

News Bulletin

April 2009

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From the Desk of the Executive Director

Dear Friends

It is with great joy and pride that I write these few lines in this copy of the newsbulletin when FVTRS takes root as a new entity in the work of introducing the underprivileged youth to the world of work through vocational training. Weathered through significant trajectories ever since it began its operation from 1993, training in about a lakh youth in various trades with 70 per cent placement effected, the tasks are insurmountable in the face of the growing unemployment and skill gap.

What we look forward to in this new scenario is serious business partnership with all the stakeholders especially our partners who with much difficulty and sacrifice implement the projects in interior areas to find good expression for the underprivileged youth. The most edifying and joyous news as we peruse various reporting documents is how well these youth are placed after being trained in various trades. We are sure we will continue to get such

news in future for all of our trained hands and commit ourselves to do all whatever possible to this end. This apart we look forward to effective partnership from all partners with excellent reporting done on time and we commit to reciprocate the same in good stead.

At this time of becoming a new entity, let me thank all the patrons who have been part of the journey in the growth of FVTRS to date and who were in various decision making bodies, our legal holders IGSSS and Caritas India. We're specially thankful to Misereor for facilitating the cause in India and last but not least, the partners and youth themselves who have been trained in the past and to be trained in future. Before I sign off, let me thank also the members in the Board past and present, who oversaw the winds of change blowing smoothly and look forward to take these efforts to new heights.

Albert Joseph
Executive Director

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Promotional Consultation at Lucknow

A one-day promotional consultation was jointly organized by FVTRS and Sahbhagi Shikshan Kendra (SSK) on 17 March 2009 at Lucknow on the theme 'Enhancing Employability of Youth - Role of Civil Society Organizations (CSOs).' The objectives were to sensitize CSOs about the need for, and relevance of, skill training pertaining to employability prospects of youth, to rope in credible doers and plan effective interventions for skill training in Uttar Pradesh *vis-à-vis* migration issues.

The consultation was organized locally by Sahbhagi Shikshan Kendra (SSK). The Director of SSK, Mr. Ashok Singh, welcomed the participants and guests, followed by a presentation on the situation of migration in Uttar Pradesh and the plight of youth. He said that migration is a reality and requested voluntary organizations to come up with action plan to contain the problems caused by migration.

Mr. Albert Joseph, Executive Director, FVTRS welcomed participants on behalf of FVTRS. He referred to the issue of population explosion, which was once considered a curse, but is now a boon for the Indian economy. Nature has given India a 'dividend' in the form of population and human capital is the best capital. FVTRS is a national level player with only one agenda, which is to build skills of the school dropouts and illiterate youth in the unorganized sector to make them employable through gainful livelihood.



Dr. P. Basak, Board Member of FVTRS interacting with the participants

Dr. P. Basak, Board member of FVTRS gave the keynote address. He threw light on the nature and characteristics of the unorganized sector. He correlated the existing scenario in the unorganized sector with the Memorandum of Association (MoA) of FVTRS and how it can take forward the skilling issue further. He also explained the strategies adopted by ILO, GoI and FVTRS to cater to the problem arising for the youth in this sector.

FVTRS gave a presentation on its funding processes and procedures, and queries of the participants were answered. Sixty-six representatives of NGOs from 18 districts of U.P. participated.

Vision-Building Programme

FVTRS organized a three-day 'Vision-Building Programme' for its project directors of partner-organizations at Mumbai from 18 to 20 March 2009 in collaboration with Entrepreneurship Development Institute of India, Ahmedabad. Mr. P. H. Kurian, IAS, Controller-General of Patents, Designs and Trade Marks and Geographical Indications, Govt. of India inaugurated the programme. He suggested that FVTRS must support Common Facility Centres for creating more young entrepreneurs. He also introduced a book 'Entrepreneurship in Developing Countries' written by him to the participants.



Mr. P. H. Kurian IAS, Controller General of Patents, Designs and Trade Marks and Geographical Indications, Govt. of India inaugurating the Vision Building Programme

Mr. Gunjan C Patel, Executive, Confederation of Indian Industry and Mr. Albert Joseph, Executive Director, FVTRS were also present at the inaugural. The programme was aimed at acquainting partners with the knowledge of entrepreneurship and its various models, support network for enterprise creation, business plan and requirements for successful implementation of EDP. Partners found the programme very relevant, appropriate and enriching. They wish to utilize this learning in project situations locally.

Mr. Prakash Solanki, Faculty and National Project Coordinator, EDII, Ahmedabad facilitated the sessions and adopted participatory methodology in making it interactive. Mr. Felix D'Souza, Programme Manager, FVTRS shared his experience in EDP during the training. Twenty-nine directors of partner-organizations from different States took part.



Partners at Vision Building Programme, Mumbai

Exploring Collaboration with Reddy's Labs, Hyderabad

A meeting with Dr. Reddy's Lab (DRL) took place on 22 January 2009 at Hyderabad. This was aimed at identifying possible collaboration with DRL for utilizing their expertise in placement and skill-training. DRL has excellent resource persons that could contribute to skill enhancement of FVTRS partners in various regions of India for EDP and skill development initiatives. FVTRS has invited DRL to Bangalore for further discussions in this direction.

Staff Educational Tour

Staff of FVTRS went to Coorg (a hill station in Karnataka) for a three-day educational tour from 28 to 30 January 2009. They visited places of interest such as Namdroling Monastery, a Tibetan Golden Temple, Madikeri, Irpu waterfalls, Nagarhole National Park, a coffee estate (Subramanya Plantation, Kodagu), Talacauvery (birth place of the river Kaveri) and other interesting locations. It was an enriching and refreshing time for all staffers who could dance, sing and swim.



FVTRS team at educational tour to Coorg



At Coorg

Meeting with German Embassy Official

FVTRS met with Dr. Walter Zoller, Counselor, Social and Labour Affairs from German Embassy, in January at Bangalore, followed by another one in February 2009. FVTRS briefed the German Embassy official about its activities and expressed interest in exploring possibilities of support from the Federal Ministry for Economic Cooperation and Development (BMZ), Germany in the field of skill and entrepreneurial training in India.

In the follow-up meeting, Mr. Steffen Ulrich from Misereor also joined to take the discussion forward.

Caritas India's National Assembly Meet

FVTRS participated in the two-day meet of the National Assembly organized by Caritas India on 20 and 21 January 2009 at Bangalore.

Legal Holdership Handover

Caritas India, New Delhi staff visited FVTRS office in January to discuss modalities to be followed for transfer of legal holdership to FVTRS. Programme and accounts staff held meetings and discussed the process of withdrawal of legal holdership by Caritas India, and FVTRS taking over as legalholder of all its interventions. Time line parameters were fixed for official transfer of legal holdership from 1 April 2009.

Meeting with Misereor

A meeting with Mr. Steffen Ulrich, Misereor followed by a meeting with EU delegation officials in New Delhi took place on 3 February to discuss the ongoing EU-supported project.

NACO Visit

A two-member team from National AIDS Control Organization (NACO), Bangalore visited FVTRS in February to study the proposal sent by FVTRS on our wish to be involved in HIV/AIDS prevention as FVTRS is basically involved with young persons.

Pre-funding Partners' Meet

A pre-funding partners' meet was organized on 13 March 2009 at Bangalore for the new partners joining FVTRS family. Representatives of thirteen organizations participated. They were briefed further on reporting formalities for a fruitful partnership.



Pre-funding Partners' Meet at Bangalore

Governing Board Meeting

The first Governing Board meeting of the year was held on 14 February at Bangalore. Final decisions pertaining to FVTRS, its staff and the withdrawal of legal holdership by Caritas India were discussed.

New Year Celebration

New Year was celebrated by FVTRS staff along with the staff of Caritas India-Bangalore and CBR Forum-Bangalore on 9 January 2009 in the office premises. A short cultural presentation by participant-families, followed by dinner, was the highlight of the evening.



Staff wishing each other

Monitoring and Pre-assessment Visits

Monitoring visits to 13 projects in the states of West Bengal, Assam, Orissa, Punjab, Andhra Pradesh and Tripura including monitoring visit of EU-supported project in Maharashtra were carried out during the first quarter of the new year.

Pre-assessment of 14 projects were also done in the states of West Bengal, Orissa, Punjab, Haryana, Uttar Pradesh, Mizoram and Rajasthan.

Project Proposals Received

Twenty-eight skill development project proposals were received during this quarter from various States.

Project Selection Committee (PSC) Meeting

The PSC met on 27 March 2009 at FVTRS premises to study the viability of project proposals received. After scrutiny, 16 skill-training projects in the states of Rajasthan, Assam and Haryana were approved.

Meeting with Govt. Departments in New Delhi

FVTRS held meetings with Mr. Ashok Kumar, Honorary Advisor, Skill Development Council, FICCI; Mr. Sharda Prasad, IAS, Director; Ms. Akiko, Skill Specialist, ILO and Ms. Anita Sharma who is FVTF consultant at New Delhi in February 2009 in connection with exploring partnerships.

Also, held discussions with Rashtriya Mahila Kosh (RMK) and IGNOU officials in New Delhi on possible cooperation on microenterprise development and certification of courses under community college systems on 16 March 2009.

The European Union



EU Annual Reports and Accounts

Annual reporting procedures of EU-supported project have been compiled on time. Annual reports, audited statement of accounts for the financial year 2008 were sent to Caritas India and Misereor.

EU Project Review

The review of EU-supported project was held at Bangalore on 24-25 February 2009. The objectives of the review meeting were to share the achievements/impact, to revisit the budget, review financial reporting formats and logical framework, identify the shortcomings and major challenges and prepare the

project implementation plan for 2009. The Directors and Coordinators of the three Resources and Programme Promotion Centres (RPPCs) and the FVTRS staff participated.

Meeting with EU Delegation

A meeting was held at the office of the European Union on 3 February. The objective of the meeting was to discuss the status of the European Union-supported project. The focus of the discussion was on the programmes conducted in three regions. The reports and accounts for the years 2007 and 2008 were discussed in detail. Mr. Steffen Ulrich, representatives of Caritas India and FVTRS and some of the EU staff members participated.

Meeting with Misereor

A meeting was held at Caritas India Office, New Delhi in February with Mr. Steffen Ulrich of Misereor and Fr. Varghese Mattamana, Director, Caritas India. Matters related to EU project accounts were discussed along with other finance- and report-related issues in the process of transforming the legal holdership to FVTRS.

Market Fair in Western Region

Market Fair is an event which gives potential entrepreneurs an introduction to customers and market



EU project partners with FVTRS staff during the review meeting

Congratulations!

Social Centre, Ahmednagar, Maharashtra received Maharashtra Government's 'Adivasi Seva Sanstha Purashkar' for the year 2007-08. Hon. Dr. Vijaykumar, Minister for Tribal Development, Govt. of Maharashtra presented this prestigious award to Fr. Jerome Gonsalves, Director-Social Centre. He is a partner of FVTRS.



Fr. Jerome receiving 'Adivasi Seva Sanstha Purushkar'

the fair. About 2600 people visited the stalls and much of the products were sold.

Sharing Workshop

A one-day sharing workshop was organized by FVTRS, Bangalore in collaboration with the western RPPC at Ashankur Women's Centre on 07 March 2009. The objectives were to analyze the strengths, weaknesses, opportunities and threats (SWOT analysis) of the skill-training programmes, to re-position ourselves, enhance



Session in progress at Sharing Workshop

vagaries. Such Fair was organized by the western RPPC at Ashankur Women's Centre for a day on 6 March 2009, to coincide with the women's day celebrations. The fair was inaugurated by Mrs. Sharda Lagad, Board member of Yashwini Big Bazar group. Sr. Daphne and M.L. Satyan spoke about the objective of the Fair. Various products made by trained youth were exhibited and sold through 21 stalls. Thirteen associating partners from Maharashtra and Gujarat along with a few women's SHGs also exhibited their products at

knowledge about the unorganized sector and skill-promotion, and to ensure furnishing timely reports and information.

Partners' presentations focussed on trades conducted, types of trainees, overall achievement and impact, shortcomings and challenges, placement of trainees and follow-up measures taken. Forty participants from associating partner-organizations took part. Mr. M.L. Satyan, EU Project Manager facilitated the workshop.



Mrs. Sharda Lagad, Board member of Yashwini Big Bazar Group inaugurating the Market Fair

Training in Database Upgradation

FVTRS organized a two-day training programme in 'Database Upgradation' at Meerut Samaj Seva, Meerut on 23-24 March 2009 for the three RPPCs. The core objective was to enhance the existing database by adding EU project base components and to create a draft model of the Database in MS access for the year 2009. Five Documentation Officers of RPPCs participated. Mr. R.B. Prashanth, Documentation Officer, EU-supported project facilitated the training.



Visitors at the Market Fair



Database Up-gradation Training at Meerut

Conclusion of Tsunami-related projects

All tsunami-related projects are officially closed as on 31 March 2009. We thank all the associating partners and stakeholders who made the interventions effective.

Training in Logical Framework Analysis for Resource Mobilization

SPiN-India organized a four-day training in Logical Framework Analysis (LFA) with the help of Vikas Adhyayan Kendra (VAK), Mumbai from 23 to 26 March 2009 at Vagamon, Kerala. Partners were acquainted with fund-raising skills by giving inputs on how to



SPiN India members after LFA training

prepare LFA, importance of problem tree analysis, setting-up objectives and stakeholders' analysis in project formulation, developing concept papers, etc.

LFA pertaining to climate change, livelihood opportunities in tsunami-affected areas and disaster preparedness was practised during the training. SPiN India partners will use the learning and develop project proposals for financial assistance for SPiN India from donor agencies. Mr. Albert Joseph, Executive Director, FVTRS, attended the valedictory on 26 March 2009. Dr. Alexander from Trichur facilitated the training and used methodologies such as brainstorming, lectures and group-exercises to make it more participatory and lively. Twenty-five members of SPiN India network participated. Mr. Ajit Murikkan, Director of VAK has committed resources for Advocacy and Lobbying efforts.

Meeting with Skill Promotion Network of India (SPiN)

SPiN is a network of partners associated in the tsunami projects. A meeting with Mr. Isac Singh, Convener, SPiN India, took place on 15 January 2009 at FVTRS office. Discussions were held on reviewing the work done and setting the future course of action for SPiN India. Capacity-building programmes for SPiN India partners were also discussed so that skill development initiatives for youth in the tsunami-affected regions could be strengthened.

Jobs Australia

Mr. Jagadananda, Board Member of FVTRS facilitated a meeting with Mr. David Thompson, CEO of Jobs Australia on 30 March at Bhubaneswar. The meeting was attended by Mr. Jagar Singh, IAS, Commissioner-cum-Secretary, Labour Department and Mrs. Shubha Sarma, IAS, Director, Employment Mission, Govt. of Orissa and discussed possibilities of capacity-building, training, benchmarking and networking with Australian groups

2. Proposals to EDII, Ahmedabad and IGNOU, New Delhi, for entrepreneurship training have been sent.
3. All projects in tsunami affected regions have been completed. Final reporting is being done.
4. FVTRS will be working on Saturdays except second Saturdays w.e.f 01 April 2009.
5. Presentation by FVTRS at IGNOU, New Delhi regarding Community Colleges - 20 April 2009.
6. Sharing Workshop in eastern region - 25 April 2009.
7. Three programmes on 'Management and Communication' to be facilitated by Mr. Christopher Elsner, SES-Bonn - 10-12 June; 16-18 June and 22-24 June 2009 at Bangalore, New Delhi and Kolkata respectively.

Announcements

1. New project proposal and budget for the year 2009-10 has been sent to Misereor.



Success Stories

An effort can change life

Kunal left school when he was studying in class VII, and was spending most of his time playing cards with his friends. Vivekananda Rural Development Organization (VRDO), local NGO in Baruipur, West Bengal spotted him and interacted with him. He has three sisters and his parents are marginal farmers. The elder of the sisters is a widow and lives with them.

VRDO motivated Kunal to join the training in two-wheeler repair organized by them. Being trapped in a bad company, he stopped attending the training after 2 or 3 days. Because of the persuasive efforts of the staff of VRDO and the trainer, he resumed his training. A visit by an owner of an automotive workshop to the training centre regarding placement further kept him interested. After completion of the training, he got the placement in S.B. Garage in Kolkata as a helper and is presently earning Rs. 2,200 as stipend. Congratulations to Kunal and VRDO for their excellent handholding support. He is now supporting his family monetarily.



Embroidery and tailoring

Vocational education is as good as schooling

Vanlaichwng is living with his family in Joithang village of Bagbasa in North Tripura. He quit his schooling due to poverty and decided to attend skill-training classes so that he could support his family financially. He joined St. Xavier's Bishramganj Vocational Training School and appeared for an interview with interest for welding and smithy training, and got selected for a six-month training programme.

After training he worked as an apprentice at St. Xavier's Bishramganj Vocational Training Centre for three months. Soon he got an opportunity to work in Royal Fabrication Works opened by Moya Halam, an ex-trainee of the same institution and is now earning Rs. 1,800 per month. He visited the training centre recently during the holidays and said that he would encourage his friends also to undergo skill-training.

Striking a new path

Fredy Kinny belongs to a poor fisherman family in Gorai, Maharashtra. He neither had interest in continuing his studies nor to take up his family trade. He wanted to do something different as his family was in deep debt.

Montfort Empowerment Park is a society working for the underprivileged through vocational training. Fredy came to know about it and enrolled himself for training as an electrician. Interest in the trade kept him motivated throughout the training and he got a very good placement in a reputed electrical company. At present he is earning around Rs.11,000 per month and is helping his family to clear the debts.

Skill - the best companion everywhere

Chanda Kumari belongs to poor dalit family and living with her brother and his wife in Selaiya village of Madhupur block of Deoghar district of Jharkhand. She was trained in zari and embroidery trade which was organized by Phoolen Mahila Chetna Vikas Kendra, Deoghar.

However, she had to migrate to Gujarat with her brother in search of livelihood. In spite of her skill she had to work as a domestic worker for a meagre wage. Soon she found a unit of zari-making unit in the market. As she was skilled in this trade she talked to the owner and convinced him of her zari-embroidery skills. Now she is working in that unit in Gujarat and getting a monthly income of Rs. 4,000. She talks to her parents regularly over phone. Her parents are very happy with their child's success.

'Redundant' to an earning hand

Gopal is a 22-year-old school dropout from a scheduled caste community, who was termed 'redundant' in the community for not doing anything. He was inspired by the youth who were attending training in electrical and motor-winding organized in his locality by St. Joseph's Service Society, New Delhi. He liked it as the youth got jobs after being trained. He approached the instructor and enrolled himself for the training. During the training he paid utmost attention to learn the trade, and approached several workshops for placement. Finally, he got a breakthrough in an electrical and motor-winding workshop at Kakrola, New Delhi. At present he is earning Rs. 3,000 per month and helping his family with this income.



The motor-winding sessions for youth

The 'S' in Skill stands for System

**PRESS INFORMATION BUREAU
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT**

Monday, February 23, 2009

21:2 IST

NATIONAL POLICY ON SKILL DEVELOPMENT APPROVED

The Union Cabinet today approved the National Policy on Skill Development proposed by the Ministry of Labour and Employment. The objective is to create a workforce empowered with improved skills, knowledge and internationally recognized qualifications to gain access to decent employment and ensure India's competitiveness in the dynamic Global Labour market. It aims at increase in productivity of workforce both in the organized and the unorganized sectors, seeking increased participation of youth, women, disabled and other disadvantaged sections.

This is the first ever Policy in the country and has been evolved after multiple rounds of consultation among different ministries of Central Government/State Governments, industries and employer organizations, trade unions and other stake holders. It aims to synergize efforts of various sectors and reform the present system. The salient features of the Policy are:

- a) Demand driven system guided by labour market signals thereby reducing skills mismatch.
- b) Expansion of outreach using established as well as innovative approaches.
- c) National Vocational Qualifications Framework which will inter alia include opportunities for horizontal and vertical mobility between general and technical education, recognition and certification of competencies irrespective of mode of learning.
- d) System to deliver 'competencies' in line with nationally and internationally recognized standards.
- e) Focus on new emerging occupations.
- f) Focus on pre-employment training and Life long learning
- g) Equity consideration - adequate participation of women, disabled persons and disadvantaged groups including economically backward & minorities - enhancing their access to training; improving employability and increasing employment opportunities.
- h) Stress on research, planning and monitoring
- i) Involvement of social partners - responsibility for management and financing of the system would be shared with all stakeholders and provide greater space for Public Private Partnership.
- j) Promoting excellence.
- k) Use of modern training technologies including distance learning, e-learning, web based learning, etc.
- l) Skill up-gradation of trainers, their quality assurance, and improvement of status.

(Source: www.labour.nic.in)

(FVTRS participated in the policy draft workshops organized by ILO and Ministry of Labour, Govt. of India)



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