

## NATIONAL CONFERENCE ON SKILL DEVELOPMENT 2008



*Shri. Surjya Narayan Patro, Hon. Minister for Energy, IT and Culture, Govt. of Orissa inaugurating the Conference*

National Conference on Skill Development 2008 on the theme “Trends and Paradigm Shift pertaining to Unorganized Sector” was held on 16-17 December 2008 at Bhubaneswar inaugurated by Shri. Surjya Narayan Patro, Hon. Minister for Energy, IT and Culture, Govt. of Orissa. Mr. S. J. Amalan, Director, RDAT, Orissa, A.P. and Karnataka, Govt. of India; Ms. Mohini Malhotra, South Asia Regional Coordinator, World Bank, New Delhi; Mr. Jagadananda, State Information Commissioner, RTI, Govt. of Orissa; Mr. C. R. Patnaik, Chief General Manager, NABARD and Mr. Kripal Singh, General Manager, SIDBI were the Guests of Honour during the inaugural session.

The guests of honour reflected on their ideas and inputs on important issues related to skill and entrepreneurship training and the existing scenario in India. They gave recommendations that could be discussed with policy makers for the betterment of youth in the unorganized sector. EU supported project partners shared their experiences along with its achievement, impact and challenges. Guests from NGO and CSO fraternities shared successful interventions of vocational training projects for school dropout and illiterate youth across the country from various states.

Mr. Jagar Singh, Commissioner cum Secretary, MoLE, Govt. of Orissa graced the second day of the conference, and spoke on skill deficit in India could be addressed by utilizing govt. schemes and people's participation. 175 partners and other stakeholders, government officials, financial and academic institutions, media and voluntary organizations participated. The conference was covered by leading print and electronic media.

*'...A good Samaritan resolved one day that he would give employment to the first person he would meet on that day. The first person he met was a beggar, but then he thought what he can do. He then asked the beggar whether he is interested for a job. 'Yes', he replied. He took him to a security agency for a job. The agency asked him about his qualification. 'Enough', he replied. When asked about his competencies for the security guard, the good Samaritan told: 'He can stand in the sun day in and day out; he can easily spot a person whether he is good or bad, and can survive just with one meal a day....!'*



*Release of EU Souvenir*

**FVTRS WISHES A  
HAPPY NEW YEAR 2009  
TO ALL OF YOU.**

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## NATIONAL SKILL CONFERENCE 2008 REPORT contd...



### CHIEF GUEST'S ADDRESS

Mr. Surjya Narayan Patro, Hon. Minister for Energy, IT and Culture, Govt. of Orissa emphasized experiences of market based trade selection as a strategy for successful entrepreneurship and quoted China as the best example. Chinese goods are dominating international as well as Indian market. China has identified India as a potential market and manufacture goods like firecrackers and small statues of Lord Ganesha to sell during festivals like Diwali, Ganesh Puja and thus of late Chinese goods have captured the Indian markets. China identified SHGs in their country to produce these goods and thus created successful small entrepreneurs in their country. The Minister felt that most of skill training trades are not identified as per market need, and products at the end are deprived of a market.

He shared his real life experiences of meeting with successful Indian entrepreneurs who are involved in innovations. He met one Mr. Mohanty in Mumbai who is running a consultancy to provide skilled workers for construction industry in Muscat where at present tremendous construction work is going on. His consultancy identifies youth and trains them for a few months, and sends them to UAE to work in the construction sector. There is unprecedented demand for Oriya plumbers as they are considered as the best in the country and trades like this could be thought upon. He also told meeting with an Oriya entrepreneur in Bangalore, where he has employed more than 2000 people in his company, providing plumbers to the city. He exhorted on selection of market based trades, and trades of trainees' interest.

In Orissa hotel industry is booming due to tourism and good skilled youth are required for this and skill training can be planned for youth. By 2010-12, 4 crore people will be required in IT sector, jobs are not problem but skill deficit is the real problem, he concluded

*'.....In India too China has identified market and manufactured goods like firecrackers and small statues of Lord Ganesha to sell during festivals like Diwali, Ganesh Puja and thus of late Chinese goods have captured the Indian markets.... Similarly they are producing namkins (snacks) for Rajasthan and Gujarat markets...'*

### EXHIBITION

An exhibition of the products and services of partners from across the country was organized during the NSC. The exhibition was inaugurated by Prof S. Ker, Director of Gramya Vikas Trust, Dwarka, Gujarat. The purpose of the exhibition was to showcase the skills of the trainees and to facilitate possible replication by other interested partners. Participants interacted with NGOs and some stalls were emptied by the buyers. Thirty-two NGOs from various states of India participated and displayed their products. Most of the products were sold to the visitors.

### VARIETY CULTURAL PROGRAMME

Mr. Shantanu Mahapatra, an Eminent Music Director and his team presented music and dance programme and made the evening a scintillating one.



*Prof. D.S.Ker Inaugurating the Exhibition*



*Participants at the Conference*

### Project Support for Riot Affected Youth in Orissa



Meeting with Orissa Regional Forum at Bhubaneswar

FVTRS personnel visited the riot affected district of Kandhamal in Orissa and held meetings with the community and affected persons, and other activists. Felt the need to support the displaced youth for a dignified life. Held meetings with Orissa Regional Forum and members to identify the possibility of supporting a comprehensive skill training project for the displaced youth. Drew up an action plan in consultation with all involved stakeholders to train 600 youth in the district.

### Governing Board Meetings



Governing Board Meeting at Bangalore

Two Governing Board Meetings were held on 20 October and 1 December 2008 at Bangalore. The new entity of FVTRS was discussed among other matters along with new staff policies and future activities. The meetings strongly condemned the human rights violations as witnessed in Kandhamal recently, and to organize necessary interventions for the skill training of the displaced youth presently living in camps.

### Project Selection Committee Meet

The PSC met on 3 November 2008 at Bangalore, and approved six vocational training projects at a cost of Rs. 52 lakh including the interventions meant for Kandhamal district in Orissa.

### New Proposals

**Thirty-one skill training project proposals were received during this quarter**

### Visit from Misereor



Mr. Steffen Ulrich interacting with FVTRS team at Bangalore

Mr. Steffen Ulrich, Officer for Vocational Training, Small Enterprise Promotion and Microfinance, Misereor visited FVTRS on 10-11 November 2008. FVTRS gave presentations on the current status of the three intervening projects viz. Regular, EU and Tsunami. He suggested to look for public fund raising as a future strategy for vocational training and appreciated FVTRS initiatives. He met a few Board members of FVTRS and discussed the future strategy for FVTRS.

Dr. P. Basak, Board member, FVTRS gave a future perspective presentation for FVTRS, in which he highlighted the key issues pertaining to the MoA of FVTRS, and suggested future strategies.

**CII has enrolled FVTRS as a member of assessment team for Modular Employable Skills (MES) scheme. Mr. C.P. Nicholas from FVTRS has been nominated as its assessor.**

### Meeting with EDII and NIF, Ahmedabad

Meeting took place with Entrepreneurship Development Institute of India (EDII) and National Innovation Foundation (NIF) both located at Ahmedabad. Mr. Felix D'Souza, Programme Manager, FVTRS interacted with the institutions for the Term of Reference for partnership and scheduling training programmes for project partners.

*'...He shared an anecdote of a person who had problem in his right eye. He went to see an eye specialist, who after listening to him for sometime said he cannot help as he is a specialist Only for left eye. We are living in an era of specialization and division of labour, and we need to respond by Having specializations diversified....'*

## REGULAR AND TSUNAMI INTERVENTIONS

### National Partners' Meet



*National Partners' Meet in progress at Bhubaneswar*

A one-day National Partners' Meet was organized on 18 December 2008 at Bhubaneswar. Partners from various part of the country were given inputs on the need of quality reporting. The queries related to budget, financial matters and reporting were clarified. Feedback on the National Skill Conference that preceded the occasion was given by the participants.

### Pre-assessment visits

Six pre-assessment visits were made in the state of Orissa to study the possibility of starting skill training projects for the communal riot affected, displaced youth.

### *The Enterprising Skill Detective*

*One has to be an efficient skill detective to excel and splurge while involved in vocational training. The search never ends as in the case of a detective who filters the entire maze of hazy theories being put before him in an effort to piece together solid information to act upon.*

*In the recently held National Skill Conference at Bhubaneswar, it was expressed by several speakers that sky is the limit while involved in the process of identifying and innovating trades, its nature, implementation methodologies etc especially in an emerging economy where opportunities galore and situations warrant. The reasons cited for being mediocre are that we tend to contend with what we are, using the traditional lenses approach.*

*Can big trees be allowed to grow far and wide to give a heavy appearance in cities or be pruned to give a beautiful look, and in the process 'big tree pruning' made a trade? Similarly, is it likely that coconut tree plantation becomes a criminal act in future, due to its killer effect owing to the falling coconuts and trunks on human beings, and for want of coconut pluckers and whether 'coconut plucking' or alternative mechanisms be devised as a trade? An enterprising skill detective only has solutions.*

**Albert Joseph**  
**Executive Director**

### Resource Mobilization Training for SPiN-India



*Dr. Jayaraman, CEO, CEE, Madurai during the inaugural programme*

A two-day training on Resource Mobilization for Skill Promotion India Network (SPiN)-a network formed by FVTRS and Tsunami project partners- was organized on 24-25 November 2008 at Madurai. Dr. Jayaraman, CEO, Centre for Entrepreneurship Development, Madurai inaugurated the training. In his inaugural speech he suggested the participants to imagine their organizations as a social enterprise. He told that NGOs should come out of their comfort zone and generate funds on their own for long-term sustenance.

Participants were acquainted with the concept of public fund raising and effective communication involved in it. Many successful case studies were shared and participants too shared their experiences over the years in fund raising. The training was facilitated by Ms. Shoba, Ms. Nisha and Ms. Sharmila of Murray Culshaw Consulting Pvt. Ltd., Bangalore. 25 partners of SPiN India from Kerala, Tamil Nadu and Andhra Pradesh participated.



*Participants at Resource Mobilization Training*

### Meeting of Core Committee of SPiN

The Core Committee of SPiN met on 24 October 2008 to discuss and review the action plan prepared in the last meeting. Core Committee updated the current status of action plan and chalked out the activities which are still not completed to do the necessary follow-up.



## EU Supported Project

### Market Fairs

#### Moradabad



Visitors at Moradabad Market Fair

A one- day Market Fair was organized at Moradabad for associating partners of EU-supported project on 21 October 2008. The Fair was inaugurated by Mr. Sandeep Agarwal-a local MLA. Mr. M. L. Satyan, Manager, EU supported project and Fr. Albert, Director, MSS, Meerut spoke the purpose of the Fair and role of FVTRS, RPPCs and associating partners. Twenty-five NGOs participated in the Fair and displayed their products. Apart from regular selling, orders were placed in bulk by the buyers for the products such as jersey, broom, organic manure, etc. The general public and persons from financial and academic institutions, media, NGOs, etc. participated. Volunteers gave their selfless services for making this Fair successful.



Mrs. Rama Khalko, Mayor of Ranchi at Market Fair

#### Ranchi

Another one-day Market Fair was organized by the RPPC, eastern region on 2 December 2008 at EDP Centre Campus, Xavier Institute of Social Service, Ranchi, Jharkhand. Four associating partners viz PAHAD, SWATI, Janmitram, AROHI and one direct partner of FVTRS, Chotanagpur Sanskritik Sangh participated and displayed their products. Some partners from Orissa also participated in the Fair.

The objective of the Fair was to recognize the skills of the target community and create scope for marketing of their products. Mrs. Rama Khalko, Mayor of Ranchi Municipal Corporation inaugurated and visited all the stalls. She interacted with the partners on the displayed products. More than three hundred persons visited the Fair with brisk selling of products effected like hot cake.

#### Sharing Workshop

A sharing workshop was organized by FVTRS, Bangalore in collaboration with Meerut Seva Samaj (Northern RPPC) at Moradabad on 21 October 2008. The objective of the workshop was to do the SWOT analysis of skill training, re-positioning of partners and appropriate documentation by the partners. The partners did presentations on their achievements and challenges faced. They suggested for post-training follow-ups and linking trainees with MFIs.



Participants at Resource Mobilization Training

**Rajkot** On 17 October 2008, a one-day regional interface meeting was organized by FVTRS, Bangalore in collaboration with the western RPPC. The meeting was held at Rajkot Engineering Association, Rajkot. The theme of the meeting was 'Vocational Training in the Context of the Unorganized Sector'. The objective was to sensitize the industrial sector on the situation of the unorganized sector, identify the skill needs of industries and motivate the partners and other skill providers to promote need-based skill training to the target community.

Mr. V.M. Jha, Director, Ministry of Small Scale Industries, Government of India, Rajkot was the Chief Guest. Mr. Gulab Bhai Jani, Principal of Sister Nivedita School, Rajkot and Mr. Jayant Kumar, Technical Director of Kadvani Forging Ltd., Rajkot were Guests of Honour. There were altogether 55 participants. Mr. Priyakant, Chief Project Leader-Training, EDII, Ahmedabad was the resource person. He conducted a session on Entrepreneurship Development. It was followed by group discussion on skill development together with other NGOs, finance mobilization and placement issues.

## Moradabad



*Dr. Hasan, Mayor of Moradabad releasing Curricula*

Meerut Seva Samaj organized an Interface Meeting at Moradabad on 22 October 2008. The objective of the interface was to create awareness among stakeholders on the unorganized sector, need for skill training, and to create a sense of responsibility among decision makers. Mr. Rajiv Channa, MLA was the Chief Guest who inaugurated the function. Dr. S.T. Hasan, Mayor of Moradabad was the Special Guest who released the Curricula book published by the northern RPPC. Mr. Gyanendra Gandhi, Pradhan, Arya Deputy Prathinidhi Sabha and Mr. A.K. Srivastav, Project Director of DRDA were the Guests of Honour. They shared their experiences of vocational training and the need to work to reach to the poorest. They shared moral stories while stating that illiteracy leads to criminalization and appreciated the work of FVTRS and its partners. They also offered their full support and cooperation for the cause.

Mr. LPK Biswas, the liaison officer of Skill for Progress (SKIP), Delhi Regional office was the resource person. He did a presentation on the Relevance and Significance of Skill Training in the Unorganized Sector. Group exercises were done with the participants on the need of soft skills, selecting feasible trades for VT and MES programme in their respective area. Twenty NGOs from three states viz. U. P., Haryana and Uttarakhand participated.

### EU-Project Financial Review

Financial review of RPPC was done on 23 October 2008. Mr. Arvind Babu, Finance Officer, FVTRS visited Meerut Seva Samaj, Meerut and did the review with suggestions for improvement and follow-up.

### Exposure Visit

Ten associating partners of the eastern region participated in the Exposure Visit organized by the eastern RPPC on 4 and 5 December 2009. They visited the Vocational Training Centre at Lachragarh, Jharkhand. VTC is one of the ongoing projects of FVTRS.

They visited the training centre where tailoring, carpentry, welding and nursing trades are being organized by VTC. They interacted with the trainees and the instructors and visited the market place and met successful entrepreneurs who have set up their business. This Exposure Visit was a learning experience for the visiting partners.

### Training/Orientation Programmes

A training programme on curricula development was organized by the eastern RPPC from 13 to 15 October at CYSD, Bhubaneswar. The associating partners from Orissa, Jharkhand and Chhattisgarh participated. The curricula developed on various trades are being followed by the partners as they organize various training.

A two-day orientation workshop for the associating partners of EU project was held at CYSD, Bhubaneswar from 24-25 Nov. 2008. The workshop was organized by the eastern RPPC. Ten partners from seven NGOs participated. The objectives of the workshop were to orient partners who can take measures that will contribute to the implementation of EU project, and to develop options for recognizing and addressing the livelihood needs of the excluded, school dropout and illiterate youth with particular focus on tribal communities.

The eastern RPPC organized a one-day workshop on Project Report drafting on 3 December 2008 at Xavier Institute of Social Service, Ranchi, Jharkhand. 15 participants from 13 NGOs participated in this workshop.

### RPPC-FVTRS Meeting

The RPPC partners and FVTRS staff met on 17 December 2008 at Bhubaneswar. The purpose of the meeting was to discuss about EU accounting norms, budget/fund request, reporting and documentation.

Briefly discussed on the follow-up actions initiated after the mid-term review as well. RPPCs and FVTRS shared about their completed and pending activities. Mr. M. L. Satyan, Project Manager, EU supported project requested RPPCs to send the updated information on skill training and follow-up information on placement of trainees. The Directors, Coordinators, Documentation officers from three RPPCs, EU supported project staff and the Finance officer from FVTRS participated in the meeting.

### Certificate

The northern RPPC has printed a Certificate of Completion for the trainees and circulated it to its associating partners. These certificates are distributed to the trainees on successful completion of their training.

**Excerpts from the speeches**



*Mr. S. J. Amalan, Director, RDAT, Orissa, AP, Karnataka, MoLE, Govt. of India*

MES is an initiative of GOI which is operational and benefiting youth for the last one year. In the global meltdown only luxury skills will be affected, however the living skills for food, clothing, shelter and security cannot be affected. Balancing facilities is required and there are a lot of positive aspects in MES, if anyone is interested. There is a need for focusing and working for the cut offs instead of cutting (sic) youth, to make our nation more healthy. In coming decades about 470 million skilled manpower will be required and only India has that number.

Every person can be made employable and to justify the above statement he narrated a story of a beggar. A good Samaritan resolved one day that he would give employment to the first person he would meet on that day. The first person he met was a beggar, but then he thought what he can do. He then asked the beggar whether he is interested for a job. 'Yes', he replied. He took him to a security agency for a job. The agency asked him about his qualification. 'Enough', he replied. When asked about his competencies for the security guard, the good Samaritan told: 'He can stand in the sun day in and day out; he can easily spot a person whether he is good or bad, and can survive just with one meal a day. Mr. Amalan said that his ministry's role is to help all those who are interested towards skill. Jobs are available, we just need to approach.



*Ms. Mohini Malhotra, South Asia Regional Coordinator, World Bank, New Delhi*

In her address she mentioned about the efforts of World Bank in the unorganized sector. World Bank has been organizing Skill Summit every year to study skill deficit and volume of skills required for different sectors and industries. From high managerial to low managerial jobs, from construction to various sectors, there is a tremendous skill deficit. She quoted skill deficit as job deficit and global meltdown can have severe repercussions on different job producing sectors. Terrorist attacks have posed a severe threat to tourism which has forced World Bank to look for a World Economic Order.

*'...A beedi in India worker will continue to be in the same profession throughout his life...'*

As far as WB forecast, there will be a prolonged global slow down. It is 1 per cent for 2009 for the world but for India the forecast is better as the growth is around 4-5 per cent. We should keep our eyes on walls of skill and the systemic causes by it. Skill deficit cannot be fixed overnight and focus on unorganized sector is quintessence to tap potential as majority of workforce is coming from the soil, and they are the ones who are doing innovations for the unorganized sector.

World Bank is making investment with GOI in programmes like Sarva Shiksha Abhiyaan, up-gradation of it, engineering institutions, rural livelihood projects for POP etc. We need to look into systemic causes. Literacy and good education is the base that WB believes in as a strategy for India. Modular competency skills, school based reforms are necessary. In Germany the concept of schooling, skill and working used as strategy for effective vocational training and it could be replicated in India. In the present context we should look for multiple provisions and multiple providers. Identify the providers and bring them to work together, can dent the skill problem in the country.

*Mr. Jagadananda, State Information Commissioner, Govt. of Orissa*



In other countries relevant policies related to skills do exist. However, in India there is lot of difference in Policy Rhetoric and Policy Reality. What is done on paper is entirely different from what has been done at the grass root level. He emphasized on the need for a clear vision.

*'.....Big tree pruners are required in big cities to give them beautiful shapes that can increase the scenic beauty of cities. ...Skill diversification should be made the order of the day...instead of being stereotypic and myopic...'*

He suggested the following for the betterment of the skill scenario in India:

1. Innovative trades for skill training
2. Get rid of our myopic view of looking only at ITIs for vocational training
3. Broaden our skill based programme with State Employment Mission, and other VT programmes
4. Diversification of trades for skill training - e.g. big tree pruning - is required in big cities to give them beautiful shapes that can increase the scenic beauty
5. Building skills means creating holistic human potential
6. Skill, attitude and knowledge should be integrated in skill training programmes to make a skilled nation
7. Use these consultations as policy recommendations to GOI, Govt. of Orissa and for private sector
8. Create a robust network for skill development
9. Build leaders and champions in the field of skill training

## SNAPSHOTS FROM NSC 2008



*Dr. Antony Kariyil giving Presidential Address*



*Mr. Jagar Singh IAS, Com. cum Secretary, Govt. Of Orissa*



*Mr. Joe Madith, Director, Gram Vikas*



*Mrs. Anita Sharma- Moderator, InWent, New Delhi*



*Mr. Jagadananda, SIC, RTI, Orissa giving away certificates*



*Participants interaction*



*Board Members at Cultural Programme*



*Cultural Programme*



## Miscellaneous

1. IEC materials such as Annual calendar, EU pocket size calendar, Posters, EU brochure and EU souvenir were printed and distributed to partners and well wishers of skill training.
2. Study on 'Excluded Communities' done. The same is being published.

## Forthcoming activities

1. Documentation and follow-up of NSC 2008
2. FVTRS staff Education Tour from 28-30 January 2009 to Coorg
3. National Skill Players'/Entrepreneurs' meet January/February 2009
4. Governing Board meeting 14 February 2009
5. Three Management training programmes by SES, Bonn in February 2009
6. Vision Building Programme by EDII, Ahmedabad in March 2009
7. State consultation at Jammu, March 2009

## Some useful links connected to VT and Enterprise Development

[www.dget.nic.in](http://www.dget.nic.in)

[www.msme.gov.in](http://www.msme.gov.in)

[www.nabard.org](http://www.nabard.org)

[www.sidbi.in/Micro/index.htm](http://www.sidbi.in/Micro/index.htm)

[www.nceus.gov.in](http://www.nceus.gov.in)



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