



News Bulletin

For private circulation only



November - 2018, Vol. 12 No. 04

EDITORIAL

Dear friends and associates,

I am very happy to present yet another edition of the newsletter of FVTRS. This newsletter reaches you during the time of the 12th National skill conference which is being organised at New Delhi focussing on the theme **"Skilling Primary Sector"**. Since FVTRS started focusing on community-based skill development about which we have discussed in Guwahati, FVTRS has been increasingly realising the importance of skill development in primary sector that most of the communities in India largely depend on and majority of them belong to the marginalised sections of the society. I am sure that this time NSC 2018 will throw more light to the possibilities of skilling the primary sector and supporting the basic communities.

I am also happy to inform you that during this NSC we will commemorate the culmination of the Silver Jubilee year of FVTRS. Hence this NSC 2018 also will be an opportunity for us to celebrate together the journey that we had over the years. There are successes and setbacks. All those were also opportunities for learning. Thus, we will make use of this to recommit ourselves to the cause we are standing for and continue to move forward with improved spirit. Let the strong solidarity among us be instrumental for this.

The news bulletins of FVTRS has been considered as a tool for updating our stakeholders about what FVTRS is doing and the progress that we are making. It was also a mechanism for continued feedback from our stakeholders so that we improve ourselves with your support and guidance. I am sure that this edition also will help us in doing so. Therefore, I request all of you to continue sending your feedback.

P.M. Philip
Executive Director

NATIONAL SKILL CONFERENCE - 2018

SKILLING PRIMARY SECTOR

14 -15 November, 2018, New Delhi



United Service Institutions Of India, Rao Tularam Marg, Opposite Signals Enclave
Anuj Vihar, Vasant Vihar, New Delhi, 110057

SKILL INDIA - Making Underprivileged Youth Employable

ODISHA VIKAS CONCLAVE

Odisha Vikash Conclave 2018 was organized from 24th to 26th August 2018 at Bhubaneswar. The conclave aimed to identify key issues and challenges while affording opportunity for synergy-building among stakeholders. It has been designed as a forward looking and agenda setting event for the state.

As a part of the Odisha Vikash Conclave, FVTRS with the joint collaborative support of CYSD, CEMCA, EDI-Odisha, Odisha Skill Development

Authority and SDI organized a forum to deliberate on issues related to Skill and Entrepreneurship Development namely **“Green Skill and Entrepreneurship”** on 25th August at Mahanadi Conference Hall, CYSD, Bhubaneswar. Shri Santosh Mehrotra, Econ JNU & Chairperson CLS; Shri Maneesh Mishra, Senior Advisor, Ministry of Skill and Entrepreneurship Development, GoI were the main panellists. Mr. P M Philip, Director, FVTRS; Mr. Felix D' Souza, Senior Programme Manager; were also part of the panel discussion.



Key Recommendations

- Create a separate policy and strategy for the skill development.
- Redefine standards by relooking/removing at QP and NOSs with inputs from practitioners at least for top 10 Popular Job Roles of Agriculture, Dairy and Pisciculture.
- Involve Agri-prenuers/Industry/firms in providing trainers, curriculum development, internship, assessment and placement/employment/entrepreneurship counselling – Incentives, Rewards and Recognitions.
- Create Cluster Based Community focussed skill maps through participatory approach giving due importance to existing skills of the clan/community and addressing challenges of traditional livelihoods.
- Form community (ward wise) based groups for skill development including, planning, implementation, monitoring and follow up.
- Form skilled workers into sustainable collectives.
- Federate the community-based groups at the PRI level.
- Form designated fulltime teams for skill development at block and district levels and state levels with representatives of different stakeholders including skilled workers.
- Facilitate periodic planning right from the community level and consolidate them at different levels.
- Establish and systemise periodic interactions with the various levels of designated teams.
- Focus on career counselling and career guidance for school children, school dropouts, communities and parents (urban and rural). May include Life Skill and EDP training in the school curriculum
- Immediate Recognition of Agriculture practitioners not only through existing RPL assessments but through felicitation, certificates and celebrated success stories
- Effective tracking through Post Placement Migration Support Centre
- Instead of **“one size fits all”** scalable model, for green skills implement multiple small models scalable to its maximum potential.
- Quality without Quantity is not good enough, but Quantity without Quality is worse, meaningless and wastage of country's resources and opportunity.
- Learn from each other's success stories, instead of reinventing the wheel.

EDP Centre Batch No. 6

The sixth batch of EDP centre was started with a first phase of training which was conducted from 24-27 July 2018 at KROSS, Bangalore. There were 17 participants from different parts of the country such as Bihar, Madhya Pradesh, Uttar Pradesh, Tamil Nadu, Karnataka, Jharkhand, Chhattisgarh and West Bengal. There were also two foreign delegates from East Africa who participated in the training sessions.

The training started with sessions on qualities of the entrepreneur like risk taking and problem solving. It also dealt with facilitation skill which is very important for an effective facilitator. It included role of facilitator, difference between the facilitator and trainer and working with the adult learners. All the sessions were conducted through activity based and participatory method. The participants were divided in to groups and sent to the market for the survey and study of the business idea.

As the participants are prospective facilitators different topics were assigned to the them for the mock sessions and each participant were asked to conduct the sessions on assigned topics as a facilitator. At the end of the session a quiz was conducted on the topics covered in the sessions to understand the internalisation of the of the content by the participants.



Finally, the participants were asked to prepare an action plan which need to be carried out in their respective areas till the next phase. At the end, feedback from the participants about the training programme were taken to improve the coming sessions. There were also added in the existing WhatsApp group of EDP Centre to keep them updated and share the activities conducted in their areas as well as a mechanism to know what and how others are doing.

The second phase of the above batch was conducted at DMI International Centre, Hill Top, St. Thomas Mount, Chennai from 17-20 September 2018. The programme started with recapping of previous training conducted. Initially the participants were asked to share their business idea's which they have done in their field and working areas as their action plan of the first phase.



The topics that were covered for the second phase were Qualities of Entrepreneur, Generating Business Ideas, Costing and Budgeting, Facilitation Skills, and Business Plan.

As in the case of first phase, feedback about the training programme were taken from the participants and were asked to prepare the action plan which need to be conducted in the respective area for the following six months. Also a quiz on the topics covered was conducted to test their knowledge of understanding. The new four participants were added in to the present WhatsApp group to keep them updated and share the activities conducted in their areas.

Forth coming activities

- National partners' Meet- November, New Delhi
- National Skill Conference, November, New Delhi
- Silver Jubilee Celebration, November, New Delhi
- SPIN (Skill Promoters India Network), November New Delhi
- EDP New Batch, KROSS, Bangalore
- Skill Net leaders Training, Bangalore

Birthday Celebrations

Ms. Ishita Chowdhury
Ms. Nirmala Rao

Life Skill Club

FVTRS organized II phase Life skill TOT in Hyderabad for 20 Trainers from Odisha, Karnataka, Jharkhand, Bihar, West Bengal, Telangana and Madhya Pradesh. The workshop was on Interpersonal skills which covered Communication Skills, Building and Balancing Relationships, Empathy and Conflict Resolution Management. Mr. Sajeesh and Mr. Reuben facilitated the sessions. The sessions were highly interactive involving activity-based learning.

Participants expressed their opinions and suggestions, directly and through the feedback forms, indicating that the workshop was very useful both personally as well as for become effective facilitators. Importance of communication, empathy, building relationships and conflict management were very much applicable to their own personal life. The use of relevant events and videos not only helped the participants to relate to and understand the sessions

much better, but also highlighted the importance of becoming an effective facilitator by way of improving their skills in the above-mentioned areas. The sessions gave the trainers an opportunity to analyze their own person lives and take steps toward bettering and strengthening themselves.



Skill Net



FVTRS and its partners are moving forward with the proposed revenue model of Skill Net. Mr. Shiva Rudrappa (consultant) had facilitated a meeting in FVTRS office with five members of proposed board members of skill net company. These five members has been identified for Director Identification Number (DIN) which is mandatory for the registration of company. He has facilitated the video conference with Ministry of Corporate Affairs (MCA) to obtain DIN. This was conducted in the month of September 2018.

Sporting miles, the consulting firm, had facilitated a couple of meetings. One meeting was conducted with the members of three beauty parlours from Shimoga, Belgaum and Nelamangala.

The purpose of the meeting was to explain the economics of proposed skill net company's beauty parlour, its features, modus operandi, technical supports etc.

There was exchange of ideas and opinions with regards to operations, business promotion, standardization etc. The second meeting was to discuss about the road map towards business development and other operational matters of the company.

The consultant team is constantly providing their expertise to skill net to develop appropriate business models, prepare business economics, putting proper systems and structures for the company.



Action research on SCOPE



As part of the SCOPE action research, the first six monthly review was conducted with Seba Jagat (Orissa), Samaida (Vishakapatna) and Gram Chethana Kendra (Jaipur).

The Objectives of the review were as follows:

- Systematisation of the research process
- Understand and guide the process of implementation of the SCOPE approach, in terms of utility, its pros and cons, perception, involvement and acceptance of the people.
- Ensuring the systematisation of the process in the community

The specific objectives of this particular review and the process followed are given below.

Specific Objectives	Process
<p>Setting the documentation right</p>	<p>Review the quality, relevance and utility of the following document and refine them if needed</p> <ul style="list-style-type: none"> ■ Organisation understanding of SCOPE ■ PRA report ■ CBO assessment report ■ HH survey database ■ Baseline report ■ Skill Development plan (SDP)
<p>Understand the functioning of the Skill development team (SDT)</p>	<ul style="list-style-type: none"> ■ Explore the composition of the group ■ Review the functioning of the group – meeting, participation, documentation, activities etc. ■ Understand roles played by different persons in the SDT. (Selection of trades, feasibility study, selection of trainees, organising the training, monitoring the trainees and training, placement, enhancement) ■ Review the growth of the group in terms of its functioning and activities ■ Find out the perception of the team on this process ■ Monitoring the process of implementation of the SDP ■ Understand the level of systematisation of the process ■ Employment plan ■ Find out the opinion about the partner's role ■ Sustainability plans ■ Find out the suggestions for improvement
<p>Understand the CBO growth and role</p>	<ul style="list-style-type: none"> ■ Review the functioning of the group – meeting, participation, documentation, activities etc. ■ Understand roles played by different persons in the SDT. ■ Review the growth of the group in terms of its functioning and activities ■ Explore roles and relationship of the CBO with the SDT in skill training ■ Find out the perception of the CBO on this process ■ Involvement in other areas of development and achievements ■ Find out the suggestions for improvement
<p>Understand the perception of the trainees</p>	<ul style="list-style-type: none"> ■ Finding out the process of selecting the trainees, ■ Understand and review the reason for selecting the trade. ■ Status of the training ■ Employment plan ■ Understand the opinion of the process used ■ Find out the opinion of the role played by SDT and CBOs ■ Find out the suggestions for improvement
<p>Developing consensus with the partner</p>	<ul style="list-style-type: none"> ■ Share the findings in terms of strengths weakness and suggestions ■ Discuss and decide on the follow up plans

The two-day review was useful in terms of understanding the progress made thus far. The organizations felt that the SCOPE approach has given a new face to the skill development. The organizations also acknowledged that the visit was very useful to clarify the Skill Development Plan (SDP), role of SDT and importance of market study, as well as to reflect on proposed trades in line with employment/self-employment potential.

Specific Recommendations on skill development plan and Skill Development Team

It will be advisable to give some attractive names to these skill net groups and which gives identity to these groups. The group should have designated leaders for responsible function.

In the future it is good that they look for trades which are related to local agriculture and animal husbandry and the trades which has potential to get employment within the village itself. This will be more cost

effective and complement the existing livelihood engagement. Another option is to look for skills in dry land cultivation. SDT could also plan to enhance the skills for better employment.

Similar to Skill Net groups, the SDTs of different levels should have office bearers for responsible functioning. It would be advisable to develop a functional guideline for SDTs including the existing practices of conducting meeting. It looks like most of the members are happy about their involvement and happy about the achievements that they have made within a short period.

The SDT members shall also involve in parental counselling so that women are allowed to travel outside the village as a similar case has been reported.

With regard to sustainability, it would be good to create some resources within the SDT mobilizing funds from different sources as well as from the trained youth.

Staff Retreat – 4th & 5th September 2018

The staff retreat for the FVTRS programme team was organised on 4th and 5th September 2018. Resource persons for the programme included Mr. Christy (Consultant), Dr. Jonas Richard from Kristu Jayanti College and Mr. Thomas Paul from Development Focus.

Day 1 began with a session on 'Understanding Sustainability' by Dr. Jonas. It was followed by an analysis and review of Skill Net & SCOPE by Mr. Jimmy and Mr. Felix. The session and the ensuing discussion highlighted the various challenges faced by the organization. Mr. Christy then consolidated the challenges under three levels: Level 1 - Concerns over developing concepts/perspectives, Level 2 - Programme Intervention & Level 3 - External Context. The next session was on 'SWOT Analysis' by Dr. Jonas. Here the participants were divided into three groups who were to discuss and present their SWOT analysis of the organization in the areas of Vision, Strategies and Tactics. After each group presented their findings, it was suggested by the resource panel to use the data collected and come up with dynamic thoughts and brainstorming so as to strengthen the strengths and weaken the weaknesses.

Day 2 began with a session on 'Sustainability' by Mr. Christy, who challenged the organization to move out of the comfort zone - becoming result oriented



rather than remaining action oriented. Following this, the group was presented with Key Result Areas (KRA) pertaining to Programme Sustainability and Institutional Sustainability that had been developed from the results of the SWOT analysis which were presented on the previous day. The participants once again worked in groups and presented their findings in terms of result statements and corresponding activities pertaining to each specific KRA.

The last and final session of the two-day retreat was the Plenary and Consolidation by Mr. Thomas Paul who challenged the participants and the organization as a whole to look toward long-term impact that we want to create in terms of the individuals, community and environment.

Partner Review Meetings



Three partner review meets were conducted during the last three months. They were in Ajmer for Rajasthan and Madhya Pradesh Partners, in Lucknow for North India partners and in Bangalore for South India partners. Each organisation was represented by three persons.

The meetings started with an introduction and briefing of objectives of the programme by Mr C P Nicholas, Manager projects - FVTRS. Followed by presentation on consortium of partners in skill development by Ms Silli Dalai, Programme Office - FVTRS. There were detailed discussions and suggestions on the proposed memorandum of association of the consortium.

Later the partners divided into groups to discuss the status of the projects being implemented at each of the partner organisations and a consolidated presentation from all the groups were presented before the gathering. The main points that came up in the presentations were on community based approach in skill development, follow-up of the trained youth, data of trained trainees, details on collaboration, mobilization of schemes, EDP, Life skill, media coverage, details of skill net groups and skill support mission etc.

Mr. Prashanth R B has introduced FVTRS online MIS, shared Partners User Guide, and briefed the FVTRS stakeholders on how the newly inducted digital MIS will help in strengthening relationship between FVTRS and Partner NGOs in course of time. Mr. Prashant took the session to help understand about navigation flow chart, User Id and Password creation, dashboard, partners Basic Information, Assessment Information, Reports, Trainees Detail, Follow up and Events.

He also had taken all NGO partners on tour of FVTRS website and briefed how NGO partners can increase their visibility by using FVTRS digital platform. He also shared FVTRS YouTube page link as a video library for enhancing learning of the user.

In the concluding session, Mr C P Nicholas presented the following points.

- We could see lot of improvements in the style of presentation of the partners with good number of photos, new initiatives and case studies.
- Many partners are conceiving, designing and implementing good business models
- There are good number of effective efforts for linking the trainees with government programmes and schemes.
- It is noticed that partners are making efforts to synchronise vocational skill training project with other programs of the organisation.
- 'Earning while learning' is found to be one of the best practices in some organizations as far as skill training is concerned.
- It is good to note that some groups have come forward to train more youth from the community on vocational skills.
- Branding of the products with attractive names is a strategy to enhance the market of the products of the trainees and trained youths.
- Market survey/ participatory need assessment and planning have to be done while submitting project proposals.
- Develop the proposals in consultation with the programme officers
- Support product-oriented skills.
- Make sure community participation while implementing the projects.
- All proposals should have clearly articulated training plans with curricula, employment plans, cost sharing, etc.
- All proposals shall have systematic EDP and life skill training with basic English, minimum digital literacy etc.
- The partners are encouraged to receive feedback on monitoring visits and reports support to FVTRS.
- Regular follow up mechanisms with the trainees and trained persons should be done and a dynamic database need to be created on these activities.
- Ensure formation of skill net groups
- Promote community-based TOT with the skill net members.
- Promote business models with skill net members
- Develop a document clarifying the vision and purpose, process of formation, functioning, roles at different levels of Skill Net etc.

He also added that if one can take care of the following aspects it will make the training more effective and enhance engagement of the trained youth.

Skill Support Mission - An Update

The Skill Support Mission (SSM) of FVTRS is doing well. The purpose of SSM is to create awareness on skill training and to mobilise funds for skill training. Partners organised various activities to sensitise

people and mobilised funds. 19 Partner organisations contributed 50% of its mobilised funds to FVTRS. We thank the people who contributed generously for building the future of school dropout youth in India.

No.	Name of Partner	Amount	No.	Name of Partner	Amount
1	Shrushti Seva Samiti, <i>Udaipur, Rajasthan</i>	7500	11	Gwalior Catholic Seva Samaj, <i>Gwalior, MP</i>	3500
2	Pudukottai Multipurpose Social service society, <i>Pudukotai, Tamil Nadu</i>	2100	12	Adarsh Shiksha Samiti, service society, <i>Udaipur, Rajasthan</i>	1480
3	Jeevandeep Charitable Trust, <i>Lucknow, UP</i>	36000	13	Bharatiya Jan Kalyan Evam Prashikshan Sansthan, <i>Gazipur UP</i>	2000
4	Rajasthan Samagrah Kalyan Sanstha, <i>Ajmir, Rajasthan</i>	7825	14	Association for Social & Health (ASHA), <i>Hyderabad, Telangana</i>	10000
5	Purvanchal Gramin Seva Samiti, <i>Gorakhpur, UP</i>	2000	15	Medical Sisters of St. Francis, <i>Ramgarh, Jharkhand</i>	3000
6	Gramin Vikas Seva Sansthan, <i>Jagdishpur, UP</i>	2400	16	Priyanshi Educational cultural and Social society, <i>Bhopal, MP</i>	5076
7	Bastar Dharma Kshema Samiti, <i>Bastar, Chattisgarh</i>	6000	17	Institute of Social Research & Dev (ISR D), <i>Bhopal, MP</i>	20000
8	Manav Vikas Seva Sangh, <i>Sagar, MP</i>	2800	18	Manav Vikas Seva Sangh, <i>Sagar, MP</i>	4110
9	Gramin Vikas Evam Paryavaran Sanstha, <i>Dausa, Rajasthan</i>	6520	19	Prakasam Development Social Service society, <i>Podili, AP</i>	2650
10	Gram Chetna Kendra, <i>Jaipur Rajasthan</i>	1730			

Welcome to New General Body Members



Bishop Nazarene Soosai,
Bishop of Kottar



Bro. T Amalan, FSC,
President CRI



Dr. J Alexander, Chairman,
*Karnataka eco-tourism development Board and
Former Chief Secretary and Cabinet Minister, KA*



Mr. Ashok Kumar Singh
Founder member and Director, SSK Lucknow



Dr. Ghandi Doss
Vice-President

Mr. G S Sethi
General Body Member

