

## Inauguration of skill net on 1st October, 2015



SKILL NET Inauguration by Shri. B. Basavaraja, MLA



Launch of SKILL NET Brochure

Functional Vocational Training and Research Society (FVTRS), has launched Skill Net Karnataka which will bring together unorganised skilled workers as collectives for their development and raise their living standards. Krishnarajapuram MLA B Basavaraja has launched the programme. Along with this FVTRS also launched a campaign to make 300 panchayats in 15 districts of Karnataka State to achieve 100 per cent matriculation in all the panchayats.

The function was presided over by Dr. Ghandi Doss, former Head of Department of Social Work, Bangalore University and currently Vice-President of FVTRS. The launch programme was attended by over 1,500 skilled workers, Vocational Training Providers with their associates from across the state. The programme also was attended by former minister J. A. Alexander and Mr. Chandrashekar, the Regional Director of NIOS. The Executive Director of FVTRS Mr. P M Philip welcomed the participants. Mr Felix Dsouza Senior Programme Manager explained the programme and Mr. Jimmy Mathew, Manager, Skill Net proposed vote of thank. The programme has become very lively with the stage performance of the Skill Net members.



Welcome address by Mr. P.M. Philip, Executive Director, FVTRS



Dignitaries during the meet



Cultural programme by the partners



Participants during meet

### New Partners Orientation Meeting



Participants during the session

FVTRS organized a new partner's orientation meet on 11 August 2015. Fifteen newly approved project partners from different parts of the country attended the programme. The session started with a silent prayer and all the partners were welcomed by Mr. P M Philip, Executive Director of FVTRS. He welcomed every one whole heartedly and told the purpose why FVTRS is concentrating on skill training for the school dropouts. He also explained how FVTRS has been partnering with various NGOs to upgrade the skill training and invited everyone to be very dynamic partners to carry out this mission fruitfully.

Mr. Felix D'Souza the Senior Program Manger oriented the partners with the process of implementing the project. He did a presentation to the partners on various documents, partnership with FVTRS, importance of maintain documents, different reports to be send in time to FVTRS and finally clarified all their doubts regarding documentation and process.

Mrs. Noyola Sheela the Accounts Manager made a presentation after the first half about the accounts and finance. She presented to them different matters on FCRA, TDS, PF, 80G, 12 AA, Pan Card and project auditing. She also cleared their doubts on managing the accounts for the project.

Finally Mr. P M Philip recapped the whole day orientation and concluded thanking all the new partners for being the part of the mission, in skilling the under privileged youth and assured them all a smooth partnership with FVTRS. Mr. Satya Narayan Patnyak thanked FVTRS on behalf of partners.



### Planning Meet – Skill Net Karnataka

FVTRS organised a skill net planning meeting at FVTRS office on 13/8/2015. This meeting is planning to hold hands together with FVTRS to implement **“SKILL NET KARNATAKA”** (*Association of Skilled persons*). Mr. P M Philip welcomed the participants and made a presentation on Skill-Net, its purpose and how to form the network and its benefits for the trained youth.

There were 14 partners from different organization from Karnataka who wants to be the part of this program. It was also decided to launch the 'SKILL NET' with full swing in Karnataka on first week of October 2015 at Bangalore. All the partners have agreed to bring around 1200 participants from different parts of Karnataka who would be aspiring to become the part of the SKILL NET. The partners gathered have also planned to invite dignitaries and the labour minister after presenting the concept to the labour minister.

Four partners are assigned to prepare the curricula for four domains Electrician-Bellary Diocesan Development Society; Garment Making-HELP,Hiriyur; Beautician -Sandeep Seva Nilaya, Bangalore and Driving Sarvodaya Integrated Rural Development Society. In the initial stage skill net will start with the trainees whom the respective organisations have trained and later with other people who are interested. Mr. P M Philip said that the purpose is to create more employment opportunity in the community

Since FVTRS is focusing on the school drop youth it has been decided that we will also launch an enrolment campaign to create 100% matriculation passed villages in Karnataka. Through this young drop outs will get opportunities to enhance their educational standards.

Initially all the organizations will have an intensive orientation before starting Skill Net. The forum has decided four places to organize the training according to the convenience of the organizations. All participants appreciated the concept as they all felt it very innovative and new. The partners are asked to send the budget in the format that was prepared during the meeting by end of August 2015. The meeting adjourned by the Executive Director with a vote thanks to all the participants for considering and accepting the new concept to implement.



## HIGHLIGHTS OF THE QUARTER



Mr. Philip, Executive Director, FVTRS Addressing the participants during the Planning Meet Skill Net



Mr. Felix, Senior Programme Manager, FVTRS sharing the concept of Skill Net during the Planning Meet

### Skill Net Orientation



New Skill Net partners during the meet at Bangalore

improvisation. The idea of forming federations came from the previous deliberations given by partners in National Skill conference, meetings with partners, sector assessment by some consultants and core team meeting and internal reflection by the organisation.

In order to promote skill net programme in Karnataka state FVTRS organized four orientation programmes for 15 partners and their associates in different locations. Altogether 157 participants attended the orientation programme. They were organised on 4th September at Hassan, 16th September at Bangalore, 19th September at BDDS Bellary, and 21st September at KDDC Karwar.

The programme is the outcome of learning gathered from the gap analysis, introspect of work done so far, challenges faced by us and by partners and need analysis for the

The programme emphasis to create community based structures of skilled workers, have our own training mechanisms accessible in the communities, and utilize our strong community mobilisation experience in the direction of creating fraternity of skilled workers.

The purpose of forming federations is to develop a community based network of skilled youth who are engaged in training, enhancing their skills and business for better economic independence and quality of life.

### MSW Students exposure to FVTRS

First year MSW students from Don Bosco College, Angadikadav, Kerala visted FVTRS on 7th August 2015 to study about our programme and to get more knowledge about skill training in the unorganised sector. Mr. P M Philip Executive Director and Mr. Felix D'Souza Senior Programme Manager made presentations about FVTRS and the purpose of supporting skill training for the school dropout youth.



Students from Don Bosco College, Angadikadav, Kerala during the visit

### TOWARDS RESOURCE TEAM ON LIFE SKILLS.



#### " A distinctive training program to sculpt a bunch of master trainers "

To promote life skill trainers FVTRS in collaboration with Quest Alliance organized a follow up ToT (Master Coach Training) from 14th July to 17th July 2015 at KROSS, Bangalore. This was a follow up workshop for the trainers from different partners of FVTRS from across the country. It was to upgrade the training methods of selected 20 trainers selected from the first workshop. The major purpose is to make a team of proficient master trainers who can operate life skill session from different areas according to the need.

Quest alliance team has done an interactive classroom therapy to make our trainers more capable to become better facilitators. The four days of residential training program was on various aspects of becoming better facilitators. Each day were highlighted with different activities at different sessions. Quest trainers stressed more on, how to handle the young school dropout students and to bring them into a main stream life where they will be confident and independent. Quest Alliance introduced a Quest Journal for the trainers to use as a measure line to improve their facilitation. Trainers also shared their experience in training young people with different capacities.

The quest facilitators interacted with trainees to know the follow ups of the last workshop. They sketched out the impact of the last workshop and continued. Most of them practiced theoretical methods and taught the students rather. The session on the first day was full of activities and learnings.

The Quest facilitators oriented the team about the method of facilitating and introduced different life skill tools to train the trainees. They also explained how impressively they need to take classes to create an impact among their trainees. They also explained how to handle the difficult trainees and take them along with others. The day ended with a home work for the next two days to take classes on various life skill topics like Time Management, Money Management and Attitude etc.

The training program was concluded by Mr. PM Philip the Executive Director of FVTRS. He explained why FVTRS planned such kind of training program for trainers and how people will benefit out of these kinds of training programs. He also thanked the Quest team and each trainers whole heartedly for their efforts to be the part of the training for four days.





Dear friends and associates,

As FVTRS steps into its 23rd years of service to the nation, it is the right moment to reflect and emerge with concrete approaches to meet new challenges, without diluting the mandate of the organization. National Skill Conference has seen as a platform where a wide spectrum of stakeholders converges to discuss, deliberate and disseminate on relevant options for the sector, understand new perspectives and actions with innovations, as well as the challenges being faced by service providers. It is also an occasion to share best practices and scale up by introducing new models and modifying approaches, incorporating all that is relevant in today's context. Therefore, next national skill conference on 28-29, October 2015 in Guwahati will be an occasion to reflect how to scale up our intervention and emerge as an organization think differently and learning continuously.

Therefore this year the NSC has been envisaged as an exercise which will discuss more about our experiences of success and challenges along with the learnings derived out of them. This will be used for further scaling up of our interventions in terms of creating more sustainable skill development process which will be accessible to the excluded communities, based on their need and managed by themselves.

In this line we have conceived a new programme called SKILL NET with the vision of promoting fraternities of skilled persons at national level. As a pilot we have inaugurated SKILL NET Karnataka at Bangalore on 1st October in the presence of around 1500 youth with the support of 15 partners from Karnataka. We strongly believe that this programme will develop vast opportunities for the unorganized skilled to workers to lead a dignified life by enhancing their skills and livelihood engagement together. The unconditional support extended by the partners and their excitement were evidenced in the inaugural programme with their active participation.

Along with we have also launched a campaign for realizing the dream of hundred percent matriculate panchayats with the help of National Institute of Open School.

We shall discuss this more during the NSC so that this dream of creating fraternities of the skilled workers at different levels and making them self-driven and community based so that it become more sustainable and need based.

I would like to thank everyone who contributed to this edition of this news letter. Please feel free to share creative comments, suggestions or new stories to my attention for future editions. We are interested in hearing more news from the people at field level.

**P.M. Philip**  
*Executive Director*

### Net Work Meeting- World Association For Small & Medium Enterprises (WASME)

Mr. P M Philip and Mr. Felix D'Souza attended 2-day network meeting on skill development in India: funding opportunities for NGOs/VTPs and private sector on 21-22 August 2015 at WASME Training Centre, Noida. FVTRS has joined with WASME to form a consortium called National Skill Development Consortium to raise funds for vocational and entrepreneurial development programme.

Congratulations to



**Bishop Mar  
Antony Kariyil**

FVTRS is happy to inform our readers that our Former President Dr. Antony Kariyil has been appointed as Bishop of Mandya in Karnataka. We wish him all the success in his new Mission.

### Evaluation of FVTRS



Evaluation team during the debriefing meet at Bangalore

To measure the programme outcome, impact to know the achievements of its objective, strength and weakness, and to know the areas of improvement FVTRS has organised an external evaluation from 27th July to 10th September 2015. Mr. Khilesh Chaturvedi, Mr. Munish Kaushik and Ms. Rosy Choudhury experts in evaluation work and having vast experience in development sector were appointed for the same. On 1st of July FVTRS team had planning meeting at Bangalore and decided the methods of evaluation. The team randomly selected 15 projects for field visits from different parts of the country. Accordingly on 27 and 28th July FVTRS team and they had evaluation meeting in FVTRS office Bangalore. The team studied FVRTS programmes, its target group, reports, data base etc. From 29th onwards the team visited the partner organisation to evaluate skill training programmes. They visited 15 organisations in Karnataka, Andhra Pradesh, Rajasthan, Uttara Pradesh, Madhya Pradesh, Jharkhand, Chhattisgarh and Assam. After the detailed study the team presented its findings on 25th September 2015 before the staff members of FVTRS. The report helped FVTRS to plan and to improve the quality of skill training.

### Research Initiated

FVTRS has initiated a research on “Skill Development for the Underprivileged school dropout Youth from Marginalised Communities in the primary sector”. We have developed the research questions and objectives. The literature review has been started. A filed based study of the interventions of FVTRS has been completed among 14 partners. The further methodology will be undertaken in the due course of time.

### Celebration of FVTRS Foundation Day

FVTRS has celebrated its 23rd Foundation day on 24th September 2015 at its office in Hegde Nagar. The purpose is to familiarise FVTRS and its activities with other like minded organisations, donor agencies, civil society organisations, local leaders etc. 45 participants from attended the programme. FVTRS advisory member Dr. J Alexander, NIOS Regional Manager S Chandra Shekhar, Managers of State Bank of India and Catholic Syrian Bank and local leaders attended the programme. FVTRS made use of this opportunity to create visibility and to get support for its activities to reach more school dropout youth.



Dr. J. Alexander, IAS during inauguration of FVTRS DAY



Various stakeholders during FVTRS DAY

### Workshop on Visibility

FVTRS organised a 2-day workshop on fund raising on 10th and 11th September at FVTRS office in Bangalore. The purpose of the workshop is primarily developing strategies for fund raising to expand its activities and to ensure long term sustainability.

The work shop highlighted fund raising as a process of gathering of voluntary contributions of money or other resources by requesting donations from individuals, business and charitable functions or government agencies.

The fund raising requires engagement of manpower, material, knowledge, infrastructure and fund. The history of fund mobilisation encompasses donation for religious purposes, war or emergencies and for mass movement etc. Over the years the fund mobilisation is taking place with the help of foreign aid, Indian agencies, private sector foundation, live campaigning through internet and other social networking.

The primary pre-requisites for fund raising is the three “C”. Namely Communication, Consistency, Courage, and Credibility.

The use of best communication tools like IEC, newsletter, Website, Documentary, Annual reports, Flex posters, Brochures, Visiting card and emails and others would result in successful communication.

Hence best use of internet and social media needs to be done with more knowledge about technology. Therefore message through various social networking platforms needs to be relevant and meaningful with respect to the target audience.

Mr. Munish Kaushik, Director in South Asian Risk Management Company and AnkushVengurlekar, consultants facilitated the workshop.



Mr. Munish and Mr. Ankush, Delhi based consultants during the session at Bangalore

### New Staff appointment

During this quarter FVTRS team has been expanded with four new staff members to expand its activities. Mr. Jimmy Mathew- manager for skill Net project, Ms Deboshri Bhattacharya, Ms. Anwasha Tewary and Mr. Hanamant Bhajantri as programme officers. We welcome them to FVTRS family and wish them all the best for their future endeavours.

During this quarter Ms Shweta Tiwary has concluded her services for taking up more domestic responsibilities. We wish her all the best in the future.

### Birthday Celebrations

The following FVTRS team members had their birth days during this quarter, Felix Dsouza, Nirmala Rao, K. P. Sajeesh and Shweta Tiwary. We celebrated these days with enthusiasm.



## HIGHLIGHTS OF THE QUARTER

### Board Meetings

FVTRS organised its Governing Board meeting on 29th July 2015 at Bangalore. Same day it had its Project selection committee meeting also. The PSC approved 15 projects to train 1425 of school dropout youth with a total budget of Rs. 98,80,900.

On 30th July it had Annual General Body meeting. New members were inducted and elected members for the different vacant positions. The General body also selected Ms. SP Selvi and Mr. Joseph Stanly as the new members to the general body. The members elected Sr. Daphne Sequiera President; Dr. Ghandi Doss Vice present; Fr. Peter Brank treasurer. The Board also gave fitting farewell to outgoing president Fr. Antony Kariyil and thanked Bishop Sebastian Adayanthrath for his generous contribution to FVTRS. The AGBM also has considered the new strategy plan of FVTRS for the next five years and appreciated the secretariat for developing it.

On 24th August FVTRS had another PSC meeting and approved seven projects worth Rs. 52,02,500 to support skill training for 1015 school dropout youth.



Dr. Antony Kariyil, President, FVTRS during Farewell



FVTRS Board Members

### Forth Coming Activities

- Inauguration of Skill Net Karnataka on 1st October 2015 at Bangalore
- South India Regional Coordinators Meet 15th and 16th October 2015 at KROSS Bangalore
- Board and PSC meeting 26th October 2015 at Guwahati
- National Partners Meeting 27th October 2015 at Don Bosco Institute, Guwahati.
- National Skill Conference 2015 on 28th and 29th October 2015 at Don Bosco Institute Guwahati Assam
- Memorial Lecture 29th October at Don Bosco Institute, Guwahati, Assam
- Staff Development programme in Bangalore.
- ToT on Life skill training- 24th to 26th November at KROSS Bangalore
- ToT on Entrepreneurship Development programme from 24th to 26th November at FMC Bangalore