

Discussion Meet-New Delhi

Promotion of a Network, making skill development more attractive in newer fields, data collection for lobby and advocacy, developing strategies to reach the unreached sections in J'khand, Ch'garh, Odisha, MP, UP and Bihar States were discussed.



A one-day discussion meet was organised in New Delhi on 25 March 2013 mainly to discuss on issues related to skill development with focus on for more involvement of the youth who are marginalised. An overview on aspects related the present scenario on skill development, strengths and weaknesses were covered by Mr Albert Joseph, Executive Director in his welcome and introductory note. While the programme was chaired by the Vice President of FVTRS Ms Koely Roy, Mr Jagadananda moderated the sessions.

Key issues discussed:

- Promote National Network with likeminded organisations and other networks such as FICCI, CII and DICCI and coordinate with SC/ST and minorities Boards and other ministries supporting vocational skill training.
- Develop 40-50 partners as strategic partners of FVTRS to identify the skill training needs, dreams and aspirations of the youth and to work as advocacy groups of FVTRS in all the States.
- Make skill training very attractive and promote vocational training in the area of watershed, solar and agro based industry and develop a manual for the same.
- Make use of government, CSR and loan schemes to mobilise funds and to train youth.

- Data collection should be the base for lobby and advocacy. Improve the quality of research knowledge. 'Skill Watch' of FVTRS should be the manual for planning/policy making/advocacy at district, State and national level and also to be used as advocacy document for fund mobilisation.
- A broad based approach in the rural area where there are no training centers and other opportunities for school dropout youth. Create facilities in the rural area to train youth.
- Develop strategies to reach rural and unreached areas in Jharkhand, Chhattisgarh, Odisha, Madhya Pradesh, UP and Bihar through State Rural Livelihood Mission programmes.
- Involvement of social partners in vocational training and promoting PPP model of vocational training and develop strategy to treat NGOs as one of the private partners.
- Introduce short-term courses for the school dropout youth by understanding their situation as they were out of structured system for a long time and also should think about certifying available skills.
- Promotion of soft skill required for self-employment and wage employment.

The following persons attended the meet:

Mr J P Rai, Executive Director, Office of Advisor to the Prime Minister's Council on Skill Development, Dr K P Wasnik from the National Institute for Open Schooling, Mr Lourde Baptista-a free lance consultant, Fr A M Joseph from D B Tech, Delhi, FVTRS Board members Ms Koely Roy, Mr Jagadananda, Dr J Alexander, Dr Ghandi Doss Dr Joseph Sebastian, Mr G S Sethi, Mr Albert Joseph and Mr Felix D'Souza, Programme Manager of FVTRS.



Mr J P Rai at the Meet

On Mainstreaming Skill Development... Where do The Youth Go?

FVTRS had organised a Discussion Meet in New Delhi recently to discuss on aspects related to the exclusion of vast number of the underprivileged youth in the current skill development efforts the country is embarking today. It was felt that unless these efforts attain the form of a movement or on the scale of the revolution the country has witnessed 35 years ago in the case of green and white revolution where the peasants and local cooperatives had a seminal role to play, it will remain as a mirage for the teeming millions of underprivileged youth who have never been to school, or got dropped off before the 10th threshold which is the cut off point for entry in many formal institutions. It was also discussed that we need to redefine 'skill' from the conventional tones for the inclusion of the vast swathes of geographical areas and the waning dignity in critical domains like agriculture and traditional village local crafts. May be, the state also has to think of forming one more skill development corporation solely meant to address the excluded youth with a new approach and scale to make it more percolating down to the masses with innate rustic entrepreneurial energy also caught to promote more enterprise development.

Karnataka State has initiated 100 skill development centres for school dropout youth which is a laudable step to be emulated by other States refer page6; in page 7, it will be interesting to read that by 2022, the State will need more farmers than IT workers, in the above context.

Albert Joseph

HIGHLIGHTS OF THE QUARTER



Dr Ghandi Doss with DC Chikkaballapur



Participants at Chikkaballapur

“Improve the quality of vocational training to compete in the globalised economy and bring good name to NGOs of Kolar and Chikkaballapur”

Representatives of 24 agencies from Chitradurga and Chintamani districts of Karnataka participated in the promotional consultation workshop held on 5 March 2013. Dr N Manjula IAS, Deputy Commissioner of Chikkaballapur district emphasised to improve the quality of vocational training to compete in the globalised economy and bring a name to NGOs of Kolar and Chikkaballapur. She further pointed out that the trainees will assess the NGOs and it's the quality of services that matter before being a decision taken where to attend the course. There is huge demand for the skilled labourers in the construction industry and make use of government and FVTRS schemes to organise quality training for the school dropout youth, she told.

Dr Ghandi Doss, Treasurer of FVTRS spoke on the scope for organising vocational training for school dropout youth and asked NGOs to partner with FVTRS to achieve employability of the most downtrodden youth. Participants shared that this is an opportunity for them to organise vocational training to school dropout youth and requested that FVTRS should make arrangements to support non-FCRA holding agencies also for funding support. Mr A G Sudhakar, advocate and social worker from Chikkaballapur who organised the programme locally proposed vote of thanks.

Promotional Consultation Workshop at New Delhi

was held on 22 February 2013. Representatives of 17 agencies from five States - Bihar, Uttar Pradesh, Uttarakhand, Himachal Pradesh and Andhra Pradesh attended. Mr JP Rai, Executive Director from Prime Minister's Council on Skill Development was present along with consultant Ms Sharanya and interacted with the participants for 2 hours on the nature of skill development they are engaged, challenges they face and on employability issues in general in the country side.

There were differences of opinion among the participants on the issue of the focus group of FVTRS - the school dropout youth. It was shared that there are many States in the north India where all class promotion is practised till 8th class and therefore it is difficult to identify and locate school dropout youth as compared to other Indian States.



Mr J P Rai, Executive Director of NSDC with participants



Mr Felix D'Souza facilitating the session

EXPOSURE VISIT-CONSULTATIONS

Promotion of Linkage Model of VT

Partners' Exposure Visit

FVTRS has organised a two-day exposure visit for its partner-organisations at Don-Bosco Vocational Training Centre, Pune-an implementing partner organisation of FVTRS-on 10-11 January 2013. 11 partner-organisations of FVTRS from Bihar, Karnataka, West Bengal, Uttar Pradesh, Maharashtra, Andhra Pradesh, Madhya Pradesh participated which was facilitated by Mr Felix D'Souza from FVTRS. The study focus was on the linkage model of vocational training being practised by Don Bosco. Team visited 16 vocational training programmes of various trades and interacted with trainees who are being trained for the enhancement of trade specific skills-sets and acquiring soft skills. On the second day, the team visited Ellora, the archeological site well known for its monumental caves.



Interacting with trainees at Taj Vivanta, Pune

FVTRS Reiterates Its Commitment To Work For School Dropout Youth

In the Governing Board meeting held on 11 February 2013, it was resolved that FVTRS will continue to work only for the school dropout youth who are underprivileged and excluded from all formal skill development initiatives. The decision was taken after being the matter was discussed with various constituents.



A consultation workshop on 'focus group of FVTRS' was held together with partners-organisations of FVTRS, Board members and other officials. Ms Koely Roy, Vice President, Dr Ghandi Doss, Treasurer and Dr J Alexander, Advisory Committee Member of FVTRS participated in the discussion along with 12 partner representatives from across the country. The meeting proceedings were presented to the Board for a final decision. The Board decided that FVTRS should continue to focus only for the skill up-lift of the most underprivileged and marginalised youth who are by and large early school leavers and non-school goers.

Human power management-An organisation development programme was organised for its partner-organisations at Bangalore on 6-8 March 2013. Dr Cherian Joseph, consultant from Delhi facilitated the programme attended by participants from 10 organisations from across the country. Workshop methodologies used were small group discussion, case studies, group role exercises, presentations, etc.

Dr Joseph described the macro view of various aspects related to HR (human resource) and people issues to the participants with the help of small group discussions revolving around three topics: most important HR/people issues faced by the NGOs, major changes that have affected the NGOs in the last few years and three most critical challenges for the future of the development of the NGOs. Dr Joseph explained the case study of a grassroots organisation to make the participants understand and analyse the structure, function, organisational culture, value, role and related issues. The details of HR manual, stages of organisational development (OD) process (training, capacity building and organisation development) and different role in organisation like task-oriented and maintenance-oriented subjects were delivered on the second day of the workshop.

On the concluding day, participants prepared the action plan for the organisation they represent after getting detailed information about the pay structure, gender issue, leadership style, performance appraisal in NGOs. Mr Albert Joseph was present during the inaugural and concluding sessions and Mr CP Nicholas co-ordinated all sessions of the programme.



Dr Cherian Joseph facilitating the session

CONSULTATION WORKSHOPS-VISITS

Projects Visits

Mr Albert Joseph visited six projects in northern Kerala for monitoring from 14-17 January 2013. On 14th visited Kannur Social Service Society: Visited MASSS and inaugurated the coconut tree climbing trade where the Bishop of Kottayam Most Rev. Jose Pandarassery was also present. On 15th visited Tamaracherry Social Service Society and held discussions on the new proposal they submitted. On 16th visited Calicut Social Service Society and held discussions with the new Director Fr Alfred and the proposal they submitted. On 17th visited Shreyas Social Service Society Bathery and distributed certificates to trainees.



Inauguration of Coconut Tree-Climbing Training Course by Malabar Social Service Society

On 14 January Mr Albert Joseph, Executive Director of FVTRS, inaugurated the coconut tree climbing course by Malabar social Service Society in the presence of trainees and other stakeholders. Bishop Joseph Pandarassery of Kottayam diocese and Director Fr Sunil Perumannor were present.



Promotional Consultation Workshop at Kolkata

was held on 26 February 2013 where representatives of 14 identified NGO partners by the network members of FVTRS from five States-West Bengal, Assam, Orissa, Jharkhand and Mizoram participated. Ms Koely Roy, Vice President of FVTRS gave an address on why FVTRS is focusing on school dropout youth and its commitment and essentialities. Her views were endorsed by all the participants as they too are aware of it and will remain focused on the scheduled group.



Promotional Consultation Workshop at Bangalore

Representatives of 14 agencies from three States-Karnataka, Tamil Nadu and Andhra Pradesh participated in the workshop on 1 March 2013. Mr Albert Joseph Executive Director of FVTRS gave welcome address and told the purpose of promotional consultation. He spoke on the issues such as 88 percent school dropout rate, 5 per cent skilled labour, a country with young population and need for organising vocational training for school dropout youth.

Inputs of the promotional consultations

- Why FVTRS works in the informal sector
- Why the focus group as school dropout youth
- Opportunities and challenges in vocational training for school dropout youth
- Trade and trainee selection methods
- Curricula
- Certification
- Placement and Follow-up
- Funding support
- Government support schemes

Project Conclusion

The European Union supported project got concluded on 31 December, 2012. All the service providers have successfully completed the skill training programmes. The completion reports from the service providers are being processed. The interim report for 2012 and the audited account for the period have been submitted to EU-Delhi. The final report and the 3-year accounts are being prepared to be submitted to EU-Delhi by the last week of April.

HIGHLIGHTS OF THE QUARTER-NEWS

Students' Exposure visit to FVTRS

25 students from St. Joseph College, Pilathara, Calicut, Kerala visited FVTRS on 8 January 2013 for an exposure to study on the functioning of NGOs as part of their MSW course. Presentations on FVTRS and its activities under various projects were done by Mr Felix D'Souza and Mr Prashanth RB, Central Documentation Officer of FVTRS.



Project Implementation Plan (PIP) Meetings were organised at Bangalore on 7 January 2013 and at Kolkata on 31 January 2013 for the newly approved projects partners from southern, eastern and northern States in India. Representatives of 27 project partner agencies attended both the meetings. Ms Koely Roy, Vice-President, FVTRS attended and gave the inaugural address at Kolkata while Mr GS Sethi, GB Member, FVTRS made presentation on MES certification for the project partners. Mr. Felix D'Souza, Programme Manager; Ms Diviana Nayagi, Project Monitoring Officer facilitated the meetings.



PIP Meet, Bangalore



PIP Meet, Kolkata

Mr Vinod Anthony Raj has left FVTRS from January 2013.

Ms Arpana Bharti, Documentation Officer has left FVTRS from March 2013.

**We Are Very Grateful to Both Of You.
All the Best.**



Two Governing Board meetings of FVTRS were held on 11 February and 20 March at Bangalore that finalised among other things the revised HR policy of FVTRS from April 2013.

Project Selection Committee (PSC) meeting was held on 11 February 2013 at Bangalore. 20 projects were approved.

Project Information

Monitoring and Pre-Assessment visits: **18 projects**

Funds Released: **Rs. 53,54,000**

New Proposals Received: **37**

Miscellaneous

- Drafted scripts for 2 new documentary films.
- Concept Note was sent on 8 February to Sir Dorabji Tata Trust (SDTT), Mumbai for possible funding support for EDP programmes.

Announcement

Agencies that are interested to partner with FVTRS are welcome to its office at Bangalore on any Monday starting from May 2013 onwards with the project proposal for discussion. It is desired that they are not accompanied by the consultants and they may intimate the FVTRS office in advance of their arrival with date and time.

STAFF TOUR-INFORMATION

On the annual Staff Education tour, FVTRS staff visited Bhubaneswar, Puri, Konarak and Kandhamal in Odisha from 12-16 February 2013. At Puri, the team could catch up with internationally renowned sand artist Mr Sudarsan Pattnaik as he was conducting a training programme for local youth at the sea beach. It was interesting to see as on various shapes take shape with sand as the raw material.



Later visited Jagruti, an NGO at Daringbadi in Kandhamal district and interacted with the team and women SHG members, trainees of vocational training run by the organisation. Team visited tourist destinations like Konark sun temple, Udaigiri, Puri beach, Swargadwar (door to heaven), rock edicts of Ashoka at Dhawali, a boat ride in Chilika lake, etc.



Mr Sudarsan Pattnaik, the sand artist, was interviewed by Mr Albert Joseph.



Q: *Are you the one who started the sand sculpture for the first time?*

Mr Pattnaik: Sand sculpture exists ever since the formation of ocean and sand. There were many people who preceded me in this art.

Q: *Could sand sculpture be considered as a livelihood option for the youth at least in the vast coastal areas in India?*

Mr Pattnaik: Not necessarily. It all depends on the youth who would like to get engaged.

Q: *You missed the Padma Sri award this year by a whisker?*

Mr Pattnaik: No, I did not miss it. They chose not to give to me.



100 skill development centres to be set up for nine trades

The Karnataka State government has decided to establish 100 skill development centres in the State to impart training in nine trades to those who have passed Class 8 or failed in Class 10.

These centres would be opened in June to impart skills in masonry, plumbing, bar bending and scaffolding, carpentry, painting, tiles laying, electrician, welding and fabrication, and interior decoration, Minister for Labour B.N. Bache Gowda told presspersons here on Thursday.

A decision to set up 100 such centres was taken at a meeting of Workers Welfare Board, and a committee headed by the principal secretary, Labour Department, has been constituted to workout the modalities of training. These centres would be set up in places where there are no training institutes now.

As many as 20 candidates would be selected for each batch. Each centre would be manned by a retired engineer or retired principal of an industrial training institute and four teaching and non-teaching faculty each. Staff would be hired on contract basis. Candidates selected for training would be given stipend of Rs. 300, Rs. 250 and Rs. 200 per day in the limits of city corporations, district headquarters and other regions, respectively. A sum of Rs. 185 crore would be spent on construction of buildings for these centres, and Rs. 25.92 crore a year on monthly salary for the training faculty. Each centre would be built at a cost of Rs. 1.85 crore.

The Minister said that the Board has Rs. 1,506 crore in its account and 2,52,938 workers have registered with it. As many as 15,155 workers have benefited from various schemes.

Courtesy: The Hindu dated 15 March, 2013

Project Selection Committee approved 20 projects during the quarter



**Total approved budget
Rs. 1,17,76,750**

INFORMATION-MEETING-FUTURE EVENTS

By 2022, state will need more farmers than IT workers

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The job market in the state could well turn full circle over the next decade. The booming IT industry might still be top draw, but job opportunities in agriculture are set to outstrip IT.

According to a detailed report released by New Delhi-based National Skills Development Corporation (NSDC), Karnataka as a whole would need another 1.6 million skilled hands in the agriculture and allied sectors (such as poultry and dairy) over the next decade, while the incremental demand for skilled hands in the IT sector in the same period would be a shade lower at 1.4 million.

Nine state-run educational institutions churn out graduates and diploma holders for the agriculture sector in the state, but these institutions are nowhere close to bridging the gap between demand and supply for skilled hands.

The state's Economic Survey report reveals that the turnout of these colleges currently is around 1,000 undergraduate students per year of which 80 per cent pursue higher studies. This effectively leaves 200 in the job market. On the other hand, the demand is for more than 7,600 such graduates.

As of 2011-12, agriculture contributes to 13 per cent of the total state gross domestic product (GDP) in the state. However, it provides employment to about 55 per cent of the total workforce. Allied activities such as horticulture, fishery, sericulture, animal husbandry, poultry and dairy are significant sources of income for people.

Dilip Chenoy, CEO, NSDC said shortage of skilled hands in the agriculture sector can lead to many closely connected issues including inability to stop population movement from villages to larger cities in the state and also create a challenge for food security in the state.

The report recommends that the state increase the number of institutions that can train people who can be deployed in the agriculture sector.

"We have to find way to make people go to the fields," Chenoy said.

Between 2012 and 2022, Karnataka is likely to have an incremental demand for 8.47 million

INCREMENTAL DEMAND IN KARNATAKA 2012 TO 2022

SECTORS	SKILLED HANDS NEEDED
Agriculture and allied	1,618,503
Building, construction, industry and real estate	1,364,835
IT & IITES	1,430,938
Tourism, travel, hospitality & trade	1,356,186

OF POSITIONS AND PAY PACKAGES

The jobs on offer in the agri sector are practically endless, starting from a simple farm hand to head of R&D for a seed or poultry company. Some of these are plant breeder, agronomist, botanist, horticultural scientist, plant pathologist, horticultural technician, plant propagator, green house manager, green house wage worker, etc.

The average daily wage for ploughing and spraying pesticides varies between Rs 162 and Rs 184. An entry level job in fertiliser plants under government control pays around Rs 7,000. The take home salary may be as high as Rs 15,000. The salary may vary between Rs 30,000 and Rs 40,000 at area / field level offices.

In the poultry sector, a lower rung worker gets around Rs 7,000 per month. An assistant hatchery supervisor gets around Rs 10,000 per month. A hatchery officer with a BSc (agriculture) gets around Rs 18,000 and an assistant hatchery manager gets around Rs 22,000. A hatchery manager makes up to Rs 28,000.

SOURCE: NSDC

persons and incremental supply of 8.16 million persons. This leads to a demand-supply gap of 0.31 million persons. However, at least 20-30 per cent of the workforce joining from the educational institutions is unemployable. Factoring this, the real supply gap could be anywhere between of 1.9 million to 2.7 million persons.

Courtesy: Bangalore Mirror dated February 19, 2013



Karnataka would need 1.6 million skilled hands in the agricultural and allied sectors as against 1.4 million workers in IT sector over the next decade

Forthcoming Events

- Visit to Hyderabad from 13-16 April, 2013 to identify NSC Venue
- New Partners' Meet at Patna, Bihar on 17 April, 2013
- Visit to Mumbai from 22-24 April, 2013 to identify NSC Venue
- President and Executive Director of FVTRS visit Europe and US from 8-30 April, 2013 to interact with funding agencies and Community Colleges

SOCIAL INCLUSION POLICY OF CARITAS INDIA WAS DISCUSSED IN A MEETING ON 13 MARCH 2013

in New Delhi to finalise on the draft on social inclusion aspects in Caritas India interventions through projects. While Chairman, bishop Lumen Monteiro, Asst. Director Fr Paul Munjely and other staff of Caritas India facilitated the discussions, Mr Lourde Baptista moderated the sessions.



Visitor

Ms Ellen Schmitt, Misereor consultant for HIV/AIDS visited FVTRS on 18 February to review the progress on the matter with FVTRS partners.



CASE STUDIES



"With this loom and thread I am weaving my life" says Preety Doley, a class 9 school dropout girl from Assam. On completion of skill training in weaving and handicraft trade she began working from her home and slowly getting perfected in the trade. She makes items such as Phulam Gamusa, Shawl, Mekhala Chadar, Flower Vase and also does fabric printing. She prepares items as per the orders received from the market and neighbours. She hopes to make it her livelihood and works very hard to achieve her dream. At present her average monthly income is Rs.6000. She has future plans for setting up bigger looms that can make Assamese traditional dresses which are in great demand.

As a daughter of agricultural labour-parents she had to struggle in life. With great difficulty she managed to reach till 9th class and was forced to dropout from school to supplement the family income. She has to support her 3 brothers and 2 sisters. During the training she was one of the best students who could start earning while learning. She gratefully acknowledges the skill training provided by Fransalian Agency for Social Care and Education with the support of FVTRS.

"My skill is not disabled" says Mintu Kumar, a physically challenged person from Uttar Pradesh. Born in a socially and economically backward family Mintu Kumar had an attack of polio in his childhood. However, he had the will to study till 10th class and had to discontinue due to poverty. He learnt about skill training programme organised at Jan Kalyan Samiti and got enrolled in cell phone and electronic appliances repairing course. He attended the classes regularly for six months and completed the training successfully. With a bank loan he could set up his own shop and earns an average monthly income of Rs.5000. He is able to support his family with this income. He plans to expand his enterprise in future.



As a **proud practitioner of organic farming** Rammanna has brought his entire 2 acres of land under this farming system. Rammanna aged 33 of Honnapur village of Dharwad district in Karnataka, was one of the active members in the youth group and he was very keen to get trained in organic farming and vermi compost preparation. A staff of BDSSS helped him to get enrolled and attend one month intensive training in this trade. During his exposure visit to a model farm and vermi compost unit research station at the university of agriculture science, Dharwad he was further inspired and motivated to begin organic farming system.

He needed support to introduce organic farming in his land. With the help of BDSSS he applied to NABARD for loan. After verification of his documents and learning about his ability and knowledge on the vermi compost and organic farming, bank granted him a loan of Rs.36,000. With this amount he established 10 vermi compost pits. Presently his entire 2 acres of land is converted into organic farming. In the market his agriculture products like vegetables and fruits are sold like hot cake and he is getting an average monthly income of Rs.10,000.

"My life is an example for village girls" says Tara, a Hospital Assistant. Hailing from a poverty stricken family Tara could not study beyond 9th class. While looking for a livelihood opportunity she learnt about skill training programme organised by Sri Shakthi Association. She opted for hospital assistant course and completed it successfully. She was posted at Tapovana Hospital near Davangere, Karnataka on a probation period of three months. During this period Tara demonstrated her skills required for the hospital work. The hospital management offered her a job in the same hospital for a monthly salary of Rs.5000. Today she handles her job with much ease and self-confidence as she had the opportunity to develop her inherent skills during the training.

