



## EDITORIAL



Dear All.

It's indeed a great pleasure to introduce this edition of the newsletter of FVTRS to all of you. The quarterly newsletter is being used to communicate major events and success of FVTRS. This newsletter is not only focusing some of the major events of previous quarter but also tried to capture some of the inspiring stories of our trainees. The stories of changes are not sporadic incidents, but picked up few to showcase difference made in the life of youth through skill training. Team FVTRS deserves appreciation for bringing such impeccable changes in the life of most disadvantaged youth of this country.

Other than the skill training number of activities were carried out during three months. The training programme like 21st century advance training for the Maser Trainers by Dr. Tom Jose of KKID, Leadership training for the field team, EDP and Life Skill Training for the ToT members, training to the women entrepreneurs' are some of them.

Livelihood propelled with decent job and income is a basic right of every human being. The skill training carried out in 12 states currently catering the need of most disadvantaged section of the society. The courses covered in the skill training are designed to give youth the foundation skills that employees are looking for. The life skills and entrepreneurial skills along with technical skills prepare the youth to seek job or self-employment with more confidence.

The human development activities of FVTRS is not merely focused on bringing some income to the individual, but it is in the broadest sense of transferring knowledge and skills to individuals and communities who need assistance to come out dehumanizing situation. The skill ecosystem in the country need concerted effort to develop the people with skills and knowledge. Therefore, FVTRS firmly believes that our intervention, though it is a small in numbers, contribute towards the human development of the country.

Millions of thanks to all the persons who contributed in different way to make this quarter as memorable one. I need to acknowledge and remember specially thanks to all the Field Staff and various stakeholder without your support this would not have happened. We also take this opportunity to thank Management & Entrepreneurship and Professional Skills Council (MEPSC) for supporting us to organise masters training in EDP. Let us be re-affirming ourselves and march forward with great motivation and commitment for making the life of early school leaver in the country brighter.

**Felix D'Souza**  
Executive Director

## 21st Century Skills Advanced Training for Master Trainers of FVTRS



FVTRS conducted an advance training for the Master Trainers from 21st Sept-23 Sept'202 at Bangalore. Mr Felix D'souza, Executive Director FVTRS welcomed the participants as well as the resource person. Mr. Jimmy Mathew explained the purpose and advantages of the training programme. It was to upgrade the training skills of selected 24 master trainers participated from PAN India.

The resource person Dr. Tom Jose was briefly introduced. Dr. Tom having 30 years of the experience in human resource management and training. He has been with KKID (**Karl Kubel Institute for Development Education**) for 20 years and heading the training division. He has specialised and passionate in soft skill training in the area of communication, personality development, IPR & Team building, leadership and stress management and allied areas.

The training started with the motive of delivering proper pedagogy and implementation of trainee engagement methods throughout the three days program. He has emphasized on the importance of coming out from the comfort zone. The importance of TNA (Training Need Analysis) was explained well. A training needs analysis is the method of determining if a training need exists and if it does, what training is required to the fill the gap.

Dr. Tom Jose conducted an interactive therapy to make the Master trainers more capable to become better facilitators. The three days of training program covered various aspects of training skills: Leadership, communication, Facilitation, and presentation skills. Each day was highlighted with different activities and key training strategies such as brainstorming, role-plays, and Practice sessions.

Dr. Tom stressed more on, how to handle the trainees and bring them into a mainstream life where they will be confident and independent. Master trainers were

divided in four groups for checking their grouping ideologies, implementation, and teamwork cum presentation and leadership skills.

Major learning from the various game is win-win situation, Lose -win situation, creative thinking, Goal orientation expect the unexpected.

### The major learning from the session

- Effective ways of the facilitation with utilization of the various methodologies with the short span of time.
- Techniques and applications of skit play, storytelling, Games, use of Google form etc
- Critical ways of the giving feedback.
- How to do Training need assessment
- Evaluation of the training session.
- Connection of the training with the real-life experience.
- How to make alternative plans for organize training programmes.
- Critical thinking process like think big, think high and think differently.
- Uses of the 4P in the training like Plan, prepare, practise and perform.
- How to remain energetic, be time bound and be prepared.
- Appreciate the trainees with the rewards.
- Process of the active listening like hear understand, comprehend, action, habit and lastly ways of the life.
- How the facilitator can become great leader and influencer in the training programme.
- Development of team work and proper strategy for the training.
- Uses various methodology and tool in the training programme.
- Graphically collection of the data for the evaluation.
- Instructional design process.

The training program was concluded with recognizing the best participants and a follow up plan.



## Leadership Training to the Field Team



**T**wo-days training programme on leadership was organized in three locations for the field team of Odisha, Andhra Pradesh, Chhattisgarh, Telangana, Rajasthan, Madhya Pradesh, Uttar Pradesh, Jharkhand, Bihar and Tamil Nadu. The training was organized on, 10-11, 11-12 & 19-20 July 2022 at Visakhapatnam, Dindigul & Jaipur respectively. Altogether there were 73 participants from the skill training locations of above-mentioned states.

The two days programme aimed to teach the instructors to work with various people and groups to understand the meaning of life skill and work in the present context; to enhance their communication skills and interpersonal skills in order to function in professional and social settings effectively. Effective planning, time management and implementation for setting goals and achieving both personal and professional goals; to learn to evaluate oneself (self-appraisal and introspection) for further growth, personally and professionally were the other sets of purpose.

At the end of the programme the participants shared their feedback about the two days programme, and they were confident in handling youth and Adult Learner's with the following skills.

- Interpersonal relationship skill
- Communication skills including behavior approach
- Facilitation skills
- Conflict management dealing with adult learning
- Emotional management
- Planning and monitoring
- Goal setting
- Time management

The input sessions through various activities and games have enabled the participants to learn the concepts very clearly. The awareness and learning of these topics are expected to improve the efficiency of field team. The training sessions were facilitated by Ms. Stella Pushpa Rani in Dindigul. Ms. Stella has 33 years of experience in different field of social works, her core competency are Social Analysis on micro and macro perspectives, Life skills Promotion, Faculty Development Programme, Psycho social care for children, youth, women, Participatory Learning and Action Approach. Mr. Hari Venkata Ramana, National Awardee from Govt of India, also founder of Dharani Social Welfare Society was the resource person at Vishakhapatnam. Mr. Debuja Ra Chowdhury was the resource person for Jaipur training programme. The two days sessions were co- facilitated by Mr. Divya at Dindigul and Mr. Ajay Rao at Vishakapatnam & Jaipur.



### Offline meetings

The skill training programmes were reviewed in all these meetings and the same were facilitated by team members of FVTRS. These platforms are used to share the achievements, learnings, challenges and to plan and sharpen the actions for better quality and results. The field consultants/In-charges prepare and submit monthly action plan and same is reviewed on daily basis and update their reporting officers the results of the action in every evening.

Place	Date	States covered	Total participants
Bangalore	16-17 December 2021	Karnataka, Andhra Pradesh, Telangana, and Tamil Nadu	15
Bhopal	16-17 December 2021	Madhya Pradesh, Uttar Pradesh, and Rajasthan	13
Jamshedpur	24-25 February 2022	Odisha, West Bengal, Chhattisgarh, Jharkhand, Bihar	12

## Staff Development Training at KKID Coimbatore



Ms H. Nirmala Rao, Finance Executive and Mr Madhu Sudhana V, Finance Executive attended a 3-day residential programme on **“Finance Management and Legal Compliances for NGOs”** from 13-15 September 2022 at Karl Kubel Institute for Development Education, Coimbatore. The resource person was Mr Vittal Rao, Chartered Accountant from Bangalore.

The learnings from the training were how an NGO is registered what documents are required and to be maintained in future, what are the books of to be

maintained like cash book, Trial balance, Income and Expenditure statement, Balance Sheet etc, income tax and its implications and benefits to NGOs, how foreign funds are to be dealt, limitations on cash receipts, what documents are to be maintained and submitted to Ministry of Home Affairs. How to open and how many number of bank accounts that an NGO can maintain, what documents are to be submitted for opening bank accounts, who can be on the Board of an NGO, their roles and responsibilities. Lates updates on FCRA and Income Tax Act etc.



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



**F**VTRS Life Skill training faculty conducted the 11th batch of ToT for a new group of master trainers from 12th to 15th July 2022 at Hotel Indo Prime (Jaipur). 22 master trainers participated from Bihar, Jharkhand, Chhattisgarh, MP, and West Bengal took part in the four-day training programme that was facilitated by Mr. Jimmy Mathew Mr. Sajeesh K P, Mr. Ajay Rao and Gaurav Jat.

The first phase training was more focused on identifying the facilitation needs of the trainees, and thus incorporated a very practical training approach where participants could acquire new skills and techniques on facilitation. The training primarily helped the participants to identify areas of improvement to encourage them and 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.

## Forthcoming Events

Life Skill Training Second Phase- **October**

FVTRS team Building- **October**

Inauguration of skill training centre, Bangalore- **November**

Staff Development Programme- **November**

EDP Training for master trainers- **November**

Participation in National Conference at Delhi- **November**

WEP EDP training and exhibition- **November & December**

Research Documentation with Central University- **December**

## First Phase of ToT for the Master Trainers in EDP



The First phase of the Training of Trainers on Entrepreneurship Development Programme (EDP) was organized from 26-29 July 2022 at Visakhapatnam. The Programme was inaugurated by Mr. P Nageswara rao, *Chief Executive Officer*, District Youth services and Mr. G Maheswara rao, *District Officer*, Nehru Yuva Kendra Sanghatam (NYKS), Vishakhapatnam District.

Ms. Diviana Nayagi from FVTRS has given the welcome address to the participants, resource person and the chief guests; in her address she explained about the importance of the EDP training along with vocational skill training.

During the inaugural address, Mr. P Nageswara rao, emphasized on the importance of entrepreneurship, its benefits and capital investments especially through banks and business planning. He also said that the shortage of the master trainers on the subject and appreciated FVTRS for creating master trainers in EDP.

While Mr. G Maheswara rao, spoke about how to define the youth, who are 'Youth', enumerated on the Central and State Youth affairs and ministries like SAI, NSS, RJNYC, NYKS etc.

After the inauguration, the programme was started with self-introduction, setting of the ground rules, feedback and expectation settings were done.

The following topics were covered for the first phase are:

- Understanding of EDP.
- Qualities of the Entrepreneur.

- Risk taking and problem solving.
- Facilitation skill – Role of facilitator,
- Difference between the facilitator and trainer and Working with the Adult Learners. Training Methods/methodology.
- Introduction to Market, Market Survey, Analysis, selection of Business
- How to generate a Business Idea.
- Leadership Training

All the sessions were conducted through activity based and participatory method. The participants were divided into groups and sent to the market for the survey and study of the business idea.

As the participants are the facilitators, the topics were assigned to them for the mock sessions and each participant were asked to conduct the facilitator role with the assigned topics.

There were total of 26 participants from Anakapalli and Ananthagiri mandal of Visakhapatnam District, Andhra Pradesh. They were asked to prepare an action plan which need to be conducted in the respective area for next three months. WhatsApp groups are formed to keep them updated and share the activities conducted in their areas. The programme has been facilitated by Sr. Helen Rego, the Master trainer of FVTRS and Ms. Diviana Nayagi from FVTRS.



## Entrepreneurship Development Programmes for the women Entrepreneurs

FVTRS has conducted 2nd phase of training for the 1408 women entrepreneurs from the city of Mangalore, Bangalore and Mysore. These women are running various enterprises with the support of Child Fund and CITI bank. The objective of the training was to equip the women entrepreneurs with more skills and knowledge to run their business effectively. The two days input sessions and discussions were used to impart knowledge on how to stabilize the business, financial discipline, maintenance of cash book, branding, licensing, packaging, marketing, customer dealing etc.

The participants also were trained for the online registration with MSME portal. They were taught about various schemes and supports of MSME. Today's world digital marketing and digital payments are very important to run the business profitably. Therefore, exclusive session conducted to impart skill on digital payment platforms and its various features. The trainings were carried out from 2nd July to 26th August. Total of 57 batches of training were carried out which have empowered 1408 women to run their micro business efficiently and effectively.



**STITCHING LIFE**

**Netravathi M.**, aged about 37 years was born in Honnali village, Mulbagal Taluka of Kolar District and hailed from a farming family. She has studied until 10th standard and discontinued her education due to financial constraints in the family. Netravathi has one elder brother and elder sister. In their small farm they used to

grow variety of flowers and sold them in the market, this was the major source of their family income. When she turned 20 years old, she was married to Pradeep who resided in Bhatarahalli, Bengaluru. Her husband Pradeep was employed at BPL Electronics until it was shut down in the year 2014. They have two children and was leading a happy life until he had permanent income.

Meanwhile Netravathi was diagnosed with Pancreatitis. Their life has shattered due to loss of husband job and her illness. Self Help Group members of Seeghalli seeing Netravathi being at home and struggling to manage the day-to-day life

were motivated to learn tailoring for alternative livelihood. She was registered with a tailoring unit where she underwent six months of tailoring classes from July 2015 to December 2015. After the completion of tailoring training, she bought a second-hand foot pedal sewing machine and started a tailoring shop by renting a small place in Mallappa layout. She also began selling clothes too in the shop along with tailoring. She has invested Rs. 30,000 towards the rental/lease as advance and was also able to purchase items required for her tailoring purpose.

The business was going on well till the Covid-19 pandemic. The Covid-19 protocols and Lockdown has shattered her business and all of a sudden, they were back to square again. Her husband had commercial pickup van and his income also came down due to Covid. This was the time FVTRS came forward with support for empowering entrepreneurs whose business have affected due to Covid-19. She has attended the three days EDP training and got motivated to restart her business. She has purchased a power machine made by a company called JACK. She also purchased other necessary items to restart the business. Now she is a proud owner of three machines such as Foot Pedal sewing and stitching machine, Zig Zag sewing machine and a JACK power machine. Her monthly income has now increased from Rs. 20,000/- to Rs. 30,000/-

**SKILL CHANGED THE DESTINY**



**Mr. Narasimha Murthy** aged about 23 years is son of Mr. Vasudev and Mrs Suma from Kadur, Karnataka. Narasim has sister ran way with someone at the age of 13 years and since then he was not sent to school.

From the age of 15 he started working and he was working as labour in the

construction site to support his family with a meager income of Rs. 200/- per day.

Later he also worked in the petrol bunk as well. His father was an alcoholic and ultimately, he has become the sole bread winner for the family. Ms. Ramya, the

field in-charge of FVTRS had an interaction with Murthy and explained him about FVTRS skill training programme.

He has shown interest it driving training and enrolled for the training programme. He was regular in attending the training programme and learnt the driving very well. He has successfully completed 2 months four-wheeler driving training at Master Driving School, Kadur. After the completion of training, he has applied for a job at Vidya Bharathi School Kadur.

He has got a job in the school as part time driver and remaining time he works as a taxi cab driver in the Kadur City. Now he is earning Rs. 9,000/- per month from both the job. He feels proud of himself and very happy to have regular income from a decent job. He is thankful to FVTRS and Team for supporting him.

**ELECTRIFYING MY LIFE**



**Jagnath Rana** S/O Sankar Rana is a resident of Jabardaha village in district of Jamtara, Jharkhand state. His father is a farmer with 2 acres of land. He was born in a joint family where 15 members were living in a small house. Jagnath studied only up to 7th standard and could not pursue the studies further due to financial problems in the family.

Meanwhile his father opened a petty shop where Jagnath was assisting his father to run the business. The income from the shop and agriculture land was very little and therefore, he started going for daily wage work to support the family. In the year of 2019, he had an opportunity to attend skill training admission camp of FVTRS.

He was enrolled for the three month course of electric wiring cum motor winding trade. He had to go by bicycle every day attend the training programme and the distance was about 14 kms. He was present for every day and attended both on the job training and theory classes without fail. In addition to this he also attended the life skill and EDP training sessions.

The combination of skill training, soft skills and peer group influence has brought lot of changes in his behaviour, attitude and the outlook towards life.

During the training he came to know about the open schooling from FVTRS staff. He was assisted by FVTRS field staff to enrol with open school for writing matriculation exam. He enrolled for the open school for writing 10th class exam and passed in the exam. He has also completed the skill training and awarded with a certificate. With the help of both these certificates he got job in an electric construction company with a monthly salary of Rs. 6000/-. Later with the working experience of this private company he has applied to Jharkhand Electricity Board.

He has been selected by the electricity board and posted him in Pabia Sub-station at Jamthara with the monthly salary of Rs. 17500/- per month with all other benefits. Jaganath acknowledges with gratitude the support of FVTRS for changing his life. “More than the permanent job and decent income, I feel now that I am socially recognized and elevated” spelt by Jaganth.



## The India Advantage TIA Summit



Mr. Felix D'Souza, Executive Director FVTRS and Ms. Silli Dalai, Field Executive of FVTRS participated in The India Advantage TIA summit from 14th Sept-15th Sept' 2022 at Hotel Taj, Bangalore. Main theme of the TIA summit was Towards Greener and Smarter Future.

This Summit is an annual event in Bengaluru, India that aims to bring together key government representatives, industry leaders, investors and global experts for mutual collaboration, knowledge sharing and learning between various cities to promote liability through innovation and sustainable development.

In the TIA summit Mr. Sanjeev Kumar Gupta, Chief Executive Officer, Karnataka Digital Economy Mission(KDEM) Toby Simon, Founder and president , Synergia Foundation, Friedrich Birgelen, Deputy Council General, German Consultant General Bangalore, Keneth Wong, Consul & Senior Trade Commissioner, Canadian Consultant Bangalore, Raju Chinthla, Indian Economic Development Corporation – USA, Hemanth Sheelvanth, Head Corporate Innovation with Start Up – BOSCH and Mr. Jose Jacob , the curator were the chief speakers of 6th edition The India Advantage Summit.

The key take away of the summit was ,600 plus Delegates from 10 Countries , 40 plus speakers which showcased innovative climate tech solutions for 2 days. The India Advantage summit is a key platform to represent the organization and present their innovative solution. The event showcases best practices in digital transformation and urban innovation across various sectors. India has made undeterred commitments on how it intends to follow the greener path. The world lauds India's two pioneering global initiatives, the International Solar Alliance, and Coalition for Disaster Resilient Infrastructure. The government has targeted 175 giga watts of renewable capacity by the year 2022, and 450 giga watts by 2030. Second day of the summit upon the towards smart future for the cities through the safety, health and wellness and innovation, recourse management and Importance of the factories and commerce through the promoting inclusive and sustainable industrialization through the innovation.

## Baby steps to my dreams

He says, **“I never thought the course can train me to dream for a different life. I feel so proud of myself today and thank all my trainers and FVTRS for this baby steps of change.”**



Mr. Kula Ranjan Nayak a 10th dropout from one of the interior villages of Gajapathi district in Odisha became example today to the other youth in the village. His father Saula Nayak is a farmer and mother Helena Nayak is a home maker. He has three siblings who are going to school. The entire family is depending upon the menial income from the seasonal farming of his father. He couldn't continue his studies as the school/college are in the town is quite far and couldn't afford the fees. So he decided to do odd jobs for money and helped his father in farming. Later he planned to migrate to some other city where he can find better opportunities with labour, by then lock down and Covid pandemic crushed the situation worst. He couldn't move out and continued with the farming and menial errands for money. The family's income was very less for 6 persons to eat three times a meal.

The situation changed when FVTRS'S skill training started after covid pandemic. Kula Ranjan came to know about FVTRS skill training through his friends from the other villages and decided to join the retail marketing and computer program in Bhubaneswar. He stayed there and got trained well for three months. He took all the help of the trainers and made himself better to work in the mainstream. After the training in March 2022 he got a job in Victoria Hotel as a supervisor and earning Rs. 10000 per month. He has enrolled himself for the open schooling to reach to the mainstream aims in life.