



## EDITORIAL



*Dear Friends and Well-Wishers,*

As we were lucky to witness the year 2023, it is with great pleasure and excitement we extend warm greetings of the season and wish you a prosperous New Year in 2024. In this edition of our newsletter, we are happy to share some of the remarkable achievements and activities that have shaped the journey of FVTRS during the last quarter of 2023.

The past year has been a testament to the success of Team FVTRS, marked by significant progress in skill training and employment initiatives. Key events such as the Life Skills and EDP Master Trainers Program, the National Skill Conference, and a national-level review of our programmes have added more fuel to our commitment to empowering individuals through skill development.

SPIN, the network of skill-promoting organizations promoted by FVTRS, recently held its Annual General Meeting where strategic decisions were made to propel progress in the coming year. This edition of the newsletter provides an in-depth report on the National Skill Conference, life skills training, and a joint review meeting that also served as a capacity-building session for Team FVTRS.

We are delighted to announce that, as skill-promoting ambassadors, FVTRS has received support from notable CSR partners such as BOSCH, TATA Power, and Quest Alliance. This support has enabled us to expand our reach and provide alternative livelihood opportunities to a larger number of disadvantaged individuals.

The global shift in skill training paradigms has been a topic of discussion among training providers. The ongoing changes in the world present an opportunity for us to rethink and redefine how we train future generations. With the advent of new technologies, including e-learning, it is imperative for us as training providers to adapt and find innovative ways to communicate with trainees, even when they are away from our training centres.

The 15th National Skill Conference, held in October, served as an important platform for discussions on adapting to these changes. It prompted us to reflect on our interventions for present and future generations, urging us to embrace new technologies that enhance the learning experience. We extend our heartfelt gratitude to the reference community, stakeholders at various locations, SPIN members, our dedicated field-level teams, the staff members at the head office, and the board members who have played a crucial role in our journey. Special thanks to our CSR partners, well-wishers, and stakeholders for their unwavering support.

As we look forward to the continued collaboration and support of our stakeholders, we hope that this newsletter serves as a valuable source of information and inspiration. Let us strive towards vigorously towards the realization of mission of FVTRS.

*Wishing you all a joyous festive season and a fulfilling year ahead!*

**Felix D'Souza**  
Executive Director

## 15th National Skill Conference (NSC) *Skills for a Changing World*



The 15th National Skill Conference held on October 12 and 13, 2023, in Bangalore, brought together leaders, experts, and organizations dedicated to skill development, employment, and social impact. There were total of 134 participants and 20 resource persons and special guests. The conference, hosted by FVTRS (*Functional Vocational Training and Research Society*), showcased a diverse range of sessions, panel discussions, and key insights aimed at shaping the future of skill development in India.

### Day 1

The conference commenced with a formal session on October 12, featuring distinguished guests such as Fr. VM Thomas, Dr. Shalini Saxena, Mr. Satyanarayan Patnaik, and Mr. Felix D'Souza. **Dr. Sharan Prakash Patil**, the **Honourable Minister for Skill Development and Medical Education**, officially inaugurated the event, expressing the government's interest in collaborating with FVTRS.

During the inaugural speech, Minister Patil praised FVTRS's work and announced the government's support for collaboration. A notable moment was the release of the case study document on women entrepreneurs, a project implemented by FVTRS with the support of CITI bank and Child Fund India. Mr. Jimmy Mathew, Manager at FVTRS made a brief presentation about FVTRS. Fr. V.M Thomas, the president of FVTRS extended the presidential address and briefed the work done by FVTRS. Mr. Felix D' Souza, Executive director gave the vote of thanks.

The first day's sessions primarily focused on micro-planning for FVTRS's strategy, discussions on the future direction of the Skill Promoting India network (SPIN), insights into digital marketing from WeCAN, and commemorating FVTRS's 30th anniversary. Micro-strategy planning involved FVTRS staff members crafting state-level plans in areas such as quality expansion, resource mobilization, and marketing.

The General Body meeting of SPIN discussed matters like the election of new office bearers, membership renewal, and the formulation of a new strategy plan. Key decisions included changes in office bearers, membership fee structures, and the renewal of society registration.

The day concluded with a celebration of FVTRS's 30th anniversary, accompanied by awards and recognition for outstanding performances in various categories.





## Day 2 - Keynote Address and Panel Discussions

The conference continued on October 13 with a keynote address by Dr. Shalini Rajneesh, Additional Chief Secretary, Government of Karnataka. Dr. Rajneesh emphasized the pivotal role of skilling in national development and advocated for a Public-Private-Partnership (PPP) approach.

The day featured three insightful panel discussions:

### 1. Future Skills: The Emerging Trends, Challenges, and Opportunities

#### PANELISTS

1. Dr. Saji Varghese-*Christ University*
2. Dr. Venket Ravi- *Gandhigram university-Dindigul*
3. Dr. Akka Padmashali- *Activist*
4. Mr. Ramesh- *Director, Unnati*
5. Mr. B. Ghosh-*CEO-Rotary, Kolkotta*
6. Moderator- **Dr. Kiran- *Central University-Karnataka***

Panelists explored sustainable production practices, GRI models for skill development in rural areas, inclusivity in developmental frameworks, and the intersection of digital transformation and capacity building.

### 2. ESG - Need, Relevance, Challenges and Opportunities

#### PANELISTS

1. Dr. Ms. Indu K Murthy, *Director- CSTEP*
2. Mr. Basavaraj Samshi- *Samathan foundation*
3. Dr. Sunil Pinto- *Remedia*



4. Mr. Amit Sarwakar- *Collin Aerospace*
5. Moderator- **Jimmy Mathew, *Manager-FVTRS***

Experts discussed the escalating importance of ESG standards, emphasizing its transition from a trend to a fundamental shift in business operations. The panel highlighted the need for corporate responsibility in environmental sustainability.

### 3. Scope for Workplace Skills

#### PANELISTS

1. Dr. Ms. Albina Shankar, *Director-Mobility India*
2. Ms. Bhuwana Subramanyam, *Education consultant, Award winning Marketer*
3. Dr. Romate John, *Head, Psychology department, Central University-Karnataka*
4. Dr. Akash Sethi, *Director-Quest Alliance*
5. Moderator- **Dr. Jonas Richard, *Head, Social Work department- Kristu Jayanti College***

Discussions revolved around the learner-focused approach, the shift from digital literacy to digital fluency, and the importance of continuous learning. The panelists stressed the need to instil career decision-making skills and foster responsible citizenry.





## Recommendations

The conference concluded with recommendations for follow-up actions, including the development of an ESG compliance policy and a focus on renewable energy. FVTRS instituted national awards in various categories, recognizing the commendable work of NGOs, CSR foundations, and others contributing to social development and nation-building.

### FVTRS to explore possibilities of the following:

- ★ Developing a policy for ESG compliance in order to increase collaboration with CSR
- ★ A policy decision to focus on 'renewable energy' and promote agri-based skilling
- ★ Emphasize on promoting new-age workplace skills to meet with the emerging future industry demands
- ★ 'Inclusive approach' to be part of the organizational culture – PWD, Transgenders, sexual minorities etc.
- ★ Constant review of approach and method to keep relevant and updated through studies and action research
- ★ Study and explore the potentials of digital science and related skills



## Award Ceremony

The valedictory function was commemorated the 15th National Skill Conference with an award ceremony and recognition persons who did extra ordinary work in the sector of social development.

FVTRS has instituted its National Awards in five categories to recognize the commendable work of NGOs, CSR& foundations. The awards were meant to appreciate their outstanding contributions to social development and nation-building. The categories of award:

- ★ Best vocational skill training initiatives in skill development to the youth.
- ★ Best initiatives in employment/ livelihoods generation to youth through building networks.
- ★ Best vocational skill training initiatives in skill development to the youth.
- ★ Best innovative in entrepreneurship development by the women and creation of employment.
- ★ Best eco friendly initiatives in skill development and livelihood promotion.
- ★ Best differently-abled skill training and employment initiatives.





There were 28 nominations for the award and based on the set criteria and scrutiny by an internal team, 8 of them were selected for the award and they are:

Best Eco -friendly skill development	SebaJagat, Odisha
Innovative vocational skill training initiative	Rozgar Dhaba-Bihar and Rajasthan Samgrah Kalyan Sansthan (RSKS) Ajmer
Initiatives in employment/livelihood generation through network with departments and industries	St. Thomas Charitable and Educational Trust, Erode & Madurai (STCNT)-Tamil Nadu and Institute of Social Research & Development (ISRD) Bhopal
Innovation in entrepreneurship development by women and creation of employment	Careship Karnataka and Gram Vikas Sewa Sansthan (GVSS) Uttar Pradesh
Skill training and employment creation for differently abled youth	Azad Vikalang Kalyan Samithi (AVKS) Madya Pradesh

The awards were given away by Dr. Markus Pfefferer, CEO, COMANO Advisory LP and Mr. Harshith from Altissian. The 15th National Skill Conference provided a platform for collaboration, knowledge sharing, and recognition, furthering the mission of skill development and empowerment in India. As the conference concluded, the collective commitment to fostering inclusive and sustainable growth echoed through the corridors of change. Mr. CP Nicholas, Manager at FVTRS, expressed gratitude to all participants and stakeholders, marking the end of a successful and impactful conference that promises to shape the trajectory of skill development in the years to come.



## National Review of Programmes

A four-day review meeting was conducted by the Functional Vocational Training and Research Society (FVTRS) in Kottayam, Kerala. The meeting successfully brought together 35 Field Consultants and Field In-charges from 12 Indian states, providing a robust platform for sharing best practices, addressing challenges, and strategizing for the future. The primary focus of the meeting was to enhance staff capacity, improve skill training outcomes, and foster innovation in the organization's approach.



The three days programme started with an inauguration. The inaugural day set the stage for the review meeting, with a strong emphasis on the importance of staff capacity building. The event was facilitated by Mr. Nicholas and Mr. Sajeesh, with Mr. Felix, the Executive Director of FVTRS, outlining its objectives. Mr. Nicholas presented the comprehensive agenda for the four day program.

Field staff members played a pivotal role by sharing their invaluable experiences and best practices. They highlighted successful strategies in program implementation, emphasizing key takeaways such as identifying job opportunities, maintaining structured curricula, meticulous training record-keeping, and conducting effective follow-ups for trainee placements. Challenges, including trainee dropouts and difficulties in mobilizing youth, were acknowledged. The first day laid a solid foundation for the review meeting, showcasing the dedication and innovation of FVTRS staff in their relentless efforts to enhance youth employability through skill training.

### Presentations:

Field staff members presented detailed insights into their projects, sharing data on youth training, placement outcomes, and resource mobilization efforts. The presentations highlighted successful initiatives, such as collaborating with government departments, organizing job fairs, and securing free resources. Challenges, including registration fee collection, government support, and timely payments, were thoroughly discussed. Mr. Nicholas outlined a comprehensive action plan, emphasizing baseline surveys, employability strategies, and strategic partnerships.

Mr. Jimmy Mathew led discussions on FVTRS's vision for 2026, focusing on expansion of skill training, improved employment and salaries, establishing a skill university, and enhancing online presence, branding FVTRS etc. Mr. Noushad, M K, discussed the integration of AI tools, the metaverse, and digital marketing, underscoring the importance of online visibility.

The first, second and third day delved deeper into project reviews, program implementation, and staff development. Deepened the understanding of program implementation challenges and opportunities while highlighting the organization's ambitious future goals and commitment to a robust digital presence. The final day centered on consolidating insights, discussing proud moments, addressing challenges and solutions, and enhancing staff knowledge.



Participants recapped the previous day's discussions, sharing innovative ideas for skill training, digital tools, and market surveys. Groups discussed proud moments, including successful placements and community recognition, and envisioned FVTRS's growth by 2026. Ms. Sheela from the finance department clarified financial procedures, emphasizing documentation, bill collection, and GST compliance. Mr. Vivek and Mr. Gaurav discussed lesson planning, stressing the importance of curriculum planning.

### Key challenges and Solutions:

Participants addressed key challenges, including registration fee collection, government support, and content updates on social media. Solutions included improved communication with officials, timely updates, and vendor payment management.

### Key Insights:

- ★ Participants recapped the previous day's discussions, sharing innovative ideas for skill training, digital tools, and market surveys.
- ★ Groups discussed proud moments, including successful placements and community recognition, and envisioned FVTRS's growth by 2026.
- ★ Financial and Training Clarifications: The finance department clarified financial procedures, emphasizing documentation, bill collection, and GST compliance.
- ★ The need of expanding curriculum planning and session planning was felt for all centres.

### Key Challenges and Solutions:

- ★ Participants addressed key challenges, including registration fee collection, government support, and content updates on social media.
- ★ Solutions included improved communication with officials, timely updates, and vendor payment management.

### Conclusion:

The three-day review meeting was a platform for knowledge sharing, reflection, and goal-setting. It highlighted FVTRS's commitment to improving skill training outcomes, strengthening staff capacity, and embracing digital tools for future success.

The insights and solutions generated during this meeting will guide the organization in its journey towards enhancing youth employability and expanding its reach.

## SPIN AGM

The 5th Annual General Body Meeting (AGBM) of Skill Promotion India Network (SPIN) took place on October 12, 2023, at Bangalore. Chaired by Dr. Salini Saxena, the President of SPIN, and facilitated by Mr. Satyanarayan Pattanayak, the Secretary of SPIN.

The meeting addressed crucial points raised by the attending members.

The key decisions included prioritizing the strengthening and visibility of SPIN, utilizing partner infrastructure for skill training programs, mobilizing CSR funds, exploring CSR support in Rajasthan, Maharashtra, and Gujarat, and preparing for PAN India programs.

Members also agreed to set membership fees, develop promotional materials, and pursue necessary registrations like PAN, 12A, and 80G. Additionally, plans were made for continuing the E-News Bulletin, organizing skill training programs, ensuring due diligence for fundraising, exploring UN accreditation, and reshuffling the Governing Body.

It was decided to appoint a person to attend day to day work of SPIN, so as the members are keep informed on regular basis. There were 21 organizational members from various states of the country.

The meeting concluded with gratitude from President Dr. Salini Saxena.



## Life skill Master Training Report- Kolkata



### “Life skill training for life changing experience”

In a four-day intensive training program organized by FVTRS Life Skill Club, participants from various states, including MP, UP, West Bengal, Jharkhand, Chhattisgarh, and Odisha, gathered in Kolkata from 11th to 14th September 2023. The event, the 14th of its kind, saw the active participation of 28 individuals, nine of whom were FVTRS staff, while the remaining attendees represented diverse organizations.

The master training program was facilitated by resource persons Mr. Sajeesh and Dr. Rakesh Shrivastava, focused on crucial interpersonal skills during its first phase. Participants delved into topics such as the Importance of Facilitation Skills, Self-awareness, Emotions Management, Attitude, and the strategic use of social media as a marketing tool. The primary objective of the initial phase was to instill an understanding of the significance of self-facilitation before guiding others through the process of change.

Throughout the training, participants were given opportunities to showcase their mastery of facilitation skills. Input sessions aided in identifying individual strengths and weaknesses, fostering effective facilitation. Each demonstration was followed by constructive feedback and appreciation, enhancing the participants' grasp of facilitation methods. The demo sessions proved instrumental in comprehending various facilitation tools, methods, and session structures with objective-based plans.

An assignment plan was also formulated during the training, providing participants with a platform to practice and reinforce their learnings after the first phase. Feedback from participants highlighted the transformative impact of the program on their lives, with many expressing that the FVTRS Life Skill Training was a unique blend of activities, fun, and immersive learning. Participants lauded the program for its experiential approach, emphasizing that it stood out among other life skill training programs they had attended.

A key feature of FVTRS facilitation, as noted by participants, is its emphasis on involving individuals in the learning experience. The principle of experiential learning was credited with bringing about positive changes in the lives of participants. Several participants expressed that, despite attending numerous life skill training programs, they had never encountered one that offered such a profound and engaging learning experience. The success of the 14th master training program underscores FVTRS's commitment to providing impactful and transformative life skill training, setting a benchmark for future initiatives in the field.

### UPCOMING EVENTS

1. EDP Maser trainers training
- 2, Life Skill Master Trainers training
3. Training on Safe Environment for Vulnerable Groups
4. Master trainers training with BOSCH
5. Assessment and Certification with MEPSC
6. Digital Marketing training with Wecan
7. Graduation of Quest Alliance programme.

Our team members celebrated their birthday during this quarter.

We wish them all the best.

**Jimmy Mathew, Nicholas CP, Nirmala Rao,  
Silli Dalai, Geetha Y, and Gerald Antony**

