

Regional Coordinator's Meetings

“Being together is the beginning of building relationships. Better relationships are the basis of strong partnerships. Strong partnerships are the basis of collective growth”

Keeping this in mind FVTRS had organised three meetings of the regional coordinators of our projects for two days each (at Bangalore-12-13 Feb, Lucknow-23-24 and Kolkata 19-20 March 2015). The meeting at Bangalore was inaugurated by Mr. Chandra Shekar, Regional Director of National Institute of Open Schooling (NIOS). In his inaugural speech, he spoke about the need for vertical educational growth of school dropouts in India and opportunities available for the youth once they complete the education. He also explained a brief background of NIOS. The Executive Director of FVTRS, Mr. P M Philip welcomed the participants and explained the objectives of the meeting at Bangalore and Kolkata.

Along with taking stock of the status of activities and results implemented by the individual partner organisations, this is also an opportunity for mutual

learning. This will also work as a platform for sharing the new information which could be useful for better implementation and result of projects. He also wished that such opportunities need to be considered as occasions for seeking and extending support by each one of us so that this partnership will become a meaningful one and a forum for collective learning. There were 99 participants altogether including 26 chief functionaries and 73 coordinators from 88 partner organisations.

During the review of the programme, it is observed that few partners have organised exposure programme to industries, business establishments in order to update knowledge on work conditions and market conditions for the trainees. The partners use different methodology to impart the training such as training cum production, linkage model and classroom type. Some have done placements of the trained youth through agencies and campus selection. Partners also availed support from various sources exclusively for imparting vocational training including CSR fund.



Group discussion during the meet at Lucknow



Participants during the meet at Bangalore

Major learnings:

- Involving the community based organisations such as women groups, PRI, youth groups etc. in selecting, enrolling, follow up and placements are good for sustaining the trainees in the training, employment and further enhancement of their skills and opportunities.
- Obtaining recognized and reputed certification from agencies such as DIC, JSS, MES, SCVT and industries which will give the trainees more recognition and create scope for better employment.
- The need for registering the trainees with district employment cell is another opportunity identified during the meeting. This will help to get government placements and sometime unemployment wages also.
- Mobilisation of government schemes from agencies like Tribal Development Corporation, SC/ST Development Corporation, Minority Development Corporation, loan

from banks, financial institutions and peoples' organisation to start own enterprises shall make our trainees more accountable and responsible.

- Incorporating extra-curricular activities during the training period will motivate and retain the youth in the centres. Programmes like yoga classes, sports and games, cultural, entertainment activities, etc. are few examples.
- Entrepreneurship development programmes and life skills training from the experts and placement agencies, as well as sharing by the successful entrepreneurs and trained youth helps to motivate the youth to continue the training and to start their own enterprises.
- Regular monitoring and assessments of skill training will improve the quality of training and personal growth of the trainees.
- The alumni meetings and the PTA meetings are also contributing positively in completing quality training.

...Continued...



Participants during the meet at Kolkata

of women as well as the people living with disabilities, we need to take affirmative steps to include them also into our training programmes.

The partners also are giving attention to mainstream the youth by admitting them with National Institute of Open School for their vertical education as well as for certification of the vocational trades. It is noticed that some of the partners are using various medium for publicity, placement and marketing of products of the trained youth including social media. Some are organising employment fair and exhibition of products. Some of the organisations tapped the opportunity of exporting products to other countries.

During the meetings, it was also discussed that for FVTRS and her partners to become more inclusive, especially in the cases

Life-skill training

“Be so good they can't ignore you”

In order to incorporate life skill in vocational skill training, FVTRS has organised three days ‘Training of Trainers’ at Lucknow in collaboration with Quest Alliance, from 19 to 21 January, 2015. There were 34 participants from 14 states comprising of north, east and northeast region.

The main topics covered in these three days were employability skills, leadership and presentation skills, time management and organising skills, negotiation skill, conflict resolution, stress management, problem solving and communication skills. The participants also received a digital training module and hardcopy of the same as trainers guide.

As a follow-up of the programme, the trained trainers will be conducting life-skill training to the trainees of their project and trainee workbooks are supplied to all the organisations to distribute to each trainee.



Resource person sharing her view to the participants

New partners orientation and project implementation plan preparation meet

“Well begun is half done”

Two New partners orientation and project implementation plan preparation meet is organised for eight newly approved partners at Bangalore on 11th of February and at New Delhi on 19th February, 2015. The chief functionaries and the coordinators of the approved projects attended the programme.

The main purpose of these meetings were to familiarise the partner organisation on need for organising skill training for the school dropout youth, various methods of skill training, importance of EDP and life-skills, accounting procedures, FCRA and income tax norms and project documentation and reporting formalities.



New project partners during their in-house orientation at Bangalore



Participants during stress management exercise



New project partners during their in-house orientation at Delhi

Various Meetings attended

Mr. P M Philip, Executive Director of FVTRS and Mr. Felix D'Souza, Senior Programme Manager attended Two-day conference on 'New Emerging Skills' held at Chennai on 16th and 17th February 2015. The programme was supported by the European Union and the Department of Science and Technology and was organized by TREC-STEP, Trichy. The focus of the workshop was on incorporating technical skills in every sector.

Mr. P M Philip attended Workshop on Disability Inclusive Livelihood during 24-27 February 2015 at Ahmedabad. During the programme he also made a presentation on the challenges faced in skill development of the marginalised.

FVTRS had its fourth Governing Board meeting and its 3rd Project Selection Committee (PSC) Meeting of the financial year on 27th January 2015 at Cochin. The PSC has approved Rs. 5,49,0,500 for eight projects covering seven states and 1095 number of youth.

Mr. P M Philip participated in the decennial commemoration of the Tsunami at Pondicherry on 5-6 of March, 2015, organised by Caritas India.

Ms. Noyala Sheela and Ms. Nirmala Rao, participated in a one day workshop on Renewal of Registration Under FCRA 2010 and Rules 2011 organised by KROSS, Bangalore on 19 March 2015.

Renewal of REGISTRATION UNDER FCRA 2010 AND RULES 2011

Form to be used: Form FC-5 to be duly filed and submitted along with relevant annexure. It can be downloaded from the MHA website (<http://mha.nic.in/fcra/forms/fc-5.pdf>).

How and where to submit: Hard copy is to be submitted (if required can make a personal visit to MHA). **FC-5 cannot be submitted electronically.**

The address to whom the FC-5 has to be submitted is:

The Secretary to the Government of India, Ministry of Home Affairs, FCRA Wing / Foreigners Division, "NDCC-II Building", Jai Singh Road, OFF Parliament Street, New Delhi - 110 001.

When to submit: For all those who have registered under FCRA prior to 01/05/2011 the FCRA is valid till 30/04/2016. For this purpose FCRA has to be renewed.

Case - 1: Normal circumstance: 6 months before expiry i.e. 30/10/2015 would be the last date.

Case - 2: Exceptional circumstance: For Organisations having multi-year project implementation, 12 months before expiry i.e. latest by 30/04/2015.

If failed to apply by 30/10/2015 (Case - 1) and 30/04/2015 (Case - 2) will be deemed to cease to continue with FCRA w.e.f. 30/04/2016 without any notice.

Annexure to be attached in addition to FC-5:

1. Details of name and address of the members of the Executive Committee.
2. FCRA registration copy duly attested by a Gazetted Officer.
3. Organisation's PAN card copy.
4. Foreign contributions received shall be given as annexure if the number of years is more (preferably more than five years).
5. Photocopies of all FC-3/FC-6 along with enclosures.
6. DD for Rs. 500/- in favour of **"Pay and Accounts Officer, Ministry of Home Affairs"**.

Source of the above information: FCRA renewal training programme facilitated by KROSS, Bangalore held on 19/03/2015 and the Resource Person: Mr. L. Vittal Rao, B. Com, F. C. A., Chartered Accountant.

My dear associates and well-wishers,

We have entered into another new year and we have completed the first quarter of the year.

Many people perpetrate different things in every New Year. Some of them are successful in adhering to their commitment. It is one of the effective means of creating changes in our lives and thus effecting changes in others life. So, as a team who is working together to empower the school dropout children with new skills and knowledge, facilitate a better living condition and mind set to them, let us bring new commitment among us so that we carry forward the change process that we initiated with new vigil and values.

With the experience, knowledge and the new perspectives that we gained over the years FVTRS is convinced of certain changes that we need to facilitate.

Mobilisation and participation of the community with whom we are working is a prerequisite for the successful implementation of our vocational training projects.

Obtaining certification and registering with the appropriate government bodies and agencies is equally important for getting social recognition and respect for the trades and trainees that we produce.

Along with vocational training it is also important that we facilitate enhancement of their educational level so that they grow with more knowledge and dignity, because we work with school drop outs and we do not want them to remain like that for ever.

EDP training and life skill trainings are contributing positively to the personality development of the trainees so that they will become better human beings and entrepreneurs.

It is imperative that we facilitate self-employment or promote collective enterprises so that the entire benefit of the labour of trainees can be accessed by them. Also, along with this making them work as an organised unit, help them to become part of organised sector and thus, they can enjoy the benefits attached to it. This will thus, give the trainees and the trade the due recognition in the society which is generally missing after the completion of the training.

The coordinators meetings that FVTRS has organised during this quarter have been an opportunity to consolidate the above learnings and to become convinced of them.

Hence this year onwards let us try to incorporate the above elements in to our work and monitor them meticulously.

This will help us not only to produce good entrepreneurs but also better human beings who are responsible for themselves and responsible for the community they live in.

ONCE AGAIN WISH YOU ALL A HAPPY AND PROSPEROUS NEW YEAR!

P. M. Philip
Executive Director

MISCELLANEOUS

Birthday Bells

FVTRS celebrated the birthday of Mr. RB Prashanth during this quarter.

New Born Baby to...

Ms. Shweta Tiwary is blessed with a baby girl on 5th January, 2015. FVTRS wishes to the new born baby and lucky parents.

Appointments at FVTRS Office

Mr. Felix D'Souza, has been appointed as 'Senior Programme Manager'.

Ms. Nirmala Rao, has been appointed as 'Finance Officer'

Forthcoming

MISEREOR Sector Evaluation

Research on Skill Training Need Analysis/Employment creation

FVTRS, IGSSS and NEG-FIRE Meet

Staff capacity building programme

Strategy Plan Workshop

External Evaluation of FVTRS supported projects

EDP ToT Refresher Training

Refresher ToT Life Skill Training

1. INTRODUCTION:

India is a young country when compared with many other countries with majority of the population being below the age group of 35 years. Every third person in India is a youth. It is estimated that in about seven years, the median individual age of an Indian will be 29 years, which most likely will make India the youngest country in the world. Thus India is set to experience a dynamic transformation as the population burden of the past is turning into a demographic dividend. This demographic potential offer India and its growing economy an unprecedented edge. To tap this opportunity, India has to develop its human resource/capital by imparting appropriate skills (vocational, entrepreneurial and life skills) in them which further increases its GDP growth rate.

However it is well-known and accepted fact that this large potential work force has not been harnessed effectively and sufficiently for contributing to the Indian economy.

Providing right type of education to the right people at right time is the key to human resource development. Unleashing the power of these youth builds the necessary condition for the success of a nation like India. This urges need for high rate of school retention and more educational participation.

A study conducted in 2010 by Reddy and Sinha stated that among more than 27 million children in India, who joined Class I in 1993, only 10 million of them reached Class X, which is only about 37% of those who entered the school system and in more than half the states, only 30% of children reached Class X. With the implementation of RTE, of course, there is a gradual decline in the annual average dropout rate from 9.1 in 2009-2010 to 6.9 in 2010-11. But there have been more school dropouts in 2010-11 as compared to 2009-2010 in 10 out of the 30 states where RTE has been notified, including progressive states like Tamil Nadu and Gujarat (School Dropout across Indian States and UTs. An Econometric Study, Rupon Basumatary, Amguri College and Research Scholar, Guwahati University, Guwahati, Assam, INDIA).

As per the different surveys of development sector including UNICEF, about 80 per cent students get dropped out before they reach class X.

Along with this it is also important to note that India has only 5 per cent formally trained workers, even though more than half of the seats in industrial training institutes remain un-utilised, whereas a country like Korea has 96 per cent vocationally trained workforce. Even relatively under-developed countries like Botswana, has a surprisingly decent score of 22 per cent.

The occupational profile of India's workforce shows 90 per cent of the workforce population is employed in skill-based jobs, whereas more than 90 per cent of these workers have no exposure to vocational education or training.

It is during the 11th five year plan we started discussing about this and started the programme called National Skill Development Mission exclusively for this. Till that time it was part of the larger education agenda of the country. 12th five year plan took a more affirmative stand and formed NSDC and NSDA. A critical element in India's 12th Five Year Plan (2012-2017) is the generation of sufficient productive and gainful employment. The aim of this planning is to systematically absorb the growing working population in the unorganised sector of our expanding economy. This sector contributes about sixty percent of the country's GDP.

National Policy on Skill Development-2009 aims to train 500 million people by 2022 by empowering all individuals through improved skills, knowledge and nationally and internationally recognised qualifications to gain access to decent employment and ensure India's competitiveness in global market. It also aims to increase workforce in organised and unorganised sectors especially among youth, women, disabled and disadvantage sections.

2. SOME CONCERNS....

India poverty report 2011 of the World Bank says that "Given the recent record, it is simply not the case that continued rapid economic growth will automatically translate to commensurate improvements on human development outcomes". "Trickle-down economics is a fraud. It does not create jobs. The only goal of giving tax breaks to the rich and large corporations is to make them rich." (Sen Bernie Sanders).

Less focus on Primary sector: From my interactions and interventions with the various stakeholders in skill development I get a feeling that our focus is on skilling person to suit the workforce requirements of the secondary and tertiary sector. Hence it turned out to be more urban oriented. I agree that it is needed and further accelerated.

At the same time it is to be noted that the generation of employment in these sectors are very limited compared to the wealth being generated which is not shared equitably. Most of the skills in which people are trained are not compatible in any other field and finally people have to depend on them for employment. This also need to be seen in the context that the secondary and tertiary sector are dependent on the primary sector for existence.

Not only that the food security of the country is also depend very much on the prosperity of the primary sector. Engagement of large majority of the Indian population also depend on primary sector for their livelihood. Hence protecting and promoting the primary sector by updating and diversifying the skills of the persons engaged in primary sector is of utmost importance in terms of food security of the country and the livelihood security of the large majority of the rural poor. If we can do this it will give a default focus to the poor, marginalised and unorganized sector as they are the one who are majorly present in the primary sector and mostly constituted with people belonging to vulnerable groups like scheduled castes, scheduled tribes and fish workers.

Unorganized nature of employment: According to the available studies, reports and data 93 per cent of the working population in India is in the unorganized sector. National Commission for Enterprises in the Unorganised Sector (NCEUS) set up by the Government, reports that about 50 percent of the GDP was contributed by the unorganised/informal sector in 2004-05. However no due attention is given to this sector by the government and/or policy makers. They continue to focus on the organized sector and formal institutions which are normally owned, controlled and accessed by the elite in the society. Hence large number of the poor who are depending on the unorganized sector get ignored and uncared.

There is also a stigma exist to say that skill education is low to other professions. In India everybody wants their children either to be a doctor, engineer, professor, civil servant or at best as an advocate. The traditional occupations which are very much needed for the human existence is being vanished. On the other hand some of the traditional trades are being hijacked by the rich and the middle class and converting them into a business for them.

Skills which were learned through informal/non-formal forums were not certified and as a result these trained youth and their capacities were not recognized. This becomes an opportunity for the employers to exploit them. Hence most of them earn less income than they deserve or corresponding to the earnings of their counterparts in the organized sector and continue to lead an undignified life.

Therefore it is important that we need to see how the unorganized nature of the occupation and the trained youth can be converted to organized forms and make these occupations recognized and respected by the society.

Beyond skill training: When we discuss skill training we mostly talk about vocational training only. Entrepreneurship and soft skill are not considered as part of vocational skill training. This is an important area as we are trying to transcend the youth from primary sector to secondary or tertiary sector.

Life Skills are the psycho social abilities as well as adaptive and positive behaviour that enables individuals to deal effectively with the demands and challenges of everyday life.

We are aware that job is only a tool for happy life. However this is not sufficient for a happy life. That is the reason why we need to impart life skills while skilling the youth. The ability to think and take decisions for themselves is what is gained by life skill trainings which is very much needed for the trainees to be successful in their occupation and life. There is also huge shortage of instructors on EDP and soft skill which is a challenge for promoting entrepreneurship and gainful employment among youth in India.

Poor educational level: It is well realized that India's efforts through various missions are not penetrating down to the underprivileged due to low education of the masses. Generally all formal vocational and technical training institutes demand for the minimum qualification the lowest being 10th passed. Even most of the CSR initiatives in skill training is also demanding minimum 10th pass. Most of the jobs in industry requires minimum 10th passed certificate.

In this context it is important to note that those who are not able to reach even 10th standard are from the most marginalized communities and there are no institutes or organizations focusing on their wellbeing. Hence a large majority of the youth from the marginalized communities are excluded from the skill development framework of the country. Hence there is a need for dedicated efforts towards this category of the people.

Increase in the urban poverty: With the rapid economic growth that is being experienced in India, a significant portion of the rural population has migrated to cities, making the issue of urban poverty more complex. According to the census data the level of urbanisation has increased from 27.81 % in 2001 to 31.16% in 2011. Cities are considered as the centres of development and they are attracting poor people at a rapid rate. The Planning Commission also estimated that 535 million people, or 40% of India's population, will live in towns and cities mainly because of migration by 2026

Poverty alleviation efforts, by both government and the civil society, are dwarfed by the huge number of poor concentrated in urban areas and peripheries. Though several organisations have been making intensive but sporadic efforts to alleviate the poverty and backwardness of urban centres, these efforts have largely been insufficient to meet the real need as compared to the sheer magnitude of the problem. Therefore unless and until we foresee this and plan ahead we will end up in irreversible situations.

Need for an Inclusive approach: Social exclusion is a process by which gradually distance places, persons, groups, communities and territories in a position of inferiority in relation to centres of power, resources and prevailing values through accumulated confluent processes with successive ruptures arising from the heart of the economy, politics and society.

Social inclusion is a proactive strategy to put the vulnerable groups and communities on par with other groups that are better placed in accessing the benefits. It seeks to render justice to these vulnerable groups by being fair to them in a way that they will have equal access to the opportunities, resources, services and institutions to develop themselves and be mainstreamed.

The report published by IRIS Knowledge Foundation indicates that the problem is not urbanisation per se but the inequalities that it seems to accentuate. While India is undergoing a demographic transition, regional disparities in education means the benefits will not be evenly spread across the country. The report says the southern and western States will be the first to experience a growth dividend as they accounted for 63 per cent of all formally trained people. The largest share of youth with formal skills was found in Kerala, followed by Maharashtra, Tamil Nadu, Himachal Pradesh and Gujarat. Among those undergoing training, Maharashtra had the highest share, Bihar the lowest.

The unequal access to opportunity and the lack of emphasis on education remains a persistent problem.

Though we are aware about this process and consequent exclusion of a section of the already vulnerable communities we do not have an affirmative action and budgeting to effectively eliminate or reduce the circumstances and mainstream the excluded in to the larger society.

In Indian situation excluded communities are a broad category of poor, but certain socially excluded groups experience greater challenges in accessing rights, entitlements and opportunities, and in moving out of poverty. They include Scheduled Castes, Scheduled Tribes, Fish workers, Migrants/Slum dwellers etc.

From among these communities Women, Widows, People with Disabilities, Sexual minorities, People affected by killer diseases, School drop outs are further marginalised and excluded.

They remain invisible from the mainstreamed society. They may not even reach us by themselves as their mindset has been constructed so over the years and generations. Therefore we need to identify them and consciously reach out to them. For this we need an appropriate mindset and pro poor perspective which are rooted in our faith and values which will constantly remind us that **“Poverty is manmade, hence we can unmake it”**.

P. M. Philip,
Executive Director

PARTNERS' IN NEWS/EVENTS

Silver Jubilee celebrations of SMSSS

The Shimoga Multipurpose Social Service Society (SMSSS), the development arm of the Diocese of Shimoga, celebrated Silver Jubilee of its joyful service to the poor and the most marginalized sections of the society. The concluding function of the Jubilee is organized on 09 March 2015, at Sacred Heart School grounds, Shimoga, Karnataka at 10.30 am. More than 15,000 women, farmers, and delegates from all over the state attended the same. The programme was inaugurated by Mr. Oscar Fernandes, Member of Rajya Sabha.

Inauguration of training programme

Gram Chetna Kendra, Jaipur has started the vocational training of youth of its target area from February 01, 2015 in Garment Making and Computer Repair and Computer Basics with the support of FVTRS.

Sandeep Seva Nilayam, Nelamangala, Bangalore

Sandeep Seva Nilayam has completed the training of one batch each in computer basics, garment making and beautician course and issued the completion certificate to the trained youth in a valedictory function held at its premises on 31.01.2015 Saturday 2.30 pm. The inauguration of second batches in the above trades held on 2nd March at the same venue.

CASE STUDIES



Krishnamurthi, aged 21, hails from *Chikekuntbi, Chitradurga district (Karnataka)*. He was a 9th class school dropout and hailing from poor family background. Due to his family and other problems he got married at the age of 19, as he had to shoulder all the responsibilities of the family and was in search of a job and came in contact with **Divya Kripa Seva Kendra**. He underwent four wheeler driving training and equipped with soft skills. Immediately after the training he joined Vodafone Company as a driver and is earning **Rs. 4,000/- a month** to support the family. He also has a dream of purchasing of pick-up tempo in the near future and get self employed.

Nancy Kumari, aged 22 years, from *Jehanabad, Patna (Bihar)* is the daughter of a vegetable vendor. She grew up in very difficult circumstances. Because of her early marriage she had to quit her studies. She always wanted to learn some income generating skills to earn and make a contribution to her family. She got to know that **VIGIL** is organising Beautician skill training course and joined, despite the long distance she managed to complete the training successfully. Now she owns a Beauty Parlour in her native village earning about **Rs. 5,000/- a month**.



Ajay Yadav, aged 26, hails from *Cbhindwara, (Madhya Pradesh)*. He is physically challenged person wanting to make his career in cell-phone repairing and to open his own shop of the same. He could not study further after he dropout from 8th class due to his family condition and poverty. He successfully completed cell-phone repair training from **Gramin Vikas Mandal** and initially worked in other shops to get more experience, and now he has opened his own shop by name 'Ajay Mobile' in his village; and his present income is **Rs. 10,000/- to 15,000/- a month**. He is also happy that he is able to serve his people and they need not go to city for cell-phone repair any more.



Karpagavalli, aged 21 years, from *Karattupatti, Theni district (Tamilnadu)*. She completed Four months training in jute bag making and diversified products from LAW organisation. She is a dropout and her husband is daily wage labour in brick making factory. After successfully completing her training she

started a unit in her home itself and is getting orders from various vendors. Her income is around **Rs. 6,000/- a month** and is happy for the skill training she attended. Her aim is to expand the business and create job opportunities for other young people.

Bollipogu Sandya, aged about 23 years, from *Khammam, (Telangana)*.

She is a 6th dropout from SC community. Due to poverty she was working as daily wage labour in agriculture field. DSSS, has intervened in her life and motivated her through EDP training and enrolled her in Dress making course. Now she has set-up a dress making unit in her village and is earning **Rs. 3,500/- to 4,000/- a month**. She is also supporting her parents and saving some money for her future.

