



EDITORIAL

Dear all,

This news bulletin is the first one in this new year. So I would like to use this opportunity to wish you all a happy and prosperous new year. Every new year is also an occasion to look back and celebrate our success as well as to refine our strategies and programmes to be more useful for the people with whom we are working.

In fact, last year was a year of uncertainty and full of challenges. Covid-19 pandemic presented unique challenges to the Humanity. Individuals as well as organizations/institutions and their social life are affected by this directly or indirectly. Now it is just relaxing for the globe as the terrible pandemic is just getting reduced and prevented by the vaccines invented. The fear has reduced among the population as the good news of the success of vaccine invention.

This pandemic is described as a global health crisis of our time. In addition to the loss of lives, the economic damages and disruption of lives are going to affect our future also. Hence, we are continuing the fight against the virus and trying to overcome the situation. Especially the humanitarian organizations worked together to support people and communities indifferent ways during the pandemic.

The humanitarian organizations focused on working for the returned migrants as they became helpless and hopeless. Here NGOs played a crucial role in creating awareness about the importance of skill training while giving them other required support. We together helped and trained the needy to fish instead of feeding them with fish. The skill training is now considered as the need of the hour, especially the youth, women, and the migrants. They all need to be equipped with appropriate skills to find a decent livelihood locally than forced to go for distress migration.

In this quarter, FVTRS continued to with our virtual meetings with partners, consultants, sister organizations and other stakeholders. This has helped us to maintain our contacts and relationship with each other. FVTRS take this opportunity to acknowledge all the stakeholders for joining hands with us for COVID prevention, relief and rehabilitation activities. We also thank all the partners for organizing skill training and other programmes on behalf of FVTRS.

In spite of all the challenges, we are happy to see most of them organized Skill Support Mission to promotes kill training for all specially for the early school leavers and migrant workers. This gave us a hope and a bright future in the year 2021.

P.M. Philip
Executive Director

Skill Support Mission 2020

Launching of Skill Support Mission



The '**Skill Support Mission 2020**' was launched by Fr. V.M. Thomas, The President of FVTRS on October 2nd, Gandhi Jayanti day using Zoom platform. The theme of this year's campaign is '**Learn Skills - Empower Nation.**' After launching the campaign Fr. Thomas appreciated the efforts of FVTRS and its partners for promoting skill training for the school dropout youth and mobilising funds from the trained youth. He said that this is one of the best means for mobilising local funds. Nearly 150 persons joined the function virtually who include NGO heads, staff, trainees of FVTRS and other well-wishers.

The Skill Support Mission is an annual campaign promoted by FVTRS and its partner organisations. It is primarily focusing on creating and increasing awareness on the need for skill development among various stakeholders, as well as the need of support from the society at large for skilling of poor and marginalized youth. Since 2018, FVTRS has been organising this campaign as a yearly event that last for one month by selecting one theme to promote skill training.

Our partner organisations in Rajasthan, Madhya Pradesh, Andhra Pradesh, Telangana, Jharkhand, Odisha, Karnataka, West Bengal and Maharashtra have organised various programmes and created awareness among various stakeholders about the need of skill training for the school dropout youth.

They have also invited prominent personalities as chief guests and gave awareness on various Government schemes.



Webinar on Social Enterprise



The Sociology Department of Mount Carmel College, Bangalore in collaboration with FVTRS has organised a session on Entrepreneurship with special focus on Social enterprises to the students.

The session had two components. The first one was input on social enterprises which was organised 03-11-2020. The second session was about a success story (**Maa Annapurna Masala, Rajasthan**) from the field on the next day.

The resource persons from the first day were Mr. Felix D'Souza and C P Nicholas from FVTRS. The sharing of the success story was done by Mr Amit Kumar and Miss Anjana Sharma, of GCK Jaipur- a partner organisation of FVTRS.



There were over 150 students participated and benefited from this programme.

SCOPE' ACTION RESEARCH - A Status Report

FVTRS has piloted **Skilling – Community Owned Promotion and Enhancement (SCOPE)** as an action research in association with six partners located in different locations of the country. They are long standing partners of FVTRS with ample experience in community-based development programmes.

FVTRS is assisted by the social work department of Kristu Jayanti College, Bangalore in taking this action research forward scientifically. FVTRS is also observing the process that is going on in the field through on the spot visits and discussions with the partners and the people involved in the programme.

In addition to that FVTRS is also organising periodic collective reviews along with the partners. This occasion is also used to impart trainings to them on various topics which will contribute to the quality of the involvement, sustainability of the process and enhancing the results. This document has been developed after the last collective review with the partners in the month of February 2020. Their feed backs and our observations during the meeting as well as field visits are captured.

Process

As part of the implementation of the action research we have completed the following steps so far.

- We have organised an orientation workshop in the month of august 2016 at Don Bosco, Bangalore for the partners to orient the associating partners on various researches and methods, action research and SCOPE model.
- A three days training on Perspectives, process and steps in community mobilisation in the context of skill development was conducted for the SCOPE action research partners.
- Further a training on PRA was organized during 26th to 28th September 2016 at Bhaniwapatna for the SCOPE partners and FVTRS team.
- As part of developing a baseline report of the SCOPE target area PRA was conducted in the identified villages of all six SCOPE partners.
- Further household survey was conducted focussing on mapping the skill level of the youth in the area by the partner organization and the data was compiled along with the organization team.
- Along with this FVTRS also conducted an assessment of the community-based organisations working in the area.
- Then using the PRA report, household survey data and the CBO assessment report a baseline report of the area is developed.
- Further each partner has developed a Skill Development Plan (SDP) along with the community members and using the baseline report. A format for the SDP was developed in this table.

Trade	No. of Youth	Training Plan	Employment Plan	Cost	Sharing of cost

- This has been incorporated to the project application format of FVTRS.
- We have also developed a manual called Participatory Need Assessment and Planning (PNAP) based on the learning from the previous trainings and experiences.
- In order to ensure community participation for the implementation of the SDP a community structure called Skill Development Team (SDT) was formed in each village

SCOPE' ACTION RESEARCH - A Status Report ...**Details of Skill Development Team (SDT)**

Organization	Number of SDT	Male	Female	Total
PECSS	05	42	18	60
SMSSS	02	3	13	16
Seba Jagat	1	7	4	11
GCK	05	30	35	65
SAMIDA	7	35	21	56
Phooleen	4	29	39	68
TOTAL	24	129	130	276

- The progress of the action research is monitored regularly through reporting and field level reviews. A state wise team was formed to take care of the research and monitor the progress. The team had already completed two visits each to each SCOPE area to appraise the action research process.
- Two collective review meetings were organized to review the status of research at each partner level. First review meeting of partner organizations were organized at Bangalore on 30-31 May 2018 and the second one was from 17th to 19th February 2020. During these meeting we have redefined the roles and responsibility of the SDTs and Skill Net groups. What is described is the outcome of this exercise. We have also developed a framework with indicators for measuring the progress of SCOPE.

Results and Achievements

When we look at the results and achievements of the approach one should keep in mind that these are only trends and cannot be considered as universal at this point of time. The extend of achievement is also varying from partner to partner as well as one cannot compare them with other partner. It is because of the type of people with whom the organisation is working, the perspective and capacity of the partner along with the level of partnership of the organisation with the reference community.

- Increased participation of community in implementing vocational training. They are now involved in the selection of trades, trainees, organizing the training, monitoring the training and facilitating the employment. The trades selected are mostly suitable to meet the local needs.
- The presence of the SDT is making the skill development process a continuous one in the community.
- The community started establishing linkages with various governments departments, banks etc. to support the training, employment, market, and resources.

- This process has facilitated the emergence of local leaders who are socially responsible. They are ready to take more and more responsibilities and sharing the responsibilities among them.
- The approach is helping to train more youth with less investment. It is because of the selection of the trade and using locally available resources and resource persons.
- There is almost zero percent dropout from the training programme. Two partners have reported 100% employment of the trained youth. It is also observed that there is 100% employment of the trained youth of the trades selected by the community beyond the trades proposed in the project.



Partner's Review Meetings ...

They have also furnished the details on skill net groups, open schooling, most vulnerable youth admitted in the training programme etc. The partners have also presented successful case studies of changes including inviting the trained youth who have become entrepreneurs to share their experience in the virtual meeting.

The good practices were noted and acknowledged by all partners and FVTRS team. Partners and FVTRS also came to know on various schemes and linkages that were shared by the partners. Partners also have shared the challenges that they are facing at this hard time of Covid-19 pandemic. *The details of the meetings are as follows:*

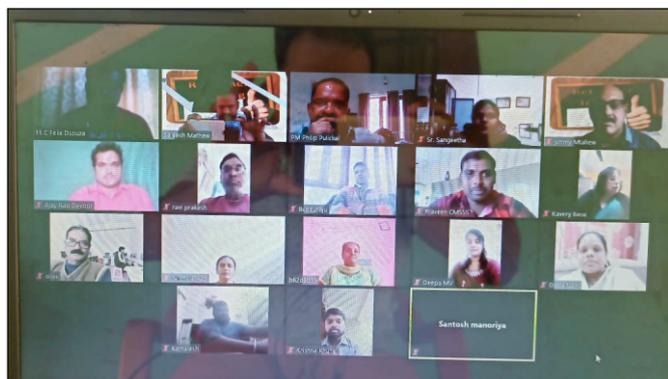
Sl. No.	Date	States	No. of organisations
1.	23-09-2020	Tamil Nadu	5
2.	30-09-2020	Karnataka	10
3.	07-10-2020	Andhra Pradesh and Telangana	5
4.	14-10-2020	Maharashtra and Madhya Pradesh	8
5.	21-10-2020	Rajasthan	11
6.	28-10-2020	Bihar	4
7.	05-11-2020	Chhattisgarh and Odisha	4
8.	11-11-2020	Jharkhand	4
9.	18-11-2020	Uttar Pradesh	4
10.	25-11-2020	Assam and West Bengal	4
11.	02-12-2020	North India	5

Life Skill Club Online Review Report 2020

“We never change our lives until we step out of our comfort zone; change begins at the end of our comfort zone.”

FVTRS life skill club members had an online zoom review meeting on October 13th, 2020. The focus of the meeting was better understanding of facilitation. Certified facilitators of various batches shared their ideas, experience, challenges, and learnings of facilitation. Discussed how new methods can be included in life skill facilitation especially when facilitating online.

Life skill club members have been training various groups of participants such as college students, SHG women, organization staffs and schoolteachers. They have trained more than 30000 participants. They have shared that the life skill facilitation has changed their attitude, thinking, and dealing with people and participants. Facilitating life skill gives opportunity to witness effective changes in self and others. Personal skills, interpersonal skills and intellectual skill in life skill facilitation creates a different level of understanding that what participants really need to improve their personality.



After all being a life skill facilitator helped them and they could help many to overcome the Covid-19 related issues. The facilitators were able to help the returned migrants, people who lost jobs, women and youth through basic counselling and motivation. Now every facilitator says that, being a life skill facilitator is not just a job but its great responsibility. We help people to change their thinking and they change their lives.

Comparative Study on Economic Benefit Among Employment, Self-Employment, and Collective Employment

FVTRS has been supporting organisations across nation to provide vocational skill training for the school dropout youth since 1993. It is observed that out of 145000 trained youth 72% are either employed or self-employed. There are also livelihood initiatives where the youth together have started different business as group venture. The results of the initiatives are available in the form of reports, but there were no major specific studies to document the results and learnings. For last five years FVTRS have been involved in taking up different studies and one comparative study of employment, self-employment and collective employment is one among them. The study was taken up with the current partners of different states. A ToR has been prepared on this and shared among the partners. *Following were the target groups selected for the study*

Placement/employment	Self-employment	Collective employment
<ul style="list-style-type: none"> The person becomes an employee. He gets the salary He is dependent on the employer Work for the employer Helps the growth of one person No employment generation potential 	<ul style="list-style-type: none"> The person is the owner The owner gets the profit of the employee's efforts. The person is independent in his work. Work for himself and enjoys the benefits of his efforts. Helps the growth of one person Can generate employment for others 	<ul style="list-style-type: none"> The group becomes the owner. The group share the profit of the venture. The group is interdependent. Together they work for themselves and enjoys the benefits. The group grow together Can generate employment for others

The study has been initiated on digital platform. Tools for the study has been developed and sent to the partners along with compilation sheet. Total number of 38 organizations participated in the study. The study has covered 557 men and 499 women in employment, 701 men and 1501 women in self-employment and 234 men and 381 women in collective employment. The data received from the partners has been compiled and it is in the process of final analysis and documentation.

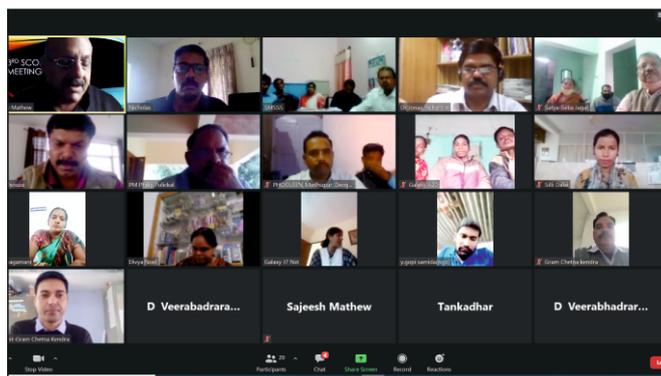
SCOPE Virtual review meeting

Date: 26th Nov'2020

A virtual review meeting was organized with SCOPE partners on 26th November with the objectives of reviewing the progress, enhancing the capacity of partners on action research and preparing a future plan to move ahead. DR. Jonas Richard, Head of the Department, Kistu Jayanthi College, Mr. PM Philip, Executive Director and other team members of FVTRS, and Six partner organization involved in the SCOPE action research namely PECSS, MP; SEBA JAGAT Odisha; Samida, Andhra Pradesh; SMSSS Tamil Nadu; Phoolen Jharkhand and GCK Rajasthan have participated.

Mr. Felix D'Souza the Senior Program Manager from FVTRS cordially welcomed all the partners and other members. Mr. P M Philip, the executive director in his introductory talk narrated the purpose of the meeting,

He stated that the purpose of the meeting is to review the progress of SCOPE action research. In his address he mentioned that we need to consider that this is a learning platform for everyone to learn mutually.



SCOPE Virtual review meeting ...

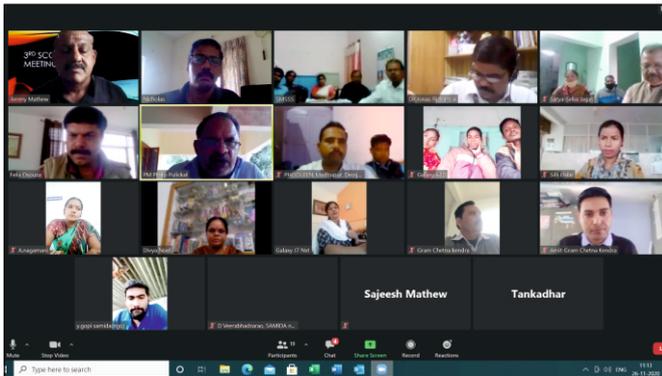
Dr. Jonas Richard, the consultant of SCOPE has shared a presentation to remind the process of action research and detailed process involved. SCOPE is an action research, and it is a continuous process, a process of proving theory into practice. Through this, we must create employers and not employees, this must be achieved keeping the local realities, culture, and mind-set of the communities.

He stated that theory cannot be completed as a task but can be kept improving by practicing. There must be a continues reflection process to understand the significant learnings to make improvements and this review is such a learning opportunity for each other. Finally, he appreciated the SCOPE partners for their fruitful efforts, in achieving the milestones.

Mr. JimmyMathew and Nicholas have facilitated the meeting proceedings. The partners have used uniform templates for the presentation. The indicators developed during previous meeting were used to measure the changes and progress. All the six partners have made the presentation of activities, results, challenges and learnings.

Some of key findings of the presentations

- There is constant accompaniment of the skill net in the community and SDT important area and all these two parts all organization is following and relaying.
- Organization should critically look upon the employability plan prepared by SDT, organization can help the people to critically assess the proposed trades so as the employment is guaranteed.



- Replication of the SCOPE approach is happening in non-SCOPE area as well.
- Good to see that nearby villages also asking for the training programme.
- organization like SAMIDA, SMSSS and Seba Jagat this is reflecting effective of the SCOPE activities and effectiveness of the organization.

Forth Coming activates

1. Partner Review Meeting, **Bangalore**
2. Partner review meeting, **Bhopal**
3. Partner review meeting, **Jaipur**
4. Partner Review Meeting, **Lucknow**
5. EDP-Refresher course, **Bangalore**
6. Life Skill -Refresher course, **Bangalore**
7. SCOPE- Field level review, **Madhya Pradesh, Rajasthan and Andhra Pradesh**
8. Staff capacity building programme, **Bangalore**
9. Skill Net Planning Meeting, **Bangalore**
10. Board meeting and Annual General Body meeting, **Bangalore**

Birthday Celebrations

During this period FVTRS team members P M Philip, S Gerald, Jimmy Mathew, C P Nicholas, Ms. Silli Dalai and Ms. Noyala Sheela celebrated their birthdays. **We wish them all the best.**