

EDITORIAL

Dear friends and well-wishers,

This news bulletin of FVTRS is the first one in this New Year and last one of the financial year. Whether it is the new year or financial year it is important for all FVTRS and her partners that we continue our mission more intensively and effectively.

It is worth mentioning that the present government has given an impetus to the skill training scenario in the country. Because of this more and more stake holders, including non-profit organisations and CSR units of corporates, are entering into the skill training field and join hands with the efforts of the government. However, given the requirement in the country, we need more stakeholders to engage for the skill training. According to economists, the working population in India is set to rise considerably over the next decade or more. By 2020, the average Indian will be only 29 years of age.

This being the forecast, we are experiencing a drastic reduction of job opportunities in the country. Centre For Monitoring Indian Economy (CMIE) says *"The number of employed recorded in December 2018 was at 397 million, which is 10.9 million less than the figure of 407.9 million seen a year ago at the end of December 2017. An estimated 9.1 million jobs were lost in rural India while the loss in urban India was 1.8 million jobs. Rural India accounts for two-thirds of India's population, but it accounted for 84 per cent of the job losses."* (Business Today, January 4, 2019). This is reiterating the need of skill training of the youth so that they will be engaged in livelihood that promotes employment for others.

I was shocked to see the news released by National Crime Records Bureau's (NCRB) Annual Report 2016 which was recently published in ToI on 15 April 2019. According to that 50% of convicts in the jail are young youth between the age group of 18 to 30 years. The report also shows that 63% of the inmates studied below 10th standard. Young person's going to jail is not a good sign of a developing country. The present education system, unemployment, poverty etc force our young boys to turn towards anti-social activities and finally land up in jail. This points towards the need of not only providing skill training but also encouraging the youth to join skill training. For this we need the support of the communities from where these youth are hailing from.

That is the reason why FVTRS is focussing on a community-based approach for skill training so that community takes the responsibility of motivating the youth for skill training and engaging themselves in livelihood activities. Thus we will be able to get more stakeholders in skill training. The Skill Support Mission is an attempt to engage more people in to skill training and aiming to make it a community-based movement.

FVTRS and her partners also realise the fact that mere skill training will not be sufficient to sustain the youth in skill training and subsequent employment. For this we are strengthening our partners with in-house capacity for conducting these training on a continuous basis. So it is the need of the hour that a community based continuous skill training and employment supplemented with appropriate life skills and entrepreneurship is promoted across the country especially in the rural areas where most of the underprivileged sections of the society is living.

I also consider that SPIN (Skill Promoting India Network) promoted by FVTRS is an appropriate and right intervention that can widely contribute to this. Hence we need to see that this innovative initiative to be strengthened and look forward making skill training a community based movement.

P.M. Phillip
Executive Director

EDP Centre

ToT on EDP Third Phase

One final Phase of ToT on EDP was conducted from 28-31 January 2019 at Sehabagai Shiksha Kendra, Lucknow, Uttar Pradesh. There were participants from Madhya Pradesh, Uttar Pradesh, Jharkhand, Chattisgarh, Harayana, Himachal Pradesh, Karnataka and Tamil Nadu. The participants were awarded with course completion certificate at the end of the programme. Mr. Felix D'Souza, Senior Programme Manager, FVTRS distributed the certificates.

The Programme has been started with the recap of previous phases of EDP Training conducted, especially with the business plan, Market analysis, Business analysis, Customer analysis and financial analysis etc. During the recap, special references and explanations were given on project running plan, financial plan and market plan.

The major inputs during the training were management skills, leadership and communication, financial management and planning, difference between employment, self-employment and entrepreneurship, social media in entrepreneurship (Pros and cons), and tips for the effective facilitation. Along with inputs case studies, group discussions, mock sessions and group activities were used to impart the content.

According to the participants, the three phases were useful to learn how to conduct EDP, market analysis, business analysis, customer analysis and financial analysis. It was also useful for understanding development of business and market plan, effective management of time, customers and competitors as well as applying the qualities of the leader and communication skills in the business context. At the end of the training, the participants were asked to prepare an action plan which need to be conducted in the respective area for next six months. The present WhatsApp group are updated to share their activities conducted in their areas in terms of training and follow up.



Second phase EDP training Hyderabad

FVTRS organized another second phase ToT on EDP from 19th to 22nd Feb'2019 at Jeevan Jyoti Institute, Hyderabad. The training session started with the motivational video related to describing the importance of "One Life" that each one has and making it meaningful for oneself and others. This was followed by self-introduction of the participants and the recap of the first phase training. The recap was also used to get a brief report from the participants. These inputs were used to clarify further the qualities of the leadership skills and the process skills like risk-taking, processing, efficiency, time management, information seeking, goal setting and listening, business ideas, facilitation skills and marketing skills along with trade skills.

Further sessions were carried out on specific topics like Facilitation skill, Communication skill, costing and budgeting, leadership skill, business plan. Different methodologies were adopted to communicate the content. Some of them were quiz, storytelling, roleplay, group discussions, debates, simulation games.

On the third day the participants visited the office of Micro, Small & Medium Enterprises (MSME) Hyderabad. During the visit, they had meeting with Director and staff of the MSME and discussed regarding MSME schemes, start-up India, Udyog Registration for SHG, how to link with DIC. MSME organized Skill and Entrepreneurship development training, loan upon PMEGP, MUDRA, assistance for international trade fair, domestic trade fare, international national workshop, facilitation of the GST registration, ZED scheme registration and organizing various skill development training.

At the end of the workshop there was a feedback session. It indicates that the participants have learnt implementation of the business idea in field, market survey and market analysis, developing business plan, different communication skills, MSME schemes and its utilization. The sessions were useful for developing confidence among the participants for conducting the training and facilitating business ideas with practical examples. These learnings will be used by the participants while conducting trainings for the youth attending skill training in their organisation. An action plan was prepared by the participants for the next four months which they will implement in their respective field.

Action Research on SCOPE

SCOPE was an approach developed by FVTRS from the experience and learnings while implementing skills training for the school dropout youth. This approach was converted into a model and piloting it as an action research in six states with the selected partners who are implementing skill training specially in the rural area. The progress of the action research is monitored regularly through reporting and field level reviews. During this period, we have conducted reviews with three partners.

SAMIDA, Anathageri Block, Andhra Pradesh.	Ms. Ishita Savina Chowdhury, Mr. Jimmy Matthew.	13th to 15th February 2019.	Findings
<ul style="list-style-type: none"> ■ The partner has seriously considered the suggestions made in the last visit and has reassessed the nature of trade selection and the implementation of the trades. ■ The trades selected for the next phase are much more community oriented and employment opportunities can be sought from within the community. ■ The organisation has also made efforts to upskill the trainees of the earlier phase as it was found that the trainings were not sufficient. 	<ul style="list-style-type: none"> ■ It is commendable that the organization could mobilize money with the community support to up-skill the past trainees. ■ SDTs are able to take decisions and are involved in every process of the skill development. ■ The SDT needs to be strengthened so that it will be functional within the community for the skill development even after our intervention. 		

Phooleen Madhupur, Jharkhand.	Mr. P M Philip. Executive Director. Mr. Nicholas Manager, projects Mr. Sajeesh K P Programme Officer.	16th and 17th January 2019	Findings
<ul style="list-style-type: none"> ■ A Skill development plan Is in place and the final plan has got 5 trades. ■ The plan needs to be detailed in terms of employment plan, training plan and the cost sharing. ■ At the same time the plan also must be discussed and validated at the village level SDT and block level SDT. It should be a dynamic document. ■ The community level mechanism that is being developed should be looked as a sustainable mechanism for skill development within the village. ■ The plan shall be looked at diversified trades rather than limited numbers and a greater number of trainees in a trade. ■ The selection of the trade by the trainee shall be done through a consultative process between the trainee and the SDT members. 	<ul style="list-style-type: none"> ■ The SDT has been established in all the 10 villages with minimum of 10 members. This has been federated as an apex body at taluka level having 20 members comprising of 2 representatives from each village SDT. ■ The SDTs are meeting every fortnightly on a regular basis. ■ The meetings need to be systematized. ■ The functions in relation to skill development need to be delegated more and more to the SDTs. ■ The organisation shall provide an orientation to the SDT members about the roles and responsibilities and remind them about it constantly during the regular meetings. ■ The organisation also needs to think of conducting capacity building programmes for leadership development and organizational development. 		

Priyanshi Educational Cultural Social Service Society (PECSS) Sendwa, Madhya Pradesh	Mr. Felix D'Souza Senior Programme Manager. Mr. Nicholas CP Programme Manager. Ms. Silli Dalai Programme Officer.	27th and 28th March 2019	Findings
<ul style="list-style-type: none"> ■ The SDC member involved in selection of the trade, trainee and looking for the employment and self-employment for the trained youth. ■ SDC member are availing different government schemes. ■ SDT also looking upon other issues of the community. ■ The trades are selected based on the need and 	<ul style="list-style-type: none"> ■ suggestion of the community. ■ The organisation also linked the SDTs to different agencies like MPSRLM, Reliance foundation, Aditya Birla, NYK etc. for skill development. ■ It has also promoted training cum production model of skill training and linked the training for digital marketing like Amazon and Flipkart etc. 		

Partner Review meet at Madhya Pradesh

FVTRS has facilitated a project review meeting with coordinators and Directors of partners from Madhya Pradesh and Rajasthan on 28th February and 1 March, 2019 at Bhopal. The Directors and coordinators of 18 projects from these two states have participated in this meeting.

The two-day review meeting started with a prayer and followed by an introduction to the programme and review of the action plan of the previous meeting by Mr C P Nicholas, Manager projects.

The first agenda of the meeting was sharing of experience by the participants who attended the TOT on leaders training. They have shared that the training was very useful and have prepared an action plan for each organisation to take forward the skill net groups to different levels of growth. Later the partners have presented their activities and results on skill development programme supported and promoted by FVTRS.

This occasion also made use to meet the state chapters of partner consortium facilitated by FVTRS. The state chapters of SPIN have discussed and reviewed their action plan which was made in national partners meeting held at Delhi. They have added new inputs /idea into it and broadened their plan.

The platform also used to introduce the skill development programme of Karcher cleaning systems Pvt. Ltd. Territory Manager- Skill Development of the company Mr Dhairya Jain explained the features of the skill development of the

company and invited the partners of FVTRS to make use of this platform to train the youth in housekeeping related jobs.

The meeting was an occasion to share new ideas, experience from the field, learnings, results, case studies and challenges. The main decisions and actions planed for the next six months and upcoming review meet. It was decided that the samples of products of the trained youth can be brought for exhibition in the forthcoming meeting. The partners can share the technical knowledge of various skill so that they can reach more unskilled and unemployed youth. An input on market study will be planned for the next partner review meet.

The partners will make the cost analysis of their skill training intervention in terms of efficiency and effectiveness as well as quality and quantity. There will be an input on this in the forthcoming partners review meet of the region. The partner organisation will submit an action plan for strengthening Skill Net and building leadership among the Skill Net members.



Open Schooling

FVTRS has been encouraging the partner organisations to facilitate the school dropout youth to enrol in open schooling to continue their vertical education since last nine years.

This intervention by the partners has helped many youths to find better prospects in their lives. During the reporting it is observed that partners are regularly enrolling youth in open schools.

According to the data presented, it shows that they have enrolled 460 youth and among them 150 could qualify for higher education. Thus, as per the information available from the partners the enrolment in the current financial year is 1477 and among them 705 could qualify for higher education.

Thus, the total number of youth enrolled since last nine years is 12361 and among them 4644 have passed the examination and have qualified for higher education.

Enrolment of Most vulnerable group in skill development

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

This is based on the conviction that the marginalised and excluded communities have an inalienable right to their existence and identity as human persons with all rights. FVTRS has increased its emphasis on ensuring the inclusion of the excluded groups even among the poor and marginalized in skill development, as a result the partners are actively

enrolling youth from Most Vulnerable Group (MVG). During this quarter, we have collected data from the partners and could find that 1414 MVG youth are enrolled in skill training during in the current financial year.



Skill Net Leadership Training



A leadership training for the leaders of the Skill Net was organized from 25th to 27th February 2019 at Madhya Pradesh. Participants were skill net leaders and project coordinators from 19 partner organization of Madhya Pradesh, Rajasthan and Maharashtra. Dr. Ayub Khan, Director, Rajya Shiksha Kendra, Government of Madhya Pradesh inaugurated the training. Mr. Jimmy Mathew, shared agenda of the leadership training programme and its Objective. Mr. Ramachandra Bhat facilitated the three days training session. Altogether 45 persons attended the training programme.

The training sessions has covered the topics like types of leadership, facilitation, conflict management, motivation, project cycle, poverty cycle, developmental theories, PRA, inflow and outflow chart and seasonal calendar. The topics were logically connected with the skill net groups and its relevance.

The sessions were carried out in a participatory manner. Participants were divided into groups for PRA exercise. Methods like flowcharts, activities-based games, power point presentations, storytelling and audio-visuals were used.

PRA made participants more analytical and look at the practical issues of the field and its solutions, with special reference to Skill Net activities and skill training.

At the end of the 3 days session, an action plan was developed by the participants for one year for field-based skill training programme. As part of follow up, organization-based teams were formed with a coordinator to carry out the trainings for the skill net leaders. The training will help to form next level of leaders to facilitate the skill net group activities.



STUDY ON WOMEN AND SKILL TRAINING.

Women have constituted one of the most vulnerable sections of the society irrespective of their religion, caste, ethnicity, institutions or class. Women have always been portrayed to be inferior to men due to the patriarchal structure of the society. Devoid of adequate education and awareness, most women in the society have been distanced from the significance of leading an independent and self-sufficient life.

At the World Economic Forum, last year the International Monetary Fund chief, Christine Lagarde, said that raising women's participation in the workforce to the level of men could boost the Indian economy by 27%.

Realizing this situation, FVTRS has been providing focus for the vocational skill training of women right from its initiation. So far among the trained youth, 55% are women. In terms of number of youth trained, we can claim that our attention in training women has been successful.

As a committed organisation to this cause, we engage in constant studies reflecting upon the implementation strategies and the impact of the intervention. This is the context in which this study was initiated.

This study is being done in collaboration with the Social Work departments of Kristu Jayanti College and CHRIST (Deemed to be University). The emphasis is on understanding the social impact created through the skill training for the elevation of status and opportunities provided for women in the society.

The study applied both quantitative and qualitative methodology for data collection. The data collection was done during the months of June to August 2018. Sampling design:- Trainees of five long standing partners were the universe for this study.

The partners were chosen to give maximum representation to the geographical and cultural diversity of India.

The following were the partners selected for this study.

- Rajasthan Samgrah Kalyan Sansthan, Jaipur, Rajasthan
- Gram Vikash Seva Sansthan, Lucknow, Uttar Pradesh.
- Garden Reach Bangla Basti Academic Development Society, Kolkata, West Bengal.

- Samagrah Seva Kendra, Gaya, Bihar.
- Association for social and health advancement, Hyderabad, Telangana

A total sample size of 250 trainees were studied from the five partner organisations. Each partner therefore identified 50 women respondents who have been trained by FVTRS not less than two years ago and were either employed or self-employed at the time of the study.

Tools for Data Collection and sources of data: -

We employed the following 5 tools for data collection.

1. Interview schedule for the individual trainees
2. Case Studies
3. Interview schedule for the family members of the trainees
4. Focus Group Discussion (FGD) with community members
5. Key Informant Interview (KII) organizational leaders

For the purpose of conducting data collection, the partners identified field investigators. These field investigators were trained by the assessment team consisting of FVTRS staff, experts from Kristu Jayanti College and CHRIST (Deemed to be University).

The team trained 26 investigators for interviewing the 250 trainees and family members. As part of the training, mock interviews were conducted and ensured that the investigators understood the purpose of each question.

The FGDs and the interview with the organizational team were conducted by the FVTRS team and the experts. A total of 12 FGDs were conducted with 173 participants comprising representatives from trained women, CBO leaders, community leaders etc.

This team has also reviewed the documents related to the projects supported by FVTRS in the past and the documents related at the partner level also including case studies.

Data consolidation, Analysis and report writing:- After the data was collected it was then consolidated and thereafter interpreted along with the experts.

The report is in the stage of finalization. We will also organise a dissemination workshop where in the finding will be shared.

Forth Coming Activities 2019

First Phases ToT on Entrepreneurship Development Programme (EDP) from 14th to 17th May 2019 at Bangalore.
Interested participants kindly contact by mail programme@fvtrs.org

First Phases ToT on Life Skill from 21st to 24th May 2019 at Bangalore.
Interested participants kindly contact by mail programme@fvtrs.org

- Skill Net Leaders training- Lucknow
- North India partners' review Meeting - Lucknow
- South India partners' review Meeting- Bangalore
- North and North East partners' review meeting- Kolkata
- SCOPE review - Tamil Nadu, Orissa, West Bengal and Rajasthan
- Launching of Skill Support Mission at Bhopal
- Skill Net leaders' training- Kolkata

Launching of
Skill Support Mission 2019



08 June, 2019

State Museum, Bhopal, M.P.



Skill-Net ToT Participants @ Bhopal, M.P

Ministry of Micro Small Medium Enterprises

Ministry of Micro Small Medium Enterprises promotes and supports Micro enterprises specially in the unorganised sector. We are sharing its information for the benefit of our readers to promote skill training, Entrepreneurship Development Programme and Micro enterprises.

Miro Small Medium Enterprises sector in India ranks the second largest after China and accounts for more than 40% of the total exports of the nation and contributes 9% to the GDP. However, creation of skilled entrepreneurs in the informal sector is a big challenge that needs to be addressed systematically. To boost the entrepreneurship in this sector, Government of India (GoI) implements various training and skill development programs.

National Institute for Micro, Small and Medium Enterprises (ni-msme), Hyderabad, under the aegis, of Ministry of MSME, GoI, is India's first institution to start the wave of entrepreneurship development through skilling, mentoring and incubation support. To cope with the pressure of globalisation, the Government of India has enacted the MSMED Bill in the Parliament, which became effective from 2nd October 2006. Accordingly, the Institute, in order to reflect the

expanded focus of its objectives was rechristened as ni-msme from 11th April 2007. Today, it is an organisation of the Ministry of Micro, Small and Medium Enterprises.

MSME sector contributes to Rs. 3.6 crore jobs in the manufacturing sector. In today's competitive environment, an extremely vibrant MSME sector is essential for the development of our economy. Government strives to implement many strategies and schemes for the development of the sector and Cluster approach is one of the successful strategies.

There are about MSME 7500 clusters in India. Government has been implementing 26 cluster development schemes for the benefit of MSME sector. In addition, many International agencies, Commercial banks and NGOs are also taking part in cluster development. Some of the schemes being implemented by the government include Micro and Small Enterprises Cluster Development Programme (MSE-CDP), Scheme of Fund for Regeneration of Traditional Industries (SFURTI), Comprehensive Handlooms Cluster Development Scheme (CHCDS), Baba Saheb Ambedkar Hastshilp Vikas Yojana (BAHVY) etc.

Government schemes and initiatives that support MSME growth in India

Prime Minister Employment Generation Programme and Other Credit Support Schemes.

The scheme is implemented by Khadi and Village Industries Commission (KVIC) functioning as the nodal agency at the national level. Under this there are 3 other credit and subsidy related schemes.

Development of Khadi, Village and Coir Industries.

This includes six schemes related to Khadi, Coir, export promotion, market promotion and fund regeneration.

Technology Upgradation and Quality Certification

This category has 9 schemes related to funding, promoting competitiveness, IPR, ASPIRE, NMCP, Marketing support, Certification etc.

Marketing Promotion Schemes

This covers 3 schemes for international cooperation, marketing assistance and P&MS

Entrepreneurship and skill Development Programme

This program has covers Assistance to Training Institutions (ATI)

Infrastructure Development Programme

This program covers Micro & Small Enterprises Cluster Development (MSE-CDP)

Scheme of Surveys, Studies and Policy Research

This contains revised guidelines (bilingual) of scheme SS&PR with effect from 15-10-2018.

National SC-ST-HUB

The Development Commissioner of the MSME sector offers several schemes like:

National Manufacturing Competitiveness Programme (NMCP) Schemes Under XI Plan – This scheme was announced in 2005 with an objective to support the Small and Medium Enterprises (SMEs) in their endeavour to become competitive and adjust the competitive pressure caused by liberalization and moderation of tariff rates.

Micro & Small Enterprises Cluster Development Programme (MSE-CDP)

(MSME) launched MSE-CDP for holistic development of selected MSEs clusters through value chain and supply chain management on co-operative basis.

Credit Linked Capital Subsidy Scheme for Technology Up-gradation

This scheme aims at facilitating Technology Upgradation of Micro and Small Enterprises by providing 15% capital subsidy (12% prior to 2005) on institutional finance availed by them for induction of well-established and improved technology in approved sub-sectors/products.

Credit Guarantee Scheme

This scheme provides collateral free loans upto a limit of Rs.50 lakhs – for individual MSEs

MSME MDA

The scheme offers funding to individual MSMEs & associations upto 75% in respect of to and fro air fare for participation by MSME Entrepreneurs in overseas fairs/trade delegations. The scheme also provide for funding for producing publicity material (upto 25% of costs) Sector specific studies (upto Rs. 2 lakhs) and for contesting anti-dumping cases (50% upto Rs. 1 lakh)

Scheme of Micro Finance Programme

This scheme for creating self-employment opportunities has been tied up with the existing programme of SIDBI by way of contributing towards security deposits required from the MFIs/NGOs to get loan from SIDBI. The scheme is being operated in underserved States and underserved pockets/ districts of other States.

Kindly Visit

<https://msme.gov.in/all-schemes> and
<http://www.dcmsme.gov.in/>

to know about all the schemes of MSME.