



EDITORIAL



Dear Readers

As we wrap up another year, we want to take a moment to reflect on some of the inspiring stories that have come across in previous quarter. From individuals making a difference in their communities to organizations stepping up to provide support during difficult times, there is no shortage of good news to share.

One such story is the Women Empowerment - Entrepreneurship Model, which has supported over 1,400 marginalized women to revamp and start micro businesses in Bangalore, Mysore, and Mangalore. Not only were these women supported with finance, but they were also provided with hand holding and intellectual support through three phases of entrepreneurship development training. This initiative has helped these women successfully run their businesses and showcase their skills through exhibitions held in different locations.

Another inspiring story is the 2nd Phase of master training in life skills organized by FVTRS, which covered sessions on communication skills, building and balancing relationships, empathy, and conflict resolution management. Number of success stories have been emerged from the skill training locations and these stories are real inspiration for all of us to move forward with vigorously.

These are just a few examples of the incredible work being done by individuals and organizations across the country. We firmly believe that the stories of change will motivate all of us as we head into a new year filled with new opportunities to make a difference. I take this opportunity to thank all the well-wishers who are on and off the field. The team FVTRS working both at head office level and field level deserve special appreciation for their commitment and passion. Special thanks go to Child Fund India and TATA Power Solar for the excellent support and guidance.

We wish you all a happy and prosperous year ahead.

Felix D'Souza
Executive Director

Women Empowerment – Entrepreneurship Model



FVTRS with the support of Child Fund & CITI bank supported 1,408 marginalized women to revamp and start micro business in the cities of Bangalore, Mysore and Mangalore. Majority of these women are micro entrepreneurs and their businesses were either closed or not running well due to the implications of Covid-19. FVTRS identified 800 women from the city of Bangalore, 400 women from Mysore and 208 women from Mangalore. These women were not only supported with seed money of Rs. 12000/ but also provided hand holding and intellectual support through three phases of entrepreneurship development training. It has helped these women to run the business successfully.



Exhibition of Business Ventures: In order to showcase various business initiatives of the women entrepreneurs' exhibition was organized in different locations of Mangalore, Mysore and Bangalore. This one day Exhibitions were done with the purpose of promoting their business and give publicity.

The event has not only helped them to have earning around nine lakhs, but also to exhibit their business skill, use of digital payment system, branding and marketing of various products, acquire knowledge on various provisions, develop business network etc.

On February 7th, exhibition held at BBMP

Samudhaya Bhavana in Hosakerehalli, Bangalore where 200 participants of the project and 100 outsiders took part. Among the 200 participants, 50 had stalls and earned approximately 1.5 lakh rupees by selling food items, kids wear, clothes, and ornaments.

The chief guest was Mr. Subba Naik, the District Lead Manager of Canara Bank's Bangalore Urban District, who gave a speech on various loans and schemes. Other guests included Mr. Samuel Prabakar, Mr. Hanumantha Rajappa (ward member) and BBMP representative.

On December 13th, 2022, the exhibition was held in Ramamurthy Nagara where 200 beneficiaries participated. The entrepreneurs had put up 50 stalls with various items, and 300 women gathered for the program. Stalls have sold food items, stationary, kids wear, clothes, and ornaments. They earned approximately Rupees one Lakh. The main guests were Sr. Irudaya Mary, Sr. Mariamma and Mr. Felix D'souza, Executive Director of FVTRS.

On December 20th, exhibition was held with 200 beneficiaries, including 22 stalls. The beneficiaries earned 1.25 lakh rupees by selling arts, home-made items like soaps, photo editing, food, dress materials, homemade wine, ornaments, etc. A total of 230 beneficiaries from various SHGs were present. Ms Santosh Vas, the director of Janodaya was the chief guest.

On December 14th, exhibition was held in Mission Road, Bangalore, with 250 women from various SHGs as participants. There were 43 stalls selling chemical-free handmade products, fancy items, dairy products, handicrafts, tailoring products, cleaning materials, snacks and eatables, beauty products, clothes, dresses, winter wears, etc. The half-day expo generated an income of approximately Rupees 1 lakh.



On December 9th, exhibition was held at Bannimantapa, Mysore with 550 participants including 400 beneficiaries and 150 visitors. 80 stalls were set up by the beneficiaries, earning approximately 3 lakh rupees by selling food items, dress materials, stationery, cloth, vegetables and fruits, tender coconut, snacks, chats, home-made products, fancy items, dolls, etc. The main guests were R. Krishnamurthy, District Officer of the Minority Welfare Department and Fr. Alex Prashanth, Director of ODP.



On December 15th, exhibition was held in Jeppu, Mangalore with 208 beneficiaries and they had put up 44 stalls. The beneficiaries earned 98,000 rupees, selling pickles, food, dress materials, homemade wine, ornaments, etc. A total of 250 beneficiaries from various SHGs were present. Dr. Thomas Scaria, director of Eco link and Sister from Sahodaya were the chief guests. All the exhibition had official inauguration and testimony of the successful women entrepreneurs. During the event all the 1408 women were awarded with certificate for successfully completing the three phases of EDP training.



My Quest

FVTRS signed a Memorandum of Understanding (MoU) with Quest Alliance to conduct an app-based job-oriented training program for 70 unemployed youth. The training is being held at SKF Towers in Ramamurthy Nagar, Bangalore was inaugurated by Mrs. Shantha Krishna Murthy, ex-corporator. The program consists of four batches of 18 trainees each, with a duration of 3 months.

The first two batches started on 1st October 2022 and completed on 31 December 2022 with 26 unemployed youth.

The methodology is facilitating the session in interactive manner, and group discussion in addition with energizers. We also provided them with practical sessions. In addition, we have also provided them a carrier guidance, mock interview sessions, guest lecture on behavioural skills etc. The sessions combined with life skills which gave them confident to prepare proper job applications and attend interviews. Two main tool kits used by the facilitator are:

1. Quest App

2. Quest Facilitators Guide.

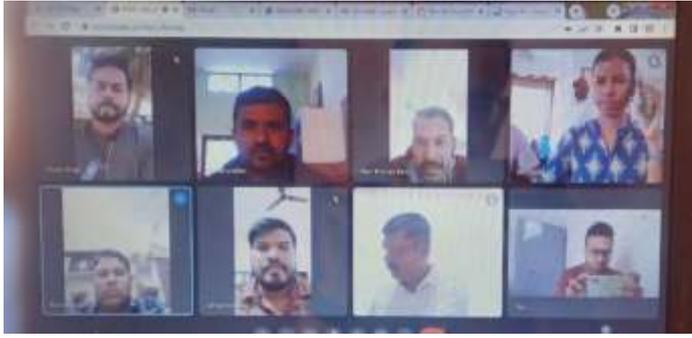
On completion of the training the youth are awarded with the certificate jointly signed by the Quest Alliance and FVTRS.

Key Success of the Programme

FVTRS played a crucial role in helping the trained youth to find employment by approaching different business groups. As a result, 24 youth were successfully placed with establishments such as KPM Mart, Rapido, Taco Bell, Trends Garments, and medical stores and hospitals. Their monthly salaries ranged from Rs. 14,000 to Rs. 25,000, along with all necessary benefits. This program was unique and learning experience for FVTRS, as the key to its success was proper mobilization and orientation of the right candidates. The training emphasized that teaching app-based skills are not enough to groom candidates, but proper life skills are also essential. This type of program is very useful for the unemployed youth to find employment.



Virtual Review Meetings



Online regular meetings are held on first week of every month as monitoring process to identify the specific progresses in each location. During this monthly meeting 6 field in charges and 17 field consultants from Jharkhand, Odisha, Bihar, and West Bengal Chhattisgarh, Madhya Pradesh, participated with a progress report presentation.

The progress report consists of the trades ongoing, trades completed, placements, self-employments, follow ups both the employed and unemployed, linkages and schemes mobilized, case studies, documentation, MIS updates, baseline study and market survey for preparing the new skill development plan, regularity of trainees, invoices with proper details, preparing RBM based monthly reports, curriculum, uniforms, id cards, exposure visits, guest lecture, assessments, certifications, all the upcoming meetings, visits, and trainings etc.

All the decisions are made below for follow ups, based on each matter discussed above. These meetings were facilitated by Mr. Sajeesh and Silli Dalai.

Decisions Made for follow ups

- ★ All locations completing Trainings in March needs to submit SDP by February 10th
- ★ Minimum 250 trainees to be trained annually in each location
- ★ Every trade should have a starting and ending date.
- ★ 100% placement for the trainees
- ★ Identify localities and do baseline and market study before finalising the trades
- ★ Identify good case studies – minimum 50 case studies to be submitted from each location
- ★ Identify innovative trades
- ★ Compulsory uniform, id cards and smart certificates for trainees
- ★ Updating MIS twice in every month
- ★ Identify a third person for assessment of each trade
- ★ Regular follow up of the unemployed and updating
- ★ Proper curriculum for each trade

- ★ Compulsory safety measures to be used for the technical trainings
- ★ Consult the local authority for finalising the training location
- ★ Self-employed establishments to be registered with MSME
- ★ Streamlining the documents for skill net groups
- ★ Opening bank account details for skill net groups before 15/4/2023

Highlight of Presentation:

- ★ Skill training is ongoing at 26 locations and it is being conducted in 101 training centres.
- ★ Linkages made with JSS, NSDC, NRLM, NPCI, DIC Sagar, RUDSETI, NRLM, MGB an NYK for certification and other benefits.
- ★ Trainees are part of the Job fair at Chhattisgarh location, In Sagar location exposure visit conducted to RUDSETI and DIC. Trainees are part of the exhibition and sell the material in Bhopal
- ★ All location having skill net meeting with the meeting register and minutes. Now all the locations skill net groups are having regular meeting and savings.
- ★ Non stereotype trades are introduced and now female trainees working mobile repairing, electrician computer hardware and networking trade.
- ★ The trained youth are placed in LIC, Multi specialist Hospitals, L & T Company, various workshop, Security agencies , shopping mall like D Mart, Smart point, outdoor kitchen, Jio Mart, Maruti Suzuki etc.



Result Based Management



FVTRS has organised four days capacity building cum review meet from 21st to 24th November 2022 for its team members in Karl Kübel Institute for Development Education [KKID], at Coimbatore, Tamil Nadu. The participants of the programme were the field staff from across India and the central staff of FVTRS. The meeting started with an inaugural programme wherein an introduction to the programme and welcome to the participants were given by Mr. Felix D'Souza, Executive Director, FVTRS. The main theme of the capacity building programme was Result Based Management (RBM) and it was facilitated by Dr. Tom

Jose, Director Programme KKID. An introduction to RBM and the need and relevance of the same in development intervention as well as introduction to the facilitator was given by Mr Jimmy Mathew, Lead Executive Programme, FVTRS and the schedule of the four days programme was elaborated to the team by Mr C P Nicholas, Lead Executive Project, FVTRS.

Dr. Tom Jose has adopted a participatory method to facilitate the sessions. His colleague Mr Muralidharan has also supported to deliver the sessions. Dr. Tom Jose has given an experience to the participants to understand principle of RBM, hierarchy of change, types of change, SMART result, results language, Logical framework analysis, result based programme planning, result based implementation, result based reporting, risk analysis etc. There were number of practical group exercises to acquire the above skills. The facilitators asked the participants to convert their field based activity reports to result based report and the same presented as state wise in front of the entire group. The group has decided that hereafter all field-based reporting will be done on result-based management method. On the second day of the meeting, an exposure visit arranged for Ooty to have team building sessions.

The sessions concluded with feedbacks from the participants and feedbacks and remarks by Dr. Tom Jose and a vote of Thanks by Mr Jimmy Mathew. The resource persons were felicitated and honoured by Mr Felix D'Souza and Ms. Sheela Noyala, Lead Executive Finance.



CSR Support



TATA Power Solar has supported a project for empowering marginalized women through entrepreneurship. The first phase of the programme has been completed successfully and the trainees were awarded with certificate on the completion of training.



The function was co facilitated by FVTRS with TATA power in the presence of Mr. Srinath Reddy, the CSR head of TATA power, Felix D'Souza and Mr. Nicholas CP from FVTRS.

Life Skill

“Tell me and I forget, teach me and I may remember, involve me and I learn.”



11 Phase of Life Skill Training

FVTRS organized the II Phase of master training in life skills from 13th to 16th December in Bangalore. There were participants from Andhra Pradesh, Tamil Nadu, and Karnataka. The second phase training method was completely activity based. It covered sessions on communication skills, building and balancing relationships, empathy, and conflict resolution management. Participants shared their experience and challenges on life skill facilitation as a master facilitator. It was spelt that they have changed their perspective from a

trainer to a facilitator. Now they all can facilitate sessions from the space of a facilitator understanding their participants better.

Participants also demonstrated their facilitation skills on various sessions with activities and facilitated energisers on different occasions. Participants also were helped to prepare an objective and result based session plan for each topic. They are also able to make an analysis to identify the specific learnings of the participants and prepare the final training reports. Participants prepared another assignment plan to sharpen their facilitation skills before the next phase. Feedback from the participants' states Involvement and micro level participation is the speciality about FVTRS master facilitator's training program. Mr. Jimmy Mathew, Mr. Sajeesh, Mr. Ajay Rao and Ms. Silli Dalai were the facilitators.

Impactful Training: “The decisions that you take, hold a great deal of your life.”

Mr. Vijay R is 21 years old and has studied up to the 10th standard. He resides at No.1646, Rajamma Illam, Gayathri School Road, 1st Cross, Vivekananda Street, Vijainapura Bangalore – 560016. His father works as an unskilled labourer in a private limited company, and his mother is a housewife. He has an elder sister and brother.

Due to poverty, Mr. Vijay could not continue his studies, so he worked part-time as a Rapido worker. He was very interested in learning computer skills and spoken English. The FVTRS coordinator identified him during her survey in the slum. Mr. Vijay joined the FVTRS training centre in NRI Layout and learned computer education and functional English under the Quest Programme. He also gave a mock interview and got selected as a steward at Taco Bell.

After completing the course, he got a job at Bimmal Auto Agency as an Executive – SMR, earning Rs. 16,000 per month. He has social benefits such as ESI and PF, and based on his achievements, he will receive incentives. His confidence level has increased, enabling him to communicate effectively with customers. He gives his entire salary to his parents to save money for his sister's wedding.



Forthcoming Events

1. Life skill Training - Goa
2. TATA power - Certificate distribution
3. Certificate Distribution of Quest Alliance programme
4. Knowledge Partnership Meet
5. Research Documentation meeting
6. Leadership Training
7. Exhibition with TATA CSR



Our team members celebrated their birthday during this quarter. We wish them all the best.

**Mr. Jimmy Mathew, Ms. Silli Dalai
Mr. Nicholas CP, Ms. Bedsy Joy
and Ms. Noyala Sheela**

Life with Flying Machine



I am Mases Nanda from Kapkupa, Kalahandi in Odisha. Being from a backward village and from a poor family background. I managed to complete my matriculation and couldn't continue my education further. As family was struggling for two meals a day, I had to be on my foot for becoming an earning member. I started working as a construction labour locally, earning 300 rupees daily. While working at a construction site I happened meet the FVTRS staff who came for mobilization in the villages from Bhubaneswar.

I grew curious about the training as I knew many of my village boys are working in many big cities and I also always wanted to go. I decided to join the training and my friends and family members discouraged me as they were all ignorant about these kinds of training and how they help one to grow in life. I joined the business management

training and tried to progress my level best.

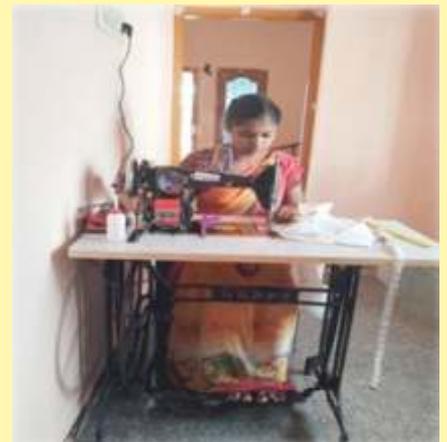
Soon after the completion of my training I got an opportunity to join as a **logistic staff, in Air India** on contract basis in Rajiv Gandhi International Airport, Hyderabad. Now I am a trainee, and I am earning Rs. 14,000 per month. I am very happy and all my friends and relatives who discouraged me are praising me for my achievement.

This is my proudest moment as those spoke that it was my wrong decision, and I proved my decision was right. I will progress and studies further I want become better in my life and look after my family decently. I will support my siblings for studying further and that's the only thing that can change their lives too.

Story of Meena

I am Meena from Anaipatty Village Nilakottai Taluk, Tamil Nadu. I want to share my experience with FVTRS. I had dropped out of school after the 9th standard. My parents wanted me to marry a person at very young age, but I didn't agree and decided to work instead. Eventually, I got married to Saravanan whom I liked, and we have two children.

My husband works as a coolie, and we manage with his salary. But, I always felt like I wanted to contribute more to the family income. That's when FVTRS intervened and offered me a 4-month garment making training. Initially, I was hesitant, but I eventually agreed to join the training.



During the training, I learned a lot about garment making and developed my skills in the field. After completing the training, I purchased my own tailoring machine and started my own stitching unit. Now, I stitch blouses, sarees, and chudidhars, and earn Rs. 15,000/- per month.

I am very grateful to FVTRS for their intervention and support. Their training has not only helped me to develop my skills and start my own business but also boosted my confidence. My family members are happy with my earnings, and I feel proud of myself for being able to contribute to my family's income. **Thank you, FVTRS, for the opportunity and support.**

Stitching Cloths, Design Life

This is a transformative story of a 40-year-old woman Lalitha, who as child was neglected, orphaned at a very tender age, then became victim of child labour and child marriage, and now living with major health issues. There has been detrimental impact on her mental and physical health too. She is trying to put these past behind her and now owns her own tailoring business and supports her older sister who is a person with multiple disabilities.



Lalitha's childhood and family history

Lalitha 40 year old and she is the last daughter of 7 siblings out of which are three older sisters and three older brothers. Her childhood has been very tragic. Lalith grew up living in unfavourable social economic conditions such as poverty, and neglect. When Lalitha was four years old, two of her sisters left home on the same day to marry the people that they were romantically involved with respectively. When she was seven years old her mother passed away. Till date the two sisters have not been in contact with Lalitha nor her family.

Two of her older brothers were deaf and mute and were physically low spirited. When Lalitha turned 12 years old, two of her brothers took their own life by jumping into the well. At age 11, Lalitha was 13 years old, she was in grade 7 and she had to stop her education and become a victim of child labour. She was sent to an electronics factory, to start working.

She moved jobs from one to another. At one time she was also working in the garment factory as daily wage worker and since then she showed interest in tailoring. At age 17 Lalitha was married to a man much older to her. Due to family issues and her husband had left home 20 years ago and has not been in contact since then. Her interest in tailoring developed when she was working in the garments factory. There she self-taught herself to stitch and it's been 10 years now that she started her own small tailoring business from her house where she and her sister are living.

During the pandemic and lockdown, Lalitha and her sister faced hardships. They had to manage with a single meal for days at times. Since Lalitha was the only bread winner of their family, her tailoring business took a toll as there were hardly any customers that were giving clothes for stitching. This put a huge financial strain in their lives. Lalitha's suffered number of health problem and her arthritis aggravated. Her joints in the body caused lot of pain and inflammation, making her difficult to move or stay active and now had additional expenses towards her medical care. Lalitha has become an active member of Sri Siddavinayaka self-help group. With low socio-economic situation and seeing Lalitha's enthusiasm and attitude towards life to achieve in her tailoring business, she was nominated though SHG'S for FVTRS support under WEP of CITI bank and Child Fund India.

Lalitha was elated to have received this aid and she utilized this aid towards purchasing materials such as saree falls, lining material, dress materials, and threads. Lalitha's business has drastically improved ever since. Now her daily earnings are Rs 400-Rs 500 per day. After taking out the monthly expenses, she can make a profit of Rs. 12,000/- to Rs. 15,000/- per month. In addition, she started selling dress materials purchased in bulk, and offered additional services of stitching them herself which is bringing in extra earnings.