

# NEWS BULLETIN

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"Transforming Lives"



Functional  
Vocational  
Training and  
Research Society



## *Transforming young life with upgraded Skill*

**N**agapandi Murugan from Mattaparai village overcomes financial struggles through FVTRS training.

Mattaparai, Ethilodu Village - Nagapandi S/o Murugan, a 22-year-old from the Scheduled Caste (SC) community, has transformed his life through the support and training provided by the Functional Vocational Training and Research Society (FVTRS). Despite challenging circumstances, Nagapandi's determination and the intervention of FVTRS have enabled him to secure a stable and well-paying job.

Nagapandi's journey began in Mattaparai, Ethilodu Village, where he lived with his family. Financial difficulties forced him to discontinue his education after completing the 10th grade. His father, a daily wage laborer, and his elderly mother, who also worked as a laborer, struggled to make ends meet. To support his family, Nagapandi worked as a tempo cleaner, earning a meagre 200 rupees per day.

During a field visit, FVTRS representative identified Nagapandi as a potential beneficiary. Recognizing an opportunity to improve his situation, Nagapandi eagerly inquired about FVTRS programs and decided to enroll in their training courses. He successfully completed driving training, Entrepreneurial Development Program (EDP) and life skills training offered by FVTRS.

The impact of this training on Nagapandi's life has been profound. Before receiving the training, his wages were insufficient to support his family's needs. However, after completing the driving training, Nagapandi secured a job as a driver for DHARUN tempo, earning a monthly salary of 15,000 rupees. This significant increase in income has greatly improved his family's financial stability.

Nagapandi expressed his gratitude to FVTRS, stating, "I am very happy and grateful to FVTRS for their support. The training has changed my life and brought financial stability to my family."

Nagapandi's story is a testament to the life-changing impact of vocational training and skill development programs. It highlights the importance of providing opportunities for marginalized communities to improve their livelihoods and secure a better future.





It is with great pleasure and joy that we present the first quarter newsletter for the year 2024. The year 2023 was quite satisfying as we were able to achieve most of our intended results. We believe that the quarterly newsletter has been instrumental in communicating the events and successes we have achieved as a team. I am happy to say that the newsletter serves the purpose of documenting the events and programs that took place across the country. We hope to use this newsletter as an additional tool to enrich our readers, as it covers major events that occurred during the quarter. We trust that you will find this newsletter valuable.

The year 2024 started with a lot of action, and during this quarter, the momentum remained high in terms of providing skill training and employment to the needy youth in 12 states. The review meetings and field experiences confirm rapid growth in placements (86%) which brings us great joy and motivation to continue the process of skill development vigorously.

During this period, we had the opportunity to meet with the FVTRS team in different locations across the country to review ongoing programmes. We also had significant partnership experiences with Quest Alliance, which facilitated the employment of nearly 80 youth in Bangalore city. Our association with Quest Alliance was instrumental in building the capacity of instructors with 21st-century skills.

During this period, we successfully completed the support to nearly 5000 youth under the BRIDGE program of BOSCH India. We also completed the project support from TATA Power Community Development Trust in Bangalore and Tirunelveli.

Thanks and appreciation go to the team members for putting their hearts and souls into bringing success to FVTRS and creating joy and happiness in the lives of marginalized youth. We remember Mr. Daniel, the MISEREOR representative, who visited our organization and its operational areas. His visit was a learning experience and an opportunity for mutual growth. We also remember with gratitude the support and collaborations from the SPIN members. Let us reaffirm our commitment and march forward with great motivation and dedication to improving the lives of young India

**Felix D'Souza**

**Executive Director**

## Green Skills



Quest Alliance organized a workshop on green skills in view of upcoming demands. This was held from March 4th to 5th, 2024, at Samvada, Kengeri Bangalore where Ms. Silli Dalai and Ms Diviana Nayagi attended from FVTRS. This was a dynamic platform attended by 26 representatives from partner organizations across South India. The workshop focused on fostering awareness about environmental protection amidst climate change. Participants delved into promoting a green economy by reducing fossil fuel dependency, curbing pollution, and enhancing energy efficiency through various engaging activities like games, video presentations, and group discussions.

Case studies shared by alumni underscored successful approaches towards sustainability. The workshop emphasized aligning efforts with Sustainable Development Goals, stressing the importance of sustainable practices in mitigating environmental and social challenges.

Discussions extended to promoting green trades, such as renewable energy, green construction, and organic farming, aiming for environmental preservation and socio-economic growth. The event concluded with gratitude extended to participants for their enthusiastic engagement and knowledge-sharing.



## SPIN GB MEETING

The SPIN Governing Board convened on February 16th, 2024, at SSK, Lucknow, with Mr. Himanshu, Treasure, Mr. Dillip Singh, Ms. Shabana, Mr. Jimmy Mathew, and Mr. Felix D Souza of FVTRS, Bangalore, were present.

The meeting commenced with a warm welcome from Mr. Jimmy Mathew, followed by Mr. Himanshu outlining the agenda, which included discussions on membership certificates, funding opportunities, SPIN registration renewal, development processes, and auditing of SPIN accounts.

Various urgent actions were highlighted, such as immediate SPIN renewal, audit report submission, and membership certificate design. Mr. Jimmy Mathew emphasized the consolidation of activity reports and the printing of e-bulletins, while resolutions were made regarding signatory changes and member follow-ups. The meeting concluded with a vote of thanks, recognizing active participation and valuable suggestions from all members.



## BRIDGE Programme



The collaboration between Functional Vocational Training and Research Society (FVTRS) and BOSCH India through the BRIDGE Programme is an excellent effort in harnessing the potential of youth for India's service sector. With over 5000 youths trained across 12 states, this initiative has not only equipped them with job-oriented skills but also instilled in them a positive outlook towards societal life. The programme's focus on creating a pool of skilled workers, particularly from marginalized communities, has led to significant socio-economic empowerment, with over 83% of trained individuals securing employment or becoming self-employed, thereby breaking the cycle of poverty. Through rigorous Train

the Trainer programmes, learning kits, assessments, and placement assistance, FVTRS has ensured a holistic approach to skill development and employment generation. The success stories of individuals like Kavya and Kaveri underscore the transformative impact of this initiative, highlighting how access to education and vocational training can pave the way for a brighter future.

The trained youth have received the username and password from BOSCH and using the same, the third party assessment of the students are in progress. The youth who pass the assessment will be certified by BOSCH India which enable the youth to find jobs across the globe.

### Key Outputs

- Trained 4981 students on BRIDGE programme
- Over 50 % of the trained students are women
- Over 90% of the students are belonging to SC, ST and OBC communities.
- 83% of the trained youth have placed with a minimum of Rs. 8000 per month.
- Availability of 164 master trainers across 12 states

As FVTRS extends its gratitude to BOSCH India for their continued support, it emphasizes the critical need for such vocational training interventions to uplift underprivileged youth and foster inclusive economic growth in India



## Determination and Hardwork brings Success in Life

**KAVERI**, a 22 years old student hails from an economically poor family, who faced a lot of financial constrains hindering her education. Kaveri determined to support her family, she learned about FVTRS, offering free nursing training along with BOSCH, BRIDGE programme.

Despite limited opportunities in her remote village, Kaveri excelled in her studies and achieved a nursing certificate (GDA) from the training and also underwent the BRIDGE assessment. Her efforts paid off her, with a Job in Bangalore, providing a monthly salary of Rs. 13,000 per month. Kaveri's inspiring journey showcases resilience and the importance of education, impact of transformative institutions like Bosch and FVTRS, ultimately leading to a brighter future for her and her family.

*Kaveri Says, "I am deeply grateful for the openings to the new world of opportunities and your unwavering support helped me to overcome the hard times of my family and me".*



## Leadership Training



### Jamshedpur

On February 14th, a leadership training session took place at Vikas Bharathi in Jamshedpur, bringing together instructors, field in charges, and consultants from Jharkhand, Bihar, Odisha, West Bengal, and Northeast. Dr. Jiju Thomas of JUSCO Education Mission led the session, delving into effective communication, decision-making, creative thinking, and understanding followers' attitudes. Through engaging activities, participants underwent a transformative experience, analysing their individual roles and responsibilities in training early school leavers.

Dr. Thomas demonstrated leadership skills and emphasized the importance of life skills in the professional realm, highlighting their interconnectedness and potential for impactful outcomes.

The following day, February 15th, saw a comprehensive orientation to equip participants with the necessary tools to fulfil their responsibilities as entrusted by FVTRS. Facilitated by Mr. C P Nicholas and Sajeesh K P, the sessions focused on developing and implementing skill development plans with innovative trades, mobilization strategies, proper documentation, and effective monitoring.

Mr. Nicholas underscored the importance of orienting trainees on accessing government schemes like Vishwakarma Yojana and potential affiliations with sector skill councils, ensuring a holistic approach to skill development and empowerment.



### Bangalore & Dindigul

In a concerted effort to bolster the expertise and efficacy of instructors and project teams across Karnataka and Bangalore, Quest Alliance in collaboration with FVTRS organized a joint leadership training program. It was done from January 8th to 10th in Dindigul and January 9th to 11th in Bangalore, the sessions were co-facilitated by Ms. Anita Alpha and Dileepan from Quest Alliance and Dr. Ventkat Ravi from Gandhigram University, infusing the training with academic rigor and practical insights. Emphasizing the cultivation of essential 21st-century skills, the program adopted an interactive approach, blending verbal and non-verbal methodologies to engage participants effectively. Through a dynamic mix of games, activities, and analytical discussions, attendees were not only equipped with theoretical knowledge but also developed practical strategies for application in their respective roles.

Under the adept guidance of facilitators Mr. Alpha Anita and Ragavendra from Quest Alliance, alongside Mr. Jimmy Mathew and Sajeesh KP representing FVTRS, the training culminated with a focus on actionable follow-up initiatives. Emphasis was placed on the seamless integration of newfound skills into real-world scenarios, particularly in the realm of skill training for trainees in the field and facilitating their subsequent placements.

This comprehensive approach ensured that participants left the program not only empowered with enhanced capabilities but also equipped with practical frameworks for sustained impact in their professional endeavours.

## Exploring Skill Intelligence



### LUCKNOW

Functional Vocational Training and Research Society (FVTRS) convened an enriching regional review meeting, **"Exploring Skill Intelligence,"** from February 14th to 15th, 2024, at SSK, Lucknow. Led by Mr. Felix D Souza, Executive Director of FVTRS, alongside Mr. Jimmy Mathew, Manager-Programmes, and Ms. Silli Dalai, Field Executive, the meeting aimed to assess the efficacy of recent training initiatives and strategize for further skill enhancement. With representatives from Madhya Pradesh, Uttar Pradesh, and Rajasthan, the gathering delved into comprehensive discussions, covering areas such as training program relevance, team engagement, progress

evaluation, and best practices identification. The session showcased impressive highlights, including significant youth enrolment in government schemes, enhanced placement rates, and constructive feedback for program improvement.

The meeting emphasized evidence-based presentations, collaboration with partners for certification and support, and a focus on areas like sustainability, visibility, and consistent improvement. Attendees were invigorated by energizing activities and inspired by insights shared by Mr. Felix D Souza and Mr. Jimmy Mathew, which underscored the importance of aligning training outcomes with job opportunities and adopting best practices. With a roadmap outlined for future actions, including networking with universities, refining certification processes, and strengthening ties with government bodies, the meeting concluded with a sense of purpose and gratitude towards all participants for their active involvement in shaping the future of skill training and development.

### JAMSHEDPUR

In Jamshedpur, a regional review meeting conducted on 12th and 13th February which was convened field staff from Jharkhand, West Bengal, Assam, Odisha, and Chhattisgarh. The gathering, comprising field in charges and consultants, focused on evaluating training programs through presentations crafted in the Result-Based Management (RBM) model.

Each presentation encapsulated vital statistics on training outcomes, including employment figures, case studies, Management Information System (MIS) data, and multimedia showcasing various program aspects like events, guest lectures, field visits, and placements.



Training statistics across locations highlighted both achievements and areas for improvement. The meeting underscored the importance of meticulous planning, with discussions centering on employment strategies and skill development plans tailored to local needs. Attendees were oriented on conducting baseline and market surveys to align training initiatives with market demands effectively.

Furthermore, adherence to Standard Operating Procedures (SOPs) and meticulous documentation at each centre were emphasized to ensure program integrity and accountability. Plans were set in motion to draft annual plans and share them with respective field executives, fostering a culture of proactive planning and collaborative action to enhance skill training outcomes in the region.

## Exploring Skill Intelligence



### BANGALORE

The South India Review Meeting convened at Kross Bangalore on January 30th and 31st, 2024, opening with a cordial welcome from Ms. Divya and Mr. Nicolas at 10:30 am. Participants engaged in discussions encompassing recent progress and forthcoming objectives for 2024. Mr. Nicolas invigorated attendees by delineating FVTRS goals, highlighting the prevailing CSR landscape, and global employment trends.

Field incharges showcased achievements, notably an impressive average placement rate of 87%, surpassing 90% in select cases. A significant milestone was the signing of an MOU with Gandhi Gram University,

expanding electric connection classes and certifying trainees across Tamil Nadu.

Mr. Kaleem, the placement manager of BOSCH and his team enlightened field staff on the Bridge and Bosch program's objectives, with state head commitment to comprehensive involvement, including kit distribution to trainees. Ms. Monalisa from MIS Goonjan delivered a comprehensive presentation on data filling procedures within the Goonjan portal, addressing updates and elucidating each step with patience and clarity, resolving queries effectively. Mr. Jimmy Mathew elucidated the monthly action plan and future strategic goals, fostering a clear roadmap for achievement. The meeting concluded with a renewed sense of purpose and alignment towards shared objectives.

## “ENABLE INDIA - SAMAGAMA”

Enable India's 25th annual "**Samagama Programme**," held on February 13th and 14th, 2024, which was represented by Ms. Hema from FVTRS. The event featured Garvse village, a model of Enable India's impact, where beneficiaries sold products. Collaborating with Selco Power, Enable India provided solar-powered machinery for productive activities.

Handmade products by beneficiaries were exhibited, reflecting skills honed through Enable India's training. Overall, the "**Samagama Programme**" served as a platform to celebrate the successes of Enable India and its beneficiaries.

Ms. Hema S, the field executive has represented FVTRS. Overall, the "**Samagama Programme**" served as a platform to celebrate the successes of Enable India and its beneficiaries.



## TATA Power Community Trust Project (CSR)

Chandapura , Bangalore



The third phase of this project aimed to improve the living standards of poor and marginalized families in and around the village of Chandapura, near Electronic City. The focus was on equipping 45 women with vocational and entrepreneurial skills to enable them to earn a regular monthly income for a better life. The project aimed to strengthen 10 women's Self-Help Groups (SHGs) through Entrepreneurial Development Programs (EDP) and skill training, start 3 micro-business units with specific products, and enhance the skills of 20 beauticians to elevate their services to the next level.

The project has successfully resulted in higher income, financial freedom, delivery of professional services, replicable business models, and community support for the initiatives, aligning with the vision of TPCDT. The program was designed and implemented with the intention of integrating the marginalized population, particularly young women, into mainstream development.





## TATA Power Community Trust Project (CSR)

Chandapura , Bangalore

### ★ Major Achievements of the project

- ★ Strengthening of 10 SHGs with 102 women with bank linkage and entrepreneurial and employment skills.
- ★ The mushroom units stated in the previous project is now running very well and making a sale of Rs. 2400/- per day.
- ★ The three beauty parlour started with HD make up has remarkably increased the income of women from Rs. 4000/- to Rs. 18000/- per month.
- ★ 17 women who have make skill up-gradation is earning average of Rs. 10000/- to 12000/- per month. There is considerable increase in their income compared to last year.
- ★ 20 women are directly involved in garment making and they produces dress materials, jute bags, Aprons etc. Their average monthly income is Rs. 8000/- per month. This production unit is doing its business under Sri Lakshmi enterprises with proper GST billing.
- ★ Roti making process 10 women are involved and they make 200-250 Roti per day - So far they did business of Rs. 38000/-. As a value addition- Based on demand they also started making and selling chapatis, chutney powder and other eatables.
- ★ 48 SHG women are into employment and self employment which creates income from Rs. 10000/- 12000/- per month for each member. 10 women have actively participated in 19 exhibitions organized in various occasions, especially TATA & TCS campus and made a sale of Rs. 9,77,769/ under Anoka Daga brand.
- ★ The trainees who have successfully completed the beautician course has been awarded with certificate during graduation ceremony.



## TATA Power Community Trust Project (CSR)

Tirunelveli, Tamilnadu

### Gangaikondan - Tirunelveli

FVTRS has successfully completed beautician training for 21 marginalized women in Gangaikondan village at Tirunelveli district with the collaboration and support of TATA Power Community Trust.

The proposed project has been successfully completed according to the schedule, and the deliverables have been achieved. The project has created a new livelihood option for 21 marginalized women, enabling them to attain economic independence.



The alternative income from skill-based employment will empower these women to stand on their own feet, enabling them to make decisions regarding their practical needs. Moreover, to an extent, the employment opportunities provided will allow these women to break the social barriers such as restricted mobility, asset accumulation limitations, and social marginalization.

We would like to extend our heartfelt gratitude to the dedicated personnel from TATA Power for their invaluable support and guidance. Special thanks to Mr. Srinath Reddy from Bangalore, Mr. Manish Gupta from Mumbai, Mr. Mariados E, Ms. Lavanya, and other team members from Tirunelveli and Mumbai.

Your contributions have been instrumental in the success of this project, and we deeply appreciate your commitment and assistance. Thank you for helping us achieve our vision and make a meaningful impact on the lives of marginalized families.



## From Hardship to Hope: *The Inspirational Journey of Manish Yadav*



In a small village in Ambikapur, the story of 20 year old **Manish Yadav** shines as a beacon of resilience and determination. Born into a family struggling to make ends meet, Manish faced numerous challenges from a

young age. His father, a mechanic, earned a meager Rs. 400 per day, which was barely enough to cover the basic needs of their household. Despite these hardships, Manish harboured a deep desire to continue his education and improve his family's situation.

Manish completed his studies up to the 10th standard, but financial constraints forced him to leave school. To support his family, he took on hard labour jobs, juggling work and responsibilities at home. With two brothers and a sister relying on him, the weight of responsibility was immense. The future seemed bleak, and further education appeared to be an unattainable dream.

However, fate had a different plan for Manish. The field in-charge of the Functional Vocational Training and Research Society (FVTRS) recognized his potential and motivated him to enrol in computer

training. This opportunity became a turning point in Manish's life. Encouraged to apply for jobs that required only a 10th standard education, Manish filled out an application for a position at the post office. His dedication and the skills he acquired through computer training paid off when he was selected for the job.

Today, Manish is posted in the Udaipur block, earning a respectable Rs. 18,600 per month. This new income has not only uplifted his family's financial condition but also ensured that his siblings can continue their education without the struggles he faced. Manish's journey from hardship to hope is a testament to his unwavering spirit and the support he received from FVTRS.

Reflecting on his journey, Manish expressed his gratitude: *"I would like to thank the entire team of FVTRS for this. Because of them, today my entire family walks with their heads held high, and my brother and sister's education is also continuing."*

Manish Yadav's story is a powerful reminder of how opportunities, combined with determination, can transform lives. His success stands as an inspiration to many others in similar situations, proving that with the right support and hard work, a brighter future is possible.

## Journey towards entrepreneurship



**Pinki** hails from Jafarganj, Jagdishpur block, Ameth; is a school dropout youth who belongs to a socially and economically backward family. She has one younger brother. Her mother is a homemaker and her father is a marginalized farmer. Due to financial issues, Pinki became a school dropout and started staying idle at home. In meanwhile she joined the community meeting organized by the Functional Vocational Training and Research Society in her village and got information that FVTRS is going to start training for school dropout youths.

FVTRS field consultant facilitated her to join Beautician Training. Pinki completed the 3 months training program successfully. She was a very fast learner, motivated and has the willingness to do business. She was guided during EDP and Life Skill training and capacitated enough to identify her entrepreneurial qualities. After completion of training, with an investment of Rs. 5000/-, Pinki started Beauty Parlour in her village.

She said, *"I know all work related to parlor like- Mehandi, Bridal Makeup, Facial, Threading, Hair cut etc. and also take booking in the village and outside the village. I have a dream to open a big Beauty Parlor. But my father is not having money to support and I am at a very early stage. Hope, I will earn enough money from this beauty parlor and will surely establish a big beauty parlor after some time. I am very happy to stand on my feet and support my family. Now iam earning up to 12,000/- per month."*



## Local Resource Mobilization

### INDIA DONATES

On February 28th and 29th, Mr. Felix D'Souza and Jimmy Mathew participated in a resource mobilization strategy meeting in Delhi, hosted by India Donates. This workshop proved invaluable in assessing the current positions and strategies of various organizations regarding local resource mobilization. Moreover, it facilitated the development of long-term strategies aimed at fostering stronger associations to enhance local resource mobilization systems, thereby sustaining developmental initiatives.



The comprehensive discussions and collaborative efforts during the workshop provided a platform for identifying key challenges and opportunities, paving the way for more effective resource utilization and community engagement. Moving forward, the insights gained from this meeting will serve as a blueprint for implementing targeted interventions and forging impactful partnerships to bolster grassroots development efforts across the region.



### QUEST ALLIANCE

From February 1st to 3rd, Mr. Jimmy Mathew and Divya Noel of FVTRS participated in a partnership meeting hosted by Quest Alliance in Koramangala, Bangalore. The meeting encompassed a comprehensive review of ongoing programs implemented by partners in South India. Furthermore, discussions with CSR heads were held to discern the aspirations of both employees and employers. The workshop also delved into strategies for local resource mobilization and the necessary steps to implement them effectively.

This gathering proved to be profoundly enriching, enhancing partnerships, elucidating future prospects, and identifying avenues for local resource mobilization. It served as a collaborative platform for sharing insights, exchanging best practices, and collectively charting a course toward sustainable development and impactful social change. The discussions and interactions during the workshop contributed significantly to strengthening alliances, fostering innovation, and promoting holistic approaches to addressing societal challenges.

## UPCOMING EVENTS

1. National Review meeting-Hyderabad
2. Life Skill -Master Trainers Training, Bangalore
3. Entrepreneurship Development - Master Trainers Training, Bangalore
4. Workshop on Resource Mobilization - Bangalore

*Our team members celebrated their birthday during this quarter.*

*We wish them all the best.*

*Zeetha S, Sajeesh KP, Diviana Nayagi and Madhusoodan*

