



EDITORIAL



Dear Readers,

The second quarter of the year has brought immense joy and pleasure to us as the seeds sown by FVTRS have begun to reap rewards in different ways. I am happy to announce that our organization has received a National Award from the Ministry of New and Renewable Energy. We have also successfully concluded our marathon activities for the entrepreneurship model, which played a pivotal role in assisting 1,408 women in starting their own business models for sustainable livelihoods. Testimonials from 30 awardees have showcased how a small beginning can empower women to excel in life. These are just a few examples of our success, and the stories from our training locations across the country provide unparalleled motivation and fuel to continue our efforts vigorously.

Another feather in FVTRS's cap is the successful creation of employment models for a significant number of young people in Bangalore, with the professional support of Quest Alliance. The experiences shared by stakeholders of SCOPE - Action Research further strengthen us resolve to undertake such research and make our skill development programs more community-owned. I would like to acknowledge that regular interactions and capacity-building programs are bringing changes to our outlook and making the organization stronger.

These are just a few noteworthy examples of the incredible work being done by the organization with the support of its stakeholders. It is well understood that any work done in collaboration with like-minded organizations will yield more than anticipated results.

I take this opportunity to thank all the like-minded organizations, such as TATA Power, Quest Alliance, CITI Bank, Child Fund India, and, of course, our well-wishers who have supported us both on and off the field. We hope to continue this noble work with spirit and enthusiasm, bringing joy to number of disadvantaged youth in the country.

Felix D'Souza
Executive Director

Award of Excellence

FVTRS has received a national award from the ministry of new and renewable energy for its dedicated and enduring commitment to rendering excellent work in the field of ESG enable of the year. The award was given to the team FVTRS during India ESG network meeting held at India Habitat centre in Delhi on 16th March 2023.



Partnership Process with BOSCH, Bangalore

The partnership between FVTRS and Bosch CSR India is a big step forward for skill training and job opportunities for young people who left school early in India. As part of partnership building process The FVTRS team, including Mr. Felix D'souza, Mr. Ajay Rao Devoor, and Ms. Bedsy Joy, visited the Bosch CSR office, where they were warmly welcomed by Ms. Sakina Baker, the head of Bosch CSR, along with Mr. Ashish Jain and Mr. Kaleem. FVTRS explained their work in helping young people gain skills and find jobs. They showed how they have positively impacted the lives of many young individuals.



Recognizing their shared commitment to social responsibility and empowering youth, BOSCH CSR gladly agreed to collaborate with FVTRS. They signed an agreement called a Memorandum of Understanding (MoU) to formalize their commitment. Under this agreement, Bosch CSR pledged to support 5000 young people across India. They will provide soft skill trainings to 200 instructors and study materials to the trainees and that in turn help them learn and assist for finding job placements.

The collaboration between FVTRS and Bosch CSR has great potential to benefit young people in India. By combining their knowledge and resources, they aim to bridge the gap between education and employment. This will help young individuals gain valuable skills that increase their chances of getting good jobs and growing personally. This partnership not only shows a shared dedication to social development but also highlights the importance of public-private collaborations in addressing societal challenges. FVTRS and Bosch CSR set a great example for other organizations by demonstrating the positive outcomes that can be achieved when different groups work together to make lasting changes.



Awarding the Best Performing Women Entrepreneurs

On March 3rd, 2023, an awarding function was organized at Bangalore to recognize the best performing women entrepreneurs from Bangalore, Mysore and Mangalore. We have rewarded the best Performing Women Entrepreneurs with award and certificate of recognition. The event was jointly organized by FVTRS (*Functional vocational Training and Research Society*) and CFI (*Child Fund India*) with the objective of acknowledging and celebrating women entrepreneurs who have displayed remarkable skills and achievements in their business endeavours.

The event was graced by distinguished personalities including Dr. Rajeswari R, President of AWAKE, D.L. Krishnamurthy, Skill Development Officer, and Ms. Sakina Baker, CSR Head of BOSCH, Bangalore and Dr. Thomas Scaria, Director of Eco link. It was acknowledged that women entrepreneurship promoted by FVTRS with the support of Child Fund India and CITI Bank has brought tremendous changes in the economical base of 1408 women.

Jimmy Mathew warmly welcomed the attendees and provided an overview of the event. Felix D'Souza, Executive Director of FVTRS, spoke about the Women Entrepreneurship Program (WEP) and emphasized its significance in promoting women's entrepreneurial aspirations.

Mr. Manjunath, Senior Specialist Livelihood at CFI, was also honoured for his efforts in fostering women's entrepreneurship. Ambrose Christy delivered an insightful presentation about the women entrepreneurs being acknowledged and celebrated at the event. Additionally, the CFI staff also received

recognition and two staff members shared their experiences.

Out of the thirty exceptional entrepreneurs, six of them shared their testimonies, which were truly inspiring and motivational. They expressed how the intervention provided by FVTRS had been life-changing, and their gratitude towards the organization was profound. All thirty entrepreneurs were acknowledged with certificates and a token of appreciation for their remarkable contributions to the field of entrepreneurship.

D.L. Krishnamurthy, Skill Development Officer, and Ms. Sakina Baker, CSR Head of BOSCH, Bangalore, were esteemed as the Guest of Honour. Dr. Rajeswari R, President of AWAKE, was also felicitated for her outstanding contributions to promoting women's entrepreneurship. Nicholas CP concluded the event by delivering the vote of thanks, expressing deep appreciation to all the guests and participants for their invaluable contribution to the event's resounding success.



Officials from Germany: A Visit to FVTRS

A meeting was held at the FVTRS Office in Bengaluru with Mr. Diago Ferreira, Financial Consultant of MISEREOR/KZE, along with key members of FVTRS. The meeting involved a review of the status of various MISEREOR projects, discussions on financial matters, and the importance of timely project completion.

Several important decisions were made and decisions were derived. The meeting also highlighted the significance of accurate financial reporting, budget management, and effective communication with auditors. Overall, the meeting aimed to ensure smooth project implementation and financial accountability.



G-20 Meet International conference - Delivering Democracy- Retrospect-Prospect



Under the G20, India has formed several working groups. Civil20 (C20) is one of the key working groups under G20. The C20's Delivering Democracy Working Group hosts various knowledge assimilation events through in-person and virtual modes. With the above context, an International Conference on Delivering Democracy - Retrospect and Prospect was held on April 12th and 13th, 2023, at the Art of Living Campus in Bengaluru.

The conference has served as a forum to discuss issues related to democracy and

the catalytic role of civil society organizations in advancing democracy in G20 countries. The conference has covered range of topics, including youth and democracy, people participation and grassroots democracy, civic and social engagement, digital democracy, and more. Mr. Jimmy Mathew from FVTRS participated in the event and panel discussion.

Leadership Training

A three-day Training of Trainers program on Leadership was successfully organized at KKID in Coimbatore, Tamil Nadu. The program had the participation of 23 attendees, including field consultants from various locations in Tamil Nadu such as Theni, Dindigul, Kodai, and Shivangai.

Mrs. Diviana Nayagi inaugurated the program alongside esteemed resource persons Mr. Tom Jose, Mr. Murali, and Dr. Irudayaraj from Sacred Heart College, Tirpattur. Ms. Diviana introduced the participants to FVTRS and the resource team during the inauguration.

The program commenced with specific expectations from the participants, which included conflict management, persuasion skills, motivating villagers, self-awareness and confidence, effective communication with adult learners, problem-solving techniques, handling adult learners, people management, customer relationships, and motivation and communication skills across all levels.

Considering that the participants were from remote areas of Tamil Nadu, the three-day program was conducted in the regional language, Tamil. The sessions were designed as activity-based and interactive, allowing for a practical learning experience. The training covered various topics such as leadership skills, communication skills, and interpersonal relationship skills. Its objective was to enable participants to effectively collaborate with different individuals and groups, understand the

significance of work and life in the present context, enhance communication and interpersonal skills for success in professional and social settings, master effective planning and time management for goal-setting and achievement, and foster self-appraisal and introspection for personal and professional growth.

At the conclusion of the program, participants provided feedback expressing their newfound confidence in working with youth. They highlighted key learnings, including leading from the front, leadership qualities, effective team management, creative communication and critical listening, self-awareness and confidence, problem-solving and decision-making, and critical thinking.

Certificates jointly signed by KKID and FVTRS were awarded to the trainees as recognition of their participation. Ms. Diviana Nayagi extended her gratitude to the resource persons and participants, concluding the three-day training program.



Life Skill master's Trainer Training Program 3rd Phase



The third phase of Life Skill Master Trainer Training Program was held in Goa, offering participants a valuable opportunity to improve their knowledge and skills in life skills training. The program aimed to equip them with essential tools and techniques to become effective trainers and facilitators.

The program had 23 Master Trainers from various parts of India and these MTs have completed two phases of training. The four days training focused on enhancing personal and professional growth by providing a comprehensive understanding of different life skills. Topics covered included communication skills, time management, leadership skills, problem-solving, and decision-making, among others. The follow up trainings conducted by experienced Master Trainers in their respective fields, the program fostered interaction between participants and trainers, allowing for personalized guidance and support. This individual attention helped participants overcome challenges and develop their skills effectively. The diverse backgrounds and experiences of the participants added richness to the program, creating a learning environment where everyone could benefit from each other's perspectives.

Overall, the Life Skill Training Program provided participants with valuable knowledge and skills that will undoubtedly contribute to their personal and professional lives. Graduating from the program, they gained a deeper understanding of themselves and the world around them.

At the end of the programme they were qualified with a certificate as Master Trainers in Life Skills. The success of the program highlights its significance in fostering personal growth and we look forward to offering similar opportunities in the future. The training was co-facilitated by Mr. Felix D'Souza, Mr. Jimmy Mathew, Mr. Nicholas CP and Mr. Ajay Devoor.



ICT Forum for Sustainable Cities



Advancing Digital Solutions for Urban Development

The ICT Forum for Sustainable Cities brought together key stakeholders and experts in the field of information and communication technology (ICT) to explore innovative digital solutions for promoting sustainable urban development. The forum aimed to

leverage the potential of ICT to address the challenges faced by cities and enhance their efficiency, resilience, and liveability. Ms. Bedsy Joy has represented FVTRS in the one day event at Bangalore.

The forum encompassed a range of discussions and presentations on various aspects related to ICT and sustainable cities.

The ICT Forum for Sustainable Cities served as a platform to exchange knowledge, experiences, and ideas regarding the use of ICT in urban development. It emphasized the significance of digital solutions in advancing sustainable, inclusive, and resilient cities. The forum's outcomes, including best practices and policy recommendations, will contribute to shaping the future of urbanization by leveraging ICT for sustainable urban transformation.

If create opportunity, brings changes in Life



The proposal titled "**Livelihood Generation for 75 Marginalized Youth in Bangalore City through Computer Education**" was aimed to provide systematic training and create employment opportunities for 75 young individuals in Bangalore. The proposal was implemented by the Functional Vocational Training and Research Society (FVTRS) and had a duration of four months, from October 1, 2022, to March 31, 2023 with the guidance and support of Quest Alliance.

The training program focused on computer education and functional English, utilizing an app-based English course combined with classroom sessions and life skills coaching. The participants, aged between 18 and 26, received training in technical skills (Quest App and Quest Facilitators guide) and soft skills (functional English, communication skills, customer relations). The training aimed to overcome functional English barriers, boost confidence, improve body language, and prepare the participants for successful interviews. Mock interviews were conducted to enhance interview skills.

In addition to the training, the project included various activities to enhance the participants' employment prospects. These activities included industry visits, mock interviews, parents' meetings, guest lectures, career guidance sessions, CV preparation, awareness creation on job opportunities, job fair attendance, and certification. These activities provided exposure to job opportunities, improved interview skills, and guided the participants in making the right career choices.

The key results of the project were:

1. Finding decent jobs for 62 trainees in different industries, indicating the effectiveness of the training program in connecting participants with potential employers.
2. The employed trainees received salaries ranging from Rs. 18,000/- to Rs. 25,000/-, with minimum

social securities and leave provisions, improving their quality of life.

3. The project achieved the desired results within the four-month duration, indicating effective planning and execution.

4. The project staff members gained confidence and experience in running similar programs, enhancing the quality of training and services provided by FVTRS.

The project has been successful in achieving its objectives of providing livelihood opportunities for marginalized youth through computer education and functional English training. The training program has equipped the participants with the necessary skills and confidence to secure employment and improve their lives. The collaboration between FVTRS and Quest Alliance has played a crucial role in the project's success.

Forthcoming Events

Research documentation
EDP training
Life Skill training

Birthday Wishes



Our team members celebrated their birthday during this quarter. We wish them all the best.

Ms. Geetha Y, Mr. Sajeesh K.P, Mr. Ajay Rao

Devoor, and Ms. Divyana Naygi

SCOPE Review Meeting - Jaipur



The SCOPE – action research underwent a comprehensive review on 20-22 April at Jaipur led by key representatives of five partnering organizations, the meeting aimed to assess the progress of the project and chart its future direction.

Jimmy Mathew, in his opening remarks, provided an overview of the field visit conducted in the SCOPE area. The visit offered valuable insights and observations that served as a foundation for the subsequent discussions. Felix D'souza took the opportunity to emphasize the purpose of the meeting - to evaluate the project's advancements and make informed decisions regarding its future trajectory.

The meeting commenced with a review of previous decisions made throughout the course of the SCOPE project. Jimmy Mathew provided updates on the research progress, highlighting areas requiring further attention and improvement.

Dr. Rakesh and Silli presented a comprehensive report on the field visit, incorporating feedback from the participants. The strengths and gaps of the SCOPE were discussed, accompanied by constructive recommendations for enhancement.

In line with the SCOPE theory, Dr. Jonas conducted an appraisal of the field visit report, exploring its alignment with the project's theoretical framework. This analysis shed light on how the findings from the field visit could inform and benefit the project's future endeavours.

SAAMIDA and PECCS, key stakeholders in the SCOPE project, delivered presentations detailing their contributions and progress. Veerabadra Rao and Dr. Shalini represented SAAMIDA and PECCS, respectively, while Mr. Omprakash spoke on behalf of GCK. These updates provided valuable insights into the advancements made in their respective areas. Dr. Jonas underscored the significance of research in

driving innovation within the realm of skill development. Highlighting the need for continued research, he emphasized its role in enhancing the SCOPE project's effectiveness and ensuring its success. On the second day, Amit presented an update on the project's progress within his area of responsibility, offering valuable insights into the implementation process. Satya Narayan Patnaik presented on behalf of Seba Jagat, providing an overview of their contributions to the SCOPE project.

Group discussions were conducted to identify key results from the presentations, with Nicholas facilitating the discussions. Participants engaged in fruitful conversations, identifying areas requiring further attention and improvement. The group leader subsequently presented the key results of the discussions, outlining the project's strengths and weaknesses while offering actionable suggestions for refinement.

Jimmy Mathew provided feedback and appraisal of the key results, offering valuable guidance for future efforts. He emphasized the importance of implementing the proposed improvements to enhance the project's impact.

Dr. Jonas led a discussion on the reporting structure for the SCOPE for interim reporting, emphasizing the need for transparent and effective reporting to ensure its overall success.

Concluding the meeting, Felix D'souza expressed gratitude to all participants for their contributions to the SCOPE project. He highlighted the significance of continued collaboration to realize the project's objectives and secure positive outcomes. The review meeting served as a pivotal platform for assessing the SCOPE project's progress, shaping its future trajectory, and ensuring its successful implementation in skill development initiatives.



Online Monthly Review Meeting

On May 11, 2023, a review meeting took place with field in-charges and consultants. The meeting was facilitated by Mr. Ajay Rao and Miss Beddy Joy and it was attended by seven field in-charges/consultants: Sarita Arora, Ramesh Kumar, Bala ji, Buddu Raju, Rakesh Kumar, Ritu Singh, and Vijay Singh. The agenda covered various topics including Goonjan MIS updating, RBM-based reporting, discussing field problems and solutions, filling gaps in the presentation, and concluding with a meeting summary.

Miss Divya initiated the meeting by addressing the Goonjan MIS updating. The discussions revolved around updating data, including the MVG group in the reporting format, downloading the task map from Goonjan MIS, updating registration and employment details of beneficiaries. It was decided that all field in-charges/consultants must submit their updated MIS by May 28, 2023. Consultants and in-charges provided a brief report covering mobilization process, skill development plans, skill net group formation and meetings, placement status, MIS status, ongoing and completed trade updates, new trade plans, next month's plan, and case/success stories. Mr. Ajay Rao, the Field Executive, attentively listened to the problems faced by the consultants/in-

charges and offered his opinions and suggestions to resolve the issues.

The presentations of the field staff comprised the need of FVTRS banner, sharing photos in the group, sharing daily plans on an Excel sheet, maintaining proper document records for placements, providing detailed captions for photos in the PowerPoint presentations, subscribing to the FVTRS YouTube channel, and creating syllabi for all trades to be shared in the "FVTRS field consultants" group. Additionally, it was agreed that the monthly action plan/report would be submitted to the FVTRS Bangalore office by the 25th of each month. The meeting concluded on a positive note, with a commitment to improve in the upcoming days.



Promotional Meeting



FVTRS and Quest Alliance, two prominent organizations in the skill development sector, jointly conducted a series of workshops in different cities across India. The

workshops aimed to address the changing trends in skill development and the increasing demand for skilled workers in various sectors. The meetings were attended by 168 representatives from organizations in states like West Bengal, Orissa, Jharkhand, Bihar, Uttar Pradesh, Assam, North Eastern states, Madhya Pradesh, Rajasthan, and Maharashtra.

The workshops began with participants introducing themselves, followed by an introduction to FVTRS and Quest Alliance by their respective representatives. Mr. Felix D'souza, in his welcome address, highlighted the objective of the workshop, emphasizing the growing demand for skilled workers and the need to bridge the gap

between job market requirements and available skills. Guest speakers, including Dr. S.K Sinha, former director of NABARD Bank, West Bengal, Dr. Oven Chowrappa from the Human Rights Cell, and Dr. Manisha Pandey from ISECT, Bhopal, presented the employment and skilling scenario of specific regions. They emphasized the importance of focusing on people working in the unorganized sector.

The participants were acquainted with the mandates and major programs of FVTRS and Quest Alliance. FVTRS has been implementing skill training programs across 12 states, operating through 163 vocational skill training centers. Their goal is to create viable livelihood options for early school leavers by providing technical and non-technical skills. Quest Alliance expressed their readiness to collaborate with FVTRS and their allies to enhance non-technical skills, making candidates more effective in employment and self-employment. A format was shared with the participants to express their interest in joining hands with FVTRS and Quest Alliance. The meeting was deemed fruitful by the participants and the organizations involved, fostering hopes for a strong partnership in empowering the youth of the country.