



News Bulletin

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EDITORIAL

Dear friends, associates and well-wishers,

This year has been a prodigious start for FVTRS, achieving great milestones not only as an organization that focuses on skilling underprivileged youth but also as a resource centre.

As far as Skill training is concerned it is not a one-time activity but requires continuous interventions in terms of supporting the trained youth even after skill training for sustaining them in the livelihood engagement and enhancing their skills and livelihood for improved performance. It also involves reaching out to more and more youth who are unskilled and unemployed. So that the livelihood engagements of the trained youth shall focus on creating more job opportunities.

Recognizing this need FVTRS has launched the "Skill Support Mission" an annual campaign that will not only create an awareness for the imperative need for skilling more and more youth but will also lead to a greater visibility of FVTRS and her partners. It also aims to enhance the resource base of all the FVTRS partner organisation so that they will be able to implement more skill trainings.

The initiation of the skill net company of the skilled workers is another important milestone that we are looking forward in sustaining our efforts and making it more effective in terms of enhancing the livelihood of the people and promoting mechanisms for training more youth in the future.

As an organization, FVTRS has always envisaged a bottom-up approach and believed in interventions that are reflective of the needs of the community rather than coerced upon. That is the reason why all focus on research based development of their interventions and organisation. FVTRS also strongly believes in this. Our initiatives in research, helps us to gauge our interventions and constantly revise them based on the community needs.

It is with great pleasure that I would like to share with you all that we have completed our research on "**Skilling and employability**" focused in the central tribal belt of Odisha, Chhattisgarh and Jharkhand, which was released in the Odisha Skill Conclave organised by Ministry of skill and entrepreneurship.

Our Action Research on SCOPE model is underway. We are also planning a study which is a significant headway in the interventions of FVTRS. This is looking at the changes that has been happened in the lives of women due to the skill training and consequent livelihood engagement.

The Life Skill Club and EDP Centre are also two initiatives which are going on smoothly and making FVTRS a resourceful organisation.

This being a jubilee year, we hope to achieve more significant work for the indigent. The success of FVTRS and its journey of 25 years is incomplete without thanking the partners whose unrelenting support and cooperation which is helping in achieving the vision of FVTRS and making underprivileged youth employable.

Let us look towards brighter and fruitful days together in the days to come.

P.M. Philip
Executive Director

Skilling Youth Building Nation

Skill Support Mission 2018



SKILL SUPPORT MISSION

FVTRS is launching a new programme called Skill Support Mission (SSM) in the year 2018. This will be an annual campaign across the country done in association with our partners. The campaign will be organized against a theme every year. For the year 2018 the theme is “**Skilling Youth Building Nation**”. This year the campaign will be officially inaugurated and launched on 3rd April 2018 at Hyderabad. Dr. Sr. Suman Board member of FVTRS will be launching the Mission. FVTRS is expecting six partner organizations and 100 trainees from Andhra Pradesh and Telangana to be a part of the inauguration.

Will focus on the following: -

AWARENESS CREATION:- The campaign would primarily focus on creating and increasing awareness on the need for skill development among the communities, as well as the need of the support of society at large to support skilling of poor and marginalized youth.

GREATER VISIBILITY:- The campaign will also create greater visibility for both FVTRS and its various partners, resulting in strengthened public image and improving its networking and partnership.

RESOURCE MOBILIZATION:- By way of increased awareness and visibility, the campaign will also increase access for FVTRS and its partners to larger and more diversified funds and therefore more and better services to more marginalized youth.

We have developed a common poster highlighting the theme in anticipation to the launch and has already started sending out campaign posters and flyers to all the partner organizations.

CSR MEETING WITH TATA MOTORS

Today CSR support has become very significant in development interventions and that needs to be tapped for the benefits of needy. In this context FVTRS has organized a one day meeting with TATA Motors along with SKIP Bangalore. The representatives of TATA motors CSR have proposed two areas of intervention to support partner organizations across the country. The trainees of four-wheeler driving, and mechanics can be trained under the TATA guidance and at the end they will be certified by the TATA motors.

The TATA certification is widely accepted across the vehicle industry in the country and it will help the trainees to fetch good employment. The local instructors can be certified based on the test conducted by TATA in the case of non-availability of

qualified trainer. Dr. Joseph Stanley, the General Secretary of SKIP, Mr. Rohit from TATA motors, Mr. Jimmy Mathew and Mr. C.P Nicholas from FVTRS has facilitated the meeting. The meeting was attended by 42 participants from Bihar, Jharkhand, UP, MP, Chhattisgarh and Jammu & Kashmir at Bhopal on 16th February.



CONSORTIUM OF SKILL TRAINING PROVIDERS IN INDIA

FVTRS had presented the idea of launching a national level consortium of skill training providers in India. The initial plan was to begin the consortium with the existing partners of FVTRS, and later to open the door to various other skill training providers across India.

This consortium aims to facilitate appropriate skill development among the underprivileged youth so that they will be able to engage in gainful livelihood and lead a dignified life.

Specifically it will focus to:-

- Promote solidarity and purposeful cooperation among the partner NGOs through a meaningful dialogue for the vocational training and employment generation of the youth.
- Create a resource base and facilitate knowledge management among the partners to strengthen their capacity to be more relevant and effective.
- Mainstream the skill development as a continuous and people owned process by facilitation of associations of skilled youth at different levels.
- Work, co-operate with the Government, Private Sectors and other stakeholders through networking and formulation of joint strategies in areas of common interests and address problems and issues that require collective actions or solutions in livelihood related skill development.

During NSC 2017, a national level committee and a regional level committee was formed. The national level committee has drafted the MOU which has been reviewed and revised by FVTRS. The next step by FVTRS is to plan and organise regional level leader's meetings at Bangalore, Bhubaneshwar, Bhopal/Udaipur where the partner opinions and feedback would be collected to finalise the MOU.

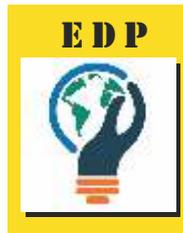


MOVING FORWARD- SKILL NET COMPANY

The proposed revenue model of skill net is proposed to initiate in Karnataka. A producers company under the company act will be registered in Karnataka to promote livelihood initiatives among the skill net members. To gain the confidence on skill net members an orientation at the partner level organization was executed. A team of facilitators namely Mr. Jimmy Mathew, Mr. Felix D'Souza, Mr. Lokesh Gowda, Sr. Milagrin D'Souza, Mr. Nagaraj Desai and Ms. Deep Rajesh facilitated 11 out of 13 organizations in Karnataka.

The leaders of skill net groups in these respective organizations were informed about the nature of company, its operational systems and business prospectus. The skill net members who become the shareholder of company shall be holding the ownership of the company. The board of directors elected from the skill net groups will be the decision-making body of company. It was decided that the leaders who attended the meeting will in turn orient their fellow members and mobilize the share capital proposed by the company. Altogether 512 leaders attended the meetings at different locations





REFRESHER TRAINING PROGRAMME

An EDP Refresher was conducted during 22nd to 23rd of February 2018 at Frontier Management Centre, Bangalore.

A total of 19 participants from Madhya Pradesh, Utter Pradesh, Rajasthan, Andhra Pradesh, Karnataka, and Tamil Nadu took part in the two-day event.



The participants were divided into four groups and asked to collate their training experience as well as field trainings conducted by them since the last training attended which was organized by FVTRS. Further each group made presentation of the consolidated reports covering their experiences.

of the strategies that he followed, risks he undertook and techniques that he implemented which helped him to achieve the goals.

Mr. Santosh Sequeira Managing Director, VTT tours and travels, Bangalore facilitated a session where he shared his experience as an entrepreneur. He explained how he started his career from zero level and reached today as a highly successful businessman with diversified areas of business. Mr. Santosh shared some

Dr. Romate John, Head of the Department of Social Work, Gulbarga University, conducted a session on facilitation skills. The session highlighted some of the techniques required in order to become a good facilitator which included Active Listening, Positive and Constructive Feedback, Conflict Resolution, Teamwork and Companionship, Active Involvement, Trust Building, etc. Dr. Romate also stressed on certain practices that would help in the overall facilitation process which include pre-training preparation, setting and meeting the expectation of the trainees, organizing inclusive and participatory sessions, use of open-ended questions, listening and acknowledging opinions of one another, and encouraging positive thinking.

The FVTRS team gave inputs on the EDP Centre and requested the participants to suggest actions that will ensure active running of the EDP Centre.

Some of the suggestions included:

- Experience sharing of the successful entrepreneurs.
- Creating training modules in regional/local language.
- Displaying details of Master Trainers on the FVTRS website to create visibility and authenticity.
- Organizing exposure programs for the trainers.

The programme was facilitated by Ms. Divya and Mr. Nicholas from FVTRS.





"Stop being your own pest" - "Start doing your own best"



TRAINING OF TRAINERS

FVTRS, under the Life Skill training programme, conducted the 6th batch of ToT for a new group of master trainers from 6th to 9th March 2018 at KROSS (Bangalore). Participants from the states of Karnataka, Bihar, AP, Telangana, Jharkhand, Chhattisgarh, MP and West Bengal took part in the four-day training programme that was facilitated by Mr. Sajeesh K P and Mr. Reuben George.

The first phase training was more focused on identifying the facilitation needs of the trainees, and thus incorporated a very practical approach where participants could acquire new skills and techniques on facilitation. The training primarily helped the trainees not only to identify areas of improvement but also to encourage them to develop strategies to address them.

The training also focused on various personal skills that include Identity and Self-Awareness, Positive Attitude, Emotions Management and Self-Esteem. All these topics are presented through various interactive and participatory methods such as presentations, use of audio-visual, group discussions and exercises, activities and games etc.

VISIT FROM MISEREO, GERMANY



Dr. Anslem Meyer Antz from Misereor Germany visited FVTRS on 3rd February. The FVTRS team had meeting with Dr. Anslem at FVTRS Office. FVTRS team updated him about the new initiatives of FVTRS and the status and progress of programmes and projects. We have also had an antinarrative discussions on the socio-economic situation in India and the implications on skill eco-system in India. Dr. Anslem appreciated Executive Director and team of FVTRS for their service.

Mr. Diogo Ferreira, Finance Consultant of Misereor visited FVTRS on 14th and 15th February. We discussed about various financial management matters of FVTRS and the requirements of Misereor. He Highlighted that the requirement of Misereor shall be matched with the processes in FVTRS. The programme agreements need to be a followed strictly and if there are any difficulties, it should be shared and discussed with Misereor before taking a decision. The discussions were highly informative and encouraging for FVTRS team.

FVTRS team thank Dr. Anslem Meyer Antz and Mr. Diogo Ferreira for visiting FVTRS and giving valuable suggestions for improving the services of FVTRS.



RESEARCH AND DEVELOPMENT

Action Research on SCOPE

The action research on SCOPE model of skill training is going on in full swing. Six partner organizations already completed the skill training planning meetings by involving community members. Two organizations, SMSSS and PECSS, have started implementing the skill development programme under the SCOPE model. The next step by FVTRS is to gauge the progress and growth of the initiative, and is therefore to organise two review meetings, one in Tamil Nadu and other one at Madhya Pradesh, in the month of May 2018. FVTRS is also planning to organise a partner meeting on 30th and 31st May 2018 at Bangalore.

Research on Skilling and Employability

FVTRS is happy to announce the completion of the research on 'Skilling and Employability' in the central tribal belt of Odisha, Chhattisgarh and Jharkhand. We have planned to organise the debriefing workshop at Ranchi on 25th April 2018. We have also requested Honorable Minister Shri Dharmendra Pradhan, Minister for Skill Development and Entrepreneurship, to officially release the report on 6th May 2018 at Bhubaneswar during the Odisha Skill Conclave.

Study on Women and Skilling

FVTRS is planning to conduct a study of our skill training programmes and initiatives, specifically to understand the impact on Women and her status in the society. For this study FVTRS is associating with Christ University and Kristu Jayanthi College in Bangalore. Together we have articulated the objectives, developed the TOR and methodology of the study. We have also selected five organizations representing the states of Uttar Pradesh, West Bengal, Bihar, Rajasthan and Telangana to be a part of this study. The impact study on Women is tentatively scheduled to be conducted in the months of June and July 2018.

PARTNERS MEETINGS

North and North-East Coordinator's Meet

FVTRS organized its North and North-East India coordinators' meet in Lucknow (UP) on 27th and 28th of February 2018 at SSK, Lucknow. There were 22 coordinators participated in the meeting representing 22 organizations from the northeast part of the country. The meeting started by revisiting the decisions that were taken in the last coordinator's meet in Ranchi.



All the partners made presentations about the status and results of the project during the meeting. The major points covered in every presentation by the partners were focused on formation of Skill Net groups, networking with government departments, linkage with various bank schemes, enrolment of trainees with employment exchange, impact of regular life skills and EDP training, visibility for the programmes, issues and challenges faced during training and placement, media coverage, good practices and the direct impact that this mission in creating livelihood opportunities for the youth.

Mr. Shamsher Alam Ansari shared his experience in Uganda as part of the FK Exchange program. The session was highly informative and helped all participants understand more about the skill training programmes in Uganda, Africa. He briefed about information on community collaboration, culture and life style as well as agricultural practices of Uganda and Tanzania. The participants appreciated the sharing as it came from the experience as well as they were new to many of them.

Mr. Sajeesh facilitated a session on Skill Net clarifying the reasoning, the purpose, the process and the results. Mr. Nicholas shared about the Skill support Mission (SSM) which is a new initiative of FVTRS towards self-sufficiency. There after it was decided that all the project coordinators would prepare and submit a 6-month action plan to their respective programme officers. The coordinators' meeting was concluded at 4.30 with a vote thanks by Mr. Reuben George.



Madhya Pradesh Coordinator's Review Meet

The Coordinators review meeting for the state of Madhya Pradesh was held on 15 February 2018 at Bhopal, facilitated by the FVTRS team. The purpose of the meet was to know the present status of all the skill training programs as well as the progress of Skill Net activities. The meet was also an opportunity to introduce as well as help prepare a participatory action plan for the coordinators and follow-up plan.

Mr. Francis P Anthony, Secretary, ISRD Bhopal made a presentation on Joint liability group and how to make use of this scheme to mobilize funds to start small businesses. He explained about two different models; the first being where individual loans are given but all the group members are responsible to repay the loan in case of default. The other model is a corporate account where the entire group has one account, irrespective of its individual members. This session was useful to facilitate trained youth to get financial resource support for initiating enterprises. The meet came to an end with a session on the way forward, facilitated by Mr. Nicholas.

New Partners Meet

FVTRS organized a meet of all the partners for whom the new projects were approved on 31st January 2018 at KROSS, Bangalore. There were 35 participants representing 19 organizations from Maharashtra, Rajasthan, Jharkhand, Uttar Pradesh, Madhya Pradesh, Tamil Nadu and Karnataka. The purpose of the meeting was to familiarize the partners on the implementation process of skill training project, documentation, finance management and to introduce them various reporting formats.



In his welcome speech, Mr. Felix D'Souza introduced the Skill Support Mission (SSM) initiated by FVTRS describing the philosophy, purpose and the process of the implementation. Followed by this, Mr. Jimmy Mathew detailed about Skill Net and Skill Net company. Mr. Nicholas and Ms. Divya made presentations on the project objectives and activities of the project, as well as developed indicators for monitoring them. They have also highlighted on the importance adherence to the PCM standards during the implementation of the project. Ms. Noyala Sheela and Ms. Nirmala introduced some of the best practices of finance management while implementing projects.

Upcoming Events

1. Launching of Skill Support Mission at Hyderabad
2. FK-Norway project review meeting at Bangalore
3. Leadership training for the Skill Net leaders at Bangalore
4. Consortium members meeting at Bangalore
5. Final Phase EDP training at Bhopal
6. Life Skill training for the teachers at Chennarayapattana
7. New batch life skill training at Ranchi
8. Skill Net Company orientation in Karnataka
9. Review of SCOPE-Action Research-Tamil Nadu and Madhya Pradesh
10. SCOPE-Action Research review meeting at Bangalore
11. Study on impact of skill training on women at Uttar Pradesh, Telangana, Kolkata, Rajasthan and Bihar.



FVTRS STAFF TRAINING AND CAPACITY BUILDING

FVTRS organized a training and capacity building workshop for all her staff members at New Delhi on 6th and 7th February 2018. The resource person for the program was Mr. Cherian Joseph, a Training Consultant from New Delhi.

The main purpose of the programme is to build team spirit and management skills among the staff to improve work efficiency.

The first day of the workshop began with an exercise on 'Diagnostic Matrix' that focused on the following dimensions:

- Identification with the FVTRS mission and vision
- Accomplishment of programmes / plans
- Effectiveness of communication to manage / fulfill work
- Competencies to fulfill work / commitments
- Our ability to take initiatives to promote higher achievements / more effective management

Later, the team was engaged in a behavioral exercise where individuals would provide constructive feedback/input on how they viewed the other colleagues - the inputs would be anonymous and would include up to 3 positive traits as well as 3 areas of improvement. The exercise was a great learning experience as individual realized how others viewed them, as well as saw potential areas for betterment and improvement.

Toward the end of day one, Mr. Joseph conducted the 'Creatrix Model' exercise where individuals would be categorized based on measures of risk taking and creativity. Overall, the exercise highlighted the need for individuals of varied abilities to come together in collaboration to achieve the full potential of the organization.

The final day of the training concluded with the 'Fish Bowl' exercise where we discussed issues that affected organizational potential. Based on input from all the staff members, the following areas / issues were noted:

- Updating our knowledge
- Internalizing Vision and Mission
- Diversity of our programs
- Assessing quality of our programs
- Visibility of our organization
- Engaging with each other about work and organization growth

The exercise was important as it highlighted areas that as an organization needed improvement, but also enabled the team members to come up with practical solutions that would be implemented and followed-up in the following months.

Overall, the training program was truly enriching as it not only enabled us to understand ourselves and our colleagues better, but also enabled us to realize the need for teamwork and collaborated effort in order to fulfill the vision and mission of the organization.

