



## EDITORIAL

Dear all,

I am happy to introduce this edition of the newsletter of FVTRS to all of you.

As all of are aware the situation in the country is becoming more worse. The number of Covid-19 patients are increasing. Once more it is becoming for all of us in conducting the skill training, moving around and it is becoming tough for us to maintain our social relationship. We are not sure how long this will remain as it is now. Of course, it is challenging.

However as are persons who have seen lot of such occasions, we should not become panic or desperate. We have overcome all the difficult situations which were experienced by humanity. Now it is time for us innovate, invent and introduce new ways of functioning and convert them into our learning which will be useful for the generations to come.

Firstly, it is important for us to be safe and secure. Let us hope that the vaccines that are being developed will make difference in the situation. We will continue to live by maintaining physical distance, use masks properly and use sanitizers frequently. Let us salute all the frontline fighters of this pandemic with a great gratitude. We will also join hands with them as much as possible.

While being with the frontline warriors to fight Covid-19, FVTRS focused on our work as much as possible. We could print and publish the interim report of SCOPE, PNAP document during our Annual General Body meeting at Kristu Jayanti College, Bangalore. FVTRS organized four zonal level partners meet to explain and understand what are the new steps that FVTRS would be taking. Along with that we also had the review of SCOPE action research in MP, Rajasthan, Odisha, and AP.

Skill Support Mission which was launched in October 2020 went on with the efforts of our partners even during the pandemic. FVTRS has initiated online survey on skill net to collect the factual data in a systematic manner to understand the field realities. We have completed the Comparative study on the economic enhancement and employment potential of employment, self employment and collective employment. Refresher trainings were organized both for Life Skill Club and EDP Center at Bangalore to rejuvenate the certified trainers with new thoughts and zeal.

I just want to inform you that the subject of the refresher training of Life Skill club was converting challenges to opportunities. Let us also try to convert the present challenges to opportunities I hope and wish that all of us will be successful.

**P.M. Philip**  
Executive Director

## Release of SCOPE and PNAP Documents

FVTRS printed and released the interim report of SCOPE and document on Participatory Needs Assessment and Planning (PNAP) on 16th February at Kristu Jayanthi College(KJC), Bangalore. Dr. Jonas Richard, the Head of social work department of KJC and consultant to FVTRS has welcomed the dignitaries on the stage. Mr. P.M Philip, Executive Director of FVTRS, briefed the purpose of both the books and its usefulness. Archbishop John Barwa, Cuttack Bhubaneshwar Diocese, released the interim report of SCOPE and appreciated the efforts of FVTRS. Rev. Fr. Augustine George, Principal of KJC, received the first copy of the book and delivered a speech.



**Skilling – Community Owned Promotion and Enhancement (SCOPE)**, is an innovative model of FVTRS that facilitates improved scope for sustainable livelihood to the youth. With informal sector and rural areas as its key domain of engagement, this model seeks to stimulate community ownership and participation in skill promotion. SCOPE is an action research to experiment the community owned skill development process. The interim report of the action research implemented by six NGOs selected for the purpose has been brought out and published for further discussion.

Fr. V.M Thomas, President of FVTRS has released the PNAP document which was received by Dr. Alexander, board member of FVTRS. Participatory Needs Assessment and Planning (PNAP) is a method whereby the community members are consulted to understand the most important skilling needs and problems of their community. Basically, the PNA is conducted to ensure decision making with the community in a democratic manner. The critical understanding about their community will help the participants to make appropriate decisions on their needs. This book is an outcome of our learning while doing the action research on SCOPE.



The whole event was organised by the Department of Social work KJC, Bangalore. At the end of the programme Mr. Felix D'Souza, SPM has extended vote of thanks to all the dignitaries, the principal of KJC and students of KJC and for providing the college facilities for the purpose. Both the books are available on [www.fvtrs.org](http://www.fvtrs.org) and the printed copies are available with FVTRS.

## Skill Net Survey

Collecting information based on factual data in a systematic manner is important to make inferences of the field reality. The data collection is significant to validate the claims and facts of Skill Net which is an integral strategy of FVTRS since last six years through which the network of skilled workers has been organized in eighteen states of the country.

It is reported that the Skill Net groups are functioning in a systematic manner and are making effort to live up to the objectives. However, the capacities and their operations are not uniform due to local realities and situations. The groups are unique in nature and their deliverables are different, specific to the communities and local needs. However, some of the common functions like bye-laws, meetings, saving and thrift, skill enhancement are common to all groups. Survey is an effective way of collecting data from large sample using different methods. To understand the functional aspects of skill net groups, FVTRS initiated a digital survey using google platform. The survey format has been designed the circulated among the Skill Net leaders and we are receiving the responses. Once the responses are received it will be analysed and documented for further action.

## Life Skill Club



**Being challenged in life is inevitable but being defeated is optional.**

FVTRS organized a refresher life skill training course from 15th to 17th March 2021 in Bangalore at FMC. There were 11 certified facilitators participated in the training from Karnataka, Tamil Nadu, Andra Pradesh and Jharkhand. This refresher course was on '**Converting Challenges into Opportunities**'.

Mr. P M Philip extended a warm welcome to the participants and the session started with self-introductory exercise by the participants. Mr. Jimmy

Mathew recalled the previous trainings and the significance of becoming an effective facilitator. Mr. P M Philip facilitated a session on understanding and differentiating challenges, difficulties, problems, and opportunities. He facilitated the session involving the participants to understand these topics in depth. All the participants were taken through an activity of self-analysis to know own challenges better and they shared the insights based on the self-analysis.

The refresher training on converting challenges into opportunities included sessions on personal qualities for converting challenges into opportunities, understanding the strategies to convert challenges, and understanding the steps to convert challenges. Finally, the facilitators and the participants discussed the way forward till the next training.

FVTRS team members Mr. P M Philip, Mr. Jimmy Mathew, Sajeesh K P and Mr. Ajay Rao facilitated the training with interactive sessions and energizers. The feedback that we have received from the participants after the training was really encouraging and supportive.

## Exploring the Excellence

FVTRS has organised four review meetings of partners' implementing skill training. On 24th February at Bhopal for the partners of Madhya Pradesh and Maharashtra, 4th March in Bangalore for the partners of South India.

On 10th March in Lucknow North East India with representation of partners from Jammu Kashmir, Himachal Pradesh, Uttarakhand, Haryana, Uttar Pradesh, Bihar, Jharkhand attended. Similar meeting was organised in Jaipur on 17th March for the Rajasthan partners.



The main agenda of these meetings were dissemination of the study report of SCOPE action research and Participatory Need Assessment and Planning (PNAP) for Skill development. We have conducted a stock taking of the present status of each project and skill support mission initiatives.

While addressing the participants Mr P M Philip, Executive Director told that the spread of covid-19 pandemic has limited our movements, the existing mode of functioning of trainings centres, and livelihood of people working in different sectors.

He also said that the pandemic has brought out new opportunities from the challenges that we faced. We need to make use of these opportunities to enhance the livelihood and dignity of our people.

FVTRS has conducted over thirty virtual meetings with partners to strengthen the partnership and FVTRS and its partners could stand along with the needy people during the pandemic time.

The partners have appreciated the interim report published on Skilling Community Owned Promotion and Enhancement (SCOPE) model of skill development and have acknowledged that the process has facilitated the emergence of local leaders who are socially responsible for skill development.

The approach is also helping the partners to train more youth with less investment. In many places, the training conducted using locally available resources and resource persons. It is also observed that there were zero percent dropout of trainees after enrolment in skill training and 100 % employment of the youth trained with the support of community.

The partners have also appreciated the **“Participatory Need Assessment and Planning”** tool for skill development. This document helps to study the following.

- To understand the socio-economic status and internal dynamics of the community.
- To understand present pattern of livelihood engagements, skill levels and the employability.
- To understand and ascertain the skilling needs of the community.
- To understand the gaps and opportunities of skilling of the community.
- To understand the strength of the community in taking up skill development.
- To develop a consensus within the community on problems, possibilities and requirements in skill development.
- Plan for Skill Development

## SCOPE Action Research Review

FVTRS has conducted third round of field level review meet of SCOPE action research in Madhya Pradesh, Rajasthan, Odisha and Andhra Pradesh. The reviews were conducted with the support of field staff, Skill Development Team members, Trained youth and Skill Net members from the focus area of SCOPE.

**SCOPE (Skilling Community Owned Promotion and Enhancement)** is an action research focusing on a community-based approach in skill development, making it a community-owned, continuous, and sustainable process. While working with these community structures, the community members are positively impacted in their thinking skills, effective planning skills and determine ways to continuously improvement.



FVTRS team could see lot of improvement in implementing of SCOPE action research. The team members have increased their clarity on community owned skill development concept. All the organisations have made attempts to adopt the suggestions that FVTRS team made last time though there were difficulties due to covid-19 situations. The role of the organisation is changing from implementor to facilitator and the organisations also aware as well as enjoying the benefits as facilitator.

They are trying to replicate the same in other interventional areas of the organisation. There is an increased support by the organisation to the village level SDTs and the federation of SDTs to link them with various government departments, financial institutions and business establishments for grant, loan, placement, and marketing products. The approach is helping the partners to train more youth with less investment. In many places, the training is conducted using locally available resources and resource persons.

## EDP Refresher Training



FVTRS team organised EDP Refresher training on 18-19 March 2021 at Bangalore. There were 17 participants from Odisha, Andhra Pradesh, Karnataka, and Tamil Nadu attended the programme. The Programme started with the welcome speech and the participants were made in to 4 groups for introductory session, expectation for two days, recapping of the previous trainings and their experience sharing in the field. Later, each group made their presentations. We had the live case study of Ma Annapurna from Rajasthan through Zoom. The

members of the company shared about the business how they started, the techniques used to build the market, registering the same, getting FSSAI registration and opening the bank account. They also shared about the profit which was earned by group members.

After that there was a session on social entrepreneurship by Mr. Atul Ghosh, expert consultant to develop social entrepreneurship. He encouraged and listened each participant individually on what they are doing in the field. He maintained an atmosphere of freedom and built mutual trust among the members to open up and give sufficient chance to share their view. The session gave an insight, how to bring transformative changes in the society by analysing existing gaps and unmet needs. The social entrepreneurs improve productivity and add value to the local economy. Mr. Jimmy Mathew gave input on various Government Schemes presently available in State and central governments. The review programme concluded with feedback from the participants and vote of thanks to all participants and resource person for interactive and participatory sessions.

## Skill Support Mission 2020

This year there are 19 organisations conducted Skill Support Mission campaign across the country.

All the organisations launched the programme by distributing posters and gave awareness about the need of skill training for the early school leavers and the need of mobilising local resources for training more number of early school leavers in the country. In Tamil Nadu five organisations together conducted SSM by organising a state level programme as in the previous year.



In M Rampur of Orissa, Seba Jagat organised a one day campaign. During the campaign the Chief guest Mr Puspendra Singhdeo Member of Western Odisha Development Council appreciated the activities of FVTRS and Seba Jagat and shared his experience in vocational training. He also assured to support to Seba Jagat to link different Government departments and schemes for the trainees during and after completion of training.

In Rajasthan Gram Chethana Kendra conducted campaign in different villages specially among Skill Net groups, youth groups, SHG meetings etc. They displayed the posters and shared with 17 skill Net Groups and 5 skill committees and conducted awareness programme ang SHG members. During this campaign 161 stakeholders attended the programme.

BJKS of Uttar Pradesh has organised six programmes in collaboration with schools, colleges, Gram Panchayaths etc. They displayed and distributed posters and pamphlets during the campaign. In Jharkhand Onkar Sansthan organised one day campaign along with 90 trainees. During the programme they distributed certificates for the successful trainees. In Sendwa block of Madhya Pradesh PEECS organised campaign from 1st October to end of November 2020. During the campaign 149 skilled youth attended the programme.

## *Skill Support Mission 2020...*

In West Bengal Sarani organisation conducted campaign in its operational areas of Sundarban, Bolpur in North 24 Parganas. During this campaign they have extended support to vulnerable families affected due to Covid-19 and lockdown.

SATHI an Organisation in Himachal Pradesh while organising the campaign distributed posters and kept 12 cash collection bags in different shops run by the passed-out trainees.



In Karnataka SCODWES of Sirsi District organised various programmes at Yellapur. One campaign at Taluk Panchayath Sabha Bhavan where in a skit was played by the students which depicted the importance of vocational skills in an individual's life. Though one might not be educated formally but can use the talents which he has and can earn his living. The importance of vocational training and how it is useful for vulnerable people was the main topic that was discussed.

After the skit, organisation staff gave the information about the skill support mission. The staff members also visited the training centres and gave the information to the candidates and the villagers. The village panchayath members were brought together where in all the information related to the Skill Support Mission was shared with them and posters were distributed to them. A rally was organized in Ramanbail, Sirsi where in many students joined the rally with the posters, placards and banners to promote this mission.

RSKS from Rajasthan conducted SSM campaign between 16th October to 28th October 2020 with their trainees since last four years with their family members. A alumni meet was organized in which a brief discussion was done on skill training for the marginalized women and girls. In this meet 125 passed out trainees participated and showed tremendous interest in promoting skill training for the underprivileged youth.

Shrushti from Udaipur organized one day meeting with rural tribal women and men of 8 blocks of 5 districts of South Rajasthan that includes Udaipur, Banswara, Dungarpur, Pratapgarh and Sirohi Districts. During these meetings youth were informed about the SPIN Network and promoting skill training in India. Youth were motivated to inspire other youth to attend skills development courses offered by many government and non-government organization without any charges.

During the campaign various stakeholders such as trainees, master trainers, youth groups, professionals, community members, Panchayat Raj members, members of Skill Development Team, members of skill Development Committee, Local leaders, civil society members, Zilla Panchayath members, senior journalists, SHGs representatives etc attended the programme.



## A comparative Study - Enhancement of income and employment potential

### Introduction

FVTRS has been supporting various organisations to provide vocational skill training for the early school leavers since 1993. Since then, we have trained around 145000 youth and 72% of them are employed. It is observed that the trained youth are engaged for their livelihood in three ways. They are employed, self-employed and collectively employed.

FVTRS has been actively conducting research and various studies. This study was done to understand employment, self-employment or collective employment that can bring more income.

This study was to understand what brings the most benefiting opportunities for our trained youth. We have selected 38 organisations from 13 states and oriented the organisation staff online to conduct the study and collect the data accurately.

The result of this comparative study will largely focus on economic enhancement of the above three categories. So that the youth can be guided to make a choice of the trade and the nature of the employment that they would like to make. This will also be helpful for the facilitating organisations to make an informed choice about the trade by which a reasonable income will be assured to the trained youth.

### Participants:

In the process of data collection 3882 trained youth participated in the study. It includes 1065 respondents from employed category, 2202 from self-employed category and 615 youth from collectively employed units. Among the total respondents 2361 are women and 1521 are men. They are trained by 38 skill promoting organisations from 13 states of the country. We invited responses from youth who have completed training before two years or more and still engaged in the livelihood using the trade in which they are trained. The data collected from the year of 2013 to 2020.

### Findings:

It is reported that 75.55% of the respondents were not getting any income before they got the training. Similarly, only 6.06% were getting more than Rs. 5000/- before the training, at present 51.50% trained youth are earning more than Rs.5000/-. Also, it is to be noticed that 10.53% are getting more than Rs. 10000/-. This means all of them are getting a reasonably good income because of the skill training. Hence, we need to promote employable skill training, especially for early school leavers.

If we look at the change in the income before and at present, in the case of respondents who are employed elsewhere 66.48% did not have any income before training and after training it is now 0%. For the same category only 9% were getting above Rs. 5000/- before the skill training and now 77.18% are getting more than Rs. 5000/-. It is to be noticed that 21.60% are getting more than Rs. 10000/-at present.

In the case of self-employed 79% were not getting any income before the training while 44.5% are getting income more than Rs. 5000/- at present. In the case of collective employment 78% were not getting any income before joining the training and now 32% of them are getting more than Rs.5000/-.



### ***A comparative Study - Enhancement of income and employment potential ...***

The data reveals that employment is fetching better income compared to self-employment and collective employment. We need to understand this fact that employment immediately gives steady income and periodic increase, whereas self-employment and collective employment is more challenging, and it depends on nature of entrepreneurship of the trainees and investment made.

#### **Difference of increase in the income level:**

The self-employed category and the collective employed categories fetch limited income in the beginning but has the scope for fetching more income in the due course of time. In the case of self-employment growth in terms of income immediately after training against the present income the self-employment category performed well. The percentage of growth in the income from the beginning till now is 380% for self-employed, it is 248% for employment category whereas it is 118% for the collective employment category.

In the employment category the data reveals that there are even people getting Rs. 35000/- per month. In the self-employment category, there are cases where people are earning around Rs. 80000/-. In the case of collective employment, the highest income for the group is Rs. 500000/- for a group having 10 members. This means one person's monthly income is Rs. 50000/-. Finally we can say that the self-employed category is performing well in the increase of size of the income. There are progressive changes in the income as year passes by after the training. It is more in the collective enterprises compared to other two categories.

#### **Employment generation:**

It is also observed that the self-employed persons totalling to 2202 employed another 1064 persons in their units and the collective enterprises started by the trainees have employed 534 other people in 70 units. This means self-employment and collective employment are creating job for others.

#### **Observations and Recommendations:**

- Acquiring skills for livelihood will increase the income reasonably. Since FVTRS target group is exclusively early school leavers, skill training is an effective alternative for making a reasonably livelihood.
- All types of employment provide a steady income, employment provides a good income in the beginning and the rate of periodic increase is limited. It is observed that self-employment and collective employment is more progressive and remunerative though in the initial stage its limited.
- Self-employed category is performing well in terms of increase in the quantum of the income. Therefore, it is advisable to promote self-employment and collective employment. Its widely understood that Self-employment and collective employment are more challenging, and progress depends on the entrepreneurship of the trainees and the investment. This reiterates the need for continues EDP training for the trainees.
- Self-employment and collective employments are more potential in generating more job opportunities for others. This is also a reason promoting self-employment and collective employment.
- It is learned that the people who are trained from rural areas and engaged in the rural areas, are gaining comparatively better income than their urban counter parts. It indicates the need for promoting locally viable and relevant trades in the rural areas to provide sustainable income and reduce distress migration.

*Note :This is an extract of the detailed report of the study. The detailed report is available in FVTRS website [www.fvtrs.org](http://www.fvtrs.org)*