



# ANNUAL REPORT

## 2022-23

*Making Underprivileged Youth Employable*

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**Felix D'Souza**  
*Executive Director*

## MESSAGE

The relief from the global pandemic has breathed new life into humanity and revitalized developmental efforts across various sectors. FVTRS has infused with renewed vigour, and re-emphasized its commitment to its vision of empowering marginalized youth. During the financial year 2022-2023, FVTRS embarked on an ambitious journey, introducing vocational skill training and other aligned programmes in 13 states of the country. The organization's dedication bore fruit as it achieved significant milestones in terms of training and employment to the youth.

In the time of challenges, FVTRS exhibited remarkable resilience, courageously tackling obstacles with great level of determination. This was made possible through the invaluable support extended by its dedicated stakeholders at different levels, especially the people at grass root level. Throughout the reporting period, FVTRS carefully aligned its actions with the established strategies and objectives, ensuring that its efforts are marching towards its mission.

As we stand today with a sense of pride that envelops our organization for the exceptional accomplishments we have attained. The journey has not only been about achieving targets but also about imbibing the essence of innovative strategies and unwavering commitment. This report serves as a comprehensive overview of all the activities undertaken and the collective achievements realized, reflecting the collaborative efforts of the Board and the dedicated team members operating at the organization.

This report not only serves as a documentation of our collective endeavours but also offers a moment of reflection, allowing us to remind the joint strides we have taken. It is a showcase of the key achievements that have been made possible through synergy and shared determination.





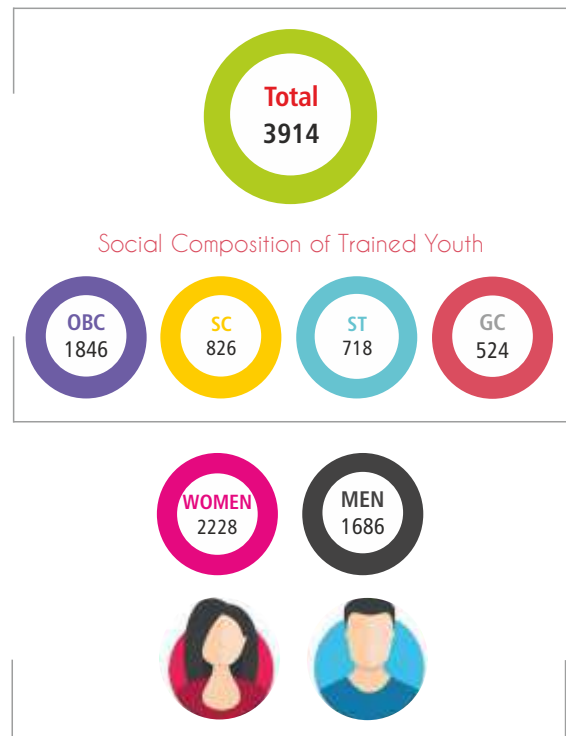
# OVERVIEW OF THE YEAR

## SKILL TRAINING

During the year FVTRS has trained 3914 youth among them 1686 are men and 2228 are women.

Among the trained youth 826 are Scheduled Caste 718 are Scheduled Tribe 1846 are other backward caste and 524 are belonging to general category.

The skill trainings are being carried out in 13 states with 143 centres and it is closely monitored by 41 field staff.



## WOMEN EMPOWERMENT – ENTREPRENEURSHIP MODEL

FVTRS with the partnership of Child Fund & CITI bank supported 1,408 marginalized women to revamp and start micro business in the cities of Bangalore, Mysore and Mangalore. These women were not only supported with finance inputs but also were provided hand holding and intellectual support through three phases of entrepreneurship development training.

It has helped these women to run the business systematically and successfully





## EXPLORING SKILL INTELLIGENCE

Regular on and offline review meetings are conducted to meticulously assess and refine the implementation of our skill development and allied initiatives across various regions. During these meetings, a comprehensive evaluation was carried out, and it was heartening to observe that the majority of our programs have been executed in alignment with our plans and objectives.

Furthermore, these review meetings have proven to be invaluable platforms for collaborative engagement and knowledge-sharing.

Attendees, including stakeholders, partners, and experts were actively involved in discussions aimed at bolstering the overall quality of our skill training programs. The insights garnered from these interactions have proven instrumental in refining our approaches and strategies



## ENTREPRENEURSHIP DEVELOPMENT PROGRAMMES BY EDP CENTRE

FVTRS emphasizes on Entrepreneurship Development through its EDP center in addition to its vocational skill development programme. EDP training is an ongoing initiative aimed at promoting a nation wide Team of Trainers (ToT) for imparting EDP training to various stakeholders.

In 2022-2023, four sessions were conducted in Bangalore, Visakhapatnam, Delhi, and Lucknow, with a total of 73 attendees from diverse institutions.

The training was facilitated by FVTRS's resource team, including staff from head office and certified the Participants who have hailed from 10 different states



## LIFE SKILL TRAINING BY LIFE SKILL CLUB

FVTRS organized two 4-day life skill master trainers training sessions in Bangalore and Goa, covering topics like communication, relationship building, empathy, and conflict resolution. The training facilitated by FVTRS has transformed participants into certified master trainers.

They shared their experiences and challenges, noting a shift from being a trainer to a facilitator, enabling better understanding of their participants.

The training was attended by 43 participants from different states.



## TRAINING ON 21ST CENTURY SKILLS

FVTRS held an advanced training program in Bangalore from Sept 21-23, 2022, to enhance the skills of 24 selected Master Trainers nationwide. Dr. Tom Jose, with 30 years of experience in HR management and training at KKID (Karl Kubel Foundation), led the sessions. The training encompassed leadership, communication, facilitation, and presentation skills.

## PARTNERSHIP BUILDING

FVTRS and Quest Alliance have partnered for an app-based, job-oriented training program for 70 unemployed youth aged 18-35. The training held at SKF Towers in Ramamurthy Nagar, Bangalore was inaugurated by ex-corporator Mrs. Shantha Krishna Murthy. The training includes interactive sessions, group discussions, practical training, career guidance, mock interviews, and guest lectures covering behavioural and life skills. Upon completion, participants receive a jointly signed certificate from Quest Alliance and FVTRS.







## STAFF CAPACITY BUILDING

FVTRS regularly conducts capacity-building programs to enhance team efficiency and effectiveness. A program was held in Panaji on June 7-8, 2022, attended by staff from Bangalore office and the field. 57 field consultants and in-charges from 13 states participated. The meeting had reviewed the ongoing skill training and discussed about new strategies, various roles and responsibilities for better performance.

## TRAINING ON RESULT BASED MANAGEMENT

FVTRS organized a four-day capacity-building and review meet from Nov 21-24, 2022, at KKID in Coimbatore, Tamil Nadu. Field staff from across India and Head Office staff participated. The focus was on Result Based Management (RBM), facilitated by Dr. Tom Jose, KKID Programme Director. The training boosted understanding of RBM principles, Hierarchy of Changes in social development results, SMART principle, Logical Framework Analysis, and more.



## FINANCE TRAINING AT KKID COIMBATORE

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

## LEADERSHIP TRAINING

A two-day Training of Trainers on Leadership was held in Belgaum, Bhopal, and Jamshedpur. Participants from multiple states attended.

The insrtuctors of different trades and field staff were the participants.





## NATIONAL SKILL CONFERENCE (NSC)

*14th National Skill Conference was held on 4th and 5th May 2022 at Bangalore on “Skilling Youth Towards a Changing World”.*



The 14th NSC highlights the importance of skilling the youth, especially in the post COVID world.

It was also an occasion to sensitize participants on specific themes and explore new perspectives and concepts on skills training. The conference was facilitated by 20 speakers from various relevant sectors and at the valedictory function 23 master trainers of FVTRS were graduated.

## SKILL PROMOTION INDIA NETWORK (SPIN)

FVTRS mentored to establish SPIN, a network of 45 skill-promoting organizations, and is one of its members. The network members are engaged in various activities to promote vocational skills in their respective state through the state chapters.



## RESOURCE BASE

FVTRS received constant support from Misereor- Germany, TATA Power -CSR, Quest Alliance, Central University- Kalaburagi and Child Fund India through CITI bank.

## MEMORANDUM OF UNDERSTANDING

FVTRS has signed MoU with Quest Alliance, TATA Power- CSR, BOSCH- Bangalore. MoU process is initiated with Gandhi Gram university, Madurai, Rabindranath Tagor University, Madhya Pradesh.



## RESEARCH AND DEVELOPMENT

A National-level study has been conducted in 20 major cities across India to assess the Potential Employment Opportunities for Early School Leavers.

The study was carried out with the professional and technical support of the Central University in Gulbarga, Karnataka. A team of 20 research assistants participated in the study and their findings have been compiled. Based on this

compilation an analytical report has been prepared.



### SKILL NET

Skill net is the association of skilled workers, especially the grass root level groups of trained youth. During the period 219 groups with a membership of 1931 members has been formed.

The purpose of skill net is to ensure follow up with the trainees after the training programme, enhancement of their skills, financial sustainability through thrift and credit

programme and continues progress in skill development.

### OPEN SCHOOLING

FVTRS continued enrolling early school leavers to open schooling to pass 10th standard. For the last six months we were able to enrol 298 youth . These youth are continuing their studies while attending skill training. Out of 298 youth 98 of the wrote exam and passed 10th standard exam.

### CERTIFIED MASTER TRAINERS

FVTRS launched intensive training programs for selected master trainers under MEPSC. In the past year, 30 ToT members attended the training and took the test. Among them, 20 participants scored above 90% and were certified as master trainers by MEPSC. These trainers are now part of FVTRS's resource team for further training development.



### TATA POWER CSR PROJECT

The Chandapura project was successfully executed as planned. On February 15th, a CSR delegation from TATAs, including Mr. Manish Gupta, Ms. Katiyar Riya, Mr. Ramana Gowda, and Mr. Shrinath Reddy, visited the site.

### PROMOTIONAL MEETINGS

FVTRS and Quest Alliance jointly conducted workshops in different states to address evolving skill development trends and increasing demand for skilled workers. 168 representatives from various states attended.





## AWARDS & RECOGNITION



FVTRS received a **National Award from the Ministry of New and Renewable Energy** for outstanding work in ESG enablement. The award was presented during the India ESG network meeting on March 16, 2023, in Delhi. FVTRS is now a certified industry partner of MEPSC for soft skill training programs and an empanelled member of MEPSC.



## KEY ACHIEVEMENTS AT A GLANCE

- ★ Trained 3914 young men and women and employed 3251 of them
- ★ 83% of the trained youth are employed , compare to last year there is a growth of 11%
- ★ 1408 micro business women from Bangalore, Mysore and Mangalore city have revamped their business impacted by Covid-19
- ★ 63 collective enterprises are run by skill net members
- ★ 74 trainers attended the master training course of EDP
- ★ 52 trainers attended the master training course of life skill
- ★ The total number of master trainers in EDP and life skills are now 399
- ★ 20 Master trainers are certified by Sector Skill Council – MEPSC
- ★ FVTRS has organized three phases of EDP training for 1408 women entrepreneurs.
- ★ The resource team of FVTRS head office level has facilitated 8 different training programmes
- ★ The master trainers of EDP and Life skills at field has organized 751 Training programmes covering 21028 persons.
- ★ Successfully completed a study in 20 cities of the country to know the employment and skilling potential for the early school leavers.
- ★ FVTRS is certified by MEPSC as industry partner
- ★ Certified by ISO
- ★ Received national level award from the ministry of renewable energy
- ★ 23 trainers of FVTRS are graduated as master trainers and added to the resource pool of FVTRS
- ★ Enrolled 298 youth with open schooling to complete matriculation and 98 of them have cleared the exam.

# DETAILS OF THE EVENTS

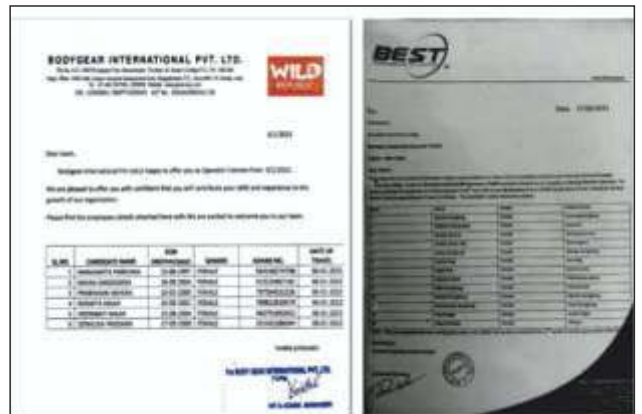
## SKILL TRAINING

FVTRS has given constant focus on skill training and expanded its intervention to 13 states with 143 centres and it is closely monitored by 41 field staff. With regards to employment, out of total trained youth 1908 are employed with various companies and industries and another 1186 are self-employed and 824 of them are in search of job.

Among the employed and self employed 62 percent are employed in various industries. Among the trained youth 16% youth fall in the category of Persons with disability, widow, trafficked women, single mother and semi orphan.



## Appointment Letter's of our Trainees





## 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.



## STORIES OF NEW BEGINNING



### Ms. Stella

Stella, aged 33 years is a beautician from Bangalore, attached to a beauty parlor and providing home beauty services. She earned about 12,000/- per month. She faced financial difficulties after having to stop home visits during the lockdown. The loss of income affected the basic family routine of paying rental, school fees for children etc.

The EDP training by FVTRS, which she attended has rejuvenated her self-confidence and motivated her to re-start the business. With the financial assistance, she invested additional money and purchased '**beauty products**' and professional make-up instruments. Stella is now been able to start her own business afresh. She works as an independent beautician earning about 30000/- per month. She is also planning to avail a loan from SHG and start a beauty parlor soon.

The EDP training by FVTRS, which she attended has rejuvenated her self-confidence and motivated her to re-start the business. With the financial

***“The EDP training has improved my communication skills and helped me to develop business strategies”***, asserted Stella.

## WOMEN ENTREPRENEURS DAY

An award function was organized to felicitate the best entrepreneurs on 3rd March at Bangalore. Dr. Rajeshwari R, the President of AWAKE, was the chief guest, and Ms. Sakina Baker, the CSR head of BOSCH, Mr. D.L Krishna Murthy, District Skill Development Manager from the Karnataka government

department of skill development, and Mr. Manjunath Sr. Manager from CFI were the guests of honour.



Thirty selected best performing entrepreneurs from Mysore, Bangalore, and Mangalore were recognized with a memento and certificate. The program was attended by over 80 people.

## EXPLORING SKILL INTELLIGENCE

The primary objective of these review meetings has been to meticulously assess and refine the implementation of our skill training initiatives across various regions. These review meetings have proven to be invaluable platforms for collaborative engagement and knowledge-sharing. Attendees, including stakeholders, partners, and experts, were actively involved in discussions aimed at bolstering the overall quality of our skill training programs. The insights garnered from these interactions have proven instrumental in refining our approaches and strategies.

As part of our commitment to continuous improvement, constructive suggestions were offered during these review meetings. These suggestions, emanating from the collective wisdom of diverse stakeholders, serve as catalysts for elevating the effectiveness, relevance, and impact of our skill training programs. We firmly believe that this ongoing process of evaluation, feedback, and enhancement will enable us to better address the evolving needs of our beneficiaries and ensure the enduring success of our initiatives.

The occasion was used to capture the results that occurred due to the skill development programs and other allied activities. The status of the ongoing skill training programs, employment, and income earned were assessed from the presentations. It was found that there is progressive growth in employment. The employment ratio has grown from 72% to 80%. There has been a constant effort towards industry linkage for employment creation, and this has been one of the key aspects for the increase of the employment ratio.

Linkages were made to government schemes and departments for self-employment. Linkages with KVK, DIC, LNT Bhopal, DS Group, Employment Exchange Registration, MSME, NIIT, MSRLM, Rotary Club, Mudra Yojana, and Canara Bank are some of the examples. There was also an attempt to avail certificates from NYK and NII. It is also observed that the trained youth are being formed into skill net groups, and this helps for further follow-up and skill enhancement. The field staff is regularly imparting training on EDP and Life Skills to the trainees along with skill training.





## ENTREPRENEURSHIP DEVELOPMENT PROGRAMMES *by edp centre*

Entrepreneurship development is one of the prominent disciplines of FVTRS as part of its skill development programme. EDP training is an ongoing activity of FVTRS to promote Team of Trainers (ToT) across country to impart EDP training to different stakeholders. This is being done in a phased manner. During the year 2022-2023 four training were conducted in Bangalore, Visakhapatnam, Delhi and Lucknow. Total number of 73 persons attended the training from different institutions. During the year 11 Master trainers were certified and of which six of them has been absorbed to the FVTRS resource team.



Remining 62 persons need to complete the third phase to get certified. The training dealt with entrepreneurship and qualities of an entrepreneur, generating of business Idea, market survey, facilitation skill, communication, technique and strategies of marketing, leadership skills, importance of the social /digital media, branding etc. The trainings were facilitated by FVTRS resource team which contains staff members from Bangalore and certified resource persons. Participants from 10 states have attended the training programme.

## Life Skill Training *by life skill club*

FVTRS organized the 2nd Phase of master training in life skills from 13th to 16th December in Bangalore. There were participants from Andhra Pradesh, Tamil Nadu, and Karnataka. It covered sessions on communication skills, building and balancing relationships, empathy, and conflict resolution management.

The final phase of Life Skill from 14th to 17th February in Goa where 24 participants attended the programme from across the country. The 4 days training was facilitated by team FVTRS and at the end the participants were awarded with certificate as master trainers. 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.

## TRAINING ON 21ST CENTURY SKILLS

FVTRS conducted an advanced training for the Master Trainers from 21st-23rd September 2022 at Bangalore. The purpose of the training was to upgrade the training skills of selected 24 master trainers from PAN India.

The resource person Dr. Tom Jose, having 30 years of the experience in human resource management and training from KKID (*Karl Kubel Foundation*) facilitated the 3 days training programme.

The training started with the motive of delivering proper pedagogy and implementation of trainee engagement methods throughout the three days program. He has emphasized on the importance of coming out from the comfort zone. The importance of TNA (*Training Need Analysis*) was explained well.

Dr. Tom Jose conducted an interactive therapy to make the Master trainers more capable to become better facilitators. The three days of training program covered various aspects of training skills: Leadership, communication, Facilitation, and presentation skills.



## PARTNERSHIP BUILDING

FVTRS signed a Memorandum of Understanding (MoU) with Quest Alliance to conduct an app-based, job-oriented training program for 70 unemployed youth aged 18 to 35 years.

The training is being held at SKF Towers in Ramamurthy Nagar, Bangalore, and was inaugurated by Mrs. Shantha Krishna Murthy, an ex-corporator.

The training was conducted using interactive sessions, group discussions, practical sessions, career guidance, mock interviews, and guest lectures on behavioural skills, along with life skills. Upon completion of the training, the youth are awarded a certificate jointly signed by Quest Alliance and FVTRS.





## STAFF CAPACITY BUILDING

Capacity building is a regular process in FVTRS and this enables its teams to enhance their efficiency and effectiveness with acquired skills and knowledge. There was a presentation on an overview of one-year activities and successes. Mr. Jose Jacob, the resource person has provided input session on how to create the visibility of the organization and build image of the organization through Networking,

Fund raising, Usage of social media and Branding. The organization progress obtains through the Visibility, Viability and Credibility. Demonstrated how effectively and technically update of the social media through the putting of the Hashtag (#) so that we can create visibility and viability of the organization. Branding of the organization and how to do raise the fund raising while using of the SoE (*Search Engine Optimization*).

The team members also oriented towards on EPFO, ESI benefits, Income tax. Recent changes financial process needs to follow by the field Consultant and field In charge. Matters regards to the Goonjan IMS Software were done through demonstration. Further discussed about the various reporting formats which need to obtain in the training center. Shared details of the next awards category like highest number of the youth trained, Number youth placement, Highest Women and MVG Category of the youth trained, Number of the enterprises developed etc.



## FINANCE TRAINING at *KKID Coimbatore*

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

The learnings from the training were: how an NGO is registered, what documents are required and to be maintained in future, what are the books of to be maintained - like cash book, Trial balance, Income and Expenditure statement, Balance Sheet etc, income tax and its implications and benefits to NGOs, how foreign funds are to be dealt, limitations on cash receipts, what documents are to be maintained and submitted to Ministry of Home Affairs.

## TRAINING ON RESULT BASED MANAGEMENT

The participants of the four days programme were the field staff from across India and the central staff of Head Office. The main theme of the capacity building programme was Result Based Management (RBM) and it was facilitated by Dr. Tom Jose, Director Programme KKID.

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 RBP, 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.

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.



## LEADERSHIP TRAINING

### *Training of Trainers on Leadership at Belgaum, Bhopal and Jamshedpur*

A 2-day Leadership Training of Trainers program was held in Belgaum, Bhopal, and Jamshedpur for Field Consultants and Trainers in skill development. Participants from Karnataka, Madhya Pradesh, Rajasthan, Jharkhand, Bihar, Odisha, West Bengal, and Chhattisgarh attended the training.

Each session ended with a tailored follow-up plan, assigning participants the responsibility to organize similar programs for local skill net leaders and trainees. A total of 68 persons took part, benefitting from sessions led by experienced resource persons: Mr. Ramachandra Bhat, Dr. J.P Tegar, and Ms. Bhavna Tripathi. The program aimed to enhance skills in facilitation, communication, emotional management, personal development, and interpersonal relationships.



## VISAKHAPATNAM

A Leadership Training Program conducted in Vishakhapatnam with 22 participants comprises of instructors and field consultants from Odisha, Chhattisgarh, Andhra Pradesh, and Telangana.

Sessions were handled by the resource person **Mr. Hari Venkata Ramana** he is M.A (*Social Work*) degree holder and National Awardee from Govt of India, also founder of Dharani Social Welfare Society. Started with his self-introduction and his experience in the social development sector.

Participants were taught about goal setting, decision making, communication, Time management, Facilitation, problem solving, relationship building etc. Training was done through input sessions, games, energizer etc. In addition to the resource person, staff of FVTRS also facilitated the sessions.



## COIMBATORE

A successful 3-day Leadership Training of Trainers program took place at KKID in Coimbatore, Tamil Nadu. The 23 attendees, including field consultants from various locations in Tamil Nadu, focused on conflict management, persuasion skills, motivation, and effective communication.

Sessions conducted in Tamil for accessibility, the program emphasized practical learning through interactive sessions.

Topics covered included leadership, communication, and interpersonal skills, with the goal of enhancing collaboration, communication, and personal growth. Participants left with newfound confidence in working with youth. Certificates were jointly awarded by KKID and FVTRS. The program has concluded with gratitude from Ms. DivianaNayagi of FVTRS.

## NATIONAL SKILL CONFERENCE (NSC)

**14th National Skill Conference was held on 4th and 5th May 2022 at Bangalore on “Skilling Youth Towards a Changing World”.**



Since 2007, FVTRS has been hosting the National Skill Conference (NSC) to reaffirm its commitment to performance. The 14th NSC in 2022 emphasized the crucial role of skilling youth in the post-COVID world. It aimed to provide fresh perspectives on skills training. The event was inaugurated on May 4th in Bangalore by Dr. C.N. Ashwath Narayan, Karnataka's Minister for Skill Development, Higher Education, Entrepreneurship, and Livelihood. Mr. Friedrich Birgelen from the German Consulate gave the keynote address. Fr. V.M. Thomas, President of FVTRS, highlighted global skill development trends. Mr. Felix D'Souza, the Executive Director, welcomed dignitaries, while Mr. Jimmy Mathew presented an overview of FVTRS activities. Dr. C.N. Ashwath Narayan praised the conference's relevance and urged collaboration of FVTRS in the Skill India mission.

### THEMATIC SESSIONS

There were 20 speakers to provide insightful deliveries on various topics. The insightful sessions by these speakers have helped FVTRS to retrospect its activities and understood the need to remain relevant towards post covid situation. Various opportunities, especially in the emerging job sector with new job roles have exposed the new way of skilling for the better future of marginalized youth in the country.

These commendations were seen as the next steps to address the concerns and future intervention of skill development that had been discussed in the panel discussions, and the audience was motivated to use these and other creative ways to better skill efforts in the country.

### VALEDICTORY FUNCTION

Mr. Santosh Kumar Saha, head business development, Management & Entrepreneurship and Professional Skill Council (MEPSC, a wing of NSDC), Delhi was the chief guest. He has graduated 23 master trainers of FVTRS and inducted them into the training wing of FVTRS. They have successfully completed the five days course with MEPSC and certified as trainers of MEPSC. FVTRS also awarded 23 members from different parts of the country for the extra ordinary performance in different sectors related to its skill development project.



## NATIONAL SKILL CONFERENCE (NSC) A PHOTO GALLERY



## SKILL PROMOTION INDIA NETWORK (SPIN)

### *4th Annual General Body Meeting*

The Annual General Body Meeting of SPIN was held on 3rd May at Bangalore. The meeting was presided over by Ms. Shalini Saxena, the president of SPIN. Mr. Satyanarayan Patnaik, the secretary read the minutes of previous meeting.

During the meeting the members have reviewed the activities of last one year. It was felt the momentum has been affected due to COVID-19 and its protocols. Decisions were taken on auditing the accounts, renewal of membership, activities for the coming year etc. It was unanimously decided to continue the same office bearers for another one year. Decided to continue the e-newsletter and the member organizations will provide the matters for publications. It was decided by the members to register SPIN under 12A,80G, NGO Darpan, CSR, TAN and FCRA . Mr. Ganesh Kumar took voluntary responsibility to do registration of same.



## RESEARCH

A National-level study has been conducted in 20 major cities across India to assess the Potential Employment Opportunities for Early School Leavers. The study was carried out with the professional and technical support of the Central University in Gulbarga, Karnataka. A team of 20 research assistants participated in the study, and their findings have been compiled. Based on this compilation, an analytical report has been prepared.



## Action Research – SCOPE

FVTRS is currently engaged in the continuation of our action research initiative, which was initially launched four years ago. As part of this ongoing effort, an evaluation process has been carried out in Jaipur, during the month of April, involving all the SCOPE stakeholders.

The decisions that were made during the previous review meeting was key in shaping the assessment procedures during the three-day meeting and field visit to the SCOPE area in Jaipur. The comprehensive review and subsequent documentation processes have been facilitated by the expertise of Dr. Jonas Richard, Kristu Jayanti College. His involvement has been instrumental in ensuring the accuracy of our review and documentation activities.





## THE INDIA ADVANTAGE TIA Summit

Mr. Felix D'Souza, Executive Director of FVTRS, along with Ms. Silli Dalai, Field Executive, participated in The India Advantage TIA summit in Bangalore from Sept 14-15, 2022. The summit focused on a greener and smarter future, bringing together government representatives, industry leaders, and global experts for collaboration and sustainable development.



Key speakers included representatives from Karnataka Digital Economy Mission, Synergia Foundation, German Consulate General, Canadian Consulate, and others.

Additionally, Mr. Felix D'Souza and Jimmy Mathew attended CSR summits in Delhi, providing an opportunity to connect with CSR heads and philanthropic organizations. They also participated in India America Chamber of Commerce meetings, gaining valuable insights into emerging business trends and employment opportunities.

## WEBINAR

*The finance department participated in various webinars to stay updated on FCRA and legal compliances. Key webinars included:*

- 1. Governance Training:** One-month online course by Christian Institute of Management covering topics like NPO Governance, Board Processes, and Governance Manual design.
- 2. Budgeting Webinar:** Conducted by Christian Institute of Management, focused on budget types, components, preparation, monitoring, and FCRA Amendment 2020's impact.
- 3. Labour and Employment Laws Webinar:** Covered leave entitlements, Maternity Benefit Act 1961, holidays, absenteeism, Natural Justice, Bonus, Overtime, and Leave encashment.
- 4. Compliances Webinar:** Organized by Christian Institute of Management, addressing General Compliances, 12 A / 12 AA Renewal, Income Application, TDS, 80G, GST, and FCRA.



## TATA POWER CSR Project

The 2nd phase of Chandapura project supported by TATA CSR was successfully executed and as per the plan. A CSR delegation from TATAs, including Mr. Manish Gupta, Ms. Katiyar Riya, Mr. Ramana Gowda, and Mr. Shrinath Reddy, visited the centre on 15th February.

They interacted with trainees in trades like Garment Making, Mushroom Cultivation, Beautician Courses, and Food Processing, as well as Self-Help Groups, staff, and FVTRS's Executive Director. The delegation was pleased with the program's implementation and pledged additional funding. They also proposed a new project for FY 2023-24, with the discussions about expansion feasibility.



## PROMOTIONAL MEETINGS

FVTRS and Quest Alliance, jointly conducted a series of workshops in different cities across India. The workshops aimed to address the changing trends in skill development and the increasing demand for skilled workers in various sectors. The meetings were attended by 168 representatives from organizations in states like West Bengal, Orissa, Jharkhand, Bihar, Uttar Pradesh, Assam, North Eastern states, Madhya Pradesh, Rajasthan, and Maharashtra.



Guest speakers, including Dr. S.K Sinha, former director of NABARD Bank, West Bengal, Dr. Oven Chowrappa from the Human Rights Cell, and Dr. Manisha Pandey from ISECT, Bhopal, presented the employment and skilling scenario of specific regions. The participants were acquainted with the mandates and major programs of FVTRS and Quest Alliance. Their goal is to create viable livelihood options for early school leavers by providing technical and non-technical skills. Quest Alliance expressed their readiness to collaborate with FVTRS and their allies to enhance non-technical skills, making candidates more effective in employment and self-employment.

A format was shared with the participants to express their interest in joining hands with FVTRS and Quest Alliance. The meeting was deemed fruitful by both the participants and the organizations involved, fostering hopes for a strong partnership in empowering the youth of the country. The workshops was co-facilitated by key persons from FVTRS and Quest Alliance. The objective of the workshop, emphasizing the growing demand for skilled workers and the need to bridge the gap between job market requirements.



## VISIT OF MISEREOR

A meeting was held at the FVTRS Office in Bengaluru with Mr. Diago Ferreira, Financial Consultant of MISEREOR/KZE, along with key members of FVTRS. The meeting involved a review of the status of various MISEREOR projects, discussions on financial matters, and the importance of timely project completion.

Several important decisions were made and decisions were derived. The meeting also highlighted the significance of accurate financial reporting, budget management, and effective communication with auditors. Overall, the meeting aimed to ensure smooth project implementation and financial accountability.



FVTRS has received a national award from the ministry of new and renewable energy for its dedicated and enduring commitment to rendering excellent work in the field of ESG enable of the year.



The award was given to the team FVTRS during India ESG network meeting held at India Habitat centre in Delhi on 16th March 2023.



FVTRS has been certified by MEPSC as industry partner for conducting soft skill training programmes. We have become empannelled member of MEPSC.

We have applied for ISO certification and received certificate as ISO certified organization.



We applied to BOSCH, Bangalore, seeking a partnership in skill development and training, and we are pleased to report that our proposal received a positive response from BOSCH.



## SHORT FILM ABOUT FVTRS

To give more visibility and showcase the glimpses of success of FVTRS has developed a small video about FVTRS and its activities. The first version of long and short video is ready.

## SKILL NET

FVTRS continued forming of Skill Net groups among the trained youth of FVTRS. During the period 219 groups with a membership of 1931 members has been formed. The purpose of skill net is to ensure follow up with the trainees after the training programme, enhancement of their skills, financial sustainability through thrift and credit programme and continues progress in skill development.



## OPEN SCHOOLING

FVTRS continued enrolling early school leavers to open schooling to pass 10th standard. For the last six months we were able to enrol 298 youth . These youth are continuing their studies while attending skill training. Out of 298 youth 98 of the wrote exam and passed 10th standard exam.

## CERTIFIED MASTER TRAINERS

FVTRS has initiated intensive training programmes for the selected master trainers under MEPSC and during the year 30 ToT members have attended training and appeared for the test. Out of 30 participants 20 of them have cleared the exam by scoring above 90%.



These people has been certified by the MEPSC as master trainers and they can conduct trainings and certify under MERPSC. These trainers are absorbed to the resource team of FVTRS for further training development.





# BOARD AND TEAM

## General Body Members

Fr. V M Thomas, *President*  
Ms. Mercy Kappen, *Vice-President*  
Fr. Peter Brank, *Treasurer*  
Mr. Felix D'Souza, *Secretary*  
Mr. John Peter Nelson, *Member*  
BP. Robindra Alpina Senapathi  
*Member*  
Sr. Rachamalla Suman Kumari  
*Member*  
Fr. Paul Moonjely, *Member*  
Mr. Ashok K Singh, *Member*  
Bp. Nazarane Soosai, *Member*  
Sr. Maria Nirmalini, *Member*  
Mr. Akash Sethi, *Member*  
Ms. Audrey Dsouza, *Member*  
Mr. Israel Inbaraj, *Member*  
Ms. Ransa Vasanthi, *Member*

## Team FVTRS

Mr Felix D'Souza, *Executive Director*  
Mr. Jimmy Mathew, *Lead Executive*  
Mr. CP Nicholas, *Lead Executive*  
Ms. Diviana Nayagi G, *Field Executive*  
Mr. Sajeesh K.P, *Field Executive*  
Ms. Silli Dalai, *Field Executive*  
Mr. Ajay Rao D, *Field Executive*  
Ms. Bedsy Joy, *Field Executive*  
Ms. Noyala Sheela, *Lead Executive Finance*  
Ms. H Nirmala Rao, *Finance Executive*  
Mr. Madhu Sudhan, *Finance Executive*  
Ms. Y Geetha, *Office Caretaker*  
Mr. Gerald, *Driver*



# AUDIT STATEMENT

FUNCTIONAL VOCATIONAL TRAINING & RESEARCH SOCIETY No. 86, 1st Cross, 805 Layout, D-1, Shilpam Kalyan Nagar, K. R. Nagar, Bangalore - 560 077, Karnataka India CONSOLIDATED BALANCE SHEET AS ON 31st MARCH 2023				
	Amount (₹)	Amount (₹)	Amount (₹)	Amount (₹)
<b>CAPITAL FUNDS</b>				
Being Fixed Assets at Cost				1,70,77,279.88
<b>GENERAL FUNDS</b>				
Foreign Contribution A/c As at 1.4.2022	1,54,206.04			
Local Contribution A/c	26,18,141.83			
	27,72,347.87			28,694.50
<b>ASSETS</b>				
As per Schedule - 2 - At Cost	1,68,01,397.98			
<b>FIXED ASSETS</b>				
Land & Building			15,056.25	
Foreign Contribution				
<b>Current Assets</b>				
State Bank of India (Local Contribution)	16,28,134.25			
The Catholic Syrian Bank Ltd (Local Contribution)	14,61,093.38			
State Bank of India (FCRA Account) New Delhi Main Branch	41,632.00			
State Bank of India (FCRA Account) 2nd Branch	2,14,038.34			
State Bank of India, Bellary, 1st Branch	-13,096.71			
State Bank of India (Utilisation Account) 1st Branch	5,78,891.79		36,47,963.13	
<b>Fixed Deposits:</b>				
1) The Catholic Syrian Bank Ltd - (FC General)	1,63,719.67		13,00,162.89	
2) The Catholic Syrian Bank Ltd (LC)			37,40,044.28	
3) Add: Additional Fixed Deposits				
4) Accrued Interest on FD - CSR (FC General) As at 31.3.2023 less TDS	2,54,456.00		6,396.30	
5) Accrued Interest on FD - CSR (LC) As at 31.03.2023 less TDS			1,79,727.20	
6) Less: Fixed Deposits closed during the year (LC)			(13,00,162.89)	
<b>Liens and Advances</b>				
Grant No. 311-900-1791.20			4,26,000.00	
Others			15,771.28	
<b>TDS Receivable</b>				
TDS on FD - FC			8,291.30	
Less: TDS Receivable written off - FC			(432.30)	
TDS on FD - LC			36,094.30	
Less: TDS Receivable written off - LC			(36,094.30)	
<b>Others:</b>				
Telephone and Cooking gas connection Deposits (FC General)			7,000.00	
Security Deposit - Chennarayana (LC)			10,000.00	
<b>TOTAL</b>	<b>2,52,06,847.91</b>		<b>70,794.00</b>	<b>2,52,06,847.91</b>



  
 (The Treasurer)  
 Treasurer



  
 (The Executive Director)  
 Executive Director

Place: Bangalore  
Date: August 10, 2023



FUNCTIONAL VOCATIONAL TRAINING & RESEARCH SOCIETY			
No. 86, 3rd Cross, BDS Layout, Dr. Shivram Karanthnagar Post, R. K. Hegdenagar, Bangalore - 560 077, Karnataka, India.			
CONSOLIDATED INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2023			
EXPENDITURE		INCOME	
To	Amount (₹)	By	Amount (₹)
<b>To Payments:</b>			
FC Payments			
FC-general	40,889.00	Contributions	
		FC Contribution a/c	1,000.00
		Other receipts	
<b>To LC Payments:</b>		<b>Local Contribution a/c</b>	
Promotional Meetings	19,495.00	a) LC General	
Auditing	94,980.00	Contributions - LC General	
Bank charges	801.36	b) FVTRS - TPSSL	15,79,724.00
Board meeting expenses	1,86,175.00	c) FVTRS - CFI Project	25,59,518.00
Organisation Development	70,369.00	d) FVTRS - Quest Alliance	4,37,500.00
Write Off	17,796.00		
FVTRS - Quest Alliance	4,35,050.00	<b>Interest received:</b>	
FVTRS - TPSSL	13,58,972.00	S. B. A/c Interest - SBI (LC)	88,982.00
FVTRS - CFI Project	25,59,518.00	S. B. A/c Interest - CSB (LC)	23,431.00
Office Maintenance	6,000.00		
		<b>Others Receipts</b>	
		Contributions received	15,76,094.00
		Membership Fees	900.00
		Other Income (Unprovisioned IT refund)	21,474.00
		<b>Interest on Fixed deposit</b>	
		Interest on Fixed deposit (LC)	2,06,834.00
		Interest on Fixed deposit (FC)	9,396.00
		<b>Excess of expenditure over income</b>	
<b>TOTAL</b>	<b>47,90,045.36</b>	<b>TOTAL</b>	<b>47,90,045.36</b>

Place : Bengaluru  
Date : August 10, 2023

  
(Felix D'Souza)  
Executive Director



For Functional Vocational Training and Research Society

  
(Fr. Peter Bijank)  
Treasurer

As per our report of even date  
For SSRA & Company  
Chartered Accountants  
Firm Regn No. 014266N



Membership No. 093711





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# FVTRS PRESENCE





## Functional Vocational and Research Society

No. 86,3rd Cross, BDS Layout  
Dr. Shivram Karanth Post  
R.K. Hegde Nagar  
Bengaluru - 560 077  
Karnataka, INDIA

Phone: 080 2846 5795

Email: [director@fvtrs.org](mailto:director@fvtrs.org)

URL: [www.fvtrs.org](http://www.fvtrs.org)



Skilling Youth – Building Nation



## OUR KNOWLEDGE PARTNERS



TATA POWER

