

Editorial

Dear all,

I am very happy to introduce the second edition of the newsletter of FVTRS for this financial year. This document will give you a glimpse of her programme quality and quantity. This was possible because we have organised our programmes based on a systematic plan that we have evolved corresponding to the strategic plan developed a year ago.

It has grown beyond the project management to other areas like research, capacity building, etc. We are also moving from an institutional approach to community based approach and from an individual approach to collective approach. We are also moving beyond skill training and employment to enhancement of skill and livelihood security. Thus we are aiming to promote skill development as a community owned and managed continuous process from skill training as an activity.

I am sure that this shift is clearly emerged in FVTRS through the learnings that we have generated out of our existing interventions and reflecting upon the challenges that we faced during the course of our interventions. There is a clear contribution by the partners towards these which has been gained from mutual interactions during various occasions and platforms. We are really thankful to all the stakeholders for their contribution irrespective of the intensity, volume and quality.

Hence, I believe that going through this document will definitely be interesting and encouraging for all. I look forward to your valuable suggestions and opinions on this so that it will further contribute to the growth of FVTRS thus contribute to the life of the underprivileged youth to make it better.

I wish you all a success

PM Philip

Executive Director



Creating Entrepreneurs



Entrepreneurship skills along with technical skills will give a path to young trainees to start their own enterprise. In this regard FVTRS is continuously organising ToT on EDP so that they will train youth who are undergoing skill training. To realise this FVTRS has organised a fresh batch of EDP from 18-22 July 2016 at FMC, Bangalore. The Programme was facilitated by Mr. Rajat, a consultant from Quest Alliance. There were 18 participants from Karnataka, Andhra Pradesh, Tamil Nadu, Rajasthan and Uttar Pradesh.

Mr. Rajat introduced the SEM (Self Employment Model) which has 14 modules. Each individual given a task to choose one module and prepare the mock session and demo to be presented by each team member. The Resource Person insisted that the groups stick on to the activities provided in the SEM modules only as the participants will be using the same material while conducting the actual EDP for their trainees in the field.

Next session was on "Facilitation and the Role of a Facilitator". The facilitator, facilitated the group to define "Facilitation" and stated that facilitation is to Teach, Learn and Learn to Learn by which the facilitators in real terms help and motivate participants to learn by themselves or on their own by making them understand in an easy way. The facilitators should always encourage and appreciate trainees so that they will be motivated and become confident about their own capacities. He also covered the topic "Working with the Adult Learners". He explained the various tips in attracting the attentions of the participants, addressing the key issues of working with the adult learners and presented key characteristics of an adult learner. A WhatsApp group is formed to share the activities conducted in their areas.



Life Skill Club-New Batch

The life skill training of trainers' program was organized in Chennai from 19-22 July, 2016. This was the first phase training conducted for the second batch of life skill trainers, organized by FVTRS in association with Quest Alliance, Bangalore. Along with two resource persons from Quest Alliance, Sr. Milagrin D'Souza was invited as a resource person for the program. She is a certified life skill trainer from the first batch trained by FVTRS.



The sessions of the training program comprised of introduction to life skills, qualities of facilitator, quiz on life skills, demo sessions by participants, outbound activity and evaluation. Ms. Anwsha, from FVTRS facilitated and coordinated the entire training program. She briefed the participants about "Life Skills Club" which is a network of life skill trainers managed by FVTRS. Action Plan was presented to the participants along with providing the dates for next phase of training which is likely to be held in mid-November.



A WhatsApp group of the participants was created to share learning and updates related to Life Skills. The participants were also registered at Quest Alliance's online portal for trainers. Besides, the DLST module (Digital Life Skill Toolkit) was given to the participants so that they can have access to both hard copy and soft copy of the toolkit.

Networking for Skill Training, Entrepreneurship and Livelihood Development

FVTRS in collaboration with Indo-Global Social Service Society (IGSSS) and their 20 respective partner organizations conducted a meeting on "Networking for Skill Training, Entrepreneurship and Livelihood Development" in Ranchi on 23rd August, 2016. There were 29 participants from over 17 organizations based in Jharkhand, who attended the meeting. The meeting was facilitated by Ms. Sukanya from IGSSS and Mr. Felix from FVTRS.



Ms. Sukanya, IGSSS and Mr. Philip, FVTRS presented the idea of collaborative efforts in working to be undertaken by the organizations present in the meeting. Ms. Sukanya introduced IGSSS's work. She mentioned their four areas of work - Sustainable Livelihood, Disaster Risk Reduction, Youth Development, Urban Poverty Reduction. She expressed her happiness of FVTRS organizing such meeting with IGSSS. She said that this meeting will bring out the areas of prioritization on which the organizations can work together.

The main activities and agenda of the day were:

- Presentations by the participants on their areas of work and focus groups
- Challenges and opportunities faced by youths and communities in Jharkhand
- Preparation of roadmap
- Development of an Action plan

Mr. Philip appreciated the presentations made by the participants and listed the common important points that emerged from the presentations:

- Focus on the primary sector as an area of intervention
- Shift from farming to processing and marketing
- Life Skills and EDP training leading to business development

Some of the areas of collaboration that were discussed and identified are:

1. Capacity mapping of the organizations and grouping of the same
2. Production and marketing of agro products in collaboration with partners who already have production unit or have undertaken similar initiative.
3. There are organizations having infrastructure to conduct specific training programs. The partners can identify interested youth or community to train them in such trades and make use of this infrastructure facilities.
4. Partners can collect data of people who are migrating and pass on to other partners who are present in that area so that intervention can be made at source as well as destination. Other NGOs and bodies working in this area can be approached.
5. Partners can extend support towards activities, advocacy, campaigns and programs undertaken by other partner organizations.
6. Engaging youth, migrants and communities from different vulnerable groups in livelihood opportunities and providing moral support from time to time irrespective of their age.
7. Data on most marginalized and disabled communities

Sr. Daphne, the President of FVTRS concluded the session and appreciated the initiative of collaborative efforts by FVTRS and IGSSS and their respective organizations. She mentioned that this would lead to overall development of Jharkhand State as there will be networking and support among different organizations. She apprised the audience of the recent formation of Jharkhand Foundation with whom many NGOs are getting associated and providing moral support to take up different issues. She said that on behalf of her organization, she can also extend support to the partners. Sharing of email id and using social media networking can be useful to keep in touch with the partner organizations.



Rejuvenating the spirit for better innovations

North India coordinators meet was held in Ranchi on 24-26 August, 2016. The meeting was inaugurated by the Executive Director Mr. PM Philip. He spoke about the significance of organizing coordinators meet, need of capturing good practices from others and networking together with like-minded organizations. There were twenty coordinators from twenty organizations from the north and northeast side of the country. Each coordinator presented what they have been doing and how successful their efforts were. There were a series of discussions about government schemes, CSR support, NIOS, employment exchange, authorized certification, linkages for capital for self-establishments and bank loans, NREGA, Artisan cards and online marketing, etc.

FVTRS Program Officers made presentations on Skill Net, Scope, responsibilities of coordinators and post placement tracking. The meeting was concluded with the following decisions such as developing internal capacity for EDP and Life skills, sharing information, involving local leaders, registering trade-wise trainees in welfare and labour department, valid certification, registering with employment exchange, inclusion of most vulnerable groups, post placement tracking and forming skill net.

Skill Net Karnataka - Review Meeting



Functional Vocational Training and Research Society (FVTRS), Bangalore has organized fourth review meeting of 'Skill Net Karnataka' on September 12-13, 2016 at KROSS, Bangalore. Mr. Felix D'Souza, Senior Program Manager, FVTRS, Bangalore, welcomed the representatives of 15 Skill Net partner organizations across Karnataka and mentioned that 'Skill Net' has given new dimension to 'skills' and 'skilled labourers' and enhanced the scope. He recalled launching program of 'Skill Net Karnataka', one year ago, held in October 01, 2015 in Bangalore and recapped the mile stone of the journey. He also thanked all the partner organizations for internalizing the motto and spirit of 'Skill Net' and creating a strong base for skilled youth. Mr. Jimmy Mathew shared the two days' agenda and proceedings of the meeting.

The partner organizations made detailed presentations about progress of 'Skill Net' which included photos, people quotes, innovations, case studies, video etc. In addition, space was created for partners to make presentation on National Rural Livelihood Mission (NRLM), Labour Department, Khadi and Village Industries (KVIC), District Handlooms & Textiles (DHT), PMERGP, etc. as part of information sharing.

Mr. Felix, Ms. Divya and Mr. Jimmy were the moderators of the presentations. After each presentation, participants and moderators appreciated the best practices, innovative ideas and actions. The exercise was a platform for learning, understanding best practices and challenges met.

Discussion on Challenges and future Scope of Skill Net: Mr. Jimmy Mathew briefed about the journey of Skill Net over last one year. "Karnataka is pioneer in organizing skilled labourers under Skill Net and started in a pilot mode", he added. He shared the context and challenges faced while starting skill Net, also shared the achievements, challenges in the process and how it was addressed. Mr. Jimmy's presentation covered three parts: (i) concerns raised before Skill Net (ii) actions to address the concerns and (iii) challenges emerged during Skill net. Further, participants' discussion was held on to get a clarity on how Skill Net is different from other livelihood focused initiatives. It is very essential to develop clarity among all the partners about the difference between Skill Net and other livelihood focused initiatives.

Over all, the two-day review meeting was a good exercise to reflect upon one-year journey of Skill Net Karnataka. Presentation by Partner Organizations revealed that a sound base is created for skilled youth with an identity and recognition. Presentation on various schemes and provisions added value for the review meeting. Serious reflection about the journey in terms of challenges and scope for Skill Net indicates that it has strength and potential to supplement 'Skill India'; and all the more, add a feather to National Skill Conference 2016, Bangalore. It was also decided to celebrate the one-year anniversary of skill net during NSC 2016 by gathering 1000 skilled workers from across the state.

Action Research Orientation



An orientation to the partners of FVTRS on the proposed action research on Scope was organized at Bangalore from 2-4 August, 2016 in association with Kristu Jayanthi College, Bangalore. The purpose of the workshop was to understand the processes of action research while implementing SCOPE model of skill training. Forty persons representing six partners including the staff of FVTRS have attended the training.

Skilling - Community Owned Promotion and Enhancement (SCOPE), is an innovative model of FVTRS that facilitates ownership and participation of the community in skills promotion so that youth are gainfully employed and contribute to rural economy. While introducing Dr. Jonas Richard, Head of Social work department of Kristu Jayanti College, consultant for this research, Mr. P.M Philip, ED shared that over the years FVTRS has been promoting skill training and now it wanted to make it more sustainable and community based. This is the context in which this action research was launched. At present the team wants to conduct in-depth research to make the approach tested in the larger communities, relevant to our target beneficiaries and easily replicated elsewhere.

Dr. Jonas Richard facilitated the four-day session and he introduced the methods and process of action research. He also introduced the tools for data collection and emphasized the need for engaging communities in analysing, planning, executing and assessing the entire process during the action research. At the end of the workshop the partners furnished the list of proposed village and presented a brief profile of the community with whom they are going to engage.

While concluding the programme Mr. P. M. Philip mentioned that we become experts by doing things for the first time and then by doing it again and again. Development is a process of activating the human faculties of thinking, decision making and associating together so that they establish control over power and resources and create mechanisms to sustain these in the communities. Therefore, our focus should be on making it a people's process to ensure sustainability and community ownership.



Training on Resource Mapping

This workshop on resource mapping was organized on 26-28 September, 2016 at Bhawani Patna, Odisha. The purpose of the workshop was to train the scope action research partners on use of PRA in building the base line of the villages where the action research will be implemented. The participants were from six organizations who are selected for implementing SCOPE. This training was facilitated by Mr. Niladri B. Sahoo from CYSD (Centre for Youth and Social Development), Odisha. The session began with setting of group expectations from this workshop. As an introduction there was an input on scope followed by various PRA tools which can be used for creating base line on the profile of the community, skill mapping and assessing the CBOs. The participants were provided with an opportunity to administer these tools and prepare report based on field based study.*Continued*



HIGHLIGHTS OF THE QUARTER

....After baseline study, all the data collected and compiled will frame a "Community-owned Skill Promotion Plan". The plan will be developed by the community, facilitated by the partner organization and with technical support by FVTRS. At the end of the plan there will be skill development team formed in the community who will take it forward for the next three years. This plan will be a guideline for three years for the action research.

It was decided to pilot the programme in a geographical area which has 1000 households under each partner. At the end of the session a time line for implementation of various action research was also finalized together.

Mr P.M Phillip, ED, FVTRS in his concluding remarks appreciated Mr. Niladri and participants for their involvement throughout the workshop. He also thanked Seba Jagat for providing all logistic support to make the training programme a successful one, especially in organizing the field visits.



Odisha Vikash Conclave-2016

CYSD with collaborating partners organised "Odisha Vikash Conclave", a platform for CSO collaboration and developmental planning. The Conclave has helped to develop a legitimate space between the social actors, government, corporate and think tank for developmental dialogue and action. The conclave focused on identification of alternative possibilities, suggesting a possible roadmap where Odisha's development can be faster and people in the disadvantaged areas are benefitted. The collaborative initiative is a unique opportunity to connect with development practitioners, policy makers, corporate and development leaders. The Conclave had 11 core thematic areas of discussion on Health; Education; Employment; Skill and migration; Rain fed agriculture; Tribal development; Disaster; Sustainable Development-CSR; WASH; Governance and Financial Inclusion.

In the technical session- "Skilling India - issues and perspectives" under the thematic track of Employment, Skill and Migration, Mr. P.M. Philip, Executive Director, FVTRS - distinguished panel member, spoke on the long-standing challenges of the State with regard to skill gap in the primary sector. During his key note address, he stated that the skill development programmes are mostly based in urban areas and develop skill of people in the organised sector, but not in the primary sector. There is more focus for urban areas and on targets and numbers and not on the quality of training. He added that desired model of development should not be based on a relief model of development rather should be a need-based sustainable development model.

Key Recommendations:

- Mapping of existing skill and potential of youth along with potential of local economy.
- Youth to be trained on both traditional as well as modern skills.
- Incorporate soft skills development in all programmes.
- Set-up advanced skill development training center under the Skill Odisha initiative. Comprehensive census and mapping of unorganized, informal and disguised workers in Odisha Policy to make agriculture sector remunerative and employable.
- Set up Welfare Board for non-construction workers and create welfare fund (fish worker, agriculture workers, forest workers, domestic worker)

Scoping study on “Skilling for Employability” in central tribal belt of Chhattisgarh, Jharkhand and Odisha



Even after 68 years of independence the tribal people in India continue to remain as the most socio-economically deprived group. This situation is even worse in the tribal concentrated states - central belt of Chotanagpur - Odisha, Chhattisgarh and Jharkhand. Therefore, FVTRS in association with its knowledge partner CYSD (Centre for Youth and Social Development), Bhubaneswar is conducting an in-depth study on possible strategies for skill training of the tribals so that they can be gainfully employed and secure their life. The purpose of this study is to figure out the employment status of the tribal youth, their present engagement for sustenance and their perspective towards skill training and identify possible interventions.

With this intention, we have identified six FVTRS' partners who would be part of this study. They are Savera foundation and Phoolen Mahila Chetna Kendra from Jharkhand, Bastar Samajik Jan Vikas Samiti and Bastar Dharma Khshyama Samiti from Chattisgarh, Seba jagath and CYSD from Odisha were part of this study. We are planning to cover 5 Panchayats each from 2 blocks in the districts of Koraput, Keonjhar and Kalahandi from Odisha, Bastar and Kanker from Chattisgarh and Dumka and Giridih from Jharkhand. The wide spectrum of grass-root organizations selected almost covered the tribal intensive districts of Chota Nagpur belt.

Initially we conducted one session on introducing the research concept to the partners in which we have together agreed upon the design and decided to go ahead. As part of it, a workshop has been organized in developing the areas of enquiry and tools for the same. We have also agreed upon the target districts, time line for pre-testing, hand holding and data collection, team formation, guideline for authentic and accurate data collection etc.

Followed by this FVTRS team along with CYSD reached out to all target districts for imparting orientation to the partner organizations about the objective of the study and methodology for doing the data collection and also conducting mock sessions in the field for collection of data and installed data entry software with guideline to fill the data with accuracy. The data collection team was told to internalise the content of the questionnaire and conduct the exercise with heart and mind, so that the real challenges of the most neglected population of tribals comes out in the findings.

Presently the data collection work is going on with all the partner organizations. this data will be refined and further analyzed which will be converted into a report. The finding of the research will be disseminated in a workshop which will be attended by a wide spectrum of stakeholders.

Impact Assessment Study of Seba Jagat, Kalahandi, Odisha.

Seba Jagat, a civil society organization and partner of FVTRS has been working in the field of skill training of youth in the district of Kalahandi in Odisha. The organization has been supported by FVTRS over a period of 7 years to implement skill training projects for different categories of youth across multifarious trades. From training of youths to placing them for employment as well as capacitating them for self-employment, the organization has played a major role in the area of skill development. Considering the long term association of FVTRS with Seba Jagat and considering the focus given by Seba Jagat for skill development besides its long experience in human development work, FVTRS planned to carry out an impact assessment of its skill training program over the years. FVTRS believes that this will be useful for both FVTRS as well as Seba Jagat and also other civil society organizations as this study will lead to development of a learning material capturing the changes in the lives of the poor through skill development programs... *Continued...*



The following were the objectives of the assessment study:

1. To understand the relation and relevance between training and employment/self-employment of the youth along with enhancement and diversification
2. To study the best practices of skill training program in the organization
3. To study the changes in the socio-economic status of the youth
4. To understand the issues and gaps facing skill development program and identify options to address them

The assessment team consisted of Mr. P M Philip, Mr. Jimmy Matthew and Ms. Anwesa who carried out the study from 20- 25 September, 2016 covering Seven Gram Panchayats in Kalahandi District of Odisha. During the study as part of data collection they have interacted with trained youths, training instructors, employers, community members, leaders, and staff members of Seba Jagat. It is interesting to note that the community is participating in the skill development process and the trained youth are training more youth voluntarily. The focus on the skill training which facilitates self-employment is highly appreciated and almost all the trainees who are self-employed are earning a reasonable income. The report of the study is under preparation.

Mr. J.C Antony, the founder secretary of FVTRS visited the office on 30th September 2016 along with Mr. Joseph Stanley, General Secretary, SKIP and also General Body Member of FVTRS. Mr. P. M. Philip and staff of FVTRS extended hearty welcome and felicitated him with a shawl and bouquet and explained to him about present programmes and focus of FVTRS. Mr. Philip, while appreciating his gesture of visit expressed that maintaining relationship is very important and his visit shows his love to the organization. Mr. JC Antony appreciated the good work of FVTRS and assured his continued support to the organization. On this occasion Fr. Peter Brank, the treasurer of FVTRS also was present.

Visit of Founder Secretary to FVTRS



Months Ahead

1. TOT on EDP
2. TOT on Life skill
3. Orientation to MSW Students from St Josephs' College, Kannur
4. National Partners Meet
5. National skill Conference
6. Coordinators Meet
7. Skill Net review meeting
8. Skill exchange programme

Birthday Celebrations

Team FVTRS sends our best wishes to Ms. H Nirmala Rao, Ms. Deboshri Bhattacharya and Mr. Felix D'Souza who celebrated their birthdays during this quarter along with us.



Functional Vocational Training and Research Society

No. 86, 3rd Cross, B.D.S. Layout, Dr. Shivram Karanth Post

R K Hegde Nagar, Bangalore - 560 077

Phone: 080 2846 5795 / 2846 5215

email: director@fvtrs.org, url: www.fvtrs.org