

6th National Skill Conference Held

'Inclusion, Employability Skills and Capturing Entrepreneurial Spirit in the Unorganised Sector'



Inaugural Session (L-R) Mr Albert Joseph, Executive Director, FVTRS; Mr John Samuel, Global Adviser, UNDP, New York; Mr Saleem Ahmed, Director General, NYKS; Ms Koely Roy, Vice-President, FVTRS; Shri KM Mani, Hon. Finance Minister, Govt. of Kerala; Dr Antony Kariyil, President, FVTRS; Dr Rajesh Tandon, Director, PRIA; Mr PH Kurian, IAS, IT Secretary, Govt. of Kerala

MISEREOR
IHR HILFSWERK

The European Union



'Govt. of Kerala to Provide Skill Training for six lakh Youth'

The National Skill Conference was held from 19-21 September, 2012 at Kovalam, Kerala along with National Partners' Meet wherein issues of project implementation, best practices, sustainability issues, etc were discussed in great detail. Input sessions on various skill training and EDP related topics were delivered by the eminent resource persons. 150 participants from partner-organisations of FVTRS, civil society, NGOs, government departments, and invited guests attended the conference. The Finance Minister and Labour Minister of Kerala State participated along with government officials.

'From a Wage-Earning Mindset the Youth Should Move to an Entrepreneurial Mindset'

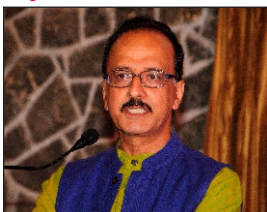
Inaugurating the National Skill Conference at Kovalam, Shri KM Mani, Hon. Finance Minister, Govt. of Kerala emphasised on skill development of young people, and inclusive entrepreneurship leadership would be a main priority for the government of Kerala. The National Skill Conference was organised by Functional Vocational Training and Research Society (FVTRS) with the support of The European Union, MISEREOR, ILO and NIOS.



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Founder Memorial Lecture by Devinder Sharma



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Inauguration of the NSC: Lighting of Lamp by Dr Antony Kariyil, President, FVTRS



Valedictory Address by Shri Shibu Baby John, Hon. Labour Minister, Govt. of Kerala

Entrepreneurship development is the need of the hour which needed to transfer to the young generation encouraging them to invest on their ventures and to seek opportunities of self employment. Speaking about the initiatives of Kerala government for skill development, Shri KM Mani gave a brief on three schemes of skill acquisition programmes named-Additional Skill Acquisition, Skill Enhancement and Entrepreneurship Establishment mission focusing to provide skill training to six lakh youth in the State. He also made a number of other important points, including:

- **People want government jobs and they are willing to pay for it. They are least willing to invest in entrepreneurial skills. This attitude must change.**
- **From a wage-earning mindset the youth should move to an entrepreneurial mindset.**
- **Scarcity of employment is not the real issue today; the challenge today is that of employability.**

Skill Development leads to Economic Betterment

Mr John Samuel, Global Adviser, UNDP pointed out that there will have to be detailed planning for re-skilling the youth in relation to the present prevailing context and political economy in the society. Mr Samuel mentioned that Kerala's economic and social development is the outcome of the export of skilled workforce to other parts of the world and country. It shows the translation of investment in skill development into the economic growth and social up-liftment of the society. He also pointed out on the grey side of the economic empowerment in Kerala.



Focus on Youth Development

Mr Saleem Ahmed, Director General, Nehru Yuva



Kendra Sangathan (NYKS), New Delhi focused on the significance of the development of youth for the growth of the nation. Introduction of voting right at the age of eighteen by the former Prime Minister

of India, Mr Rajiv Gandhi was the indication of his belief on the youth strength necessary for the growth of the country, cited Mr Ahmed. The focus of various programmes initiated by NYKS for the youth, women and rural people with the support of ministries, different institutions, organisations is based on the same belief, he pointed out.

Importance of Self-Employment

Mr PH Kurian IAS, IT Secretary, Govt. of Kerala emphasised on the need of skill development for poverty eradication and economic development. Linking of entrepreneurship development programmes with the skilled people is required with emphasis on self employment and more job opportunities in the organised sector rather adding on workforce in the unorganised sector in the country, said Mr Kurian.



'Help Youth to Help Themselves'

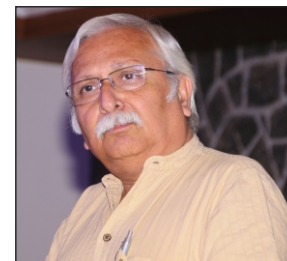


The objective of FVTRS and alliance partners in the field of skill development should be orientated towards the effort to equip the youth to help themselves, told Dr Antony Kariyil, President, FVTRS in his

presidential address. He emphasised on joining hands by all stakeholders to achieve self reliance by today's youth.

'Skill Recognition and Certification come prior to Skill Development'

Delivering the key-note address Dr Rajesh Tandon, UNESCO-Chair for Community Participation and President, Society for Participatory Research in Asia (PRIA) said that there is a need to work with workers in the unorganised and informal sector to provide skill support. The session was moderated by Mr Jagadananda, State Information Commissioner, Odisha.



It is also important to learn from the experience of farmers and to further support the skills to increase agricultural productivity. The need is to recognise the indigenous skills of our artisans and craftsmen and identify and certify to make them skilled in their professions, said, Dr Tandon. He emphasised on the importance of lifelong learning module for our country.

- Millions of our people are skilled, but they are counted as unskilled.
- The greatest challenge is neither skill acquisition nor skill enhancement, but skill recognition and skill certification/accreditation.
- Existing skills should be recognised and certified.
- FVTRS should become an effective platform for policy analysis, lobbying and advocacy.

'Train Youth to exploit Perishable Natural Resources'



Dr S Vijayadharani, Hon. MLA from Vilavancode Constituency, Tamil Nadu talked of the immense potential of the human resource, demographic dividend that we have in our country. This has to be

linked with the various on-going programmes of skill development and vocational training to capacitate, train and prepare them to exploit the perishable natural resources and to market as profitable products, especially in north-eastern regions, she added.

Vote of thanks was proposed by Ms Koely Roy, Vice-President, FVTRS. All the initiatives of skill development and entrepreneurship development programmes have to be an attempt to prepare the young generation to become an active and responsible citizen of the country, insisted Ms Roy while thanking dignitaries and participants.



Thematic Sessions

Youth and Skill Development- an Inclusive Approach

Dr Mukti Mishra, Chairman, Centurion Group of Institutions, Odisha spoke of best practices adopted by his group of institutions focusing on skill development of young people hailing from



rural and distant places. Mr Pawan Kumar Varma, Chief Mobilisation Officer of Tata Institute of Social Sciences (TISS), Mumbai highlighted the training programmes and work integrated competency

development for disadvantaged youth by the institution in his presentation. Mr GS Sethi, General Body Member of FVTRS moderated the session.

Mr John Mundakayam, Chief of Malayala Manorama, Thiruvananthapuram made a deliberation on role of media in the present

context with impact on the youth. Skill development with emphasis on soft skill is required for mainstreaming the school dropout youth in the country, said Mr Mundakayam.



Promotion of Entrepreneurial Leadership

Moderator of the session, Mr Samarendra Sahu, IES, Additional Development Commissioner, MSME, New Delhi spoke of various initiatives in skill and entrepreneurship development programmes of NIOS, NIESBUD and MSME for the promotion and encouragement of entrepreneurship development among the young generation of the country. Speakers Dr KP Wasnik, Director, Vocational Education, NIOS, New Delhi and Ms Rita Sengupta, Director, NIESBUD, New Delhi presented papers.

Salient points of their presentations and reflections include:

- Strong civil society pressure should be built up for effecting desired policy changes
- Entrepreneurship is not merely a matter of technical skills; it is a philosophy of life, a life choice and attitude
- Development of soft skills and life skills is as important as imparting technical skills



Release of Conference Souvenir and Research Book 'Skills Watch'



The conference souvenir and the research book named 'Skill Watch' documented by Dr P Basak, Former Board Member, FVTRS was released by Shri KM Mani, Hon. Finance Minister, Govt. of Kerala.

The first day of NSC started with an exhibition of entrepreneurial innovations: the drummers' dance by the members of women group from Thodupuzha, Kerala.

Another thrilling experience was by women trainee-entrepreneurs' demonstration of climbing coconut trees to pluck coconut.



Drummers trained by Kottayam Social Service Society

Day-Two: 21 September 2012



Dr Paul Comyn, Skills Specialist, ILO, New Delhi spoke on ILO's initiatives on skill development during his presentation on second day of the conference. Fr Michael Vettickat, Executive Secretary,

KSSS, Kottayam highlighted the success stories of youth undergone various training programmes. The session was chaired by Dr J Alexander, IAS (Retd.), Advisory Committee member of FVTRS.



Precision Farming and Its Role on Stimulating Agriculture growth



Dr E Vadivel, Project Officer, Precision Farming and e-Extension Programme, TN agricultural University, Coimbatore spoke about the methodology of precision farming

from seed to product that is very different in our country as compared to other European countries. He pointed out the need for empowering the farmers of the country through technology enhancement, capacity building programmes and better marketing strategies, which is unfortunately, always ignored. Farmers could earn handsome revenue through high-tech farming and with better marketing management systems, explained Dr Vadivel.



The session was chaired by Ms Aruna Sunderarajan, IAS, Vice-President, Kudumbashree Initiatives, Govt. of Kerala who spoke about Kudumbashree initiatives in Kerala and also invited FVTRS to participate in its effort to reach more women with training.

Innovative Skill Training Models

Session on innovative skill training models by selected partner-organisations of FVTRS was held. Ms Naheed Aqueel, CEO of Prayatna Foundation, Lucknow; Dr Shalini Saxena, President of PECSS, Bhopal; Fr Corlis Gonsalves, Director of Don Bosco Technical Institute, Pune shared their success stories from innovative skill training models such as challenging trades for women, collaboration with local self-governance, industries and educational institutions, schemes of Kishan credit cards to artisans etc. Ms Hemal Kamat, Director, Concept Society, Indore chaired the session.



A Note to Prime Minister



A session and group discussion was held on drafting a note to be sent to Prime Minister on the issue of skill development for the 91 per cent of workforce engaged in the unorganised sector in the country against what is conceived today for the organised industrial needs. The session was effectively facilitated by Dr P Basak.

Valedictory Session

Shri Shibu Baby John, Hon. Labour Minister, Govt. of Kerala emphasised on the need to change the mindset of youth and society to be more receptive to the benefit of initiatives taken in the field of skill development and entrepreneurship development. Ms Koely Roy, Vice-President and Mr Albert Joseph, Executive Director of FVTRS were present. Vote of thanks was proposed by Mr ML Satyan, Project Manager of FVTRS. Ms Anita Sharma of GIZ, New Delhi moderated all sessions of the two-day conference.



Founder Memorial Lecture



Founder Memorial Lecture by Mr Devinder Sharma

Mr Devinder Sharma, Founder member of Chakriya Vikas Foundation delivered a brilliant public lecture on 'Food Security and Factors Threatening Indian Agriculture.' The session was chaired by Mr Binoy Acharya, Director, Unnati, Ahmedabad. The occasion was the seventh death anniversary of founder President of FVTRS, Bro Jose Vettikatil held on the sidelines of the National Skill Conference on 20 September 2012.

Mr Sharma gave a detailed analysis of the present situation of Indian farmers and Indian farming system, the prevailing crisis of food security, present and future threatening situations to agricultural system and overall food production system at Indian as well at global levels. Indian farmers are managing the farming and fighting for their survival in contrast to the farmers of America, European Union States and other countries heavily subsidised with direct income support by the government, explained Mr Sharma.

Diminishing farmers' landholding, migration of farmers from farmlands to urban areas, and companies taking over to farming, production and overall process of food production (viz FDI in retail, mechanisation of food production system, etc) are the phenomena deepening the crisis of Indian agricultural system. Keeping in view the belief of Mahatma Gandhi that sustainable agriculture system could ensure future of the country, Mr Sharma gave emphasis on implementation of the kind of agriculture model that can ensure safe environment, viable economy, country's food security, and curb farmers' suicides as the solution for deteriorating Indian agriculture.



National Partners' Meet

National Partners' Meet was held on the sidelines of the National Skill Conference at Kovalam on 19 September 2012. 130 partner-organisations and Board members along with staff of FVTRS attended the meeting. The objective was to discuss



Inaugural Session of National Partners' Meet

critical issues, concern and challenges during the implementation of vocational training projects with sharing of best practices by partners and suggestions received from partners and Board members.

Dr Antony Kariyil, President; Ms Koely Roy, Vice-President; Dr Ghandi Doss, Treasurer; Mr GS Sethi, Sr Daphne Sequeira, Board Members; Dr J Alexander (IAS Retd), Advisory Committee Member, Dr Hubby Mathew, General Body Member and Mr Albert Joseph, Executive Director of FVTRS were present at the inaugural function.

Sharing of Best Practices



Sharing Session by Project Partners of FVTRS

Selected partners during the National Partners' Meet shared their experience of utilising innovations and new ideas while implementing vocational training projects in partnership with FVTRS. The session was chaired by Sr Daphne Sequeira, Board Member of FVTRS.

In his presentation, Mr Nagaraj Desai, President, SIRDS, Karnataka drew on his experience in relation to vocational training programmes for school dropout youth in Koppal district. Mr Desai talked in particular about how follow-up and handholding to trainees during and after the training programmes in getting good job opportunities and to get started with their enterprises after completing their training. Mr Francis P Antony, Director, ISRD, Madhya Pradesh presented a number of examples, showing the value of certificate and the difference that it can make to the life of trainees.

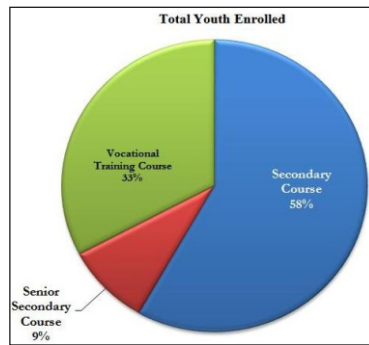
Sr Immaculate, Principal, SAPC, Andhra Pradesh explained the efforts of her institution of making collaboration with various educational institutions to get the support in placement and in-job trainings. She mentioned the close relation between malnutrition and low brain development of children that leads to high percentage of

school dropout, based on the findings of her research on possible causes of school dropout. Drawing on his experience in Assam, the north-eastern State, Mr Abdul Malik, Secretary of AGUP talked about a number of ways in which local people and agriculturist like artisan development schemes had led to employment and new hopes among them.

Fr Amal Raj, Director, BWDS, Bihar focused his presentation on various marketing strategies initiated by the organisation for better result of placement and training for school dropout youth. The advantages of involvement of local governance bodies to the training programmes, entrepreneurship development, motivational sessions towards effective training and placement of school dropout youth were presented by Mr T Ariful Hussain, Director, NEST, Assam.

**VT and Academic Certification
(NIOS-FVTRS Collaboration: PASS10N)**

The NIOS co-operation has absorbed 2006 school dropout youth (secondary courses-1168, senior secondary courses-181 and vocational courses 657) who undergo training in VT to make them pass 10th class where 25 out of 38 accredited partners have already made headways as of September 2012. Five new applications have been forwarded to NIOS for accreditation of both VT and academic courses.



Promotional Consultations

Promotional consultations were organised to sensitise willing prospective doers to educate on skills training parameters and make them as sustainable practitioners in vocational training. 147 representatives from NGOs, Skill training providers, civil society, industries, govt. officials, personnel from government departments, and like minded organisations participated in three promotional consultations held at Shimoga-Karnataka (6 July, 2012), Guwahati-Assam (12 July, 2012), Salem-Tamil Nadu (18 July, 2012).



Promotional Consultation at Guwahati, Assam



Promotional Consultation at Salem, Tamil Nadu

**Workshop on Transferring
German Model of VT to UOS in India**

Collaboration was made with Senior Experten Service (SES), Bonn to enhance partners' efficiency in areas of implementation of vocational training (VT), expertise in survey and research procedures, entrepreneurship skill and enterprise development. Mr Dankward Schoensee from SES, Bonn facilitated two workshops held at Bangalore and Lucknow in August 2012. Representatives of 30 partner-organisations participated in the workshop that consolidated the action plan on transferring applicable methods of German dual system of VT to the unorganised sector (UOS) in informal training programmes of India.



Participants at German dual system of VT at Bangalore

SYB and GYB Programme

Two programmes of 3-day 'Generate Your Business' (GYB) and 5-day 'Start Your Business' (SYB) were organised by FVTRS for its end beneficiaries from 22-31 August 2012 at Gogamukh, Dhemaji district, Assam and at Jodhpur on 29 August-6 September 2012. These training programmes were facilitated by FVTRS trained staff Mr Balakrushna Panda, Ms Akok Imsong, Mr Ankur Kachhwaha and Mr Akhilesh Mishra under the supervision of Master Trainers of ILO, Mr Khaleelul Rehman and Mr GY Reddy. A total of 80 trainees participated in both the training programmes.



Participants of SYB and GYB Programme, Guwahati

Capacity Building Workshop on SCOPE and SIYB

A two-day capacity building workshop on Sustaining Competitive and Responsible Enterprises (SCORE) and Start and Improve Your Business (SIYB) for implementing partners and trainers was organised by ILO in New Delhi on 25-26 September 2012. Four staff members from FVTRS attended the workshop. Issues discussed were global employment scenario and role of ILO, Role of employers' organisation, workers' organisation in ILO Work, gender perspective and employment, HIV/AIDS in the World of Work, developing strategy for promotion and marketing of SCORE and SIYB on a commercially sustainable business model. A review was done on the progress of SIYB facilitated by FVTRS. A team was formed with representation from ILO to standardise the budget to take the cause forward.

Workshop on Jackfruit Preservation: Shanti Gram, a partner-organisation of FVTRS organised a three-day workshop on Jackfruit preservation associated skills and health issues at Thiruvananthapuram on 27-29 July, 2012.

SPiN Network Meeting: The two-day capacity building programme was held by SPiN Network at YMCA, Kanyakumari on 17-18 August 2012. Topic was identification of alternative resources in agriculture and marine sectors, organised by SWAN, a former FVTRS Partner.



SPiN Network Meeting at Kanyakumari

PSC Meeting: Project Selection Committee (PSC) meeting was held on 5 September 2012 at Ernakulam where 18 projects were approved at a total cost of Rs. 82,30,100/-

Project Related Information

Monitoring and Pre-assessment Visits: 16 projects
Funds Released: Rs. 75.75 lakh
New Project Proposals Received: 40

Hearty Welcome!

Mr Madan Mohan was appointed as Asst. Finance Officer from 8 August 2012.

All the Best!

Mr D Nageshwar, Regional Manager from Hyderabad regional office has left FVTRS. We wish him all the best.

Bon Voyage

Mr Felix D'Souza, Mr C P Nicholas and Ms Divya Nayagi are visiting various vocational training institutions and organisations in Italy, Switzerland and Germany from 29 September to 14 October 2012 on an educational tour. We wish them all the best.

EU-SUPPORTED PROJECT on 'Vocational Education and Training for Vulnerable and Marginalised Groups in India'

Youth Convention

Youth Conventions were organised at Jaipur, Rajasthan on 24 July 2012 and at Madurai on 20 August 2012 with an objective of sensitising the school dropout youth on the need of skills training. 165 youth had come from Madhya Pradesh, Rajasthan, Tamil Nadu, Karnataka and Andhra Pradesh. Sessions focused on self realisation, self-confidence and the need to develop the inherent skills. Group discussions were also held on present skill deficit scenario understanding on skill, need for skill development, etc.



Group Activity at Madurai Youth Convention

Entrepreneurs' Convention

Two Entrepreneurs' Conventions were organised at Jaipur, Rajasthan and Madurai, Tamil Nadu on 25 July and 21 August 2012 respectively. The total number of trainees who participated in these two events was about 185. The objective of the convention was to make the trainees understand various aspects of entrepreneurship development. Sessions focused on soft skills and the development of inherent abilities/skills.



Entrepreneurs' Convention at Jaipur

Regional Market Fair

Two-day Market Fairs were organised at Jaipur, Rajasthan on 26-27 July and at Madurai, Tamil Nadu on 22-23 August, 2012. Ten Service Providers had put up stalls at Jaipur. At Madurai 10 Service Providers and 2 local NGOs had put up stalls. The objective was to showcase the skills of the school dropout and illiterate youth by exhibiting their products and in the process create marketing linkage. The total business turn-over in both the places was about Rs. 37,450.



Regional Market Fair, Jaipur



Regional Market Fair, Madurai

Staff Development Training

Two EU-supported project staff members underwent three-day training from 1-3 August 2012 on Proposal Writing. This training was organised at Karl Kubel Institute for Development Education, Coimbatore, Tamil Nadu.

Skill Conference Feedback

Let me congratulate you and your team for organising the conference in a perfect and flawless manner. This is an indication of FVTRS team being though small but extremely well knit. **-GS Sethi, IndiaCan, New Delhi**

Congratulations on a very successful 6th NSC. I enjoyed myself thoroughly; wish I could have attended the second day as well. Hope it was equally fruitful. **-Rajesh Tandon, Director, PRIA, New Delhi**

Thank you so much for the fruitful NSC at Kovalam. It was really good knowledgeable visit to me. NSC was very useful and beneficial for all the participants including myself. It seems different platform than others because it gives opportunity to gain knowledge by most senior experts who are working in different areas for entrepreneurship development. It was also good that partners (implementing agencies) got opportunity to describe their way to work; their best practices and experiences even also got feedback on the work from other partners and experts. **-Shalini Saxena, President, PECSS, Bhopal**

Thanks for the hospitality during the NSC. It was great pleasure to meet you. I learnt a lot. I need your assistance forever. **-Naheed Aqueel, CEO, Prayatna Foundation, Lucknow**

The 6th NSC was very nicely organised. I would like to express my sincere thanks to whole team of FVTRS. All the resource persons were highly experienced and we could get much knowledge. So THANKS once again. **-Sunil Jonathan, Director, SHRAMDEEP, Nagpur, Maharashtra**

I am very much happy about sending a word of gratitude for the memorable event you have organised for the family members of FVTRS at Kovalam. It was a meaningful, enjoyable and a time of learning for the future. Congratulations and heartfelt appreciation for the same, especially partners meet was really useful to be very clear on what FVTRS expects. **-Subramanyan, Regional Director, Regional Centre, Kochi, Kerala**

Thank you very much for your kind and generous heart. I am very much happy to attend the 6th National Skill Conference at Thiruvananthapuram. I thank you and all the FVTRS staff who organised this National Skill Conference. **-Joseph Komaravalli, Director, Diocesan Social Service, Khammam, Andhra Pradesh**

NSC 2012 is a grand success. It was very well organised. Every minute detail was taken care of. Deliberations were very thought-provoking, highly informative and useful. Thank you very much for such a fabulous conference and arrangements. **Veeresh V Moras, Director, SMSSS, Shimoga, Karnataka**

So many thanks for kind hospitality during our stay at the NSC at Kovalam. It was awfully good of you to propose a 3-day conference at Kovalam as we underwent an extensive training and experience of all our partners on vocational skills. **-Vinay Kumar Arepally, Chief Functionary, TOUCH, Karimnagar, Andhra Pradesh.**

We would like to thank you and your team members at FVTRS for organizing such a wonderful meet at Kovalam. The deliberations at that place shall prove to be of extremely effective and fruitful and we shall utilise the learning in our future planning and implementation. **-Antara Ghosh Sarma, Secretary, Sarani, Kolkata**

I am proud for participating in the NSC at Kovalam. So many new ideas we gained from there that should be used in our work. **-Sandhya, Ekta Parishad Trust, Odisha**

From ED's Desk

India Awaits A Game-Changer

Skill development as conceived today by formal segments is faulty and pre-judicial is what emerged from the debates and discussions of the National Skill Conference that FVTRS had organised at Kovalam in September 2012. These sentiments were expressed in different ways by various speakers based on the huge young population in the country waiting to be skilled for a livelihood who are in the unorganised sector as school dropout, illiterate and live in total exclusion as tribals and Dalits at inaccessible geographic conditions. Not even a semblance of skill development as per today's industry definition will reach them unless a paradigm shift takes place in the conception, definition, reach and delivery are redesigned. While Dr Rajesh Tandon, President, PRIA, New Delhi spoke of the dire need to recognise the existing skills in the nook and corner of the country with certification done prior to new inventions in skill development, Shri KM Mani-Finance Minister of Kerala-echoed the same sentiments as today's youth look forward to only government jobs unmindful of the terrific entrepreneurial potentials in them. A game changer is a mirage in the present circumstances due to archaic mindsets and lackadaisical approaches from formal mentors on skill development.

Albert Joseph

Forthcoming Events

16 November 2012: GB Meeting of SKIP, Bangalore

23 November 2012: FVTRS Governing Board Meeting, Bangalore

23 November 2012: Project Selection Committee (PSC) Meeting, Bangalore

29-30 November 2012: Livelihood India Conference, New Delhi

December- 2nd Week, 2012: Annual EU-VET Partners' Meet, Trichy, Tamil Nadu



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