

16th National Conference of FVTRS



Building a Sustainable Future: Unlocking Skilling Opportunities for the Changing World of Work

The 16th National Conference of the FVTRS was held at Hotel Grant Migrath, Bangalore, on November 28-29, 2024, from 9:30 AM to 5:30 PM. Mr. Felix D'Souza extended a warm welcome to all the guests and invitees. The event was inaugurated by Mr. N.A. Harris, MLA and Chairman of BDA, with opening remarks by Ms. Sadhana A. Pote, Joint Director-Department of Employment & Training, Govt. of Karnataka, and Ms. Kanta Naik, Chairperson, Karnataka Skill Development Cooperation. During the inaugural session, released a research document highlighting the impact of vocational training by FVTRS in India.

Keynote Address

Ms. Sadhana A. Pote emphasized that skills hold more value than degrees or certificates. She advocated for eco-friendly skill development and entrepreneurship, stressing that substantial financial investments are not always necessary to preserve nature. Instead, enterprises should be planned to minimize environmental harm. She further highlighted the importance of social security, sustainable progress, green skilling, and nature conservation.

With advancements in AI, automation, and technology, Ms. Pote underscored the need to align skills training with modern industry requirements, starting at the high school level. She also called for confidence-building, optimism, and self-esteem as integral components of skill-building programs.

Key Insights from Panel Discussions

Panel Discussion 1: Bridging Industry Needs and Skills Development

Moderator: Dr. Rajeswari Ranganathan, Ex. President, Awake

Panelists:

- Ms. Anuradha Udayashankar, CEO of Go Pink Taxis
- Mr. Sashidhara Hirematada, Trainer and Skills Development Expert- Schneider Electric
- Ms. Josephine, Entrepreneur -Eco-Friendly Products

Dr. Rajeswari emphasized the importance of aligning skills training with industry demands. She pointed out that while many women undergo training, only a few venture into entrepreneurship.

Anuradha Udayashankar shared her journey of launching Go-Pink taxi services, highlighting the challenges and safety measures involved. She stressed that driving skills alone are insufficient; women must also be trained in vehicle maintenance, client interactions, and self-defense.

Josephine discussed her eco-friendly products, explaining how she sources raw materials from farmers and has successfully expanded her market internationally.

Sashidhara recounted his transition from a technician to a trainer in 1988, emphasizing that skill development is more critical than merely holding a degree.

Panel Discussion 2: Passion-Oriented Skills Training

Moderator: Navin Jacob, Ex. CEO, Sonata Software

Panelists:

- Mr. George Das, CEO, Manappuram Foundation
- Mr. Padmanabhan, Expert in Integrated Digital Logistics
- Ms. Nageswara Rao, Technical Advisor, Karnataka Skill Development Corporation.
- Ms. Deepika Shetty, Entrepreneur -Eco friendly Event Management

This discussion shifted focus from industry-driven training to passion-oriented skills development.

George Das highlighted Manappuram Foundation's role in capacity building for underprivileged youth, stating that education should include both theoretical knowledge and practical skills aligned with international standards.

Deepika Shetty emphasized that skills training should align with individual aptitude rather than just industry demands. She advocated for career counseling to help individuals identify and pursue their passions.

Padmanabhan supported the passion-based approach, asserting that "passion leads to skills, and skills lead to livelihood."

Panel Discussion 3: Digital Skills Development & Transformation

Moderator: Dr. Kiran Gajanoor, Professor – Central University - Gulbarga

Panelists:

- Ms. Shakina Baker, CSR head, BOSCH
- Ms. Suman Yadav- Apollo Hospitals
- Mr. Pratap, Head , Eable India, Rural Livelihood Mission.
- Dr. Romate Johan- Professor- Central University
- Mr. Ashok Pamidi -NASSCOM Foundation

The discussion highlighted the increasing importance of digital literacy and the need for digital skills training in diverse populations, including persons with disabilities and the LGBTQ+ community.

Ms. Suman Yadav shared Apollo Hospitals' investment in paramedical training, citing a high demand for skilled professionals in the healthcare sector.

Mr. Pratap stressed the need for inclusive digital skills training, ensuring that marginalized groups also benefit from technology-driven employment opportunities.

Dr. Romate emphasized the importance of fostering a holistic work culture where individuals learn basic skills, promoting dignity of labor and multi-tasking.

Key Takeaways & Recommendations:

- Confidence, optimism, motivation, and self-esteem should be integrated into skills training.
- Industries should actively participate in skill-building initiatives.
- Training programs must bridge the gap between industry needs and available skills.
- Passion-oriented career counseling should be promoted.
- Traditional skill training programs (e.g., tailoring, soap-making) should evolve to include modern digital and industrial skills.
- Healthcare sector skill training should be prioritized due to high demand.
- Inclusive training programs should cover marginalized communities, including persons with disabilities and the LGBTQ+ population.
- More male participants should be encouraged in skill training programs.
- Employers and corporate entities should allocate CSR funds towards workforce training.
- Vocational training should begin at the high school level.
- Dignity of labor should be inculcated, with an emphasis on multi-tasking.

Awards Ceremony

At the end of the programme there was social excellence award and it was co facilitated by Mr. Jeya Chadran , the regional head , UNDP and Ms. Sakina Baker , the CSR head of BOSCH. The selected organizations under different categories are Manapuram foundation, Sarthak Sansthan, Help the Blind Organization, Voice of Needy Foundation and Jeevan Deep Chartable Society.

FVTRS champion award was given to selected trainees and they are Mr. Moses Nanda who is working in Huyderabad airport as executive, Ms. Liza Rani Das, Ms. Rubiranasandha, Ms. Martha Guria from Manipur and Ms. Sanjiyogi of Ma Annapurna Masala, Rajasthan.

The conference successfully brought together industry leaders, policymakers, and skill development experts, providing valuable insights and actionable recommendations to shape the future of vocational training in India. The conference has concluded with the vote of thanks proposed by Mr. CP Nicholas.