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'TRANSFORMING LIVES'

FUNCTIONAL VOCATIONAL
TRAINING AND RESEARCH SOCIETY
HELPS IN EMPLOYMENT
OPPORTUNITY

Functional
Vocational
Training and Research Society

ABOUT US

FUNCTIONAL VOCATIONAL TRAINING AND RESEARCH SOCIETY (FVTRS) IS ONE OF THE LEADING, NATIONAL AWARD WINNING,

ISO CERTIFIED, NON- PROFIT ORGANISATIONS IN KARNATAKA. IT IS ESTABLISHED IN THE YEAR 1993.

What We Do

We believe in collective and collaborative social action, FVTRS promotes strong linkage and network

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No.86, 3rd Cross, BDS Layout, Dr. Shivaram Karanth Post, RK Hegde Nagar,
Bangalore-560077, Karnataka India
director@fvtrs.org | 080-2846 5745 080-2846 5215

www.fvtrs.org

From the Editor's Desk

It gives me great pleasure to present this edition of the FVTRS quarterly newsletter. This issue highlights the key activities and milestones achieved up to September 2025. Among the most noteworthy developments this quarter was the successful conduct of the 17th National Skill Conference—an event that stands out as a major accomplishment for FVTRS.

As always, this newsletter remains an important platform to communicate our collective progress, share significant events, and celebrate success stories from across the country. I am glad to note that it continues to fulfil this purpose effectively by documenting the remarkable initiatives implemented throughout the last quarter.

This edition showcases FVTRS's significant strides in capacity-building programmes, particularly in Life Skills and Entrepreneurship Development (EDP). Our team members also served as resource persons and panelists across various institutions, further strengthening our collaborations and enhancing our outreach.

It is equally encouraging to share that the Skill Promoting India Network (SPIN)—the network of FVTRS partners—held its annual meeting in Bengaluru, setting a clear roadmap for the future. We hope this newsletter not only informs but also inspires our partners to intensify their ongoing efforts with renewed enthusiasm.

We deeply appreciate the support of our partners and well-wishers, whose continued commitment helps transform our shared vision into concrete progress on the ground.

We are also pleased to highlight the successful implementation of several CSR projects in collaboration with esteemed organisations, especially the Bosch India Foundation. Through this partnership, we worked with 20 Government Technical Institutions in Karnataka and Rajasthan, aiming to create employment opportunities for 2,000 youth, in association with the respective state governments.

Another significant CSR achievement this quarter was the completion of the PwC-supported project focused on employment generation for marginalized youth in Hyderabad. We also successfully concluded the Sonta Project, which served 250 marginalized youth and achieved a placement rate of over 70%.

We gratefully acknowledge the ongoing support of Tata Power Community Trust, Quest Alliance, and the ST Foundation, whose new CSR initiatives in Jharkhand and Chhattisgarh hold tremendous promise. We look forward to strengthening these partnerships in the months ahead.

A heartfelt thank you to everyone who contributed to this edition of the newsletter. Your efforts have made this publication possible. Let us continue to move forward with renewed determination and a shared commitment to transforming the lives of marginalized youth across the country.



Felix D' Souza

Executive Director - FVTRS Bangalore



REPORT ON TRAINER CAPACITY-BUILDING PROGRAMMES ORGANISED BY FVTRS & BOSCH INDIA FOUNDATION:

FVTRS, in collaboration with Bosch India Foundation, successfully organised a series of six Training of Trainers (ToT) programmes across Karnataka and Rajasthan at different intervals. These programmes were strategically conducted in Bangalore, Tumkur, and Jaipur, with the objective of upgrading the trainers' facilitation skills and aligning them with the evolving needs of the employability skill training framework. The initiative aimed to ensure that trainers are well-equipped to implement the Employability Skills curriculum in its full capacity, creating a strong foundation for enhancing the overall effectiveness of training at ITIs.



"The best teachers are those who show you where to look but don't tell you what to see."

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The sessions focused on building 21st-century facilitation competencies essential for improving the employability of trainees. Trainers were guided to enhance their communication and leadership skills, understand the art of building and balancing professional relationships, and effectively facilitate assessments and learner engagement.

Special emphasis was given to helping trainers guide students in developing impressive resumes, preparing for real-world work environments, and aligning their individual skills with industry expectations. These practical insights enabled trainers to foster a more learner-centric, interactive, and outcome-oriented classroom environment.

Overall, the training programmes proved to be a valuable platform for knowledge exchange, reflection, and professional development. They not only strengthened the trainers' technical and facilitation capacities but also inspired them to become mentors who can shape confident, capable, and employable youth.

As the saying goes, "The best teachers are those who show you where to look but don't tell you what to see." — this spirit truly defined the essence of the ToT initiative led by FVTRS and Bosch India Foundation.

REPORT ON REVIEW MEETING AND LEADERSHIP TRAINING JAMSHEDPUR

A Review Meeting and Leadership Training was organized in Jamshedpur for instructors from Jharkhand, Assam, Bihar, and West Bengal. A total of 26 trainers and 9 field staff actively participated in this two-day program. The event aimed to strengthen the capacity of trainers and field functionaries to enhance the quality and effectiveness of the ongoing skill training initiatives across various centres.

The Leadership Training component focused on empowering trainers to become transformational facilitators through effective communication, empathy, and strong leadership practices. Key sessions included understanding the significance of sympathy and empathy in training, lesson planning, trainee assessment, and the art of providing constructive feedback. Trainers were encouraged to adopt participatory and motivational approaches that foster an engaging and supportive learning atmosphere for youth.

It was an occasion to evaluate the progress of ongoing skill training programs. Discussions revolved around the number of youth trained, dropout cases, placement and self-employment outcomes, and field-level challenges. Participants collaboratively explored strategies for effective community mobilization, identifying local funding support, and incorporating employability and life skill sessions, Entrepreneurship Development Programmes (EDP), and other awareness initiatives within the training framework. The meeting concluded with a concrete action plan to strengthen placement readiness and further enhance the overall impact of the training interventions.

FVTRS & BOSCH INDIA FOUNDATION ORGANISE ITI TRAINERS' REVIEW MEETINGS IN MYSORE AND BANGALORE

As part of the continuous effort to strengthen the implementation and impact of Employability Skills Training, FVTRS, in collaboration with Bosch India Foundation, organised ITI Review Meetings for trainers in Mysore and Bangalore.

The first review meeting was held in Mysore for the Karnataka trainers, followed by a joint review for both Rajasthan and Karnataka trainers during the National Skill Conference of FVTRS in Bangalore



A total of 20 trainers participated and made detailed presentations highlighting the implementation progress and impacts of the Employability Skills Training at their respective ITIs.

A total of 20 trainers participated and made detailed presentations highlighting the implementation progress and impacts of the Employability Skills Training at their respective ITIs. The reports showcased encouraging outcomes — trainees have started securing better placements, demonstrating positive behavioural changes, and showing improved confidence and communication skills. Trainers shared that the employability sessions are effectively helping students to prepare for real-world challenges and align their skills with industry demands.

The review meetings also provided a platform to address several key operational challenges, such as integrating the training within existing ITI timetables, ensuring regular student attendance, maintaining a comprehensive trainee database and MIS, and improving coordination with ITI faculty. Discussions also covered better planning for guest lectures, exposure visits, placement drives, and job fairs to further enhance training outcomes. The event concluded with a shared commitment from all trainers to continue refining their approaches and collaboratively work towards creating a more employable and future-ready workforce.

FVTRS News

REPORT ON LIFE SKILL MASTER TRAINING PROGRAM – GOA

*"Life skills are not taught;
they are cultivated through experience, reflection, and
purposeful practice."*

The final phase of the Life Skill Master Training Program was successfully organized in Panjim, Goa, from 19th to 22nd August. A total of 18 participants completed the program and were certified as Master Trainers in Life Skills. This marked the culmination of a year-long journey comprising three intensive training phases, each followed by structured assignments and reporting exercises. The program was designed to build a deeper understanding and mastery over life skills facilitation through continuous learning, reflection, and field application.

Throughout the year, participants demonstrated remarkable growth in both personal and professional dimensions. them.



The training process instilled confidence, discipline, and clarity of purpose among them. Noticeable transformations were seen in their facilitation style, communication approach, observation ability, and leadership qualities. The participants also developed strong team-building capabilities and became adept at facilitating engaging sessions filled with activities, energizers, and reflective discussions.

A significant outcome of the program was the participants' proficiency in providing constructive feedback—a skill that became a hallmark of this batch. Having evolved into confident and competent facilitators, they are now equipped to conduct impactful life skill workshops for diverse audiences, including teachers, corporate employees, college students, and development professionals.

The program not only created skilled trainers but also nurtured compassionate leaders capable of inspiring meaningful change in others.

17TH NATIONAL SKILL CONFERENCE OF FVTRS

Theme: "Transformative Skills – Inclusive and Sustainable Future"

Date: 13–14 August 2025

Venue: Hotel Grand Magrath, Bengaluru

Highlights of the Event

- Participation of over 200 delegates from across India.
- Launch of "Skill Gap Assessment Report – Odisha".
- Release of "Stories of Change" publication featuring successful FVTRS trainees.
- Three thematic panels covering AI, partnerships, and future-ready skills.
- Recognition of outstanding contributors with National Skill Awards.
- Strengthened dialogue between corporates, academia, and development organizations.

Introduction

The 17th National Skill Conference (NSC) organized by the Functional Vocational Training and Research Society (FVTRS) was held at Hotel Grand Magrath, Bengaluru, on 13–14 August 2025.

The conference revolved around the theme "Transformative Skills – Inclusive and Sustainable Future", reflecting FVTRS's continued commitment to empowering marginalized youth through skill-based livelihoods. The event brought together experts, policymakers, corporate leaders, academicians, and grassroots practitioners from across India. The two-day conference featured keynote sessions, panel discussions, research presentations, and award ceremonies that collectively explored the role of transformative skills in ensuring an inclusive and sustainable future.

In addition to thought-provoking dialogues, the event also recognized and celebrated outstanding contributors to the skilling ecosystem through National Skill Awards, renewing motivation and commitment among the stakeholders.



ORGANIZATIONAL PRESENTATION

Ms. Divya Nayagi presented an overview of FVTRS, tracing its 34-year journey of empowering underprivileged youth—especially women—through vocational training and livelihood initiatives. She highlighted that FVTRS operates in 13 states, with a turnover of about Rs.7 crore annually, having trained over 1.7 lakh youth with more than 60% placement.

The organization's long-term partnership with Misereor, various State Governments, and several corporates through CSR initiatives enables it to sustain its mission of creating equitable and sustainable livelihoods.

Keynote Addresses: The keynote session featured distinguished speakers including:

- **Dr. O.P. Goel**, Former Head, Bosch India Foundation | • **Dr. G.V. Rao**, Head – CSR, Volvo Group
- **Dr. Niladri Sahoo**, Development Consultant | • **Dr. Purushottam Gaud**, Regional Head, Agricultural Skill Council of IND
- **Dr. Vijayanthi Chougala**, Academic Leader



Dr. G.V. Rao lauded FVTRS for its contributions to skill training and women's empowerment. He highlighted that the **landscape of employment is changing** rapidly with automation, AI, and digitization transforming every sector. "Adaptability and continuous learning," he emphasized, "are the keys to survival in this fast-changing world." He also cited Volvo's investment of **Rs.10.7 crore** in micro-entrepreneurship programs that have empowered **over 1,000 entrepreneurs**, including women taxi and excavator operators.

Dr. Niladri Sahoo released a **research report titled "Skill Gap Assessment Report – Odisha"**, underscoring the urgency of preparing rural youth—especially school dropouts—for private sector and agricultural opportunities.

Dr. O.P. Goel reflected on Bosch's long-standing commitment to community welfare, sharing that the company reinvests **92% of its profits in social causes**. He urged institutions to focus on equipping youth and women with relevant and evolving skills to remain employable in the age of AI.

The collective takeaway was clear: **AI will not eliminate jobs but transform them**. Participants discussed the growing need for "skills of the future" such as **communication, self-management, empathy, problem-solving, digital literacy, and business development**.

OPENING CEREMONY

The conference opened with a glittering inaugural ceremony attended by eminent dignitaries, partners, and participants.

Mr. Felix D'Souza, Executive Director of FVTRS, delivered the welcome address, and **Mr. Jimmy Mathew**, Senior Manager, coordinated the ceremony.

Fr. V.M. Thomas, President of FVTRS, presided over the function and formally inaugurated the conference by lighting the traditional lamp along with other dignitaries.

AWARDS CEREMONY

FVTRS honored exceptional NGOs, trainers, and individuals for their outstanding contributions to skill development.

The National Skill Awards 2025 were presented in a colorful ceremony on 13 August, while certificates of participation were distributed during the closing ceremony.

PANEL DISCUSSIONS

Panel 1: Adapting to AI & Emerging Technologies – Shaping the Workforce for Tomorrow

Moderator: Mr. Navin Jacob Mathew, Chief of Staff, Lexship; Former VP & Global Head – CSR & Sustainability, Sonata Software

Panelists: Mr. Jose K (CEO, Integro), Capt. Kaustav Nath, Mr. Satish (NASSCOM), Ms. Swastika Mukherjee (Corporate Strategist), Ms. Jolly Varghese (Industree Foundation), Ms. Preethi Nair (Dell CSR)

This panel explored how AI and automation are redefining the world of work.

Key insights included:

1. AI is already reshaping the job market—upskilling and reskilling are urgent needs.
2. Human creativity and empathy remain irreplaceable; AI should be a tool, not a threat.
3. Curriculum revision in education and training systems is vital to stay relevant.
4. Rural connectivity and digital inclusion are essential to make AI truly inclusive.
5. Multi-skilling and adaptability are the foundations of a future-ready workforce.

Ms. Jolly Varghese highlighted the digital divide in rural areas, urging inclusion of local communities in digital literacy drives. Ms. Mukherjee and Ms. Nair emphasized leadership and holistic organizational transformation to keep pace with technology.

Panel 2: Building Strategic Partnerships – Strengthening Ecosystems for Skill Development

Moderator: Dr. Jonas Richard, Professor, Kristu Jayanti College, Bengaluru

Panelists: Dr. K.G. Parasuraman (Tumkur University), Ms. Preethi Nair (Dell CSR), Mr. Surendran (CGI), Ms. Ashwini (Herman Miller Foundation), Mr. Akash Sethi (Quest Alliance), Ms. Neeta Choudhary (HR Leader), and Dr. O.P. Goel (Bosch India Foundation)

The panel underlined the importance of collaboration among academia, corporates, NGOs, and government to strengthen India's skilling ecosystem.

Dr. Parasuraman emphasized the vocationalization of higher education, calling for credit-based skill integration within university programs. He noted that India produces over 4 crore graduates annually, but employability remains at only 13–14% due to the lack of practical skilling.

Ms. Preethi Nair advocated continuous impact assessment and real-time correction in CSR partnerships to ensure effective outcomes.

Mr. Surendran from CGI showcased examples of green jobs in solar, renewable energy, and digital skilling for persons with disabilities.

Mr. Akash Sethi stressed the need to optimize the ₹60,000 crore budget announced for ITI upgradation by focusing on trainers, curriculum, and youth autonomy rather than infrastructure alone.

Ms. Neeta Choudhary discussed the urgent skill gap between academia and industry, emphasizing future-oriented skilling and inclusion of rural populations.

Dr. Goel concluded by highlighting the need to recognize soft skills as core employability skills, dividing them into three essential domains:

1. Core Employability Skills (confidence, communication, digital literacy)
2. Technical or Domain Skills (learned on the job)
3. Career Growth and People Management Skills

Panel 3: Future-Ready Workforce – Synergising Skills for a Scalable & Sustainable Economy

Moderator: Dr. Thomas Scaria, Director, Ecolink Institute of Wellbeing, and Global Trainer under UNODC

Panelists: Ms. Tressa George (Consultant), Ms. Rani Srinivas (WICCI), Ms. Rachna Rego (Social Entrepreneur), Mr. N.E. Sridhar (Titan Company Ltd.), Prof. Chiru Bhat-tacharjee (IISc), and Dr. Vasanthi Srinivasan (IIM Bangalore)

This session explored the qualities required to prepare a workforce for an evolving economy shaped by AI, automation, and digital transformation.

Key discussions included:

- The importance of collaborating with technology rather than competing with it.
- Financial literacy and entrepreneurship as foundations of a self-reliant workforce.
- Integrating adaptability, empathy, creativity, and mindfulness in skill training.
- The need to inculcate an innovation mindset from academic levels.

Dr. Srinivasan emphasized that digital skills are as critical as academic qualifications in the future workforce.

Closing Ceremony

The conference concluded with reflections and forward-looking messages.

Mr. Marco [Name], a distinguished guest, congratulated FVTRS for convening such a diverse gathering and emphasized India's immense potential in skill-based growth.

Ms. Simi Samalee from Standard Chartered Bank cautioned NGOs on the importance of accountability and transparency, noting that lapses in governance have led to the loss of thousands of FCRA licenses.

In his presidential address, Fr. V.M. Thomas, President of FVTRS, encouraged participants to cultivate competence, creativity, critical thinking, communication, curiosity, and collaboration.

He reminded everyone that *"Collaboration multiplies impact—together, we can build a progressive nation."*

The conference concluded with a vote of thanks from Mr. Nicholas, Manager at FVTRS, who expressed gratitude to all speakers, partners, and participants.

Conclusion

The 17th National Skill Conference successfully served as a platform for dialogue, reflection, and collaboration among stakeholders working in the skill development sector.

The discussions reaffirmed FVTRS's role as a catalyst in creating inclusive, future-oriented skill ecosystems, and its commitment to equipping India's youth for a rapidly evolving, technology-driven world.



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REPORT ON LIFE SKILL TRAINING SESSION AT JAGANNATH UNIVERSITY, RAJASTHAN

On 4th September 2025, Mr. Sajeesh K. P. was invited by Jagannath University, Jaipur, Rajasthan, to conduct an interactive life skill training session for MBA graduates on the theme "Effective Communication for Building, Maintaining, and Balancing Relationships in Personal and Professional Life." The session focused on enhancing participants' interpersonal communication skills and emotional intelligence, enabling them to build meaningful and balanced relationships both in professional and personal contexts.

The training followed a completely activity-based approach, fostering a dynamic and participatory learning environment. All sixty students actively took part in various exercises, discussions, and role plays, which helped them internalize key concepts through experiential learning. The faculty members who attended the session commended the highly engaging methodology and emphasized the importance of organizing similar programs regularly for both students and staff to strengthen soft skills and promote holistic personal and professional growth within the university community.



PWC'S CSR INITIATIVE

With the support of PwC's CSR Initiative, 25 youth have received training and certification as solar technicians, another 25 as electric vehicle service technicians, and 20 young women in bedside nursing in Hyderabad.

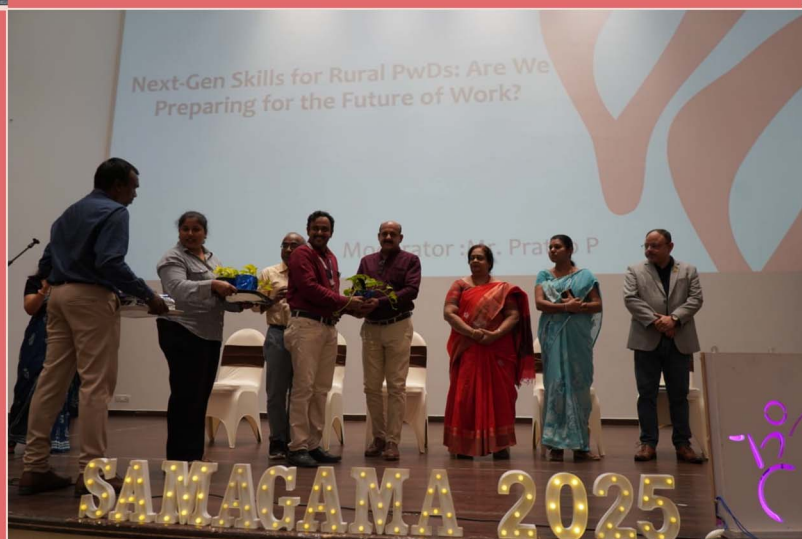
The training programs have been completed successfully, and all participants have been awarded course completion certificates by FVTRS.

Placement activities are currently underway to support employment opportunities for these graduates. To date, 32 trainees have secured positions with organisations such as Moldtek, Transcon, Dynamic Tools, Varun Bajaj. 13 trainees have enrolled for upskilling.

SAMAGAMA 2025

Jimmy Mathew from FVTRS took part in a panel discussion at Samagama 2025, the flagship event of Enable India, which brought together stakeholders to promote disability inclusion and empowerment.

The panel discussed "Next-Gen Skills for Rural PwDs: Are We Preparing for the Future of Work?" Mr. Mathew shared FVTRS's perspective on how persons with disabilities can be included in next-generation skill training.



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