

News Bulletin

July 2009

Vol 4 No. 3



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From ED's Desk

'Precision Skill Training', and Matters that Matter

'Precision Farming' is what today Israel, U.S and many other countries are practising to make manifold returns from the agricultural operations as against traditional form of farming where the yield is only the conventional minimum. This farming practice is achieved in these countries by blending quality technical knowledge, wide dissemination of information, bureaucratic and political support percolating down to farmers with satellite aided information on water, fertilizer, weeding techniques etc. The farmers decide on the support price of the produce they make, both for retail and wholesale markets.

The same is successfully practised at Dharmapuri and Krishnagiri districts in Tamil Nadu in India where a school dropout youth from class four is leading the folks which should make all of us feel proud as we espouse their cause in our skill training. Agriculture being the mainstay of Indian economy, similar practises could be taken to vocational training field as well for the abundant youth energy that is available in the country. The youth could be trained and employed, as various agricultural operations in precision farming get branched off including in technical areas.

This 'Precision Training' concept could be taken to the skill training sector as well. FVTRS had to reject more than 96 project proposals in 2008-09 alone for want of the required information on employability prospects of selected trades and criteria fronts, credibility issues, technical flows while preparing an action plan, narrow focus on the target group, and for a casual approach while drawing up a skill training initiative. We have received recently a maiden project proposal from an applicant with a covering letter signed 'for', with whom and their legal holder we had spent enough time on how to be associated as effective partners in skill training and on how to make a proposal!

In a precision training, service providers (partners) cannot take for granted matters that matter. Every aspect of our involvement is counted culminating in the successful completion of the initiative. We must look forward to ways on how fruitfully to engage to feel the time well spent so that class four drop school dropouts are promoted to class one entrepreneurs as in the case of precision farming in Tamil Nadu.

Albert Joseph

FVTRS Documentary
Film to be Released
on 17 July 2009

'Not Born to Burn'



Interface Meet at IGNOU



A one-day interface conference was organized by Indira Gandhi National Open University (IGNOU) on 20th April, at New Delhi. IGNOU is offering Associate Degree through community colleges for youth undergoing skills training and appearing for higher studies in an effort to facilitate their vertical mobility. Mr. Felix D'Souza, Programme Manager presented a paper on the occasion about FVTRS and its contribution for skills training for the school dropout youth in India. The community college is an alternative education system which aims to empower individuals through appropriate skills development leading to gainful employment in collaboration with the local industry and the community. It helps in achieving skills for employment and self employability to the underprivileged sections of the society.

Workshops on Management, Communication and Marketing



Bangalore Workshop

Two programmes on the above theme were organized with three-day duration each at Bangalore and Calcutta in June 2009 facilitated by Mr. Christoph Elsner - a management expert - from Senior Experten Services, Bonn Germany. 30 partners of FVTRS attended the programmes. The main contents were Management, communication and soft skills, self-management, marketing and handling internal and external conditions. Sessions were participatory with group dynamics and analysis, presentations, plenary and group discussions. Dr. P. Basak, Board Member of FVTRS inaugurated the workshop at Calcutta.



Workshop Participants at Bangalore

A separate programme was organized for FVTRS staff as well by the same resource person.



Mr Elsner with FVTRS staff



Dr. P. Basak inaugurates Calcutta workshop



Calcutta workshop participants

National Workshop on Skill Development for Unemployed Youth

A one-day National workshop on Skill Development for Unemployed Youth was organized on 29 June, 2009 at Hyderabad by National Institute for Micro, Small and Medium Enterprises (ni-msme). The objective of the workshop was to take stock of the various skill development training being organized at the state and national level and developing strategies for the effective implementation of skill development programmes. It was jointly sponsored by the Ministry of Housing and Urban poverty Alleviation, Government of India and Ministry of labour and Employment, Govt. of India. Participants discussed various topics on government initiatives for skill development, skill training and creation of self employment ventures, role of government/NGOs/ technical institutions in implementing skill development programmes. Mr. Albert Joseph and Mr. Felix D'Souza participated and presented a paper on 'Innovative approaches in livelihood promotion for unemployed youth'.



MSME Workshop, Hyderabad



Trainees at a Tailoring Course, Bhubaneswar



Mr Joseph at MSME Workshop

As Kandhamal Returns to Normality...

FVTRS was one of the first agencies to visit the affected victims and areas in August, September and October 2008 soon after the infamous riot broke out at Kandhamal in Orissa. Held several rounds of discussions with the victims and other stakeholders and drafted a project intervention for skill training for the displaced underprivileged youth who lived in the relief camps in exploited conditions. The strategy has been to take out the above youth from these camps who struggled in vulnerable conditions, and empower them through a skill by which they could earn a living on their own. Nine institutions/centres at Bhubaneswar, Berhampur, Sambalpur and Rourkela were short-listed to implement the project. Seven projects are being implemented with a cost of Rs. 48 lakh involving nine partners at these places to train 540 youth (348 boys and 192 girls). The projects are facilitated and locally monitored by Orissa Forum. FVTRS is supporting an exclusive skill training project where the trainees are enabled to take part in the on going house construction activities as well.



Displaced trainees at a computer course



'We Are No More Displaced'
Trainees at Bhubaneswar centre

Other Matters

Tsunami Grant Projects

All the projects under tsunami were closed with effect from 31st March 2009 and report submitted to Caritas India and Misereor.

Newly Approved Projects

Sixteen projects approved in the last Project Selection Committee meeting were processed. Revised Legal Undertaking of FVTRS, Financial reporting tools, and Request for payment were newly introduced.

Governing Board Meeting

The G.B was held on 26th May 2009 at Bangalore.

New Proposals

24 new project proposals received during the quarter.

Synergising with Sisters Organizations (SOS)

FVTRS, NEG-FIRE and CBR-Forum have got into a synergy process alongwith 10 short-listed NGOs in Koraput district, Orissa for a concerted action in the field of primary school education, skill training and empowerment of disabled persons. Details of intervention are being worked out.

Miscellaneous

1. Signed new MOUs for 5 grants including EU project from Misereor.
2. New HR Policy and Service Rule manual endorsed by the Board members circulated to the staff with new appointment letters.
3. 56 Audited statements of accounts of the on-going projects were sent to Caritas India in the final run up to changing the legal holder ship.
4. First FC-3 returns for the period 2008-09 submitted to the Ministry of Home Affairs, New Delhi.
5. Grant has been released to 21 projects to the tune of Rs.38.5 lakh.
6. FVTRS is registered under Shops and Establishments Act of Karnataka.
7. Staff of FVTRS were registered under Professional Tax Act, Karnataka.
8. Registration of FVTRS and its Staff under the Provident Fund Act is being done.
9. Mr. C.P. Nicholas, previously working as Tsunami-field executive has been appointed as Monitoring Officer for regular projects from 29 May 2009.
10. Mr. Vishal Ranjan, Research and Documentation Officer resigned from FVTRS from 25 April, 2009.

Workshop on Database management system



Eastern Region staff conducts database workshop

A one-day workshop was organized by the Eastern Region EU supported project at Bhubaneswar on 24 April, 2009. Sixteen participants representing ten partner NGOs attended. The objective was to share with the partners on the purpose of creating a Software Database and the type of information or data that the software should contain. The partners would collect further required data from their area and Eastern Region will facilitate further inputs. Mr. M.L. Satyan from FVTRS and the Eastern Region staff facilitated the workshop.

One-day Sharing Workshop

It was organized by FVTRS in collaboration with the eastern region EU supported project at Bhubaneswar on 25 April 2009 with the objective to analyze the strengths, weaknesses, opportunities and threats of the skill training activities, knowledge enhancement at FVTRS level, relevance of skill training in an effort to reposition and redesign activities for the target group with relevant documentation. There were presentations from ten partner NGOs who highlighted on the names of trades conducted, number of trainees, overall achievement and impact, placement, shortcomings and challenges experienced with follow-up details. Nineteen participants attended. M.L. Satyan, EU Project Manager facilitated the workshop.



Presentation by partners



Mr. M.L. Satyan facilitates the workshop

Perspective Planning Workshop- Ahmednagar

The western region EU supported project organized a two-day workshop on 28 and 29 April, 2009 on 'Perspective Planning' for the associating partners at Ashankur women's Centre. The objective of this workshop was to articulate and redefine the organization's vision, mission, strategy, role, objective and programmes according to the need of the community.



Group work during workshop

Workshop on Financial Management and Book keeping

A one-day workshop was held for the partner staff on 7 May, 2009 at Ashankur Women's Centre. There were 49 participants. The objective of the workshop was to improve the quality of account writing and book keeping.

Workshop on Communication

A three-day workshop on Communication was organized by the western region from 27 to 29 May, 2009 for the representatives from community based organizations at Ashankur Women's Centre. The objective of the workshop was to enhance the communication skills in different fields. 20 participants took part.

Monitoring Visits

M.L. Satyan, EU Project Manager visited KIRDTI at Keonjhar and Jan Bikas Kendra on 22 and 23 April, 2009.

The staff of western region EU supported project visited seven partners for monitoring the progress of skill training projects implemented by the partners in Maharashtra and Gujarat during April-May, 2009.

Field visits were organized for projects in Chhattisgarh, Jharkhand and Orissa for monitoring the skill training activities in April-May, 2009 by the staff of eastern region for ten associating partners.

More Information EU supported project Resource and Programme Promotion Centre, Eastern Region

Mr. Duskar Barik, Director, Eastern Region

According to census 2001, the eastern region comprising Orissa, Jharkhand and Chhattisgarh have a population of 7,63,84,634. Total Scheduled Tribe population in this region is 2,08,37,892 (27.28 %) and Scheduled Caste population is 1,11,22,054 (14.56%) which together forms 41.84 per cent.

The European Union



EU-SUPPORTED PROJECT



The literacy rate of the region is 61.32%. The literacy rate of the tribal community however, is very low in the region. The region though is very rich in mineral resources, high endemic poverty is seen with high IMR and MMR.

80 per cent of the population is still below the poverty line. The undivided Bihar is ranking top followed by Orissa. Both MNC and local companies exploit the mineral resources in both the agricultural and forest land. The people don't have records of the land due to lack of land settlement in the tribal area and so, in many cases they do not get compensation either. The high pollution by the mining and industrial units and displacement caused migration of thousands of agricultural labourers to the major cities in India in search of a livelihood. Due to lack of skill they do not find any place in the new rural industrial set-up.

To address the above problems of the poor and marginalized, FVTRS in partnership with KIRDITI, Keonjhar worked out a simple strategy to impart livelihood generation skills locally in the un-reached tribal region of India. To make it more practical and strategic oriented, FVTRS introduced the concept of RPPC through which support for skill training, coordination, monitoring in different regions is more accessible to the people and partner NGOs. The support of European Union through FVTRS has been rewarding for the cause as it was for the first time a concerted effort has been made in the skill sector together with many local skill providers.

The objective of the RPPC is to strengthen innovative and qualitative functional vocational training, including livelihood skills, in the un-reached segments and areas for the unemployed school dropout and illiterate tribal youth in Orissa, Jharkhand and Chhattisgarh to contribute to livelihood promotion, mainly in the informal sector and also for other excluded sections in the society.

RPPC has selected 21 partners NGOs from Orissa, Chhattisgarh and Jharkhand in two phases. They have undergone several training and workshops organized by RPPC as well as FVTRS related to FVT, field studies and sharing workshops, EDP, finance management, proposal formulation, rural market assessment, curricula preparation, database management etc. They also took part in three regional-level interface meetings and sharing workshops held at Bhubaneswar, Raipur, Chhattisgarh, and organized market fair at State level. These training and workshops helped them to understand the concept and implementation process of vocational training to make it more people-oriented, employable as well sustainable. RPPC has also done liaison work with govt. departments and other like minded NGOs to help the FVT activity.

Impact

- After being associated with RPPC, the NGO partners are now practising PMA and RMA with community participation before selecting any trade and introducing it. They also ensure the marketability of the trades before finalizing the training. The trainees are also imparted EDP which helps them to be successful entrepreneurs.
- The vocational training programme focused on the excluded communities helped them to move out of poverty by acquiring a skill and being engaged in a livelihood activity.
- The associating partners are able to prepare proposals for vocational training and RPPC has received proposals on different trades for 1st and second phase skill training activities.
- Through inter phase and sharing workshops, more and more NGOs are coming forward to promote vocational training programme.
- 190 youth are trained in different trades by our associating partners funded by NABARD/ WFP/ CAPART etc.
- 2593 school dropout youth have received skill training by various partners in all the three States and most of them have already linked to job and self-employment ventures.
- About 700 more school drop-out youth will receive skill training during the second phase of the project.
- The government of Orissa has also started opening skill training institute in all the districts of the State with the support of the leading banks to promote skilled personnel in the State.

Challenges

- For some of the partner NGOs, vocational training concept and the role of RPPC are new and hence they need more time to understand it.
- As some of the associating partners are not familiar with the internet and at times cell phone is not accessible at some places, communication does not take place as and when required.
- While some of the partners feel they have understood the concept during training, we see a gap while implementing projects.
- Convincing other stakeholders for their involvement and participation is a tedious task as also the government officers who are habituated with the old pattern of functioning. They are busy and happy with their routine work.
- For non-FC holding partners, we feel the need for support for accounts management and documentation.

Resource and Programme Promotion Centre, western region

**Sr. Daphne Sequeira, Director, Western Region
RPPC**



The state of Maharashtra with 35 districts has a population of 9,67,52,247 and it is the second populous state in India. Gujarat with its 25 districts has a population of 5,05,96,992. The status of women in terms of their socio-economic position is weak in both the States. The literacy rate of women in both the States respectively is 67% and 58%. In rural Maharashtra 40 per cent girls drop out of school after 7th class. Work done by women is often undervalued both by social custom and perception. Added to this there are problems such as male migration, child marriage, high mortality rate of girl children and young women. Though centrally sponsored schemes that are beneficial to women exist, the thin spread of the State's resources fails to make any adequate impact on economic situation of women.

In the state of Gujarat, there is an uneven distribution of the geographical set up. In some areas the land is rich and highly fertile while in some other parts it is dry and unfertile lacking irrigation facilities. The women in the state are economically, socially and educationally backward with cultural barriers and taboos. In the villages, education of girl child is not at all encouraged and families prefer to keep them home for doing the household and field work. It is quite a common practice that the girls are married off at an young age. It further leads them to a situation of poverty. In this scenario, it is important to give women dignity and social identity. It is important to provide them work with an independent income. At this juncture, we need to increase the livelihood opportunities by enhancing the scope of the unorganized sector. This would definitely go a long way to empower these women.

Keeping in view the mission of FVTRS is promotion of VT that emphasizes quality training, effective marketing of skills and products and that ensures dignity and self respect with an all-inclusive approach to the poor and needy youth, western region RPPC worked out a strategy to strengthen the movement of vocational training through bottom up approach. The objective of RPPC is to strengthen innovative and qualitative functional vocational training in the un-reached segments and areas for the unemployed school dropout illiterate youth and women in Maharashtra and Gujarat to contribute to livelihood promotion mainly in the unorganized sector for the excluded communities.

RPPC has established a network with 21 partners spread in the states of Maharashtra and Gujarat. The executives, staff and trainees of these NGOs have attended several orientations, workshops and exposure visits to various successful skill promotion experiments. The distinct feature of this programme is that all the partners first conducted field study and then selected the trades based on the market demands and trends.

Besides this, they have been part of regional level interfaces and national conferences organized by FVTRS. These meetings have helped the partners to broaden their vision and sharpen their sensitivity to the unorganized sector. The RPPC has also done liaison work with banks, government departments, industries and other likeminded NGOs to help the skill promotion initiatives.

Impact

- ✓ The skill trainings are designed according to market needs rather than the NGO needs.
- ✓ The new trades identified are functional and innovative. Those who were promoting traditional trades are now able to implement skill training innovatively. As a result, the trainee drop-out rate is less. Inclusion of EDP with a focus on soft skills has made the training much more effective.
- ✓ The grass root NGOS who struggled for many years because of lack of guidance are now getting into the mainstream.
- ✓ Networking and linkages have made partners more aware of government programmes, fund availability and innovative ideas in imparting skills.
- ✓ The government officers at the district and state level, politicians in the area and MFIs like SIDBI and NABARD are sensitized about the unorganized sector and the need for skill training. The IEC materials published by the RPPC have been useful for advocacy and lobbying.
- ✓ The dialogue/discussion that generated as a sequel to our sensitization programmes, has influenced the policy change in the government structure. Ex: Rexene bag making trade and the diamond polishing trade were recognized by the DRDA.

The programmes of FVTRS/RPPC have helped the partners to improve the quality of development work of the NGOs work in general.

Forthcoming Activities

1. Interview for new positions - 11 July
2. AGBM - 17 July
3. Interface Meet at Mumbai -23 July
4. Mr. C.P. Nicholas on CII assignment for Trade assessment to Maharashtra from 5 to 17 July
5. Bro Jose Memorial Lecture - 18 September

They Made Trades Gender Neutral



Neeta J. Parmar- a married housewife aged 22 years - was mentally depressed because she did not have children and was constantly taunted and tortured by her in-laws. She approached Centre for Development (CfD) for guidance regarding domestic violence. CfD counseled her and helped her to overcome her emotional problems. It was suggested to her that she could join the driving course facilitated by CfD. Her first reaction was negative. A woman driving a car was unthinkable for her and it was a taboo in her community. But after counseling and guidance from CfD, she gave her consent to join the driving classes. Her husband was a taxi driver and he supported her decision and encouraged her to learn driving. She started learning driving in spite of all odd comments from her community, with a steely resolve and determination and completed the course successfully.

Getting the driving licence however, was a major challenge for her. She had to go to the RTO office for a test. The test was taken on a computer where 15 multiple choice questions were asked. The examinee has to give correct answers for 11 questions to pass the test. For Neeta who comes from a very humble background, answering these questions on a computer, despite the training given by CfD, was a nightmare. She failed in her first attempt. This did not stop her perseverance. With great determination, she attempted second time and passed in her driving test. She felt she had learnt a new skill and achieved something in life. She is now employed as a driver by a company that is headed by a woman.



Pragyna Vyas 18 years is a school dropout from a poor family. When CfD's field staff approached Pragyna and suggested her to learn cell phone repair, she refused in the first instance as it was meant only for boys according to Pragyna.

Women in her community have never used a cell phone. She always considered cell phone as a strange object and had never dreamt of owning one for herself. The idea of learning to repair mobile phones was unbelievable for her. After the counseling by CfD's field staff, she joined the cell phone repairing course.

She took keen interest to learn the repair work as best as she could. She completed the course successfully. TATA Indicom, a reputed cell phone service provider company offered her a job. Pragyna is now a changed woman today. She is very confident and full of self-esteem. Her parents and family are proud of her achievement. She is now in a position to support her family financially. The course has broadened her horizons. She is a source of inspiration to other girls in her community. Seeing her success many other girls have enrolled in the next batch of cell phone repair course run by CfD.

Vasantbhan Govardhan is 25 year old married woman. She hails from a poor family of Vinchhiya village near Rajkot. She has two sons. The money earned by her husband was not enough to meet her family needs like the household and the children's educational expenses. She came in contact with a local NGO called SAVARAJ at Rajkot and learnt about a one month training programme on metal cutting and polishing. She enrolled herself for this training and completed it successfully. The entrepreneur skill training further helped her to set up a metal polishing unit and earn Rs.2000 to 2500/- per month presently.

Experiences in First Person

I am Tukaram Anshabapu Chand belong to Wavrat village in Ahmednagar, Maharashtra. I had to leave my studies due to poverty and family problems after my failure in 8th class. The responsibility of supporting my mother, sick father and five sisters fell on me. As I was on the look out for taking up some odd jobs, I learnt about skill training organized by Social Centre. I joined the electrician course. During the training I had to face problems like walking long distance from my village to the training centre, remaining hungry due to lack of food at home etc. I concentrated on the training and tried to learn as best as I could in spite of all this problems. After completing the training, I started my own small workshop and earned Rs.100 to 150 per day. I am grateful to Social Centre and FVTRS.

My name is **Pandurang Shivram Dube** and I am a victim of seasonal migration and live in poverty. I could study only till 5th class. As I helped my parents in the field work, the landlord tried to exploit me by making me work hard. I had decided to run away to Mumbai. At that stage, I learnt about Social Centre about the vocational training programmes organized by them. I changed my idea of going to Mumbai and joined the two-wheeler mechanic course. I was very fortunate to get an experienced instructor who taught me theory and practical lessons related to two-wheeler mechanism. I now continue to work in his workshop and dream of setting up my own two-wheeler mechanical workshop in future. I hope that my dream will come true.

Useful Information for VT Agencies

National Instructional Media Institute (NIMI) was established in 1986 by the Government of India under the Ministry of Labour with the assistance of Deutsche Gesellschaft Fuer Technische Zusammenarbeit (GTZ) acting as the executing agency on behalf of the Government of the Federal Republic of Germany. From 1st April 1999, NIMI has been functioning as an Autonomous Society. This Indo-German project aims to enhance the overall productivity of the teaching/ learning process through the introduction of appropriate and validated instructional media under the Craftsmen and Apprenticeship Training Schemes.

NIMI is engaged in developing instructional materials known as Instructional Media Packages in the form of complete training packages for training craftsmen and apprentices in the mechanical and electrical group of trades. These packages will assist both trainers and trainees, thus improve the quality of training.

The National Council on Vocational Training (NCVT) identifies the potential skills for employment, develop curriculum and implements the training programme in the Industrial Training Institutes.

The aim of NIMI is to provide Written Instructional Material to maximum number of trainees at the shortest time possible. Hence the trades are selected on the popularity of the trade. A committee of experts, called Media Development Committee (MDC) is constituted for the trade. The committee consists of experts of the trade from industry and training institutes.

For more information please contact:

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Announcement

A Good News For All

FVTRS in its Governing Board meeting held on 26 May 2009 has decided to give cash award to three best performing partners who excel in vocational training based mainly on maximum coverage of trainees and placement effected to them in a project. Other criteria like on-time reporting, trainer proficiency, following a curricula including EDP etc will also be applied while short-listing partners. Rs.25,000/- will be given to each awardee.

The awards will be announced on the occasion of the Bro. Jose Vettikkattil - Founder President of FVTRS- Memorial lecture which will be organized every year on September 18 - on his death anniversary date - or a day close to that date. The awards will be given to awardees during the National Skill Conference.



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