

Sector portfolio Evaluation with Focus on Vocational training



Dr. Mrs Joanna Kotowski, M. D and, Ms. Mareike Fehling,
of SUM Consult at FVTRS office



Group discussion during the meet

Misereor has been giving funding support for the developing countries for various development programmes. It uses to evaluate its support on different themes. Misereor has selected Vocational Skill training programmes supported in India and other countries in the world for this sectoral assessment. In India, on behalf of Misereor FVTRS facilitated the same with SUM Consult based at Germany.

The purpose of the evaluation was that the results of the evaluation findings shall facilitate a learning process in which MISEREOR can draw conclusions for its own support strategy, in order to further develop and refine their strategy in dialogue with partners.

MISEREOR and its partner organisations are familiar with the strengths and weaknesses of various approaches in the vocational training sector. On the basis of an independent and transparent assessment of the sector portfolio, MISEREOR is able to provide accountability to the public and to the BMZ regarding the funds it uses in the vocational training sector.

The evaluation team of SUM Consult consisted of Dr. Mrs Joanna Kotowski, MD of SUM Consult, Ms. Mareike Fehling, International Junior expert from SUM Consult, and the Indian team members are Mr. Basant Kumar Sutar from Gujarat and Mr. Venu Gopal Nanduri from Bangalore.

SUM Consult organised the inception workshop at Bangalore on 22 April 2015 to familiarise the partners about the evaluation process. 26 participants from different organisations including representatives from RVTI (W) Regional Vocational Training Institution for women, FTI Foremen Training Institute, SKIP Skills for Progress, L&T Larsen and Toubro and APD Association for People with Disability, were present for the programme. With a participatory method the team has explained the objectives and the process of evaluation.

During the evaluation the team visited above mentioned organisations and FVTRS and its partner organisations in Karnataka, Gujarat, Jharkhand and Government supported skill training providers.



Group discussion during the meet



Evaluation team and associated NGO's representatives

HIGHLIGHTS OF THE QUARTER

Evaluation debriefing workshop at KROSS

In order to conclude the fruitful evaluation process and to present preliminary results of the field phase in India, the SUM Consult-INBAS Evaluation Team headed by Mrs Joanna Kotowski along-with FVTRS, Bangalore, organised a one day workshop on 25th May, 2015 to present the preliminary results/findings of the field evaluation which took place from 23rd April, 2015 to 23rd May, 2015. Evaluation team from SUM Consult, five staff from programme team of FVTRS along with Executive Director two partners of FVTRS and representative from other Misereor supported project i.e. Samvada, MYRADA, Janvikas, Jan Sewa Parishad were present in the workshop. The workshop began with welcome note by Mrs Joanna Kotowski, MD of SUM Consult, Germany, and Mr P M Philip, Director of FVTRS.

After the introduction session, Mrs Joanna briefed about the purpose of the workshop to all participants. Further to ensure smooth functioning of the workshop, she also presented the workshop process. Followed by this Ms. Mareike Fehling, international junior expert from SUM Consult presented the preliminary results of the field evaluation. The local experts of SUM Consult shared with the members of the workshop the features of the MISEREOR partners including VT approaches, types of beneficiaries enrolled into training programmes,

gender ratio and major trades/courses being offered by the MISEREOR partners. Ms. Mareike Fehling also presented initial findings of the field evaluation. During the inception workshop, six key field phase questions were presented to the participants in groups. In this workshop, Joanna Kotowski gave preliminary answers to these questions, resulting from the field study.

Based on the field evaluation experience, in order to improve further, the existing situation; the evaluation team framed four key questions. The participants were divided into four groups and each group was assigned one question each for group discussions. After having long debate, discussion and brainstorming sessions, each group came out with some workable solutions and presented them to the house. Mrs Joanna Kotowski informed the house about the further activities to be accomplished before submitting the final report to respective authorities by December, 2015. After taking final remarks from participants, Mrs Joanna Kotowski thanked to all participants and extended special thanks to FVTRS Director Mr Philip and his team for their support and cooperation provided during the evaluation and to making it successful. Mrs Joanna also expressed her heartiest gratitude to all the participants for their time and support and actively participating in the evaluation and the workshops and to make it a success.



Participants during debriefing meeting



Evaluation team and associated NGO's representatives

SUM Consult at FVTRS

A one-day meeting was conducted at FVTRS office in which the staff members of FVTRS and four members from SUM Consult were present. The meeting began with the welcome note by Mr. P. M. Philip. FVTRS agenda for the meeting to find about the logistic arrangement, projects status of FVTRS, overall assessment process and Karnataka partner visit experience. The agenda of the meeting was to provide feedback on the entire process, conduct SWOT of FVTRS and analysis of SWOT by staff of FVTRS. The meeting also gave a good insight to the FVTRS team. Mr. Philip also presented the future approaches of FVTRS basing on the discussions with Karnataka partners which are highly appreciated by the assessment team. SUM consultant thanked FVTRS for good logistics arrangement and support during the entire visit process.



Towards New Vision

FVTRS along with the partners of Karnataka had a one day reflection. The purpose was to look for scaling up, broadening and strengthening of our current intervention. This one-day meeting was organised on 19 May 2015. Eleven FVTRS partners from Karnataka were present for this exercise held at Bangalore.

The meeting began with the introductory note by Mr. P.M. Philip, Executive Director of FVTRS. He also explained the purpose of the meet to the participants. Mr. Felix D'Souza, Senior Programme Manager, FVTRS then introduced various models of skill training in India. Participants were divided into two groups and were asked to discuss the strengths and weakness of our existing skill development interventions. The general feeling was that focus has to be devoted at skill up gradation, synergizing the efforts, standardisation of module and certification. Most of the interventions had focus on individuals than collective intervention. They are at present very micro and scattered in nature. Further discussions brought in the idea of forming co-operational groups and networking them. In this process we discussed about the network and the benefit of forming such networks. In order to follow-up the discussions a core team is formed who will work on developing a concept note for the same. Four partners volunteered and said they will contribute towards the concept development. All the partners present in the meet agreed to be the part of the network. Thus, a core team of four partners along with FVTRS programme team and the Executive Director was formed. The meeting ended with the vote of thanks by Mr. Felix D'Souza.



Mr. P.M Philip, Executive Director, FVTRS addressing the group



Mr. Felix D'Souza, Senior Programme Manager, FVTRS during meet

Skill-Net Karnataka

This meeting was an extension of New Vision Meet i.e. Karnataka partners meet held on 19 May in Bangalore. In the two day meet held on 16-17 June 2015, at FMC, Bangalore, the core team members elected in the last meeting HELP and SEEDS were present along with four programme staff and Executive Director of FVTRS. The meeting began with the welcome speech by Mr. P. M. Philip, Executive Director FVTRS. In his speech he also explained the purpose of the meet. Mr. Felix D'Souza recapitulates the meeting summary of the Karnataka partners meet. Mr. Philip explained the idea of bringing the skilled youth together. The idea was out for discussion. Second day, the discussion was more focussed on the idea and strategy developed on the previous day. "The group worked together to convert the ideas in the form of a proposal. Thus, the concept of Skill-Net- Karnataka was developed and FVTRS will lead in advocating it among different partners of FVTRS and other stakeholder. FVTRS will anchor the programme. The meeting ended with the vote of thanks from Mr. Felix D'Souza.



Net-working with Quest Alliance

FVTRS staffs namely Mr. Felix, Mr. Nicholas and Ms. Shweta met Quest Alliance team at Quest Alliance office in Koramangala to explore partnership with Quest Alliance in two areas of Life Skill and EDP. The meeting reviewed ToT outline for Life skill training to be conducted in July and brainstormed and finalised the master trainers for the life skill training. Other points discussed were the certification and recognition of Trainers (explore possibility of linking to Master Coach), possibility of developing an EDP training manual and to develop tracking and monitoring system of the trainers undergoing training.

During the meeting selected 36 youth for the second level training on Life Skills from 14th to 17th July 2014 at Bangalore. Planned another programme for November 24-27 for the trainers who participated in July training. They would become master trainers and then become trainers in their region to train trainers on Life Skills. Certification of trainers will be planned and given on completion of the cycle or period decided by FVTRS and Quest Team.



Staff Capacity building programme

Capacity building is one of the prime agenda of FVTRS be it of partners, collaborators or staff. Thus, to capacitate its staff, two days capacity building programme was organised at Parkfield Resotel Chintamani. Capacity building focus was on revitalizing the body and mind by shedding the accumulated stress, and energizing the entire body system for a rejuvenated self.

Mr. Leo Lobo was the resource person. Mr. Lobo is a NLP master trainer involved in NLP (Neuro Linguistic Programming) training in India and abroad. Mr. Lobo used group based learning and growing experience, for individual clarity of thought, focus, purpose and direction through well-structured learning exercise. The synergy of the group was utilized to hasten the awareness so that the individual has time and data to clarify and evaluate one's own life programming. This was done to make individual be aware and powerfully guide themselves to build their strengths and change towards more choices, options, happiness and inner freedom.



FVTRS Team members during group discussion



FVTRS team

Strategy Workshop, Bangalore

A three day meeting was held at KROSS Bangalore from 29th June to 1st July. The purpose of the meeting was to prepare a strategic plan to FVTRS up to 2020. FVTRS was felt that to draw a strategic plan for the next five years based on the present situation and our experience of school dropout youth, skill demand in the market and availability of resources. This plan was very important as the funding support from abroad is sinking and the corporate is coming forward to support skill training. At the end of three day programme FVTRS has developed a strategy to reach more school dropout youth and one year action plan for FVTRS.

Dr. Fr. Anthony Kariyil- *President of FVTRS*, Ms. Anita Sharma *General Body Member*, Mr. Nelson- *Executive Director of IGSSS and Governing Board Member of FVTRS*, six partners of FVTRS, Mr. Albert Selvanayagam from Bangalore Community College, Mr. Ashutosh Tosaria from Quest Alliance, Mr. Nirad Bag from CBM, Ms. Rosy Choudhury, Consultant and programme team of FVTRS and Mr. P. M. Philip *Executive Director of FVTRS* were present for the workshop. The workshop was facilitated by Mr. Khilesh Chaturvedi



Participants during the meeting



Mr. Khilesh Chaturvedi, addressing the gathering

MISCELLANEOUS

Birthday Bells

FVTRS celebrated the birthday of following personnel during this quarter are, Ms. Geetha Y, Ms. Divi Ananayagi and Mr. Sajeesh K.P.

Appointments at FVTRS Office

Mr. Sajeesh K.P has been appointed as 'Programme Officer', a hearty welcome to FVTRS family.

Mr. P M Philip participated in a workshop "Abilities Beyond Skills" on 17th June 2015 at UNFPA, New Delhi, organised by UNFPA and PRAWAH, New Delhi.

I was not shocked to read the reports of the data from the Socio Economic and Caste Census(SECC) which was published recently in the print media. Even when talked about our GDP growth and the recognition across the world for our country, being familiar with the Indian rural realities, this was not surprise to me. Some of the salient data has been given as a box item for your information elsewhere in the bulletin.

My intention is not to find fault with anybody but the fact is that more than 50% living in the rural area rally required the specially focused attention of the government and the organisations working for the rural poor.

Two years back it was declared that India is free from Polio. In my analysis it was the result of the joint effort of government and NGOs who dedicated their service to nation. Now, our effort should join with Government and to plan and implement development projects to rural India. This fact is a pointer to the need of effective collaboration between the government and civil society organisation to bring synergy of our resources and efforts.

As a skill promotion agency we can see that more than half of the rural people live from the income of casual labour and majority of them may not have a proper skill to earn a sustainable basic livelihood.

However we see that skilled persons in the rural area are earning minimum of Rs. 500 per day in many cases.

Providing only welfare schemes does not help them to come out of the poverty. They need programmes that will make them capable of earning a decent living. This is where we need the involvement of community in planning, implementation and so that they own them and design it according to their aspirations and capability and enhance them progressively. As Mahatma Gandhi said instead of mass production we should concentrate on masses production. So the Make In India programme shall focus in the rural areas and the primary sector.

Keeping this in mind FVTRS is now developing a model of skill training consolidating our success in the past which are community owned and community managed. This is the right time to give schemes to skill for the rural people to convert the agriculture resource into finished/semi finished products so that more number of employment is created in the rural area. Accordingly we are also developing a model called **P6 Model** where the primary producer will directly involve, influence and control the value chain and supply chain. This will also help them move to an organized form from an unorganized form. We will share with you more details of this in the due course of time.

Therefore I solicit everyone's attention and focus towards the most marginalised and excluded communities who are living in the rural areas and primary sector.

P.M. Philip
Executive Director

- 92% village homes run on less than Rs. 10,000 per month and out of 74 % earn less than Rs. 5,000 per month.
- 51% live manual casual work
- Just 1.6% have non-farm own enterprises
- Only 10% has salaried jobs (Including Govt., Public and Private)
- 30% families landless and major income from manual labour
- Only 30% engages in cultivation.
- Less than one tenth of homes own irrigation equipment's and 4% have farm equipments
- 22% rural households belongs to SCs/STs
- 13.3% are living in Kaccha houses no more than one room with Kaccha wall and roof.
- 24% of the rural households have no literate persons above the age of 25 years.

Forthcoming

- Refresher Course for the ToT's on Life Skills from 14th to 17th July 2015 at Bangalore.
- Governing Board and Project Selection Committee meeting on 29th July 2015.
- Annual General Body Meeting on 30th July 2015.
- Skill-Net Karnataka Meeting in August, 2015.
- New partners orientation meet on 11th August, 2015 Bangalore.
- Celebrating FVTRS Day on 24th September 2015.
- Resource mobilisation strategy development 10th and 11th September 2015.
- External Evaluation of FVTRS from July to September, 2015.
- Visit by students of Don Bosco College, Social Work Department, Angadikadavu, Kerala on 7th August 2015.

Today, India is all set for a skill development revolution. We are increasingly realizing that India is a young country when compared with many other countries, with majority of the population being below the age group of 35 years. Every third person in India is a youth. It is estimated that in about seven years, the median individual age of an Indian will be 29 years, which most likely will make India the youngest country in the world. Thus, India is set to experience a dynamic transformation as the population burden of the past is turning into a demographic dividend. However, there are many issues that prevent us from converting this large potential work force effectively and sufficiently for contributing to the Indian economy.

Though India is a young nation, we are facing unemployment and poor skill base of Indian labour. The youth who receive formal vocational training in the age group of 15-29 years is less than 5 percent. This situation will last for years and will only increase in the coming years if there is not a conscious plan and initiatives towards effective skill building. We will have to skill and provide employment to the young citizens of the country. Failure to do so will lead to social turmoil like increased crime and growing youth with unrest and extremism.

There is also a mismatch between the demand from employers, market and the aspirations of young people. This also contributing to the increase in unemployment.

It is reported that India is facing a dearth of skilled and certified manpower in various domains, especially in sectors such as building construction, textiles, transportation, gems and jewelry, tourism and others. One of the reasons for this dearth is the absence of formal skill development framework for people who wish to work in these sectors.

There are very remunerative trades that provide income more than a professional qualification. A carpenter, electrician or plumber may earn more than an engineer or doctor but youth are not ready to take it due to the stigma attached to it. Some of such trades are butcher, carpenter, mason, goldsmith, blacksmith, dobbie, cobbler etc. The above type of skills give freedom to a person to work/start his/her own enterprise and be master of it than being a servant in working with desk level jobs.

It is the time to make aware the society the important of skill training and need of mainstreaming it. But the efforts are very limited and it is not reaching to the youth due to various reasons.

Why This Stigma?

There are different reasons for youth becoming reluctant to take up the skill training as a profession. One of the important one is the stigma attached to this. This also has a cultural dimension to it. So addressing them also is difficult.

Initially the Indian society was divided according to peoples' occupation. All these occupations were treated equally as these occupations were needed for the existence of the society. In the due course of time this has been converted to hierarchical caste system. There were four main domain of

castes-Brahmins/priests, Kshatriyas/rulers, Vaishyas/merchants or farmers, and Shudras/artisans or servants. According to the hierarchy shudras were considered as the lowest among them. Thus the occupation has become an element of classifying human race as high and low. Though officially, the caste system was abolished in 1947, when India gained independence, but the reality is that the ideals and perceptions remain prevalent prominently in Indian life today and it is attached with occupation. It has become the part of the belief system and as an religious ideology.

With the advent of the westerners into India the caste society started getting converted to Class society were the element of classification was the amount of wealth each one holds. Interestingly in India caste system got converted to class society. Accordingly, the higher classes correspond with the higher castes and generally have access to better and numerous options than the other classes. Thus according to the belief and outlook of the society, the vocational training is at the bottom of the hierarchy of knowledge. It is a stream of learning available to the lower achiever in the academic studies. On the other side the white collar jobs and office jobs became attractive to the people.

In the present Indian society, white collar jobs are being placed as prestigious while people working with trained hands are looking helpless and have low status. Due to the social stigma attached to this, the youth today is giving more years and time for studies and importance towards earning a degree, and landing in looking for a comfortable desk job or remaining unemployed. 80 per cent of young people want 20 per cent of the available jobs.

Vocational training is also perceived as a dead end with no existing linkages to the formal higher education system. This also leads to a negative attitude to vocational training that creates low interest for vocational training among the youth and keep them away from it.

The root of this disconnect in the social value placed on academy degrees over employable skills and on white collar jobs over blue collar jobs is influencing the parents. Today every parent dreams only one dream for their child, which looks like traditional schooling, high marks on exams, and entrance to an elite Indian Institute of Technology, there becomes only one definition of success.

Another reason for skill training being not attractive to the youth due to outdated curricula and infrastructure facilities with the skill training providers. A certification in these sectors also doesn't ensure the workforce a better wage compared to their associate who have not obtained formal training.

In the past, the government of India had not given much priority for skill development sector and also on ensuring social security measures to the people who work in informal sector where the youth who completed skill training are mainly work. This is also a reason for the youth to keep distant from skill training.

Is there a way ahead

The challenges are very high in changing the mindset of the people towards skill. There should be an attitudinal change in the society towards skills development movement in India and should have a shift in the social value of work. The society need to re-image and re-defines what is a successful life and career. What is needed is an awakening to the intrinsic value of human capital and a deeper respect for the dignity of labour.

As a society, we should start respecting jobs that involve trained hands. This change in the mind-set is what will aid the government to truly empower the youth towards creating workforce with aspirations for skills which are in demand in different industries and for self-employment. To make this true, the government, non-government organizations, other institutions, academia and community organizations has to work together to build awareness on the need of skill training and its merits.

Skill training should not be an afterthought. It should be made mainstream by all the above stakeholders. For instance, skilling programmes should be incorporated along with formal school training so that students can explore their interested areas at a very young age and choose to get skilled in specific vocations. Additional advanced courses should also be made available at the college level. The open schooling should be made either free or affordable and should be considered equal to the regular schooling so that underprivileged youth can have vertical mobility in education along with skill training. All this will assist students to identify the skills in which they are inherently good and achieve specialization and certification in these areas.

There is a need to link the vocational trades to the higher education system so that someone who is professionally trained as a carpenter, welder, plumber etc, hold not simply an industry certificate but also a formal vocational degree.

We need to continuously articulate the fact that skilled worker who is self-employed has the freedom than any other worker who is associated with a firm or an institution. A skilled person is able to start his earning immediately after the training than those who are going for other professions and white collar jobs.

There is a need to train workforce in soft skills and entrepreneurial development skills: It is extremely important for us to impart training in soft skills and entrepreneurship development to our workforce, especially to the people work in informal sector. This training must include skilling sessions centered on motivational skills, problem solving and conflict resolution, customer focus, personal hygiene and grooming, punctuality and safety norms which would ensure a pleasant customer interface and in turn lead to excellence in the quality of service delivery in their business.

The skill training sector require standardization: There should be proper curricula and infrastructure facilities that matches the need of today's market. The incorporation of modern technology is needed in all domain of skills and it will shape and sharpen the skill of youth par with the requirement of the market and thus it will create interest in youth to choose skill training. There is also require proper allocation of resource by

all the stakeholder for skill training especially by the state.

Innovation, adoption of new technology according to the changing market need and renaming of some existing trades will have a role to create motivation among the youth to undergo skill training and to bring out some trades out of the clutches of caste related stigma such as garment making to fashion technology, barber to salon manager/hair stylist, gold smith to ornamental designer, carpenter to interior designer, gardener to land sapping technician, mason to architect etc.

The present model of training and education will not make any changes in the situation of skilling and employment of youth. There is a need to connect the aspiration of youth to the reality of economic situation and resource of their villages and communities and should develop the aspiration of the youth accordingly.

Skill development should be one of the essential ingredients for India's future economic growth as the country transforms into a diversified and internationally-competitive economy. Skill development is going to be the defining element in India's growth. As a very large population, India would never be able to upskill all of its youth across the country through the conventional education framework, we need to re-define the relationship of education, employment and skills development. There should be coordination between different skill providing agencies and standardization in the output of these interventions so that we can reduce the huge skills gap that currently exists in our country. It ranges from the day-to-day needs of the common population to get a skilled plumber or an electrician, to the needs of the industries and the service sectors to get skilled workforce for production/service delivery. The need of the hour is to adopt an appropriate strategy for skill development that will help in producing a large number of skilled workers for the national needs as well for the international job market. The model for skill development has to be scalable, sustainable and cost-effective. It should also assure quality that can match the international standards.

The skills gap crisis in India requires closing the disparities in social standing. This happen only through the involvement of communities in skill promotion along with other stakeholders starting from training need analysis, planning, implementation, placement and facilitation for placement and further skill enhancement. There should be a community managed skill promotion, To empower the working population, is it essential to start from the source, i.e., the learner. The "voice" of the learner is the focal point of the mission, without which an effective conclusion to and attainment of the final goal would be incomplete.

This will be the beginning of converting the unorganised form of employment into and organized form thus giving a better image for the trade. Once it begins to occur, the Indian economy will start to have the trained labor force it needs, and young people will start to enroll for skill training which may suit their true aptitude and talent and will have decent occupation and stable income, and a dignified life.

C.P. Nicholas

Asst. Manager (Monitoring)

CASE STUDIES

Sandhya Surojiya: "I was trained for computer domain batch-2, from Sarani, Kolkata. I am 22 years old girl who lived in rural area of Awaspara, Pakhanjore. My father is a farmer having annual income about Rs. 40,000; and my mother is a house wife." She was sitting idle at home with no further education and no work at all. She took six months training in Sarani's centre at Pakhanjore, and having completed the training with good score, she got the placement in Mother Mary Hospital at Kanker, as receptionist. "FVTRS gave me a better opportunity. Everyone at the family is really happy with this achievement being made by me."



Malakappa B. Doddenavar: He is from a poor SC Family, was not a bright at studies. Since he discontinued his study, he had no plans for his future. Due to poverty he was forced to take up the job of a cleaner for one mini bus. His monthly Salary was Rs. 800/-only which was not sufficient to meet his basic needs and support his family. Once he came to know about the free driving available in Deepalaya Centre through FVTRS, he just grabbed this opportunity and did his best to receive the License. Now Malakappa drives a private van and is earning Rs. 5000/- per month. He expressed that he is very happy to earn and help his family.

Ms. Ashwini: From Mulbagal taluk Gudipalli village, aged about 23 years discontinued her studies due to her parents pressure of getting married to a person who is her relative. Ashwini had a desire in doing higher education so that she can lead a decent life with a good job. Since her parents got her married to a person at early age she dropped her childhood desire.



Once she came to know about Skill training for marginalized at BMSSS. She immediately enrolled herself and underwent motivation and EDP training for nearly a month. The practical tailoring classes helped her to equip herself with the new skill of garment making. With the help of her family members she purchased a tailoring machine and started to stitch cloths at home. This is helping her to get monthly income of Rs. 3,000/-. This opportunity in my life has given a change and happiness; she started to support and helps the family with her income. She feels that BMSSS with the help of FVTRS has helped her to achieve her childhood desire. She has changed a negative situation into a positive situation.



Leiwang: Passed out of 1st batch Computer Training from June'2013 to Nov'2013 under Turning Point Organisation Mon, supported by Functional Vocational Training and Research Society (FVTRS).

Mr. Leiwang from Tanhai village under Mon district left his studies by class 9 due to bankruptcy of his parent. During his childhood, his parents started a small business; a profit which their parents earned was used for family needs. Slowly, his parent took a loan from the community and could not pay back and become completely bankrupt. In result his parents could not afford him for studies so, he gave up his studies and wandering around doing nothing.

When he came to learn that there is a vocational training centre in Turning Point Organisation Mon supported by FVTRS project, he enrolled his name in Diploma in Computer Application and completed a six months.

Now, for self sustainable life he is running a Computer shop which does a printing, Xerox, download songs etc. in which he is earning Rs. 3,700/- to Rs. 4,500/- per month, he is trying to develop his shop more and more shop.