



## EDITORIAL



It is indeed an immense pleasure and joy to present the 1st edition of newsletter for the year 2022-2023. In this issue, we will recount various event and activities in which FVTRS and other stakeholders were actively involved. We firmly believe that the quarterly newsletter is one of the effective communication channels to reach a sizeable number of audiences. I am happy to say that the newsletter is also serving the purpose of remembering the events and programmes that took place in different places across the country.

FVTRS has successfully organized its 14th National Skill Conference (NSC) at Bangalore in the month of May. Happy to hear from different corners that the NSC was well organized and input sessions of NSC were significant in making our skill development initiatives more relevant and meaningful. It's a matter of joy and pleasure to say that such feedback has boosted our team work and commitment towards building the future of marginalized youth. The support and assurance received from the Honorable Minister Dr. Ashwath Narayan and other players from sector present during NSC has fueled us to do the skill development in a vigorous manner. The national level review of ongoing and completed skill development programmes in 12 states has not only exhibited glimpses of our success but also become an occasion to learn a lot for better performance.

The input session by the team from central university of Karnataka, at Gulbarga paved the right path for the national level research launched by FVTRS in association with the university. During the period we have also conducted leadership training for the instructors, EDP and life skills for the master trainers and review of the programmes at different levels. These were some of the significant milestones of the quarter.

We had a wonderful experience in implementing and making follow-up of CSR project supported by TATA Power and CITIBANK support through Child Fund India. The CITIBANK support has supported 1408 women entrepreneurs from the low strata of the society from Bangalore, Mysore and Mangalore for their economic empowerment by starting their own enterprises.

TATA Power project enabled women to start their own garment making unit and also helped them to register their unit under GST. Now, these women are ready to supply uniforms and coats to employees of factory and other service sector.

We take this opportunity to thank all the persons who contributed in different ways to make this quarter a memorable one. I need to acknowledge and remember specially the field staff, other associates and SPIN (Skill Promoting India Network) because without your support this would not have happened. I also thank all others who contributed and played behind the scenes to count each and every contribution is invaluable. Let us be together and march towards with more enthusiasm to re-affirm for the life making of disadvantaged youth in the country.

**Felix D'Souza**  
Executive Director

**14th National Skill Conference: 4 - 5, May 2022****Skilling Youth Towards a Changing World****Context**

Since 1993, FVTRS is in the mission of providing Vocational Skill & Employment for disadvantaged youth, also as an effort to support the Skill India Mission of Union Government. FVTRS believes that there is a need to have better understanding of the fast-changing scenario in the livelihood sector locally as well as globally.

Since 2007, FVTRS has been organising National Skill Conference to reaffirm its performance and commitment.

The 14th NSC highlights the importance of skilling the youth, especially in the post COVID world. It is also an occasion to sensitize participants on specific themes and explore new perspectives and concepts on skills training.

**Inauguration**

The 14th National Skill Conference 2022 was inaugurated on 4th May at 10.30 am in Hotel Grand Magrath, Bangalore by Dr. C.N. Ashwath Narayan, Honorable Minister for skill development, Higher Education Entrepreneurship and Livelihood for the state of Karnataka.

The Key note address was delivered by Mr. Friedrich Birgelen, Deputy Consul General, and German Consulate. Fr. V.M Thomas, The president of FVTRS gave an overview of global scenario in skill development. Mr. Felix D'Souza, the Executive Director has welcomed the dignitaries and the guests.

Mr. Jimmy Mathew of FVTRS presented an overview of organization activities. Shri Dr. C.N. Ashwath Narayan expressed his happiness to be part of this national skill conference which was organized in a most relevant subject of today in the country. He appreciated the work done by FVTRS and requested the various skill providing organizations and join hand with government for strengthening Skill India mission.

**Thematic Sessions**

There were 20 speakers to provide inputs on various topics. The insightful sessions by these speakers have helped FVTRS to retrospect its activities and understood the need to remain relevant toward post Covid situation. Various opportunities, especially in the emerging job sector with new job roles have exposed the new way of skilling for the better future of marginalized youth in the country.

**Key Speakers****1. Corporate perspectives on skilling**

- Mr. Suresh Mahadev, Director L&D supply chain-Flipkart and Mr. Neil Castalino.
- Ms. Nikhita-Quest Alliance
- Mr. Kanav Puri-Euler Motors, New Delhi
- Mr. Santhosh Huralikoppi, Chief Mentor-FUEL (*Friend Union for Engineering*)

**2. Experience sharing in the field of skills and entrepreneurial development**

- Dr. Rajeshwari, AWAKE
- Ms. Uma Reddy, Hitech Magnetics and electronics
- Ms. Lavanya Shetty, SAMPANN

## Panel Discussions



### 1st Panel Discussion:

#### Challenges and Opportunities of skilling in the Indian Eco-system

- Mr. Anand K. Nair (Innovation skilling)
- Mr. C.M Patil (Employment opportunities in rural farm sector)
- Mr. Prashanth Shetty (Schnieder Electric India Foundation – CSR)
- Ms. Susan Bhaktul (Skilling and reach out to women)
- Ms. Bhavana (Study to understand the skilling eco-system landscape in Bihar)

### 2nd Panel Discussion:

#### Challenges in existing and emerging skilling landscape

- Dr. Dipak Sharma (RSKS experience partnering with FVTRS)
- Mr. Shijo Joseph (Appropriate eco-system for PwD in rural areas, EnAble India)
- Dr. Romate John (Challenges and need for evidence-based approach), Dean Central University - Gulbarga
- Mr. Jose Jacob (Technology to get connected and stay relevant –working with students from community college) CEO , Integro, Bangalore
- Mr. Anand. S.N (Experience of Mobility India in Skilling People with Disability)

### 3rd Panel Discussion: Models of Skilling

- Mr. Santosh Kumar Saha, head business development, Management & Entrepreneurship and Professional Skill Council (MEPSC), New Delhi, Re-imagining youth skills.
- Mr. Mahesh (Approaches of APD in skilling PwD)
- Dr. Pavan Soni (Design thinking for productive career), Visiting Professor IIMB, Bangalore

### Key Observations Captured from the Presentations

## Important Concerns

- In general, factors like globalization, climate change and pandemic have created major disturbance to the world of work
- The Indian demography is influenced factors like growing population, lack of skills, and shortage of jobs
- Increased economic vulnerability, distress migration, poor mental health and risky behaviors among young people
- 85 million job roles will be displaced by 2025
- Least disabled friendly work place solutions and inadequate Eco system for PwD
- Skilling course choices are influenced by Caste, Class and Gender
- Gender stereotypical challenges women face in equitable access to skilling courses
- Only 18% of women participation in workforce; of which just 2% are skilled
- Traditional ideas of classrooms, educators, learning methods have changed; educators not skilled to engage on virtual platforms
- Available skilling courses are not aligned with the interests of the respondents
- Mismatch between what is taught and the need outside
- Majority of youth prefer do not prefer entrepreneurship endeavors due to uncertainties and risk involved in this venture
- Choices of careers remain conventional based on outdated information



## Innovative/Success Models

### 1. Industry-specific training to adapt to changing technologies and market demands by Flipkart

- Creating a pool of e-commerce supply chain talent in operational roles
- Up-skilling local catchment youth, who may not have much other skilling & employment opportunities
- Enabling trained workforce to be absorbed by the local supply chain ecosystem

## 2. Innovation to reach scale up Skill Development

- 6C Model for building sustainable value chains (Construct, Capacity, Channel, Capital, Create, Connect)
- Bringing together community/society, markets and government to work collaboratively
- 3-tier model of training: Basic Training, Advanced Training Centers, and Centers of Excellence.
- Skill Building Program comprising of Knowledge Partner and NGO Operational Partner
- Train the Trainers Program with 4 modules
- Foster 21st century skills like Self Awareness, Communications, Relationship Building, Problem Solving skills
- Themes for 21st century – Life skills, Career and work readiness, Digital literacy and fluency, Self-employment
- Self learning – choose their learning space; build confidence and create meaningful learning journey
- Education to remove discrimination at grass root level
- Tri-partner participation – Industry, Government and Education partner
- Focused programme management
- Measuring results and impact
- Training with stipend; Employment with top brands; Opportunity to own a vehicle in their own business
- Partnering with like minded NGOs
- Business counseling
- Empowerment session (EDP)
- Idea generation lab (business plans)
- Marketing support (branding, packaging, networking)
- Annual award to best entrepreneur (motivation)
- Promoting Futuristic skills: Technical skills, Aptitude, Personality development
- Implementing CSR programme across India
- Identify gaps in the industry and deliver skills development to address the gaps
- Campus interview in community college
- Engaging 10th dropout to do engineering jobs (website designing)
- Understand platform reality: use technology, get connected and stay relevant

### Creating sustainable ecosystem in rural areas

- Explore employment opportunities in farm sector and create entrepreneurs in rural setups
- Promote start-ups in Farm sector

- Value addition to rural/farm products

### The future before us with concern

- The future of work and learning is uncertain
- Corporate perspectives/strategies are adapting to the emerging changes and challenges
- But, NGOs are yet to get out of the conventional mode and become future ready
- How should we get prepared???

### Key Suggestions for the Way forward

#### 1. Change in perspective / mindset

- Adapt to time, needs and new environment
- Adopt technology and emerging tools in assessment
- Make use of technology to get connected and stay relevant
- Create the right mindset and authority in your own space
- Bring youth voices to the forefront of all decisions

#### 2. Revisit skilling strategies

- Create an agile workforce
- Re-skill, Up-skill and New skills with quality assurance
- Use of digital tools and platforms
- Gender sensitive approach in training
- Collaboration with TVETs and Industry

#### 3. Engage in research and studies

- Understand the platform reality
- Map new trends in the industry
- Explore resource availability
- C





#### 4. Focus on Innovations

- Today's era is an era of innovation
- Develop the right mindset for innovations
- Explore sustainable value chains
- Network/collaborate with community, markets and government
- Build synergies between Academia and Industry
- Find cost effective solutions – online/virtual platforms

#### 5. Focus on futuristic skills

- Provide a combination of specific technical skills relevant to a particular career pathway along with new-age and futuristic skills
- New age skills (technical skills along with non-technical skills - behavioral and social skills)
- 21st century skills like entrepreneurial skills,,

digital skills, communication skills, analytical skills, problem solving skills, ideation skills etc.

#### 6. Focus on value addition

- Explore value addition to products
- Offer marketing support (branding, packaging, networking)
- Promote ability to self-learn, self-motivate, self-manage and take ownership of tasks
- Skills training plus entrepreneurship development

These commendations were seen as the next steps to address the concerns and future intervention of skill development that had been discussed in the panel discussions, and the audience was motivated to use these and other creative ways to better skill efforts in the country.



### Valedictory Function

**Mr. Santosh Kumar Saha**, head business development, Management & Entrepreneurship and Professional Skill Council (MEPSC, a wing of NSDC), Delhi was the chief guest. He has graduated 23 master trainers of FVTRS and inducted them into the training wing of FVTRS. They have successfully completed the five days course with MEPSC and certified as trainers of MEPSC. FVTRS also awarded 23 members from different parts of the country for the extra ordinary performance in different sectors related to its skill development project.

## 14th National Skill Conference Photo Gallery



## National Stakeholders Meet



### Building effective collaborations in skill development

Sustained collaborations, strategic partnerships, and effective cooperation between stakeholders are critical to ensure quality with scale up in skill development. FVTRS has been actively building effective partnerships in skill development with various stakeholders especially with like-minded organisations in the field. FVTRS has organised a **National Stakeholders' meet on 3 May 2022** at Bangalore to strengthen its partnership in different areas of skill development such as partnership in funding, infrastructure, knowledge, technology, industry partnership etc. The meeting and deliberations were attended by representatives of community-based organisations, representatives of educational institutions especially from central university of Karnataka, members of SPIN networks, management and field staff of FVTRS, and other well-wishers.

The meeting started with an inaugural session wherein the welcome speech was given by Mr Felix D' Souza, Executive Director FVTRS, followed by Presidential address by Fr V M Thomas, President of FVTRS. In His address, he stated the need of skilling the underprivileged youth to build a better nation. He said "Youth are the future, and they have the perspective which the older generations may lack. Youth zeal and enthusiasm must be channelized properly to help a nation prosper and flourish. Youth have quick learning, creativity, skills. They have the power to bring transformation in our society and nation".

The keynote address was given by DR Rajeswari Ranganathan, President, Association of Women Entrepreneurs of Karnataka (AWAKE) at Self-employed. She spoke the need of skilling youth and promotion of entrepreneurship in particularly among women. She also narrated and motivated the floor with the model that follows by AWAKE in its action.

The organisation's membership is made up of more than 3500 women entrepreneurs, who volunteer their time to contribute to promote entrepreneurship amongst women. The members themselves facilitate and guide women who want to start or grow their businesses – this entrepreneur-teaching-entrepreneur through a time-tested module of Counselling-Training-Experience sharing-Peer group support has led to start micro, small and medium enterprises by many women.

The felicitation speeches were given by Dr Shalini Saxena and Mr Ganesh Kumar, Governing Board members of SPIN India and the vote of thanks by Mr C P Nicholas, Lead Executive FVTRS.

The platform also utilised to capacitate the stakeholders on various development subjects especially on research methodology by the team of central university of Karnataka led By Dr Romate John and on Management Information Systems (MIS) led by Ms Vinaya Mallya.

### EDP for Master Trainers

FVTRS has conducted 2nd phase of master trainers training on Entrepreneurship Development for the master trainers from Bangalore, Mysore and Mangalore. This objective of the training to impart more skill and knowledge to 1408 women entrepreneur's promoted with the support of Child Fund India. The two days training on 23-24 June has dealt with business growth, financial discipline, daily cash book maintenance, stabilizing business, different marketing strategies and branding, progress assessment etc.

During the training an internal monitoring tool was introduced to hand hold the women who not doing well. At end of training session, the master trainers have worked out the detailed action plan to conduct training programmes or the business women. The sessions were facilitated by Mr. Uday Kumar, Mr. Felix D'Souza, Mr. Nicholas CP, Mr. Jimmy Mathew, Ms. Bedsy Joy.



## Women Entrepreneurship Programme

Women runs fewer than 13% of Indian small business and those running business face multiple difficulties. The biggest difficulty is access to finance. Gender bias, restrictions on mobility and other social norms are other hindrance for the women to get into business. FVTRS always been in front to bring women into the mainstream of the society through its skill development and entrepreneurship development. The small business of many has been severely affected due to COVID-19 and its protocol.

One of the greatest lessons we've learned from the pandemic is that we indeed can adapt, function, and innovate to get back to normal. Although we were physically distanced in order to reduce the spread of COVID-19, we have found there are ways of getting together, getting engaged, and getting things done. At the same time, we understand that the road forward, post-pandemic, is not an easy one. Of course, no single organization can tackle this alone. It's more important than ever that we work together to help rebuild in a way that ensures positive outcomes and opportunity for all. Having understood the scenario, FVTRS joined hand Child Fund India with the support of CITI bank to support 1408 marginalized women to revamp and start micro business in Bangalore, Mangalore and Mysore city.



FVTRS has identified 800 women from the city of Bangalore, 400 women from Mysore and 2008 women from Mangalore city. To make the micro enterprises more successful and effective we have organized 3 days entrepreneurship training to these women. A comprehensive business plan has been developed during the training programme.

The women have been carefully selected from the backward areas of the targeted cities using systematic need assessment. Each woman has been awarded with Rs. 12000/- to their bank account to start proposed business. The women have started various businesses like canteen, petty shop, food and beverages, garment production and sale, grocery shops etc.

### Case Study

#### Ms. Jamima Daniel, Bangalore



Ms. Jamima Daniel is 45 years old single mother with a son with a qualification of 10th standard. She has completed her 10th grade. She got married at the age of 19 years and her husband deserted her when her son was a year old. She lives with her son, twin sisters, and 84 years old father. Her son is now 21 years old and is working in a BPO. Her sister used to support her in meeting her needs.

Jamima had to go through a lot of hardship and struggle during her life's journey. With constant support from her sister and father, she was leading her life.

Later she has entered into small business such as preparing traditional sweet, supplies tea to nearby schools, prepares coconut oil, phenol, soap oil, room freshener and naphthalene balls.

Her business was affected very badly during COVID and she was at the verge of closing the business. With the support of seed money, EDP training through the Women Entrepreneurship Program, she has scaled her business. She was an introvert but with the hand holding support and training, she is now groomed as an entrepreneur to manage her business professionally.

Now she gets a decent earning to meet her daily needs. She is earning about Rs.500/- per day. So, far she has saved Rs. 14,000/-. She is happy and thankful that she is part of the women entrepreneur program which has transformed her into an entrepreneur.



## Entrepreneurship Development Programmes



Entrepreneurship development is one of the prominent disciplines of FVTRS as part of its skill development programme. FVTRS has been promoting team of trainers across country to impart EDP training to different stakeholders. This is being done in a phased manner and first phase of one such programme was conducted on 16-19 May 2022 at Bangalore.

This is the 10th batch of the Trainers training programme under EDP Centre. The training was

attended by 19 participants from Tamilnadu, Karnataka, Telangana, Chhattisgarh, and Uttar Pradesh. The four days training dealt with entrepreneurship and qualities of an entrepreneur, generating of Business Idea, Market survey and Markey analysis, Facilitation skill, technique and strategies of marketing, leadership skills, importance of the social /digital media, marketing and establishing branding of the business etc. The sessions were conducted in an organized manner and various activities and energizers were part of it to ensure the active participation and subject clarity. In order to build the facilitation skills, each participant was given an opportunity to conduct mock sessions on topic of their choice.

Towards the end of sessions an action plan developed by the participants for three months which they will practice in their respective locations. The sessions were facilitated by Mr. Felix D'Souza, Mr. Nicholas CP, Ms. Divya, Mr. Sajeesh KP, Mr. Jimmy Mathew, Ms. Silli Dalai and Mr. Ajay Rao.

### Learning the Magic of Life Skills, to Become A 21st Century Facilitator

The life skill centre under the capacity building wing of FVTRS has been promoting Trainers of Trainees across the country in a phased manner. The certified course of life skill master training is being conducted in three phases. The capacities of life skills are need to be developed through systematic training. To enable the potential trainers with more skills, FVTRS organized two life skill trainings, one in Mysore for certifying 14 master facilitators from Karnataka and the second one in Bangalore that was the 14th new batch of life skill training. In the new batch there were 25 participants from Tamil Nadu, Karnataka, and Andhra Pradesh.

All the participants experienced a unique way of learning and touching each one of their lives differently. It's important to realize that understanding, preparing, and changing oneself is the most powerful method of becoming an effective facilitator. As of now FVTRS' Life Skill Centre has certified 157 master facilitators across the country and 67 of them are undergoing various phases of training and assignments.

The final phase of the training in Mysore covered creative thinking skills, decision making, goal setting, and problem solving and leadership skills. The final phase was completely thinking based and the participants were completely engaged in activities that

would instigate their thinking, listening, observing, and reflecting capacity to be an effective master facilitator.

The participants in the first phase experienced a different way of exploring and understanding life skills for better facilitation and personal skills. This phase covered facilitation skills, self-awareness, managing emotions, positive attitude, and self-esteem. This training was completely activity based to keep the participants active. The training method was clearly focused on the effective communication principle of 93% of non-verbal and 7% of verbal communication. The training feedbacks of both trainings intimate that, life skill training to become a master facilitator is a real magical experience of learning with fun.

**“If you want to change the world, either change yourself first, or accept yourself as you are.”**



## Staff Capacity Building Programme



Capacity building is a regular process in FVTRS and this enables its teams to enhance their efficiency and effectiveness with acquired skills and knowledge. The organization has organized one such programme in Panaji on 7-8 June 2022 where its staff from Bangalore office and field were present. In the schedule review cum training programme 57 field consultants and field in-charge representing from 12 states participated. Mr. Felix D Souza, the Executive Director of FVTRS welcomed the participants. In his welcome address he has emphasizes that FVTRS started in the year 199 and trained more than 160000 marginalized youth with 72% employment.

In 2021 FVTRS started direct implementation of the skill training in 41 locations with 90 training centers in 12 states in India. He has shared about the details work progress of the direct implementation of the skill training programme. Mr. Jimmy Mathew has reviewed the roles and responsibilities of the team field staff. The participants were divided into groups to discuss about the roles and responsibilities. The presentations of the groups have been consolidated for further clarifications and use. Mr. CP Nicholas presented an overview of one-year activities and successes. Total number of the trained youth 2222 among them employed/self-employed youth is 80%. He has shared about the details work progress of the Direct implementation of the skill training programme.

- Number of youths undergoing training- 1151
- Number of youths completed skill training-2222
- Youth undergoing training- 1091
- Average employment rate is 80%.
- Total trades selected-47
- Innovative trades are being implemented

Then he has discussed about the details of innovative and positive changes and appreciated the Field Consultant. Mr. Jose Jacob, the resource person has provided input session on how to create the visibility of the organization and build image of the

organization through Networking, Fund raising, Usage of social media and Branding. The organization progress obtains through the Visibility, Viability and Credibility. Demonstrated how effectively and technically update of the social media through the putting of the Hashtag (#) so that we can create visibility and viability of the organization. Branding of the organization and how to do raise the fund raising while using of the SEO (Search Engine Optimization).

Ms. Sheela, the finance in-charge has given update information on EPFO, ESI benefits, Income tax. Recent changes financial process needs to follow by the field Consultant and field In charge. Ms. Divya facilitated Goonjan IMS Software demonstration and clarified doubts. Further discussed about the various reporting formats which need to obtain in the training center. Shared details of the next awards category like highest number of the youth trained, Number youth placement, Highest Women and MVG Category of the youth trained, Number of the enterprises developed etc.



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

**Mr. Sajeesh KP, Mr. Ajay Rao  
Mr. Felix Dsouza, Ms. Diviana Nayagi  
Ms. Geetha, and Mr. Gerald Anthony**

### Forth Coming activities

- ★ Life skill master Trainers Training – Jaipur
- ★ EDP Master Trainers Training- Vishakhapatnam
- ★ Leadership Training – Madurai, Vishakhapatnam & Jaipur
- ★ SCOPE review visits – Vishakhapatnam, Senthuwa, Jaipur & Shivagangai
- ★ 21st Century Skills-Advanced training programme for Master Trainers- Bangalore
- ★ Online Master Trainers certified course with MEPSC-
- ★ Exhibition of Skill Net produces with TATA Power- Bangalore
- ★ EDP training to the women Entrepreneurs - Bangalore, Mysore & Mangalore

## Exploring Skill Intelligence



FVTRS conducted its project review meeting on 30th June to 1st July at SSK Lucknow and 19-20 May at Bangalore. These review meetings were attended by 23 field staff from the state of Madhya Pradesh, Rajasthan, Uttar Pradesh, Jharkhand, Bihar, Karnataka, Tamil Nadu and Andhra Pradesh.

The main objective of the review meeting was to share the experience, learning from each other and replicate the new knowledge in the field and to understand the progress of the project in the different location. The occasion was used to capture the results that occurred due to the skill development programmes and other allied activities.

The status of the on going skill training programmes, employment, income earned was assessed from the presentations. It was found that there is progressive growth in the employment. The employment ratio has been grown from 72% to 80%.

There has been constant effort towards industry linkage for the employment creation and this has been one of the key aspect for the increase of employment ratio. Linkages were made to government schemes and departments for self employment. Linkages with KVK, DIC, LNT Bhopal DS Group, Employment exchange registration, MSME, NIIT, and MSRLM, Rotary club, Mudra yojana and Canara Bank are some of the examples.

There was also attempt to avail certificates from NYK and NII. It is also observed that the trained youth are being formed into skill net groups and this help for further follow up and skill enhancement. The field staffs are regularly imparting training on EDP and Life Skills to the trainees along with skill training.

### Key Decisions

- Make compulsory the uniform and digital certificate for all the trainees
- There should be curriculum for each trade and

should conduct skill assessment at the end of the training.

- Minimum of 10 trainees will be registered with the Udyog Aadhar registration at every location under the MSME to start the business.
- Minimum 10 youth enrolled in NIOS open schooling registration.
- Submission of the action plan well in advance with the proper plan.

The meeting was co- facilitated by Mr. CP Nicholas, Diviana Nayagi, Mr. Ajay Devoor and Ms. Silli Dalai.

## SKILL PROMOTION INDIA NETWORK (SPIN)



### 4TH ANNUAL GENERAL BODY MEETING

The Annual General Body Meeting of SPIN was held on 3rd May at Bangalore. The meeting was presided over by Ms. Shalini Saxena, the president of SPIN. Mr. Satyanarayan Patnaik, the secretary read the minutes of previous meeting.

During the meeting the members have reviewed the activities of last one year. It was felt the momentum has been affected due to COVID-19 and its protocols. Decisions were taken on auditing the accounts, renewal of membership, activities for the coming year etc. It was unanimously decided to continue the same office bearers for another one year.

Decided to continue the e-newsletter and the member organizations will provide the matters for publications. It was decided by the members to register SPIN under 12A, 80G, NGO Darpan, CSR, TAN and FCRA . Mr. Ganesh Kumar took voluntary responsibility to do registration of same.

## MY DESTINY- MY DECISION

Ms. Asha aged about 24 years old is the daughter of Mr. Rangappa and Mrs. Shadramma from Yakkanahali Village Honnali Taluk, Karnataka. She was married to Mr. Hanamantappa of Yakkanahalli village in very young age. Her family has five members including her family, husband, mother-in-law, and two kids. Since her husband is working as manual labor it was very difficult to manage day to day living with the meager income he brings. Asha was leading a life of house wife where she had spent most of the time in kitchen and looking after the other family members.



She happened to attend one meeting organized by NRLM where FVTRS field staff were present. He met with her and explained the opportunity for learning driving skill as part of FVTRS skill development programme. She had discussion on this matter with her husband and he has agreed for it. She has joined the driving course with other women. She has successfully completed the training the received the Driving license from the authority.

Along with driving course she was also taught on basic self defence techniques from Karate master. She was also trained in Life Skills and EDP. FVTRS has entered into MoU with district panchayat for appointing the women as drivers of waste collection vehicles. She was appointed as a waste collecting four wheel driver with the initial salary of RS. 6000/- She is working under Yakkanahalli Gram Panchayat as waste management unit driver.

Asha says ***“My meeting with FVTRS person has not only changed my life but also made me become self-esteemed person”***.



Mr. Manikantan hails from the remote village of Mayeladum Pari forest area of Theni, Tamilnadu. Manikantan belong to tribal community and traditionally they are honey collectors from the forest. Their livelihood is depending on Non Timber Forest Products collection and selling. He could not go to school for studies as they live in very remote place without proper transport facilities. He is married and having five children.

He came to know about the driving course of FVTRS from a local NGO leader and contacted the FVTRS field staff. He approached FVTRS local office and enrolled for the driving training. He has successfully completed the training and obtained the driving license. The forest department came to about him and appointed him as personal driver of forest ranger. The forest department pays Rs.10,000/- monthly salary and with this Manikantan leads a happy life.