

## Action research with Krishtu Jayanti College and Functional Vocational Training Society

We signed a MoU (Memorandum of Understanding) with Krishtu Jayanti College for working on an Action research for validation and testing of SCOPE (Skilling community owned promotion and enhancement) model of skill building. This event was attended by 11 people from both the institutions. Fr. Jose kutty P.D, CMI, Principal of Krishtu Jayanti College and Mr P. M Phillip, Executive Director, FVTRS signed MoU to begin work on above mentioned research.



MoU Signed between FVTRS and Krishtu Jayanti College

## FVTRS-Schneider Electrical Lab Inauguration in Four States

FVTRS with Schneider Electrical partnership has bridged out a big contribution to the partners by making some better electrical lab facilities for four selected partners. These electrical labs are put up with four partners in various states. In Jharkhand with Montfort Brothers, in Odisha with Seba Jagat, in Rajsthan with Gram Chetna Kendra and in Chattisgarh with Basthar Dharmashema Samithi. This infrastructure is set up to provide a better training for the trainees with the advanced equipments.

In Jharkhand, in Mont Fort Community College the lab was inaugurated by Sr. Daphne Sequiera the President of FVTRS and the other labs in others organizations were inaugurated by the representatives of FVTRS.

These centers will be considered as resource hub of FVTRS in the future to provide trainings in electrical field in their reach. They have provided instructional materials also to these partners so that they can add value to the quality of training they have provided. SEIF also trained 19 of our instructors as master trainees in electrical trade.



### Exchange of Skills

Regional of Stromme Foundation Norway in East Africa is planning to have an exchange of skills with India. For this purpose, they have identified FVTRS as their partners. This is an innovative programme where Stromme Foundation will send three skilled persons to India to impart their skills to Indian youth and in turn they will learn new skills from India. At the same time FVTRS will send two skilled workers to East Africa for sharing and learning new skills. Ms. Priscilla Mirembe Serukka, Director and Ms. Doreen Oreen B Muhereza, communication officer visited FVTRS on 2nd and 3rd February 2016 and had detailed discussion about the exchange programme.



### Skill building of Tribals in Chattisgarh, Jharkhand and Odisha.

We are collaborating with CYSD (Centre for Youth and Social Development) for conducting a study on skill building for tribals in Chattisgarh, Jharkhand and Orissa. Other partner organization who would be part of this study is Phoolen Mahila Chetna Kendra, Madhupur from Jharkhand, Tribal Humanity development activity, Ranchi from Jharkhand and Savera Foundation, Tisri from Bihar, Bastar Samajik Jana Vikas Samithi, Jagdalpur from Chattisgarh, Bastar Dharma Kshema samith, Pakanjoor from Chattisgarh and Seba Jagat, Kalahandi from Odisha.

The purpose of this study is to build skills of tribals living in Chattisgarh, Jharkhand and Odisha in order to enable them to earn their livelihood. With this study, we intend to understand the ground situations in terms of skilling for employability. One of the expected outcome is that we would be able to identify avenues for self-employment and reduce the reason for their compelled migration.



### Disability definition to be widened

The Government is set to widen the definition of "disability" to bring the count of physically challenged persons in sync with the ground situation, heeding complaints that the numbers are highly suppressed in India.

The UN convention pegs the disabled in the world at 15% of the population while the national census has returned a figure of 2.21%. Given that poverty and disability have a close link, the figures in the national context is seen as unrepresentative. After a recent brain storming on "estimation of disability data", the NITI Aayog asked the social justice ministry to work out ways to make disability more inclusive. The objective is that Census 2021 should capture the right picture. "The definition of disability should be widened with appropriate criteria to make it inclusive," a directive from the Aayog to the ministries has said.

Disability has emerged a key area of concern the world over, with the segment also finding a more sensitive treatment domestically, even emerging as a serious political constituency. However, counting the disabled has proved tricky in view of a restrictive and narrow definition given in the census. There is general agreement in the government and among disability rights activists that information is withheld by families about members with "mental disabilities" in view of the social stigma attached to them.

Now, inputs have been sought to make the census questionnaire more inclusive about disability data. The Registrar General will soon seek suggestions from the ministries on guidelines for Census 2021. Sources said the count of disabled may see a quantum jump if the ambit of disability is widened and accompanied by a social awareness campaign to promote truthful declaration by citizens.

The disability sector has received a serious boost lately, with the Centre unveiling "Accessible India" campaign to make buildings and public utilities more disabled-friendly. On Wednesday, the ministries of urban development and social justice will launch the "disability index" of public buildings to measure how easily accessible they are to physically challenged persons. Rs 200 crore has been earmarked for 2016-17 for construction of barrier-free infrastructure and accessibility audit of government buildings and public places.

*(Times Of India 31 March 2016)*

### Road ahead proposed by evaluation team

FVTRS organized an external evaluation to find out the strengths and weaknesses of the FVTRS program, understand program design, implementation model, organization structure and its results. The evaluation covered ten percent of the FVTRS's partners (15 NGOs in 10 states) and had detailed discussions with the teams. Desk reviews of FVTRS's and partners' documents and available data were triangulated with field visits. Youth/trainees interviews and cases were documented as part of the process.

The key recommendations are mentioned below –

- To shift from project to program approach so that the organization can build a long term and healthy relationship with quality partners.
- Have longer and more sustained relations with Partners (not one-year start stops projects). In principle, there can be an agreement for three years and administrative contracts can be renewed every year.
- Careful selection of partners with higher standards of program quality (explained below in the capacity building list) and mutual accountability.
- Aim for Skill building for empowerment (significantly improved incomes, breaking stereotypes of gender or any other, improved mobility, access and control over resources)
- There is a need for investing more in the relationship. The capacity building of the partners needs to be done to take care of such as career counseling / sensitizing partners, parents, and youth for new trades, market assessment, gender sensitization, situational analysis from skills perspective, social sensitization for youth and community on life skills, good quality entrepreneurship development (training and facilitation including loan linkages), improved life skills modules, adhering to minimum standards in training curriculum, methodology, physical conditions, equipment, placements, follow ups / post placement process, engaging the trainees as groups, based on similar occupation and accompaniment of partners on all of the above.
- Play a larger “value addition” role at the National level more effectively, for example by creating job opportunities in formal sector, preventing exploitative work conditions, advocacy, networking.
- The focus on maintaining minimum standard for employment/self-employment for increased income and empowerment has to be more pronounced and the partner, together with FVTRS should work on creating job placement, entrepreneurship based self-employment.
- A preferred option should be to organize the trained youth as groups which keeps in touch with each other and the NGO and are constantly contributing ideas, time, feedback of market to the NGO and are receiving inputs from NGO such as refreshers of life skills, human and worker rights, entrepreneurship, loan linkages etc.
- Strengthen the FVTRS as an Institution. There is a need for Outcome Oriented Planning, Monitoring and evaluation. Strengthen own systems and processes.
- Strengthen Fund raising to augment and diversify the funding, including from Indian sources

### Orientation meeting to New partners on Project Implementation

We have organized one orientation meeting on 19th February 2016 at FMC, Bangalore for the new partners whose projects were approved in the Board meeting held on 5th February 2016 at Patna. All the project partners along with the coordinators were present for the programme. FVTRS team facilitated the sessions.

The purpose of this meeting was to familiarize the partners about FVTRS, the project management processes and to develop a systematic plan to implement skill training activities supported by FVTRS. During the sessions we have also covered the objectives and indicators of this project, reporting formats, open schooling, finance management etc. We took this opportunity to orient the partners on SCOPE model and Skill Net concept for effective follow-up of trained youth and sustained accompaniment.

At the end of the day participants were clear about their roles, responsibilities and activities for successful implementation of skill training programme. We are increasingly experiencing the adherence of the standard of FVTRS by the partners from the timely execution and reporting.



### Exploring the excellence

We have organized a three day coordinators meet in Indian Institute of Training and Development at Kolkata from 28 to 30, January 2016 for the East and Northeast region of the county. There were 27 persons from 24 partner organizations.

The meeting was to take stock of the status of projects and to motivate the coordinators to achieve the desired results from projects. Each project coordinator was given time for presentation having a minimum of 10 minutes that covers different steps and strategies done in the project to achieve the set results. This meeting was also a platform for sharing innovative ideas that practiced in the projects for training and placement, and also the challenges faced. The meeting created an atmosphere among the coordinators for mutual learning and replicating good practices.

There were also number of inputs on various subjects like NIOS by Shri Suvendu Sekhar Das, Regional Director, NIOS, Kolkata. SCOPE, Skill Net, trainee tracking system, use of electronic/social media for training and placement/marketing, certification etc. by FVTRS staff.

### Key Decisions

1. Enrol all the trained youth with Employment Exchange
2. Follow a trainee tracking system
3. Formation of association of skilled workers at partner level
4. Updating information to trainees on latest programmes and schemes
5. Replicating innovative ways of training and placement like e-learning and e-marketing in the field.

### Training of Trainers on Entrepreneurship Development

FVTRS has organized the first refresher training for the EDP trainers who have been trained by us in the month of November 2015. This refresher course was conducted from 16-18 February 2016 at FMC, Bangalore. The Programme has been facilitated by Quest Alliance team. The participants were from Orissa, Jharkhand, Karnataka, Andhra Pradesh and Rajasthan.

The resource persons advised the groups to stick on to the activities provided in the Build Your Business (BYB) module as the participants will be using the same material while conducting the actual EDP for their beneficiaries in the field. Finally, the participants were asked to prepare the action plan which need to be implemented by them in the respective areas for next six months. A 'WhatsApp' group of the trainers is formed to share the activities conducted in their areas and online platform is created which will be monitored by the Quest team to do the follow up of the participants.

### Training of Trainers for Life skills

FVTRS in association with two of the TOT members trained by FVTRS had organized a three-day Training of Trainers' program on Life Skill Education at Maharana Pratap University of Agriculture and Technology, Udaipur from 11-13 February 2016. The training was flagged off by FVTRS for the first time in Hindi language in which a total number of 24 participants from across Rajasthan, Gujarat, Haryana,

Uttarakhand and Madhya Pradesh participated in the program. The resource persons for this training were Mr. Jitendra Mallick (Shrushti Seva Samiti, Udaipur), Mr. Rakesh Shrivastava (PECSS, Bhopal) led by Ms. Anwasha Tewary, Programme Office FVTRS, Bangalore.

The training was for a period of three days' which covered sessions on blended learning methods, demonstration by resource persons, facilitation styles, orientation on usage of Digital Life Skill Tool Kit (DLST), work book, designing session plan, games and activities. Feedback from the participants was collected on the last day of the training to understand the effectiveness of the training conducted. The overall opinion of the participants was positive about the training program. As a follow-up action plan, the participants were asked to develop their own session plans and share with the resource team over mail, so as to assist them in planning and designing their sessions in the most effective way. It was decided that a second phase of training will be conducted for the same set of trainers. After successful completion of the training, certificates will be distributed to all the participants by FVTRS.





### Skill Net- Knitting Opportunities

Skill Net-Karnataka was designed and implemented with the intention of bringing the unorganized skilled workers, especially young women and men to the mainstream development. This programme was piloted in Karnataka with 15 partner organizations in 12 districts. The issues of skilled workers for sustainable livelihood is one of the key backgrounds for the project. The programme was rolled out at the State level on 1st October 2015 in the presence of 1500 skilled workers.

Entire programme comprised of supporting mobilization of unorganized skilled workers, capacity building of organized skilled workers, linking the groups with local panchayats, linking with government departments and schemes, starting thrift and credit programme, initiating collective entrepreneurship, federating them at different level, upgrading the education qualifications through open schools and upgrading the skills.

Panchayat level launching of Skill Net was carried out in 244 panchayats starting from the month of October 2015 to March 2016. Altogether 22,301 people from the target area attended the launching programmes. These programmes were attended by the personnel from district labour office, CEO, district panchayat members, taluk panchayat members, gram panchayat members, PDO and other concerned department officials. During the launching programme, scope of completing the matriculation through NIOS was shared with the school dropout youth as well.

- 163 youth were enrolled for NIOS to write 10th standard exam.
- 10418 unorganized skilled workers have been formed into 813 occupational groups in 244 panchayats by 15 the partner organizations.
- Rs .25,79,652/- has been saved as part of thrift and credit programme and the groups are engaged in monthly meetings.
- 476 members of Skill Net have obtained artisan card from Ministry of Textiles
- 312 members have enrolled for group insurance.
- 1885 construction workers have obtained membership with Karnataka Construction Workers Welfare Board of Karnataka government and they are eligible for receiving 23 types of benefits.
- Collective business initiatives like garment making and toilet construction started in five places are other examples of starting collective enterprises.
- Training module (curricula) on Garment making, electrical work, driving and beautician has been prepared keeping in mind the local reality and the partners have started using these curricula.
- It is encouraging to note that the partners are reaching out to tradesmen who were unnoticed but contributing to the wellbeing of the society at large. The contributions and capacities of tradesmen such as broom makers, tree climbers, basket weavers etc got recognized through skill net groups.
- The overall trend appears that the unorganized skilled workers have good scope for employment particularly in small enterprises in and around towns of their respective areas.
- Involvement in community and establishing linkage with government departments has opened door for the partner organization to increase their reach.



### Panchayat level Federations

Three organizations have received authorization letter from district administration to promote skill net groups at panchayat level. 285 groups have been federated at panchayat level for collective initiatives and availing government facilities. The federation is to function as a service provider to enhance the skills, business and linkages of the primary groups.



### Review Meeting of Skill Net

The second review meeting of Skill Net Karnataka was held on 23rd and 24th of February 2016 at KDDC, Karwar. Altogether 30 participants attended the programme. The training module on garment making prepared by HELP, one of the partners of Skill Net, was released and made available to partners during programme.

The presentations made by each organization was unique in nature and creative. The two days programme has created opportunity for mutual learning, knowing each other, presenting best practices. The occasion was instrumental to arrive at a consensus on working area, sharing expertise, sharing data of target group etc.

During the meeting it was decided to map the diverse tailoring engagements of our partners so that a possibility of bridging them together and building into a business model can be worked out.

### Meeting of Construction Workers with Labour Officer

Partner Organization SIRDS located at Koppal organized one-day meeting of 100 construction workers who are part of Skill Net. The meeting was attended by the education officer, district magistrate and Labour officer. The labour officer educated the participants about various facilities available with labour department through PPT. Mr. Felix D'Souza and Jimmy Mathew also attended the programme.



**SIRDS has decided to enrol 100% construction workers in one identified village and make one selected village as 100% matriculate with the support of panchayat, education officer and industries around.**



### Forming technical resource teams (TOT)

In order to have resource persons at local level, skilled workers and instructors were identified to train as trainers. 39 women members from six districts were trained in RVTI, Bangalore for 15 days each in garment making and beautician. The Trainers were awarded with the certificate of ministry of skill and Entrepreneurship development, Government of India.

These ToT members have already started imparting training to others as well as earning additional income through this. The trainees appreciated the training programmes and wanted to have more such trainings to upgrade their skills.

## HIGHLIGHTS OF THE QUARTER



Skill Net is marching towards ensuring community based livelihood opportunities as against the traditional practice of institution-based and link it to the community mobilization programme. Community-based and non-formal method applied in this project increased the scope of reaching out to the most deserving and poorest. This methodology has guaranteed the community participation in identification of right stakeholders, increase the community ownership of the programme, turned out to be low-cost in design, ensure sustainability as well as facilitate

good follow-up through peer support.

If we look at the responses from the community and other stake holders, it is very encouraging. The available data proves that good number of members have already started benefiting from the government departments, especially the workers linked with construction industry. This is because, the partners rightly understood the need of linking skill development to community development

### Replication of Skill Net

Having experienced the success and results of Skill Net-Karnataka, the partners of MP and Rajasthan came forward to initiate the Skill Net in their respective states. FVTRS has organized orientation meetings and workshops for the partners of these states to evolve better clarity and modus operandi to operationalize the skill net in these states. These meetings were held at Bhopal on 15th and Udaipur on 17th and 18th March 2016. A total of 150 people participated in these programmes. The orientation meeting was helpful in identifying the internal capacity of each organization and to form TOT among the partners. The Bhopal meeting was inaugurated by Mr. S. K Tewari, the Deputy Chief Secretary to Chief Minister of MP.

The partners of both the state decided to form minimum 10 trade wise occupational groups in six months' period wherein the trainees of FVTRS project will be members. So a total number of 400 occupational groups of skilled workers are expected to form in these two states in the next six months. In Udaipur we have decided to hold a consultative meeting of the trainers of the organic farming to work out a strategy for mainstreaming the organic farming.



Inauguration of TOT at RVTI, Bangalore

**Editorial**

**F**inancial Year 2015-16 witnessed lot of initiatives and importance for skill promotion and development from government as well as other stakeholders in India. The central government has strengthened the work of the separate ministry that constituted for skill training and enterprise development. The Prime Minister of India, Mr. Narendra Modi has launched the "Skill India" campaign, on 15 July 2015, to make people aware of the importance of skill development in today's India which aims at ensuring 40 crore young people are trained by the end of 2020. The Prime Minister has said "If we have to promote the development of our country then our mission has to be skill development for a Skilled India." He said 'I call upon the nation to take pledge to make India the skill capital of the world'. The slogans Make in India and Skill India has made lot of mileage and visibility in the world for skill development. Today, the nation (government, corporates and non-government organization) is united in the promotion of skill for the youth who constitute 65 per cent of the population. This will steer the nation towards a developed country.

FVTRS has been the national long in promotion of skill development for the school dropout marginalized youth especially from rural India. The last financial year was one of its remarkable years of work wherein we have attained a good mileage.

We have made an external evaluation on our work and developed a strategy plan for the next 5 years which we will follow to reposition and intensify our work so as to make it more result oriented. We have initiated different models of skill development such as SCOPE, Skill Net, etc. We will also enhance our search for identifying the invisible trades which are otherwise needed for the society and where largely the most marginalized groups are engaged in. We have intensified research and development section to become a leader in the field of knowledge management in skill development. Capacity building becomes another focused area for FVTRS and we have initiated to have national level resource teams of life-skills and entrepreneurship development.

At this point, our commitment is to be innovative in action and thought in the field of skill development. The youth with rising aspirational level in this changing, globalized and competitive world have to position themselves with both soft and hard skills. So FVTRS will work further progressively so that it will become a 'Centre of Excellence' in the near future.

**Forth Coming Activities**

1. Staff training on "Outcome oriented Planning, Monitoring and evaluation"
2. Orientation to FVTRS staff on research methodology
3. ToT for EDP and Life Skills in the month of April.
4. Skill Net review meeting in Karnataka, MP and Rajasthan.
5. Consultative workshop for trainers of organic farming.
6. Refresher training on EDP
7. Project coordinators review meeting.

**Birthday Bells**

*Ms. Anwesha Jewary* celebrated her birthday in the month of March 2016.

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