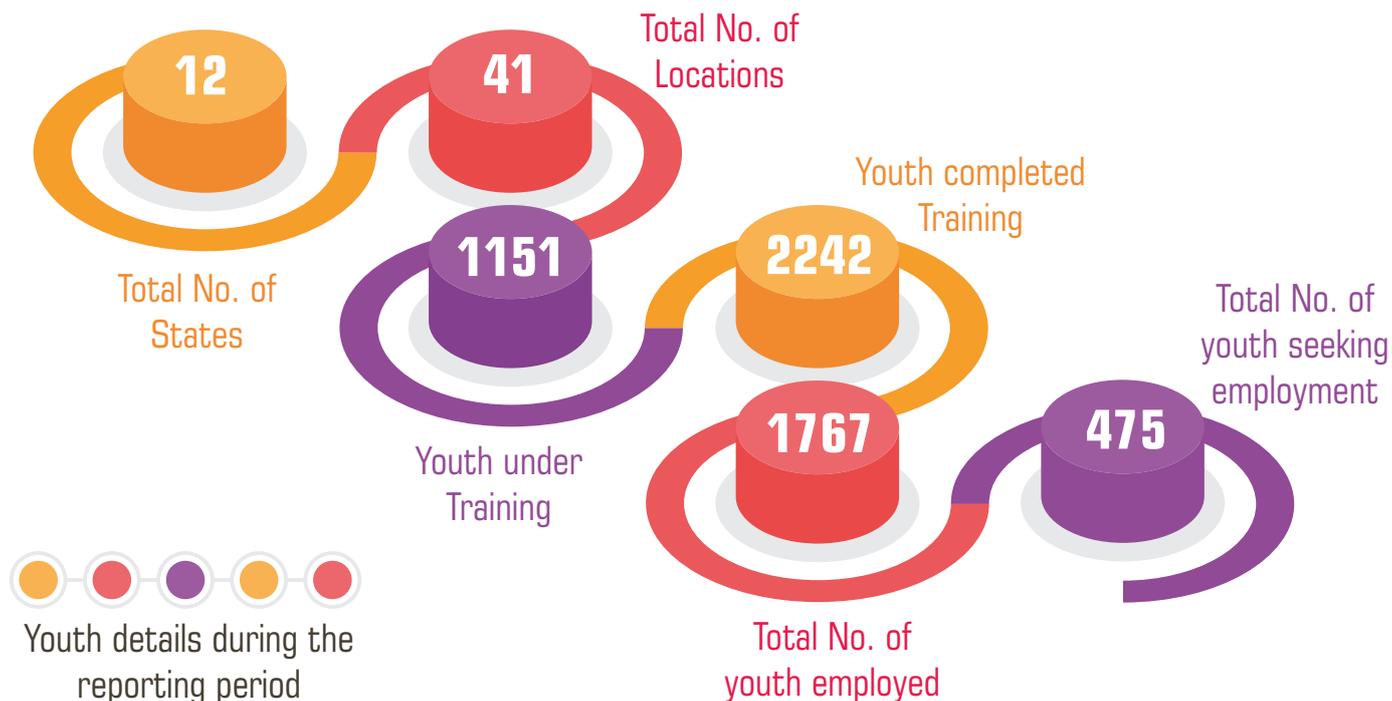
Numbers

represents the total skill training centres in each state



STATE WISE DETAILS OF LOCATIONS

Details of Youth completed the skill Training during the reporting period:

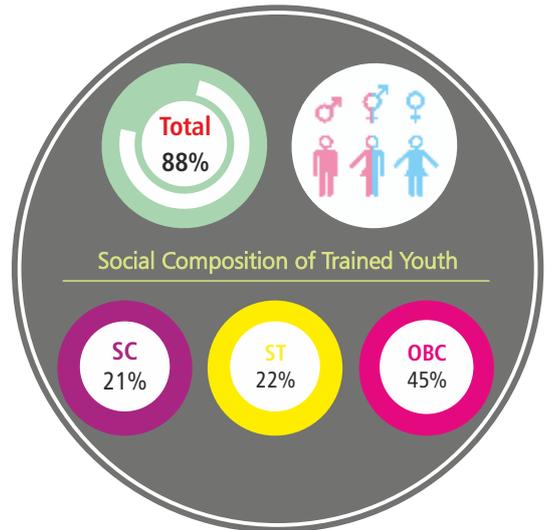


State	Number of locations	Undergoing training	Completed training	Employed	Seeking employment
Karnataka	08	255	575	363	212
Madhya Pradesh	05	160	332	286	46
Tamil Nadu	04	135	142	122	20
Chhattisgarh	03	40	150	111	39
Telangana	01	00	70	65	05
Andhra Pradesh	02	35	145	137	08
West Bengal	02	10	137	130	07
Jharkhand	03	257	95	90	05
Odisha	03	27	115	65	50
Bihar	02	14	75	65	10
Uttar Pradesh	03	63	174	132	42
Rajasthan	05	155	232	201	31
Total	41	1151	2242	1767	475



Details of Youth employment during the reporting period:

Out of 2,242 trained youth, 1,767 of them are employed in respective field of trade based on the acquired skill which is 79% of the total trained youth. The employed youth are earning an average income of Rs.8,000 per month. There are instances where the youth are earning up to Rs. 40,000 per month soon after the



Details of Youth completed the skill Training during the reporting period:

completion of their training. Statistics shows that there is an increase of 7% in employment ratio compared to the previous year's data.

Some of the youths are working in prestigious companies such as Honda, DMART, Tacobell, Reliance Fresh, Taste of India, Larsen & Toubro, Airport, LIC, Reliance digital, Hotel Victoria in Puri, Wood and Will security agency, Royal security agency, Best Corporation Pvt ltd, Forest department etc. Our youth are also working in multi-speciality hospitals like Vaishnavi hospital in Betul, Duli Pharmaceuticals, Apollo Pharmacy, SS health units-Chittaranjan. In Karnataka, Davanagere municipality alone has appointed 100 women on contract as drivers of waste management vehicle.

Participatory planning with the community and close monitoring during the training by them and staff of FVTRS and the post training accompaniment extended to the trained youth ensured 79% employment after the completion of the course. It was observed that in direct implementation mode, the placement rate has increased from 72% to 79%. Out of the total youth trained, 21% belong to SC, 22% to ST and 45% belong to OBC comprising of 88% of the total.

Gender Ratio of youth who have completed the training: FVTRS has always had priority to women candidates to acquire skill training and it is being continued under the direct implementation mode as well.

Our intervention aimed at providing equitable opportunities to marginalized young women with the objective of bringing them into the mainstream of the society. Among the youth who have completed the training, 1,458 are women which is above 65% of the total trained youth. This has created more livelihood opportunities for the women who were otherwise would have remained unemployed.





Orientation and Review Meeting

FVTRS appointed one field staff in each of the locations to oversee the implementation of skill training programmes. The statutory process like advertising, inviting applications, calling for interviews were conducted to select the candidates. Three rounds of orientation on the process of direct implementation were held for the selected 41 Field consultants from 12 States. Orientation programmes were also organised state wise and, in some cases, region wise both online and offline.

Orientation and input sessions are a recurring process through monthly offline and online review meetings and other occasions. FVTRS has developed various documents such as Standard Operating Procedures (SOP), roles and responsibilities of field consultants, process of implementation, agreement format for field staff & instructors, format for skill development plan etc. The same was shared and explained during various occasions.

STORIES OF CHANGE

Colours of Life



Ms. Chaitra 26 years of age is belonging to a four member family based at Kottehal Channagiri Taluk Davangere District. Chaitra was studied only up to 8th standard. At the age of 19 she was married to Viswanathan who is studied up to 12th standard and by profession he is an agricultural worker. They have two acres of land where they do the cultivation during the rainy season remaining 6 months he works in the arecanut market as part time worker. They had their parents who are elderly and small child at home. The family was depending on small income generated by Mr. Viswanathan. Chaitra's story is an inspiring one, showing how acquiring new skills and knowledge can change a person's life and positively impact their family's

financial situation. By taking the beautician course offered by FVTRS, Chaitra gained the skills and confidence needed to start her own business, despite financial constraints.

Moreover, the non-technical training she received on life skills, entrepreneurship, and leadership helped her to develop a positive outlook towards life and hone her business acumen. Chaitra's decision to set up her parlour in a room of her house shows her resourcefulness and determination to succeed, even with limited resources.

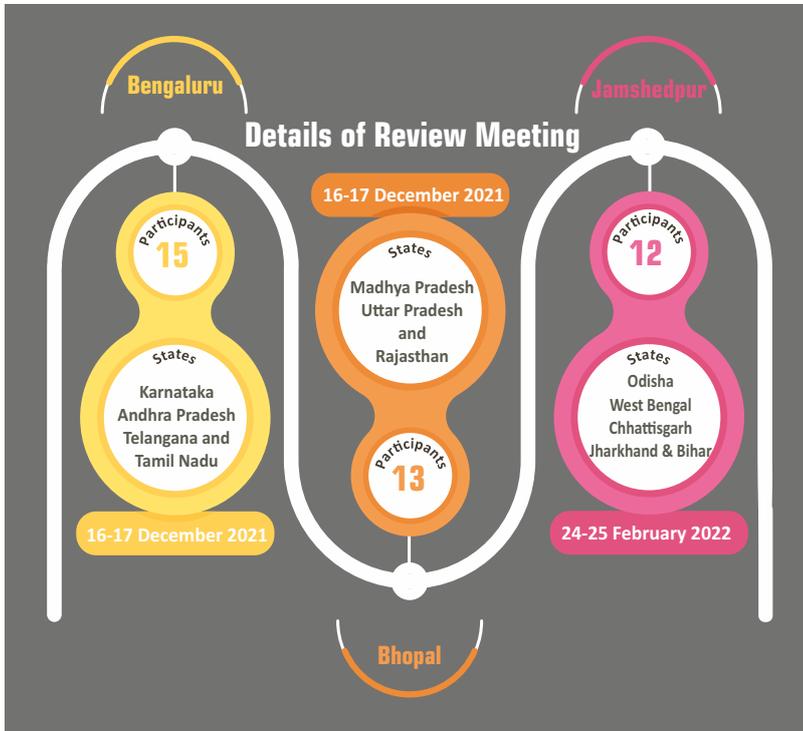
After the training she wanted to put up her own beauty parlour, but there was no enough financial background for the same. Having understood the situation, she has decided to set up a parlour in one room of her house itself and displayed a board outside. In the beginning her monthly income was around Rs.1000/- per month, but she did not give up the scope. Slowly her work started getting recognized and the number of customers increased. Her income also started increasing in a slow pace and after six months she started getting an average monthly income of Rs. 7000-9000/- per month.

Her dedication and hard work paid off, and her business gradually grew to become a reliable source of income for her family. Her success story also showcases the importance of vocational training and the need to provide opportunities for skill development to women in rural areas, who often face significant barriers to education and employment.





EXPLORING SKILL INTELLIGENCE



FVTRS regularly organised field staff meet to review the status of skill training intervention and to build the capacity of the team members.

Three physical meetings at different regions and monthly virtual meetings for different states were conducted.

The offline meetings are held on every quarter and the online meetings are conducted at the beginning of every month.

The skill training programmes were reviewed in these meetings and the same were facilitated by team members of FVTRS, Bangalore office.

These platforms were used to share achievements, learnings, understand challenges and sharpen the actions for

improvement aiming at better quality results. Apart from this, the field staff prepared and submitted daily action plans that were reviewed on a daily basis; their reporting officers were updated about the outcome of the action plan at the end of the day.





SKILL NET

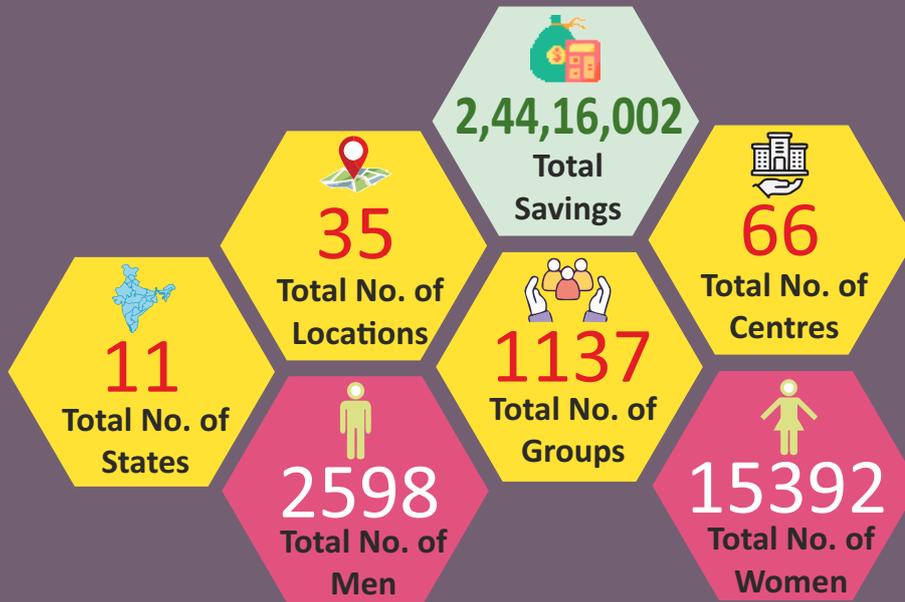
The formation of Skill Net (Association of skilled workers) is an integral part of skill training. The trainees were acquainted about the formation of groups and the purpose of Skill Net during the training programmes and at the end of the training, they were assisted to form into groups. The skill net has helped us to do follow up with trainees who had completed the skill training.

Regular meetings of skill net and developing action plans for further enhancement of skill became regular activities. This platform created more opportunities for the skilled workers to initiate innovative micro level business and create employment. The group members were engaged in regular internal savings of money, skill enhancement activities, and in collective/individual enterprises.





SKILL NET DATA



Sl. No	State	Location	Groups	Men	Women	Total	Internal Saving
1	AP & Telangana	2	14	38	172	210	145200
2	Karnataka	8	696	5429	3619	9048	18707194
3	Tamilnadu	4	58	86	900	986	532200
South Total		14	768	5553	4691	10244	19384594
4	Bihar	3	18	76	194	270	83432
5	Chhattisgarh	3	48	68	700	768	396000
6	Odisha	2	26	140	150	390	72400
7	West Bengal	2	17	118	154	272	34000
8	Jharkhand	4	54	350	460	810	71000
East Total		14	163	752	1658	2410	656832
9	Madhya Pradesh	5	98	568	1000	1568	1227450
10	Rajasthan	5	54	374	496	870	3064730
West Total		10	152	942	1496	2438	4292180
11	Uttar Pradesh	3	54	370	440	810	82396
North		3	54	370	440	810	82396
Grand Total		41	974	6865	6627	13492	24416002



OTHER ACTIVITIES

Centre of Excellence

Human Resource Development is an integral part of any Organization. It focuses on career development, performance enhancement and improving knowledge and skill. Life Skills and entrepreneurship cannot be seen as two separate entities. There should be continuous engagement, so that they develop and also sustain. Hence the training on non technical skills an essential component of the skill training programme.





MASTER TRAINERS FOR LIFE SKILL & EDP

The Training department of FVTRS trained Master Trainers on Entrepreneurship Development and Life skills using its resource team for imparting training to various stakeholders. A team of Master Trainers from different states of the country were trained and certified to impart EDP and Life Skill trainings to trainees and others.

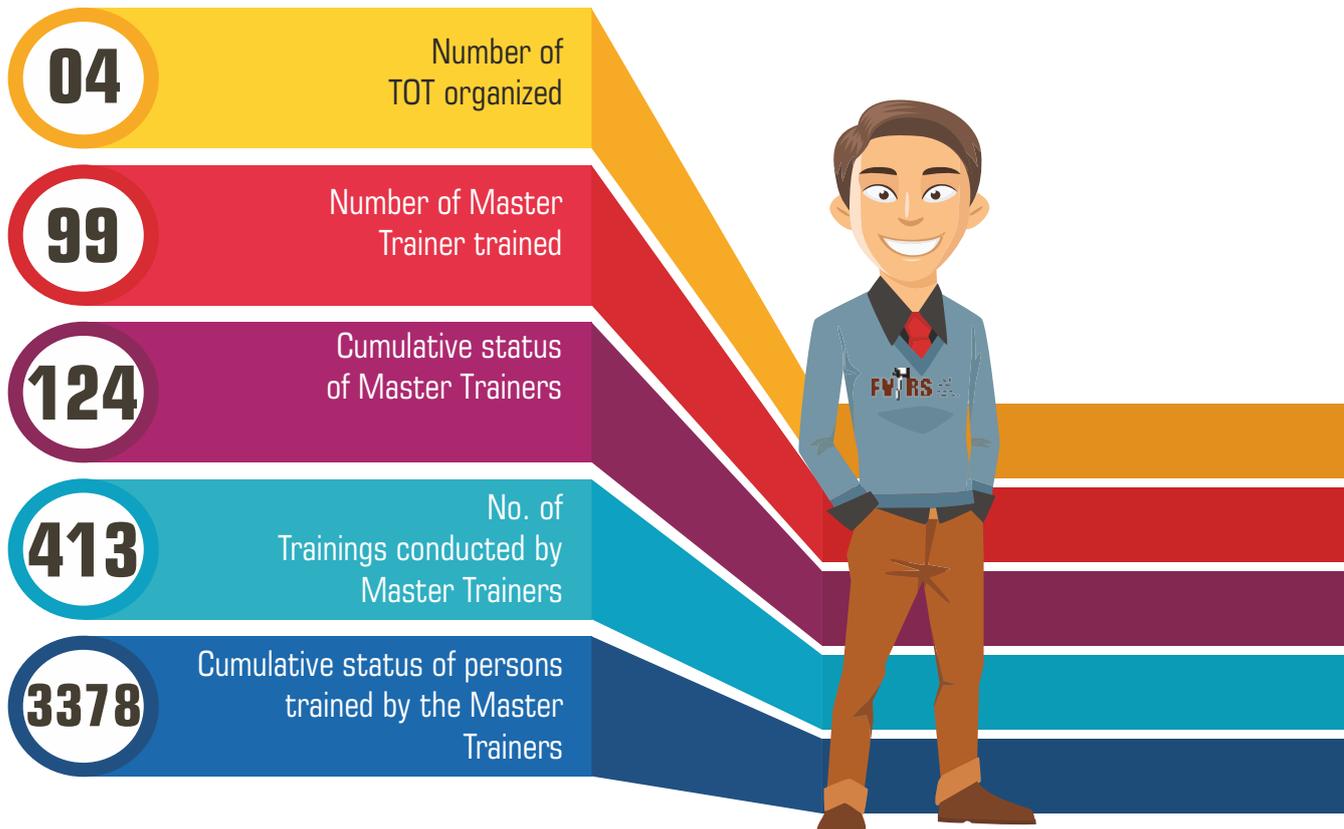
Life Skill Programme quick glance





MASTER TRAINERS FOR LIFE SKILL & EDP

Entrepreneurship Development Programme quick glance



Training on Leadership

A two-day Programme on Training of Trainers on Leadership were organized for the Field consultants and Trainers of skill development in Belgaum, Bhopal and Jamshedpur. The Staff members engaged in different locations and training centres of Karnataka, Madhya Pradesh, Rajasthan, Jharkhand, Bihar, Odisha, West Bengal and Chhattisgarh were included in the programme. Each of the training was concluded with specific follow up plan of action wherein each participant was entrusted with a plan to conduct similar programmes for the Skill Net leaders and skill training trainees in their own locations. Altogether, 68 participants attended the training programme.

Capacity Building of staff at the Head Office

Team FVTRS of Bangalore office met twice for a one-day programme to retrospect about the current mode of operations, its systems, and structures. Decisions were taken to fill gaps both at structural and individual levels.

Fr. V.M Thomas and Mr. JP Nelson oriented the team about the 'Theory of change'. Dr. Tom Jose from KKID conducted a session to enhance facilitation skills of the trainers. Based on the reflections, it was decided to conduct these kind of trainings more often both offline and online in order to equip the team members with more skills and knowledge. One staff joined for an online course with IIT Bangalore, another four staff members attended hybrid training programme on various relevant topics



Capacity building of field staff

The staff members were oriented about the vision and mission of FVTRS. They also received orientation on topics such as community mobilization, market study, household survey, skill development plan preparation, monitoring, knowledge and skills in EDP, Life Skills, Leadership, Skill Net, Communication, etc. They were also made aware about the process and procedures of purchases and bill management, maintenance of cash book, etc. The review meetings were held to improve their skills on presentation, reporting and documentation. The Organization conducted a training programme on 7th & 8th of June 2022. All the field staff representing from 12 states participated in the same. .





CONFERENCES, MEETINGS, AND WEBINARS

FVTRS staff attended various conferences, meetings and webinars to acquire knowledge on new directives related to FCRA and other legal compliances. Following are some of the important webinars related to FVTRS' activities:

01



Training on Governance

Online training programme organized by Christian Institute of Management on Governance. It was a one month course. The mode of teaching was through watching recorded videos and referring to the course material. The topics covered were: Understanding Governance in the context of NPOs, Understanding Board Processes, Governance Controls and Oversight Functions and Designing Governance Manual.

Organized by Christian Institute of Management. It was a two hour session. Topics covered were – Budgeting: types, key components, preparation, monitoring, significance of budgeting in line with FCRA Amendment Act, 2020.

02



Webinar on Budgeting

03



Webinar on Laws & Procedures

Labour and Employment Laws by Mr. Vinod Kumar Sharma. It was held on 18th and 24th January 2022. Topics covered were: Leave policies, Maternity Benefit Act 1961, Government guidelines for Holidays, Employee Absenteeism, Principle of natural justice, Bonus payment, Overtime payment, Leave encashment, etc.

Christian Institute of Management organised a webinar of Compliances on 08/02/2022. Topics covered were: General Compliances, Authorized Signatory, Registration / Renewal of 12 A / 12 AA, Application of Income, Cash compliances, Investments, Corpus Donation, Transactions with related persons, TDS rules, 80G, Business / GST, and FCRA.

04



Webinar on Compliances

Registration with e-shram portal



E-Shram is a union government scheme under Ministry of Labour and Employment. The main objective was to create a centralised database of unorganized workers such as construction workers, migrant workers, street vendors, domestic workers, Drivers, Fishermen, ASHA workers, Anganwadi workers, Rickshaw-pullers, Brick-kiln workers, Agriculturists, etc. The objective was to ensure social security services to the workers and share their relevant information with various stakeholders who would facilitate the welfare schemes.

FVTRS being a socially committed Organization, promoted the E-Shram registration campaign in 29 locations of the country. Registration campaign was done with the help of local volunteers from the identified localities. Around 200 volunteers supported the campaign from 1st December to 31st December 2021.

To create awareness among the people FVTRS organized public meetings, group meetings, poster presentations, distribution of pamphlets etc. They also used the facilities of CSP centres in various locations while enrolling beneficiaries. It was an intensive campaign that successfully registered 12,400 unorganized workers to the portal. Every registered member was provided with E-Shram card to avail benefits.





PARTNERSHIP AND NET-WORKING

Women Entrepreneurship Programme

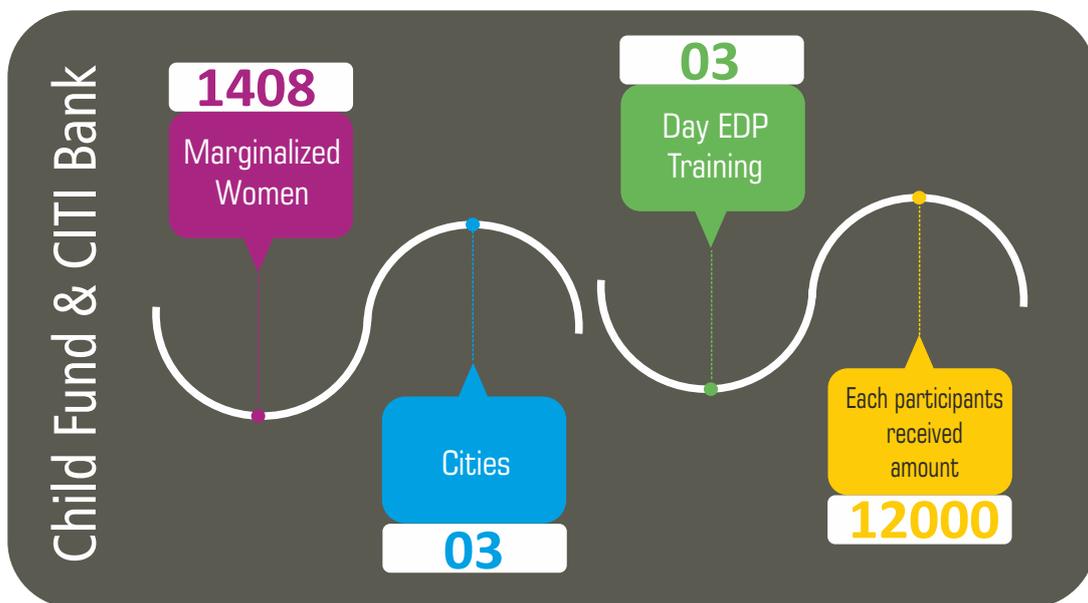


FVTRS signed a MoU with Child Fund India with the support of CITI bank to support 1,408 marginalized women to revamp and start micro business in the cities of Bangalore, Mysore and Mangalore. FVTRS identified 800 women from the city of Bangalore, 400 women from Mysore and 208 women from Mangalore.

The first phase of 3 days entrepreneurship training with the objective of promoting the micro enterprises has

helped the women to develop a comprehensive business plan.

The women participants were carefully selected from the backward areas of the targeted cities using systematic need assessment. Each participant received Rs. 12,000/- in their bank account to start proposed business. The women thus started various businesses like running a canteen, a petty shop, selling food and beverages, garment production and sale, running grocery shops, etc. Regular follow-ups were done and a second phase of two-day training was organised to all the beneficiaries.





LIVELIHOOD & EDP PROGRAMME



An agreement with TATA Power Community Development Trust was signed to promote Livelihood and Entrepreneurship among women in Chandapura, Electronic city, Bangalore.

In this pilot project, 65 young women were organized into five groups and trained them in different trades to start micro enterprises.

TATA Power expressed its appreciation with FVTRS' for the implementation and asked to submit a proposal for the continuation. The Proposal has been submitted and awaiting a favourable response.

MANAGEMENT & ENTREPRENEURSHIP AND PROFESSIONAL SKILLS COUNCIL (MEPSC)

We have signed an agreement with MEPSC to train our Master Trainers in EDP and Life Skills. Two phase of Masters Training was organised and received certification from MEPSC & NSDC. The objective was to build more capable resource persons with appropriate certification.

MEPSC conducted an intensive five-day online training programme cum test. 24 resource persons, including three staff from FVTRS has successfully completed this training and were certified by NSDC & MEPSC as Master Trainers (VET and Skills) confirming to National Skill Qualification Framework Level-6.





RESEARCH

Skilling – Community Owned Promotion and Enhancement

Research and studies have been parallel activities of FVTRS to scale up our actions to make its skill development initiatives more meaningful. Research and studies have great potential to make us relevant in the skill eco system. An action research “SCOPE” was carried out in five locations of the country.

SCOPE is a community based and community owned approach to skill development; promoted for the sustainability of its interventions. This has evolved due to the perspective that skill training is not a onetime activity but a process of skill development.

With this approach, FVTRS encouraged the participation of the community in selecting the trade, identifying trainees, organising trainings, forming and mentoring collectives of trainees, finding employment, providing continuous education and enhancing skills and livelihood.

This action research has become a model for community ownership and employment creation with the support of the community.



The research covered a total number of 6,186 households having a total population of 32,324 of which 16,288 were men and 16,036 were women. The total unemployed youth population between the age group of 18 and 35 years in this area was 9,063 (28%) who belonged to 4,392 households.

- ★ The action research has been successful in promoting community based structure (Skill Development Team) to own the skill development process. There are such 22 - SDTs with 257 members today.
- ★ The SDT is now involved in the selection of trades, trainees, organizing the training, monitoring and facilitating employment opportunities. The trades selected were most suitable to meet the local needs
- ★ The approach helped to train more youth from the community with the support of the community.
- ★ It is reported that during the period, 413 youth selected by the SDTs were trained in different trades. During the training, it was observed that there were zero percent dropouts. All of them completed the training in the selected trades.
- ★ The SCOPE locations reported 90% employment, compared to 79% employment of normal skill training locations.

PAN India Research on Skill Mapping

National level research was taken up in 20 cities in the country to understand the changing trends in job roles and required skills in cities and semi-urban areas in the context of the changing market with special reference to the post-COVID-19 period.

The research was conducted in six prominent job providing sectors; it was carried out in collaboration with Central University of Karnataka, Kalburgi. City wise interviews, sampling, coding, compilation process have been completed in 20 cities of the country. The report of the research findings will be ready soon.



SPIN (Skill Promoting India Network)

SPIN - has a General Body and a Governing body; and these bodies are met once a year. It is structured with five state chapters where the partners of those regions take up different activities. SPIN brings out a quarterly e-news letter where various information is shared. The state chapters and individual Organizations are providing required information and report to be included in the forthcoming Newsletter.



Management of Information System

Information sharing and knowledge update through various journals are an integral part of the Organization. We have brought out the following documents during the reporting period.

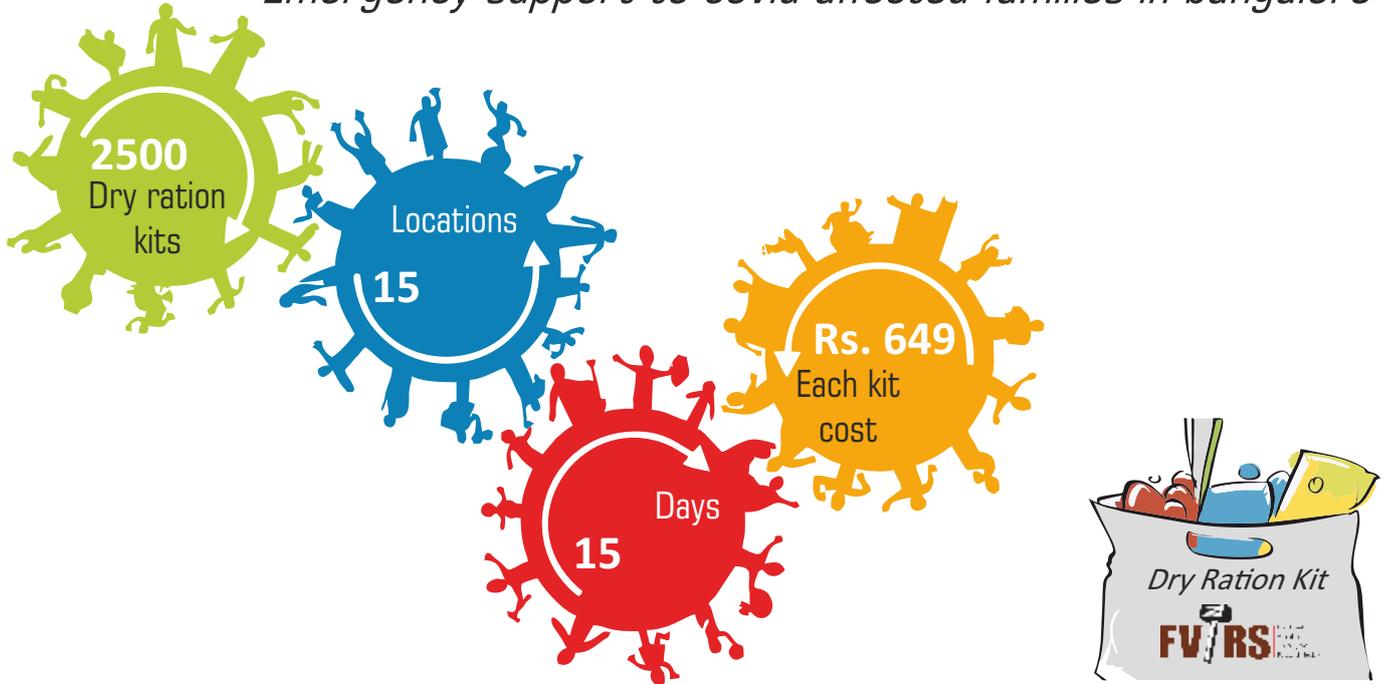
- * Annual report
- * News bulletin (4 editions)
- * Calendar
- * New Brochure
- * Revised Life Skill Module
- * Installation of Goonjan Software for Data Management





COVID - 19 SUPPORT

Emergency support to covid affected families in bangalore



FVTRS provided dry ration kits to 2,500 marginalized families in Bangalore district (urban and rural) who were affected by the outbreak of COVID-19 and subsequent lock-downs. Many slum dwellers who had lost their source of income received the help. The distribution took place in 15 identified locations of Bangalore city and Nelamangala taluk from 16th to 21st June, 2021.

We had discussions with different stakeholders including the affected people and decided to provide food kits to marginalized families that served them for about 15 days.

Food kits consisted: 5 kgs of rice, 4 kgs of wheat flour, 1 kg of sugar, pulses and salt, 250 grams of tea powder, 300 grams of masala powder and two bathing soaps. Each kit cost was Rs. 649/-.





STRATEGY PLAN

Strategy plan is the guiding principle for FVTRS to achieve its vision and mission. The VISION towards-2025 is an outcome of the assessment of previous Strategic plan, organizational strength, limitations, study and learnings of new trends, emerging challenges, paradigm shift in skill development. This is also because of FVTRS' never quenching thirst for development of disadvantaged people in the country. The proposed strategies are aiming at addressing its limitations by making use of the available opportunities in the outside environment. Careful assessment of the internal capacity has been considered while proposing the new strategies.



The findings from the responses, meetings and other proceedings pointed out that there have been gains made in the functioning of the organization, but lot more needs to be done, especially in the new mode of function. The interviews and responses from other players also have given relevant insights to FVTRS to bring new dynamism to its future interventions. The changing realities across the world and in the country has considered while preparing the strategic document. Based on all these realizations and ground realities, the new strategic document focuses on following the key points, such as:

- ★ Direct implementation of Skill training by developing structure, systems, and processes.
- ★ Being relevant in the Skill development sector in the context of post Covid and changing world.
- ★ Mobilising funds from different sources to sustain the process of skill development.

The proposed strategies emphasise our mandate to work for the empowerment of the marginalized section of the society and ensuring human dignity.



We firmly believe that these plans will give us focused intervention and road map to achieve our vision for next five years. These will continue to be the overarching spirit in the future interventions of FVTRS.

STORIES OF CHANGE

A Second Life

Ms. Alamelamma is 36-year-old and lives with her family comprising of her husband and 2 children in AKG Colony in the outskirts of Bangalore. Her husband works as a food delivery person with no assured and standard income. Her children go to a nearby school. They live in a single room tiled house. Due to financial constraints, Alamelamma could not continue her schooling beyond 10th grade and her father married her at an early age.

She now has a dream of educating her children and improving her family situation. With this realistic ambition, Alamelamma took self-initiative to learn tailoring skills and started earning around 3000/- per month to support the family. But her dream did not last for a long time. The Pandemic and lockdown announced in 2020 put her and her family in vulnerable situation. The husband lost the job and Alamelamma's business came to a standstill. The relief measure announced by the Government was not only inadequate but was a very provisional and transient assistance. Since the Pandemic affected the entire community, she was not able to seek any type of assistance from neighbours, friends or family.

The entire family lived in pathetic condition for about 2 years. Even after the lockdown was lifted, situation continued to be miserable for Alamelamma and her family. She was neither able to salvage her tailoring business nor think of any alternative livelihood options. Situation was gloomy and Alamelamma was losing hopes of sustaining her family and educating her children. The EDP initiative by FVTRS restored my dreams and gave a 'second life' says Alamelamma. She said that the programme was not only useful with inputs on strategies to improve business, value-addition to products and marketing, it also motivated me to restart my business with new energy and vitality. Apparently, the course helped her to learn soft skills like being customer friendly, expanding business etc and gave confidence to take her family to next level.

The support of Rs. 12,000/- given by FVTRS was an additional leverage to the EDP and Alamelamma restarted her business and also expanded it with sales of ladies' garments. She used the financial assistance to fix a motor to the tailoring machine and took additional loan of Rs.30,000/- from the SHG to purchase accessories and raw material. Alamelamma is proud to introduce herself now as an emerging entrepreneur with multiple initiatives. She has broad-based the tailoring with designer models and alterations as well as stocked some ready made products in her house to be sold in retail for a profit.

Now Alamelamma earns between 12,000/- to 15,000/- per month and hopes to gradually increase it. She has also repaid part of her loan and hoping to take another loan to expand the business. When asked what are the take-away from this project, Alamelamma says that 'self-confidence, risk-taking and ability to make decisions' are important life-lessons she has acquired at this age. The project has not only improved her in economic terms, but also groomed her in the social aspect. Alamelamma is an inspired and motivated woman entrepreneur from the low-income group category.



BOARD AND PERSONNEL

General Body Members

Fr V M Thomas, President
 Ms Mercy Kappen, Vice-President
 Fr Peter Brank, Treasurer
 Mr Felix D'Souza, Secretary
 Mr John Peter Nelson, Member
 ABP John Barwa, Member
 Sr Suman, Member
 Fr Paul Moonjely, Member
 Ms Anita Sharma, Member
 Dr. Joseph. I Injodey, Member
 Ms. S P Selvi, Member
 Mr. Joseph Stanley, Member
 Mr. Alexander, Member
 Mr. Ashok K Singh, Member
 Bp. Nazarane Soosai, Member
 Bro Amalan, Member

Team FVTRS

Mr Felix D'Souza, Executive Director
 Mr. Jimmy Mathew, Lead Executive
 Mr. CP Nicholas, Lead Executive
 Ms. Diviana Nayagi G, Field Executive
 Mr. Sajeesh K.P, Field Executive
 Ms. Silli Dalai, Field Executive
 Mr. Ajay Rao D, Field Executive
 Ms. Bedsy Joy, Field Executive
 Ms. Noyala Sheela, Lead Executive Finance
 Ms. H Nirmala Rao, Finance Executive
 Mr. Madhu Sudhan, Finance Executive
 Ms. Y Geetha, Office Caretaker
 Mr. Gerald, Driver



AUDITED ACCOUNTS

FUNCTIONAL VOCATIONAL TRAINING & RESEARCH SOCIETY No. 118, 3rd Cross, BDS Layout, Dr. Shivram Karanthinagar Post, R. K. Hegde Nagar, Bangalore - 560 077, Karnataka, India		CONSOLIDATED BALANCE SHEET AS ON 31ST MARCH 2022	
LIABILITIES	Amount (₹)	ASSETS	Amount (₹)
CAPITAL FUND			
Share/ Fixed Assets at Cost	1,67,63,181.38		1,67,63,181.38
		FIXED ASSETS	
		As per Schedule - 2 - A1 Cost	
GENERAL FUNDS		CURRENT ASSETS	
Foreign Contribution A/c As at 1.4.2021	8,21,369.04	Cash In Hand	14,333.00
Local Contribution A/c	25,78,658.85	Local Contribution	10,712.00
	33,97,977.89	Foreign Contribution	31,045.00
Add: Excess of Income over Expenditure	(6,67,163.00)		
Foreign Contribution A/c	10,61,532.98	Cash at Bank	
Local Contribution A/c	3,94,369.88	State Bank of India (Local Contribution)	49,56,731.75
		The Catholic Syrian Bank Ltd (Local Contribution)	4,08,648.08
		State Bank of India FCRA Account) New Delhi Main Branch	31,781.09
		State Bank of India, Richards Town Branch	89,02,169.29
		State Bank of India (Utilization Account) SRK Branch	23,69,642.70
STABILITY FUNDS			1,86,68,952.91
Foreign Contribution A/c	5,00,000.00		
Local Contribution A/c	20,00,000.00	Fixed Deposits	
		1) The Catholic Syrian Bank Ltd - (FC General)	12,45,686.00
UNDISBURSED EAR-MARKED FUNDS(FC)		2) The Catholic Syrian Bank Ltd (LC)	35,72,474.00
As per schedule - 1		3) Add: Additional Fixed Deposits	0.00
		4) Accrued Interest on FD - CSB (FC General) As at 31.3.2022 less TDS	1,67,570.00
		5) Accrued Interest on FD - CSB (LC) As at 31.03.2022 less TDS	54,476.00
		6) Less: Fixed Deposits closed during the year (LC)	50,40,206.00
			3,416.00
		Interest Receivable	
		Telephone and Cooking gas connection Deposits (FC General)	7,000.00
		Security Deposit -Chandrapuram (LC)	50,000.00
		INCOME TAX & TDS REFUND	
		TDS Refund Prior Periods	7,208.00
		AY 2022-2023 (LC) (TDS from Catholic Syrian Bank Ltd)	15,807.00
		AY 2022-2023 (FC) (TDS from Catholic Syrian Bank Ltd)	8,669.00
TOTAL	3,85,95,685.27	TOTAL	3,85,95,685.27

Place : Bengaluru
Date : September 25, 2022

For Functional Vocational Training and Research Society

(Signature)
Alex D Souza
Executive Director

(Signature)
(Fr. Peter Brank)
Treasurer

As per our report of even date
For SSRA & Company
Chartered Accountants
Firm Regn No. 014/2018
Suresh Goyal
(Partner)
Membership No. 0693711

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 YEAR ENDED 31ST MARCH 2022			
EXPENDITURE	Amount (₹)	INCOME	Amount (₹)
To Payments:		By	
FC Payments		Contributions	
FC general	7,39,009.00	FC Contribution a/c	8,501.00
		FC general	8,501.00
LC Payments:		Local Contribution a/c	
Auditing	1,02,172.00	a) LC General	11,81,505.28
Bank charges	336.30	Contributions - LC General	3,78,000.00
Board meeting expenses	1,81,233.00	b) FVTRS - TPSSL	2,30,35,657.00
Organisation Development	54,824.00	c) FVTRS - CFI Project	2,45,95,162.28
FVTRS - TPSSL	3,78,000.00		
FVTRS - CFI Project	2,16,63,675.00	Interest received:	
Office Maintenance	28,001.00	S. B. A/c Interest - SBI	56,685.00
		S. B. A/c Interest - CSB	3,532.00
		S. B. A/c Interest - SBI	3,416.00
To Excess of Income over expenditure		Others - Membership fees	1000.00
TOTAL	2,49,15,018.28	TOTAL	2,49,15,018.28

As per our report of even date
For SSRA & Company
Chartered Accountants
Firm Regn No: 010256N

(Signature)
(Fr. Peter Brank)
Treasurer



(Signature)
(Felix D'Souza)
Executive Director

Place : Bengaluru
Date : September 29, 2022

Sureeh Goyal
(Partner)
Membership No. 093711

FUNCTIONAL VOCATIONAL TRAINING & RESEARCH SOCIETY No. 86, 3rd Cross, BDS Layout, Dr. Shivrani Karanthnagar Post, R. K. Hegdenagar, Bangalore - 560 077, Karnataka, India. CONSOLIDATED RECEIPTS & PAYMENTS ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2022				
Receipts	Amount (Rs.)	Amount (Rs.)	Payments	Amount (Rs.)
To Opening Balances:			By Project expenses/payments:	
a) Cash-in-hand			a) MISERION/AZE, Germany	
Foreign contribution	700.00		(Project: Functional Vocational Training for the School Dropout Youth in India)	
Grant No.321-900-1751 ZG	19,662.00		(No.321-900-1807 ZG)	65,80,477.60
Grant No.321-900-1625 ZG	4,532.00			
FC General	468.00		b) MISERION/AZE, Germany	
Local Contribution		25,362.00	(Project: Vocational Skill Training for the School Dropout Youth in India)	
			(No.321-900-1751 ZG)	64,21,857.20
b) Foreign contribution - Cash at Bank			c) MISERION/AZE, Germany	
Cash at Bank - State Bank of India, New Delhi Main (FCBA A/c)		19,99,407.59	(Project: Networking and Knowledge Management for Skill Development in India)	
Grant No.321-900-1625 ZG			(No.321-900-1625 ZG)	2,24,86,141.00
c) Cash at Bank - State Bank of India, Richards Town Branch			d) MISERION/AZE, Germany	
Grant No.321-900-1807 ZG	16,71,889.50		(Project: Promotion of Functional vocational training in India)	
Grant No.321-900-1751 ZG	93,80,825.54		(No.321-900-1673 ZG)	11,37,738.20
Grant No.321-900-1673 ZG	36,84,239.12		e) FC General - TDS on fixed Deposit interest	
FK Norway Round 3	6,10,285.09			7,39,009.00
FC General	63,729.04	1,34,10,988.29	f) Local Contribution - Payments	
d) Cash at Bank - State Bank of India, Dr. Shivrani Karanth Nagar Branch			LC General	3,64,566.30
Grant No.321-900-1625 ZG		5,31,209.70	FVTRS - TPSSL	3,78,000.00
e) Local Contribution			FVTRS - CF Project	1,94,92,824.00
SB A/c 30805043005 - SB, Richards Town	9,34,307.77			
SB A/c - CSB	29,723.08	9,64,110.85	By Closing Balances:	
f) Fixed Deposits - Catholic Syrian Bank			a) Cash-in-hand	
FC General - CSB	11,74,757.00		Grant No.321-900-1807 ZG	442.60
Local Contribution - CSB	35,72,474.00	2,16,78,309.43	Grant No.321-900-1625 ZG	9,842.00
			Grant No.321-900-1751 ZG	448.60
			Grant No.321-900-1673 ZG	1,466.80
			FC General	4,532.00
			Local Contribution	14,333.00
				31,045.00
To Specific/Ear marked Funds Received from:			b) Cash at Bank - State Bank of India, New Delhi Main Branch A/c No.39952025593	
a) MISERION/AZE, Germany			Grant No.321-900-1807 ZG	31,305.00
(Project: Functional Vocational Training for the School Dropout Youth in India)			Grant No.321-900-1625 ZG	456.09
(No.321-900-1807 ZG)				
b) MISERION/AZE, Germany			c) Cash at Bank - State Bank of India (Richards Town Branch)	
(Project: Vocational Skill Training for the School Dropout Youth)			Grant No.321-900-1807 ZG	19,23,064.30
(No.321-900-1751 ZG)			Grant No.321-900-1751 ZG	63,22,815.74
c) MISERION/AZE, Germany			Grant No.321-900-1673 ZG	7,12,779.12
(Project: Networking and Knowledge Management for Skill Development in India)			FC General	-56,493.87
(No.321-900-1625 ZG)				
Add: Recoveries	2,32,53,697.50		d) Cash at Bank - State Bank of India (Dr. Shivrani Karanth Nagar Branch)	
	63,105.00	2,33,15,802.50	Grant No.321-900-1625 ZG	23,69,642.70
d) MISERION/AZE, Germany			e) Cash at Bank - State Bank of India Richards Town Branch	
(Project: Promotion of Functional vocational training in India)			Local Contribution - SB A/c 30805043005	49,56,731.75
(No.321-900-1673 ZG)				
e) FC general	8,501.00	8,501.00	f) Cash at Bank - CSB	
Add: Interest on Fixed Deposit			Local Contribution - CSB A/c No.0317-01523958-190001	4,08,648.08
LOCAL CONTRIBUTION:			Fixed Deposits:	



STORIES OF CHANGE

Baby steps to my dreams

He says, "I never thought the course can train me to dream for a different life. I feel so proud of myself today and thank all my trainers and FVTRS for this baby steps of change."



Mr. Kula Ranjan Nayak a 10th dropout from one of the interior villages of Gajapathi district in Odisha became example today to the other youth in the village. His father Saula Nayak is a farmer and mother Helena Nayak is a home maker. He has three siblings who are going to school. The entire family is depending upon the menial income from the seasonal farming of his father.

He couldn't continue his studies as the school/college are in the town is quite far and couldn't afford the fees. So he decided to do odd jobs for money and helped his father in farming. Later he planned to migrate to some other city where he can find better opportunities with labour, by then lock down and Covid pandemic crushed the situation worst. He couldn't move out and continued with the farming and menial errands for money. The family's income was very less for 6 persons to eat three times a

meal.

The situation changed when FVTR'S skill training started after covid pandemic. Kula Ranjan came to know about FVTRS skill training through his friends from the other villages and decided to join the retail marketing and computer program in Bhubaneswar. He stayed there and got trained well for three months.

He took all the help of the trainers and made himself better to work in the mainstream. After the training in March 2022 he got a job in Victoria Hotel as a supervisor and earning Rs. 10000 per month. He has enrolled himself for the open schooling to reach to the mainstream aims in life.

News Clipping



Functional Vocational Training and Research Society

No. 86, 3rd Cross, BDS Layout, Dr Shivram Karanth Nagar Post

RK Hegde Nagar, Bangalore - 560 077

Ph. 080 2846 5215, email: director@fvtrs.org, url: www.fvtrs.org

KNOWLEDGE PARTNERS



MISEREOR
IHR HILFSWERK



SES
Senior Experten Service
FÜR ALLE EXPERTEN DA SEIT

IACC
Apex Bilateral Chamber for India-USA trade

citibank

Schneider Electric
Foundation

Stromme
Foundation

TATA
TATA POWER

MEPSC
Management & Entrepreneurship
and Professional Skills Council

ChildFund
India

NIOS



QUEST
ALLIANCE

