

Volume 2 Number 1

January 2007



Unleashing youth potential for sustainable livelihood



Inside

- ◆ 11th Finance Plan and Vocational Training
- ◆ From the National Directorate
- ◆ Board Meetings and Projects update
- ◆ Workshops conducted by FVTRS
- ◆ Workshops attended by FVTRS
- ◆ Other news in brief
- ◆ Readers write
- ◆ Some helpful contacts

Story on page 7

From the National Directorate

Innovation is the 'process of making improvements by introducing something new'. India, a nation of over one billion people and the second largest workforce, of which 93 percent belong to the unorganized sector, is the powerhouse of innovativeness. They are engaged in about 300,000 trades, most of them having resulted from an innovative mind which is active in the search for a decent livelihood. Innovation has never been an alien concept to India. The 'argumentative Indian', though powerless, has always been introducing something new and exciting, be it in the form of distributing lunch boxes in Mumbai, making fuel from leaves, discovering cures for ailments such as asthma, or mosquito repellants. The innovative mind is constantly on the search for something new.

We live in a world where talent hugely outstrips demand. It was shared in one of our consultation meetings that we should strive to create entrepreneurs instead of job-seekers through our vocational training programmes. In his address on the eve of the Republic Day, the President of India stressed on the need for vocational training for youth to take advantage of the emerging globalized scenario as 10 million young people are added every year to the ranks of the existing 40 million unemployed youth. As change-makers using our ingenious inclinations to be innovators and, as argumentative Indians, let us expand the space for this citizens' sector to innovate and become a new generation of entrepreneurs.

Albert Joseph
Executive Director

In the run up to the Eleventh Finance Plan

Since 2004 an effort is being made to identify and implement the reforms in administration of ITIs so as to facilitate better interaction with the industry. To begin with one hundred ITIs have been taken up. However, much more needs to be done. The system at present is still run like a government department, a position that is not up to the demands of a knowledge economy. It is necessary to give true financial and administrative autonomy to the ITIs that are formally registered societies. These ITIs should be run by independent qualified professional Heads whose performance is measured by the placements/income improvements of the passing out trainees and who are accountable to boards consisting of stakeholders, such as user industries and public spirited citizens in the locality. A new initiative at Public Private Partnership that will give a choice to the industry in design of courses and to the youth in selecting courses needs to be taken.

Vocational training for both men and women shall be accorded top priority in the 11th Plan, to be treated as an industry to attract investment into it. So far the private investments have come in only for the higher wage skills- IT, airlines personnel, fashion technology, etc., or the skills linked with government jobs - teachers, instructors, etc. These private training institutes are themselves present mainly in larger towns. Smaller towns that provide avenues for advance for rural youth have concentrated mainly on academic education or college education.

(Excerpts from the plan document)

Projects Update and Board Meetings

The Governing Board of FVTRS met on 3 November and 22 December for approving project proposals. A total of 73 proposals were considered, of which 53 were of regular programmes and 20 related to post-tsunami rehabilitation efforts. While Rs. 72,91,140 was approved for 17 regular projects, Rs. 43,06,115 was approved for nine tsunami related projects. Over 70 projects - 52 in the regular category and 19 in the tsunami category - are under study. These will be placed before the Board for consideration at later meetings.

Workshops conducted by FVTRS

Market and Training Needs Analysis-Training Programmes in Kolkata and Patna

FVTRS conducted two training programmes on, 'Market and Training Needs Analysis', the first one at Kolkata from 10 to 13 October and the second at Patna from 5 to 8 December 2006. These workshops were conducted as part of the strategic partnership with GTZ/NVTS for building capacities of partners in the ongoing projects and for prospective partners. The core content of these workshops dealt making proper analysis of needs, identifying opportunities and challenges and understanding the target group for designing effective training interventions in partnership with them for the desired impact.



Participants of the Kolkata Training Programme

Fourteen partner-organizations and 16 new organizations participated in these programmes to understand:

- ❖ The needs and aspirations of school dropouts and illiterate youth;
- ❖ Market opportunities with regard to wage and self-employment, and
- ❖ The dynamics of institutional framework for interventions, especially on training related to market and support services for micro- and small enterprise development.

The workshops also dealt with the methods of assessing market and target group needs in detail, using rapid assessment method and PRA techniques.

Mr. Ralf Lange, Consultant, FAKT-Germany, Ms. Rupal Panchal, Consultant of NVTS-FAKT and Mr. Felix



Participants of the Patna Training Programme

European Union approves project

A project for setting up three Resource and Programme Promotion Centres (RPPCs) in Northern, Eastern and Western India was approved by the European Union in November 2006 for a period of 36 months commencing January 2007. The project will cover eight states, namely, Maharashtra, Gujarat, Orissa, Jharkhand, Chhattisgarh, Western Uttar Pradesh, Uttarakhand and Harayana. Implementation logistics were discussed with partners on 27 November 2006. Regional Centres and FVTRS are busy with recruitment of personnel and putting systems in place.

D'Souza, Programme Manager, FVTRS, facilitated the Kolkata programme, while Mr. Thomas Paul, International Consultant on Vocational Training and Mr. T.D. Joseph, Technical Officer, FVTRS, facilitated the Patna programme.

Innovativeness in Vocational Training - a workshop in Chennai

To enhance the quality of project interventions in the tsunami-hit regions and to deliberate on innovativeness in vocational training, FVTRS conducted a one-day workshop on 'Innovativeness in Vocational Training' on 15 December 2006 in Chennai. It discussed the approach, practice, trade identification and models to fit the new opportunities in the emerging local and global scenario.



Mr. Gratian Vas inaugurating the workshop

Over one hundred participants from new and partner-organizations attended the workshop. Mr. Gratian Vas, President of FVTRS, inaugurated the workshop while



A section of the audience

Mr. Thomas Paul facilitated. Fr. Xavier Alphonse, Director of Community Colleges, Chennai, delivered the keynote address.

Workshops participated by FVTRS

Value Chain Workshop at Aachen in Germany

Mr. T.D. Joseph, Technical Officer, FVTRS, participated in a five-day workshop on the concept of Value Chain held at Aachen, Germany, from 9 to 13 October 2006 organized by Misereor and facilitated by Action For Enterprise (AFE) and International Development Consultants (IDC). The workshop provided an opportunity for understanding the paradigm shift taking place in programme design for promoting market development comprising value chain for micro, small and medium enterprises (MSMEs).

Workshop by Misereor

Implementing partners of Misereor in the Tsunami-hit locations of India took part in a two-day workshop organised by Misereor on 9-10 October 2006 at Chennai on the theme, 'Disaster Preparedness - Lessons from Interventions'. The two-day workshop focussed on the impact of the measures initiated and modifications to be made. Ms. Kesuma Saddak and Mr. Michael Susai from Misereor facilitated the workshop.

Joint Reflection Meeting

A Joint Reflection Meeting was organized by GTZ (German Technical Cooperation), NVTS (National Vocational Training System) and the Ministry of Labour and Employment (MoLE), Government of India, at Bangalore on 17 and 18 October 2006 to review the overall progress made under strategic partnership with GTZ/NVTS so far and to agree on the future steps.

The two-day meeting discussed the following aspects:

- ♦ Adaptability and replication of the developed skills;
- ♦ Improvisations in the monitoring system, and



Joint Reflection session at Bangalore

- ◆ Preparation for the National Conference to be held on 12 and 13 February 2007 at Delhi.

All those associated with the NVTS, including partners of the FVTRS-European Union project, participated in the meeting. The meeting was facilitated by GTZ and FAKT.

FVTRS participates in Management Development Programmes at IIFM-Bhopal

Two staff members attended two programmes in the Management Development Programmes conducted by Indian Institute of Forest Management-Bhopal. Mr. Felix D'Souza attended the programme on Sustainable Non-Timber Forest Produce (NTFP) Management for Rural Livelihood Generation from 7-11 November. Mr. R.S.N. Sharma attended the programme on Multi-stakeholder Analysis for Sustainable Livelihood from 20-24 November 2006.

Mainstreaming Disability-CBR Forum

FVTRS took part in the one-day workshop on, 'Mainstreaming Disability' on 8 November 2006, organized by Community Based Rehabilitation Forum-Bangalore.

Training Programme on Writing Skills

All FVTRS staff members at the National Office participated in a two-day training programme on Writing Skills held on 14 and 15 November 2006 facilitated by

Mr. Koshy Mathew, a Bangalore-based IEC Consultant. The programmes focused on various kinds of writing and the styles to be employed for each of them with special emphasis on common mistakes.

Workshop on Good Governance

FVTRS participated in a one-day workshop on 'Good Governance' conducted by Terre des-Hommes (TdH) Netherlands on 24 November 2006 in Bangalore.

SKIP Workshop on 'Employment Opportunities for Skilled Craftsmen'

FVTRS participated in a two-day workshop on 15 and 16 December 2006, on the topic, 'Employment opportunities for skilled craftsmen' organized by SKIP at Bangalore.

Other News in Brief

Monitoring Visits

Visits to monitor projects in Bihar, Jharkhand and Orissa were done during this quarter. In the Tsunami category, monitoring teams visited projects in Andhra Pradesh, Tamil Nadu and Kerala to study the progress.

Publications

The management workshops attended by FVTRS staff had an immediate impact resulting in the redrafting of the mission, vision documents for the next 20 years. 'Process and Procedures' relating to Projects Cycle Management (PCM) and Accounts Management were developed during the

period in an attempt to enhance the professional competency of FVTRS.

FVTRS published its first Annual Report for the year 2005-06 along with a New Year wall poster-cum-calendar for 2007.



Appointment

Mrs. H. Nirmala Rao has joined as Office Secretary from 1 December 2006.

Visitors

Dr. Martin Dietz, Quality Systems Training Consultant, visited FVTRS on 9 October 2006. Discussions on the training needs of FVTRS staff and on Result-Based Monitoring and Management took place.

Mr. Ralf Lange, Consultant, FAKT-Germany, visited FVTRS on 20 October 2006. He reviewed the operational plans under the GTZ-NVTS cooperation.

Homage

We deeply mourn the sad demise of Mr. Pushpam George, father of Mrs. Diviana Nayagi, Programme Secretary, FVTRS. We pray for the bereaved family

Case Studies

Trainees become training experts

Interest in agriculture motivated N.P. Joy and his wife Shaila of Kottayam, Kerala, to receive training and to start mushroom cultivation as an income-generating activity. They started with 80 beds in mushroom cultivation and now have 250 beds. The couple also serves as a resource team to provide training in mushroom cultivation. It was the interest, hard work and success shown by the couple that encouraged one local NGO to make use of their services as trainers for SHGs in different parts of Kottayam District. The Joy-Shaila story is a live example of prosperity and leadership achieved through a rather small and simple income-generating programme.



Joy and Shaila with their mushroom beds

Rebuilding the family

Gajendra Kumar was an illiterate youth from an underprivileged agricultural labour family in Islampur, Nalanda-Bihar. He never had the opportunity to go to

school and was doing nothing at home. However, he was interested in repairing bicycles. Gajendra heard about an on-going training programme taking place at a nearby NGO premises and enrolled his name for the training. He attended the classes regularly and completed the training. After a few days, Gajendra's house was totally gutted in an accidental fire and the family was on the street. The NGO that conducted training came to the rescue of his family by extending financial help for setting up a cycle repairing shop. Gajendra now has cycle repair shop in his village and is repaying the loan promptly.

Readers Write

Thanks for sending me the FVTF News Bulletin. I found it very informative and interesting and most importantly I liked the new trend that FVTF has adopted, i.e. not creating mere employees but rather entrepreneurs. I think this is very innovative and in keeping with the current thinking in this field. I wish you all the best,

Fr. Trevor Miranda SJ, REAP, Mumbai

With pleasure I acknowledge the receipt of FVTRS news bulletin. I thank your sincerity for sending it. I have gone through it with much interest. The attractive way of presenting the information and layout of the bulletin gripped my attention to read the bulletin fully and to mentally record origin and profile of FVTF/ FVTRS. I congratulate you for bringing out such an attractive handy and informative bulletin. Thanking you, With regards,

E. Monis, Andheri Hilfe Bonn, Mangalore

Cover Story

Drum-beating women - Shingaari Suite

Drums are the indigenous instruments passed on by tradition from the age of the Asuras* being played by men. There are 64 beating rhythms possible along with other instruments. These bands are a significant part of the festivals in the temples and churches especially in South India adding festivity, attraction and diversity.

The dexterity to drum is developed by beating rhythmically with a stick made of tamarind wood on a rock placed on sand-filled sacks. On developing this quality for the hands and body, the training follows. The training is rigorous and consists of four to five hours of practice for forty days.

Shingaari Suite and Women

Shingaari Suite is a musical composition, famous for its blend of gentle body movements along with the beat of the drums. A rather new element is the presence



of women as drummers. In this form of suite, there are 18 cycles for drumming. A man who usually beats the *Valamthala* coordinates the orchestration.

It was the women members of the SHGs promoted by the Kottayam Social Service Society (KSSS) of Chunkom region in Idukki district who entered this field and gathered public attraction initially. Motivated by other community development actions, these women made a difference in their lives by opting for a career in drum-beating. Each drum costs about Rs. 6000. This constraint was overcome with the assistance of a revolving fund from KSSS. Twenty members have started activities of credit and loan, savings in banks and are repaying the revolving fund.

Their first performance was on 1 March 2005 in a specially-arranged function at Idukki, Kerala, that was attended by local dignitaries including their husbands. Since then, they have performed on various occasions and celebrations and are continuing to gain popularity. On an average they have 15 programmes per month. Their hard work, support from their family and husbands and the expert guidance have led them to what they are today. They have a goal to set a model by performing at international levels and keep improving their performance to reach out to other women besides earning a livelihood for themselves.

*Asuras – Power-seeking demons as portrayed in Indian mythology.

Some Useful Contacts

Beginning this issue, we will be providing some information that our partners and other NGOs could make use of to further their skills or for specialised services.

Skill building on cane and bamboo based technology

Cane and Bamboo Technology Centre

Zoo Naregi Road, Guwahati, Assam
Phone: 0361-2410242, 2410886, 2410883

Email: info@caneandbamboo.org

Entrepreneurship

Entrepreneurship Development Institute of India

(Via Ahmedabad Airport & Indra Bridge),
P.O. Bhat 382 428,
Dist. Gandhinagar, Gujarat
Phone: 079-23969151, 23969153, 23969163
Fax: 079-23969164
E-mail: ediindiaad1@sancharnet.in

Profession of Management

Louis Allen International-India

65, Vivekananda Nagar, I Cross,
Bangalore 560 033
Phone: 080-25461970
E-Mail: info@lai-i.com

Organizational Development

GRID-Bangalore

302, Building 6,
Santhi Park Apartments,
9th Block, Jaya Nagar,
Bangalore-560 009
Mobile: 98451-29884
Email: anuep@satyam.net.in

Preparation of IEC Materials

Koshy Mathew

IEC Consultant
222, 7C Main, First Block
HRBR Layout, Kalyan Nagar
P.O. Bangalore 560 043
Tel: 65719274
Mobile: 98450-36147
Email: koshyam@gmail.com

FUNCTIONAL VOCATIONAL TRAINING AND RESEARCH SOCIETY

JAN 07

S	1	7	14	21	28
M	2	8	15	22	29
T	3	9	16	23	30
W	4	19	17	24	31
T	4	11	18	25	
F	5	12	19	26	
S	6	13	20	27	



This is mock copy Please don't try to read this. This is mock copy Please don't try to read this. This is mock copy Please don't try to read this.



This is mock copy Please don't try to read this. This is mock copy Please don't try to read this. This is mock copy Please don't try to read this.

S	1	7	14	21	28
M	2	8	15	22	29
T	3	9	16	23	30
W	4	19	17	24	31
T	4	11	18	25	
F	5	12	19	26	
S	6	13	20	27	

JULY 07

FEB 07

S	1	7	14	21	28
M	2	8	15	22	29
T	3	9	16	23	30
W	4	19	17	24	31
T	4	11	18	25	
F	5	12	19	26	
S	6	13	20	27	



This is mock copy Please don't try to read this. This is mock copy Please don't try to read this. This is mock copy Please don't try to read this.



This is mock copy Please don't try to read this. This is mock copy Please don't try to read this. This is mock copy Please don't try to read this.

S	1	7	14	21	28
M	2	8	15	22	29
T	3	9	16	23	30
W	4	19	17	24	31
T	4	11	18	25	
F	5	12	19	26	
S	6	13	20	27	

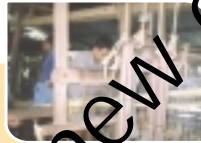
AUG 07

MAR 07

S	1	7	14	21	28
M	2	8	15	22	29
T	3	9	16	23	30
W	4	19	17	24	31
T	4	11	18	25	
F	5	12	19	26	
S	6	13	20	27	



This is mock copy Please don't try to read this. This is mock copy Please don't try to read this. This is mock copy Please don't try to read this.



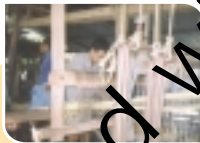
This is mock copy Please don't try to read this. This is mock copy Please don't try to read this. This is mock copy Please don't try to read this.

S	1	7	14	21	28
M	2	8	15	22	29
T	3	9	16	23	30
W	4	19	17	24	31
T	4	11	18	25	
F	5	12	19	26	
S	6	13	20	27	

SEP 07

APRIL 07

S	1	7	14	21	28
M	2	8	15	22	29
T	3	9	16	23	30
W	4	19	17	24	31
T	4	11	18	25	
F	5	12	19	26	
S	6	13	20	27	



This is mock copy Please don't try to read this. This is mock copy Please don't try to read this. This is mock copy Please don't try to read this.



This is mock copy Please don't try to read this. This is mock copy Please don't try to read this. This is mock copy Please don't try to read this.

S	1	7	14	21	28
M	2	8	15	22	29
T	3	9	16	23	30
W	4	19	17	24	31
T	4	11	18	25	
F	5	12	19	26	
S	6	13	20	27	

OCT 07

MAY 07

S	1	7	14	21	28
M	2	8	15	22	29
T	3	9	16	23	30
W	4	19	17	24	31
T	4	11	18	25	
F	5	12	19	26	
S	6	13	20	27	



This is mock copy Please don't try to read this. This is mock copy Please don't try to read this. This is mock copy Please don't try to read this.



This is mock copy Please don't try to read this. This is mock copy Please don't try to read this. This is mock copy Please don't try to read this.

S	1	7	14	21	28
M	2	8	15	22	29
T	3	9	16	23	30
W	4	19	17	24	31
T	4	11	18	25	
F	5	12	19	26	
S	6	13	20	27	

DEC 07

JUNE 07

S	1	7	14	21	28
M	2	8	15	22	29
T	3	9	16	23	30
W	4	19	17	24	31
T	4	11	18	25	
F	5	12	19	26	
S	6	13	20	27	



This is mock copy Please don't try to read this. This is mock copy Please don't try to read this. This is mock copy Please don't try to read this.



This is mock copy Please don't try to read this. This is mock copy Please don't try to read this. This is mock copy Please don't try to read this.

S	1	7	14	21	28
M	2	8	15	22	29
T	3	9	16	23	30
W	4	19	17	24	31
T	4	11	18	25	
F	5	12	19	26	
S	6	13	20	27	

DEC 07

Functional Vocational Training and Research Society

19, 3rd Cross, Hutchins Road
Cooke Town, St. Thomas Town Post
Bangalore 560 084, India.

Tel: +91-80-2546 0585 / 2580 7277
Fax: +91-80-2546 5928
E-mail: fvtf@dataone.in

