



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



FVTRS is promoting a team of trainers on life skills called life skill club. This is being constituted with trained trainers who have completed the life skill training module in three phases. These team members are selected from our partners and other civil society organisations who are promoting vocational skill training.

A refresher training for master trainers was organized in Bangalore from 20th to 22nd of February 2017. This programme was attended by 16 trainers participated in the earlier phases representing 16 partners from 13 States. The training was more on practical sessions for trainers as they

had to develop their own methodology of training. We could see clear enhancement of the capacities and the knowledge of the trainers which were gained from the previous phases. They are also provided materials to handle various sessions on life skills.

New batch of Master Trainers

A new batch which is the fourth in the row was organized by FVTRS from 22nd of April to 26th of April 2017. Seventeen trainers attended the training from Haryana, Madhya Pradesh, Bihar, Jharkhand, Assam, Chattisgarh, Odisha, West Bengal and Uttar Pradesh. The session were on Digital Life Skills Toolkit and how it can be used as a manual by the facilitator. The trainers had a very detailed and cognitive session on learning about Introduction to life skills, Personal skill and facilitation. This phase of the training is the first of three phases of four days each.



Refresher Training for certified Life Skill Trainers

As part of updating the knowledge and skill of the certified Life Skill trainers a refresher training was organized in Bangalore from 24th to 26th of May 2017. During the training, we have also developed a standardized curriculum for the life skill training. This was intended to have a uniform curriculum for the master trainers who are members of the Life Skill Club of FVTRS. The outcome of this exercise is being consolidated and refined by the FVTRS team.



As of now altogether from all five batches of life skill trainers, there are 25 certified trainers and 35 trainers are in the ongoing batches. The certified trainers who conduct training innovatively will be given a chance to be a part of the resource team to train the master trainers. Various platforms will be given to them to conduct life skill trainings across the country.

EDP CENTRE

FVTRS is promoting a team of trainers on EDP called EDP centre. This is being constituted with trained trainers who have completed the EDP training module in three phases. These team members are selected from our partners and other civil society organisations who are promoting vocational skill training.

As part of developing masters training in EDP FVTRS organised a refresher training (second Phase) from 15-17 February 2017 at KROSS, Bangalore. There were 18 participants from Karnataka, Andhra Pradesh, Tamil Nadu, Rajasthan and Uttar Pradesh who has attended the first phase of the programme.

The Programme started with recapping of previous phase and the participants shared their experiences in the field while conducting training programme. It included the challenges faced in the field, how could they overcome these challenges, how they used the content which is given to them and what was the outcome.

After all the presentations the facilitators gave comments on where and how to improve the quality of



the training especially with the group how to start and introduce oneself in to small business and implement the same.

They were also given a chance to do the market survey about the self-entrepreneurship and small-scale business. The participants came with the very good case studies. During this phase of the training Build Your Business (BYB) modules are introduced to the participants.

Finally, the participants were asked to prepare the action plan which needs to be carried out in their respective areas for next six months.

New Batch of Master Trainers

A new batch of masters training in EDP was organized at KROSS Bangalore from 4th to 7th April 2017. Participants from Kerala, Bihar, Uttar Pradesh, Jammu and Kashmir, West Bengal, Tamil Nadu, Karnataka, Andhra Pradesh, Madhya Pradesh and two participants from Africa attended the programme.



Similarly one more, new batch of masters training in EDP was organized at New Delhi from 13th to 16th June 2017. The main contents covered in the workshop were difference between business and self-employment, business planning, budgeting and costing, market survey and analysis, difference between the trainers and facilitators and working with the adult learners.

At the end of the training, the participants were asked to prepare an action plan which needs to be followed up in their respective working area for next six months. As in the case of other batches a WhatsApp group was created and the participants were asked to share their field experiences.

The Master Trainers Training is designed with a 10-day module in three phases. At the end of the third phase they will be certified by FVTRS. As of now altogether there are 27 certified trainers and 58 trainers are undergoing training in different batches.



EXPLORING EXCELLENCE

Review Meeting - South

We have organized coordinators' meeting to review the progress and programmes facilitated by FVTRS partners. This meeting was organised at KROSS, Bangalore on 2nd and 3rd March for the coordinators belong to the states of Andhra Pradesh, Karnataka, Maharashtra, Tamil Nadu and Telangana. Coordinators from 28 partner organisations were invited for this meeting. During the sessions inputs and discussion were facilitated on subjects like Skill Net and promotion of skill net company, preparation of a good case study, how to conduct training need analysis, skill training to skill development approach, etc.



Review meeting - Rajasthan.

Another review meeting was organized at RCDSSS Ajmeer on 30th and 31st March 2017 for the partners of Rajasthan. The participants were the chief functionaries and the coordinators of ten partner organisations who are from Rajasthan. One of the major decisions was to organise a write shop to document together the knowledge and practices among the partners on techniques of organic farming. This could be considered for skill training.

Review Meeting- North

One review meeting was organised on 20th and 21st of April at Sahbhagi Shikshan Kendra, Lucknow for the partners of North, North east and Eastern states. Another review meeting was organized at Bhopal for the eight partners of FVTRS from Madhya Pradesh on 10th and 11th May 2017.

During these meetings FVTRS team explained about the new perspectives of FVTRS on SCOPE, Skill Net, and Skill Development. The community based skill development should emerge from the concern for the poor and need to have a perspective of the poor. We need to believe that everybody has the right to have dignified life and continuous growth. The resources are the gift of God and it is meant for all. People are the owners of their development and they are capable of undertaking it by

them. Therefore, we need to promote a participatory approach. Therefore, Skill Training has to be an initiative of the community which are owned and managed by them. It needs to become a self-supporting and self-managed process. It also should aim at promoting more jobs and promoting more skill training. Here the focus will be the needs and aspirations of the community without affecting the right for others life. This is an inclusive endeavor.

In this SCOPE has been considered as an approach, skill Net as the strategy and the skill development as the result. The team emphasized that skill development is a continuous and career-oriented process where needs to be supplemented with Life skill, EDP and Open schooling.



The main decisions of the review meetings were:-

- At-least 50 per cent of the trainees will be facilitated for open schooling.
- The initiatives will be made towards promotion of skill development (from vocational Skill training to skill development)
- Skill net groups will be formed in all projects
- Training need analysis will be conducted in vocational skill development programme.
- Good case studies will be prepared and shared
- Initiatives will be adopted to enroll vulnerable youth in vocational training.
- EDP and life skill training will be organised and efforts will be taken to build capacity within the organisation to impart these skills

New partners orientation meet

One day orientation was conducted for the fifteen newly approved project partners at KROSS, Bangalore on March 2017. There were fifteen partners from nine states namely Bihar, Jharkhand, Jammu Kashmir, Karnataka, Odisha, Rajasthan, Uttarakhand, Uttar Pradesh and Tamil Nadu participated in the meeting along with the proposed coordinators of the projects.

The meeting was used to orient the partners on the need of changing from skill training to skill development, training need analysis, skill net and formation of a company. There after sessions were conducted on setting of indicators for the objectives of the grant, procedures for reporting and documentation, the main elements of a good case study, FCRA compliances and financial requirements, etc.



Core Team Meeting

A core team meeting of Skill Net Karnataka was organized in FVTRS office on 23rd February 2017.

The purpose of the meeting was to consider various opinions for taking forward the skill net programme. During the meeting, we have discussed about the importance of forming skill net groups and assessed the progress made during one year. Skill Net emphasis on networking among the skilled workers and their collectives, creating internal resources, enhancing the skills and livelihoods, enhancing awareness, creating more jobs, creating internal skill training facilities and accessing government schemes.

Skill Net Karnataka has grown with more than 1000 groups with the membership of more than 15000 of skilled workers. There are more than 600 garment makers, 200 broom makers, around 3000 construction workers, more than 300 drivers and the list goes on.

The skill net is purely the associations of skilled workers of different trades and they cannot function like SHGs. Therefore, there is a need to think beyond the SHG model and the group should move to next level. In this regard, the team thought of promoting an innovative business model with the vision of economic independence to the skill net members. The main purpose of this initiative is to provide sustainable

livelihood to the unorganized skilled workers. It provides growth and ownership to skilled workers.

The team members discussed about the proposal and unanimously agreed to convert the resources and capacities of skill net group as a profitable enterprise. The team members also discussed about various successful models like Producers Company, legal matters, resource pooling etc. and unanimously expressed their consensus to initiate a business model and FVTRS took the responsibility of studying the matter further.

The meeting was attended by Mr. Swamy Naik, Sr. Milagrin D'Souza, Ms. Deepa Rajesh, Mr. Lokesh Gowda, Mr. Samuel Prabhakar, Fr. Marcel Pinto, Mr. Riyaz, Mr. Jimmy Mathew, Mr. Felix D'Souza, Mr. C.P Nicholas and Ms. Divya.



Orientation on Skill Net Company

Another core team meeting was organized who have



looked at various options. Looking at the operational mechanism of different options, Limited Liability Company was found to be best option where the liability of shareholder is limited to his/her share.

Further it has decided to orient the skill Net members on this option. To create awareness among the skill net company and seek the opinion of the skill net member's sessions were conducted with the Karnataka partners. Initially FVTRS has developed an orientation plan with the partners of Karnataka and we had couple of meeting with the core team who have finalized content of the orientation. It was decided that minimum of 20 leaders from the skill net associations and maximum number of organization staff will be oriented on reason for initiating skill net, present situation of associations, success made so far, structure and modus of operandi, possible risks, benefits in short and long term.

A team of seven members which includes four FVTRS staff and three members from partner organizations has been constituted to conduct the orientation meetings.

So far, the orientation meeting has been done with six partner organizations where 20-30 members were present from each organization. The response from the association members was overwhelming and they have expressed their interest and their willingness to become shareholders of the company.

It was decided that the participants will orient the fellow members of skill net and collect information on skill of each member, usage of skill, details of products that are produced by the association members. Follow up plan to complete this task has been developed with time line.

It was observed that the people and partner NGOs were looking for a model where the economic growth of the association and members are made possible in a better way. It is also expressed that this platform will provide them an opportunity to reach out various products and services to larger markets.

The possible opportunity of becoming member of national level network for entrepreneurship was well received by the participants. Partner organizations also have extended their full support and cooperation towards the initiative.



Orientation in Other States

One day orientation on skill net concept has been organized for the partners from the state of Tamil Nadu, Jharkhand, Chattisgarh, Bihar and Odisha based on their request. The orientation meet with seven partners of Tamil Nadu was conducted on 26th April at Madurai and on 14th June at Ranchi for 14 partners from four states of North India. The concept of skill Net, difference between SHG and Skill Net, concept of skill development was explained during the meeting.

It was decided that they will begin with forming collectives of FVTRS trainees who have completed the skill training. Also, they will insist the habit of meeting and facilitating discussion among the trainees during the ongoing training programme itself.

Write-shop on skills in Organic agriculture

A write shop was organized on 7-9 June at Udaipur with the intention of documenting various techniques and knowledge in organic farming as a resource document. Six partner representatives of Rajasthan came up with various documents on preparation and usage of different type of organic manure and pesticides which are traditionally prepared by the farmers of Rajasthan. The team went through the documents, refined and finalized the matters which need to be captured and documented. It was decided to document the contents in Hindi language first.

A follow up plan was developed for documentation, proof reading and translation in English. Expert opinion will be sought on the topics before finalizing the content of the document. The draft document will be jointly reviewed by FVTRS and partner team.



RESEARCH

Action Research on SCOPE

The action research which was started last year is going on in full swing. After the orientation on action research the next step was organising PRA exercise and data collection. PRA exercise which is done in all the places that were selected for the action research. This has been completed with all the six partners and the reports have been obtained. FVTRS team also has conducted an assessment of the CBOs in the target area in terms of their capacities, dynamism and orientation.



A household survey of the families having youth between the age group of 18-35 in the target areas also has been completed the partners has sent the compiled data to us.

Then we have developed an analysis frame work with the help of the consultant and FVTRS team has completed the analysis using the PRA reports, CBO Assessment report and the house hold survey data and prepared the draft baseline report.

This draft base line report has been presented to the partners in the presence of all the partners on 22-23 of

June 2017. The inputs received during the discussion will be used to finalise the reports. Once this is done we will go for a community based skill development planning with the target communities.

Training on community mobilization

One of the components for the success of SCOPE model is depends upon the participation of community. Hence, we have developed a module on community mobilisation and given training to the partners and their staff who are involved in the action research. This was conducted on 19-21 of June 2017. This was completely facilitated by FVTRS team. 18 Participants from 6 organisations from Andhra, Odisha, Jharkhand, Madhya Pradesh, Rajasthan and Tamil Nadu attended the programme.

Impact Study

Out of the four studies that we are planning to undertake, which has been informed to the board in the last meeting, two will be done in association with Christ University and Kristu Jayanthi College. They are “Women and Skill Training” and “Most Vulnerable groups and Skill training”. Together with the associating organisation we have developed the ToR and the tools preparation is in the progress.

NEWS AND EVENTS

Congratulations to Dr. Shalini Saxena

In the recognition of PECSS efforts, Dr. Shalini Saxena got the -'Best Social Service Award for the distinguished work for tribal women' of Madhya Pradesh, Chhattisgarh and Rajasthan.' The Principle Secretary of Madhya Pradesh Government Mr. Kansotia, had facilitate the award to Dr. Saxena for notable achievements in the field of Women empowerment activities, livelihood generation and skill development.



The programme was organized by Nehru Yuva Kendra Bhopal on 17th March 2017 at Tribal Art Museum, Bhopal. In Addition to this she received "Women Achievers award" on 8th March 2017 from Government of Madhya Pradesh.



Support from National Urban Livelihood Mission

FVTRS partner Garden Reach Bangla Basti, Kolkata is provided 45 sewing machines to the garment making trainees with free of cost under NULM National Urban Livelihood Mission.

The sewing machines have been distributed during the monitoring visit by Mr. Hanamant Bhajantri, FVTRS, Bangalore.

Congratulations Women's Welfare Society



The National Awardee Women's Welfare Society, Belagavia partner of FVTRS has celebrated its 40th anniversary on April 15th, 2017.

The 40th Anniversary was inaugurated by his holiness Shree Siddarama Maha Swamiji, Nagnoor. The other guests of honour were Shri B.L.Patil founder Vimochana Samsthe, Athani, Shri Ramchandra Yedake, Editor, Veervani Daily Paper, Shri M.S. Pranjape Auditor, Belagavi. On this occasion the Women's Welfare Society's 40 years of journey note - "Souvenir" was published on this auspicious occasion by the hands of his Holiness Shree Guru Sidda Maha Swamiji, Karanjimath, Belagavi.

Directory of Partners

We have started collecting information from our partner organisation for preparing a directory of our partner organisations. So far 30 partners gave information with photographs. The purpose is to document the activities of the partners in skill development and show case our activities together in one document.

On FVTRS Family

Farewell- Ms. Deboshri Bhattacharya has completed her assignment with FVTRS as Programme Officer and we wish her all the best for her future career.

Welcome- We welcome Ms. Ashmita Bhattacharya, who has joined FVTRS as Programme Officer.

Wedding Bells- Mr. Hanamant Bhajantri, Programme Officer, FVTRS has entered family life with Ms. Shobha Bhajantri on 22nd May 2017 at Mahalakshmi Devi temple in Savasuddi in Belgaum District. We wish them happy and prosperous married life.

Birthdays- FVTRS celebrated the birthdays of Ms. Diviana Nayagi, Mr. K P Sajeesh and Ms. Geetha Y

Dear All,

Greetings from Functional Vocational Training and Research Society (FVTRS), Bangalore!

FVTRS has been implementing skill training for the last 24 years and we are happy to inform that so far we have trained 1,24,163 youth and made substantial changes in their life by supporting 1033 projects Pan India. The credit for this achievement should definitely go to our partner organisations that have been with us for long years to achieve the Mission of FVTRS.

During this period FVTRS has grown a lot from merely a funding organisation to a resourceful organisation. We are growing from strength to strength.

From our realization that EDP and Life skill along with vocational skill training can make the trained youth more successful in their endeavors. Hence, we are conducting master trainers training on a regular basis for the personnel of the partners and other skill development organisations. We hope that this will make available competent persons to deliver training on life skills and EDP across the country with the capability of doing it in different Indian languages. Today we have institutionalized this as a certificate course with a standardize module which will be published soon. So far, we have trained 85 trainers in EDP and among them 27 were certified as master trainers and in life skill we have trained 60 and 25 were certified as master trainers.

FVTRS is also growing as a research organisation. We have done one study in Chotanagpur area regarding Skill training and the employability in the tribal areas. The report is getting ready and will be published shortly. We have also initiated an action research on SCOPE model by involving six partners from Madhya Pradesh, Orissa, Rajasthan, Jharkhand, Tamil Nadu and Andhra Pradesh. FVTRS is also planning to do another four impact studies on skill training focusing on different target groups. As a result of this two resource books will be published soon, one on "**community mobilization** in the context of skill development and the other one on "**participatory community based need analysis**".

Skill Net (*Association of skilled workers*) which we have started in Karnataka in October 2015 has spread in many states in India and we are in the process of converting it into a business model. During the consultations and orientation meetings that we have conducted in this regard, we have observed that partners and skilled workers are showing a very high interest towards this and FVTRS is keen to continue this spirit of innovation.

Thus we are diversifying our services from the projects to capacity building and research. Thus our relationship is growing beyond projects and FVTRS and her partners are becoming more resourceful. Let us together celebrate this and look for more so that the process that we initiated will be continued by the people. Thus, it will become sustainable and benefit more and more disadvantaged youth of this country.

P.M. Philip

Executive Director

Upcoming Events

July

- 10th Governing Board meeting
- 11th Annual General Body meeting
- 12th New Partners Orientation Meeting
- 13th-14th south India Coordinators meeting
- 18th-20th EDP refresher training
- 18th-21st Life skill refresher training
- 25th-26th Write workshop on agriculture in Jaipur

August

- 8th-11th Life skill refresher 3rd phase
- 16th-18th Staff capacity building programme
- 22nd-23rd North and East Coordinators meet

September

- Impact Study orientation to partners and data collection



Functional Vocational Training and Research Society

No. 86, 3rd Cross, B.D.S. Layout, Dr. Shivram Karanth Post

R K Hegde Nagar, Bangalore - 560 077

Phone: 080 2846 5795 / 2846 5215

email: director@fvtrs.org, url: www.fvtrs.org