

TEMPLATE FOR THE GOOD PRACTICE

Mandatory fields are defined by *

Element	Description
Title*	<i>Skilling Youth – Transforming Lives</i>
Name of the VET Provider	<i>Functional vocational Training and Research Society (FVTRS)</i>
Thematic domain	<p>What is the thematic domain covered by this good practice? More than one domain can be indicated</p> <ul style="list-style-type: none"> • Vocational Skill Development • Green skilling • Inclusion • Entrepreneurial • Career guidance • Lifelong learning • Creating partnerships
Introduction*	<i>One of the major challenge we face is rapid change of job roles due to technological advancement. This has been addressed by incorporating the approach of re-skilling and upskilling.</i>
Stakeholders and Partners	<i>The beneficiaries are early school leaving youth, other disadvantaged unemployed youth. The partnering organization from outside India is currently Misereor Germany and within the country Bosch India foundation, TATA community Trust, Sonata Software, ST foundation , Manal Foundation etc.</i>
Impact*	<p>One of the major impacts of the programme is the achievement of an 83% placement rate after training in reputed establishments. Another significant outcome is enabling beneficiaries to secure employment within their own localities, thereby reducing unsafe migration. Economic empowerment has translated into improved family living standards, a reduction in gender disparities, and increased mobility and access to basic needs for women. These transformations are documented through case studies, and the beneficiaries’ testimonials serve as inspiration for new candidates. The success of the skill development initiatives has also attracted CSR partners to the organisation, enabling the expansion of outreach and the creation of employment opportunities for a larger number of deserving youth.</p>
Innovation and Success Factors*	<i>The people led approach has converted as ownership model programmes where key stakeholders started taking the ownership in every process. In addition to that organization approach is shifting from traditional skill training to market oriented/industry demanded skill development.</i>

Constraints*	<i>One of the major challenges in bringing changes in the mindset of target audience towards new job roles and need of having multi skills.</i>
Lessons learned *	<i>Continues learning and reflection of the learnings are important remain relevant in the sector and upgradation in organizational behaviours is inevitable. Strong communication of engagement in right platforms can bring more associate to enhance our reach.</i>
Replicability and/or up-scaling	<i>Dissemination of good practices among state-level and national-level stakeholders, as well as other actors in the ecosystem, is key to promoting replication and wider adoption. FVTRS undertakes this through its network, SPIN (Skill Promoting India Network), by organizing national-level skill conferences and by actively participating in conferences and meetings at various levels.</i>
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URL of the practice	<i>Yes it is mentioned across our activities</i>
Related resources that have been developed	<i>Training curricula, brochures, Annual reports, MIS (software) Case study documents, Video documentary, Facebook account (FVTRS), research /study reports, LinkedIn account (https://www.linkedin.com/company/fvtrs-bangalore), photo gallery in the website, testimonials, website (www.fvtrs.org)</i>