

PROGRAM HIGHLIGHTS

✚ VOCATIONAL TRAINING CENTRES

✚ GREEN ACTION WEEK CAMPAIGN 2020



DIRECTORS' NOTE

Covid-19 invaded and controlled the world and human lives without any caution or consideration for anyone, rich/ poor, learned/ignorant, students/teachers, young/old, industrialist/daily wage earners. All have come under the cruel thumb of Covid-19. Fear and anxiety enveloped and enslaved everyone making them withdraw into themselves. But this was only for a short period of time. Soon they regained their consciousness/creativity and have started once again their normal life even amidst pandemic.

In all the spheres of human life people have overthrown fear and have courageously started innovative ways to rebuild their lives and move ahead towards success and prosperity. They are up again finding ways and means to carry on with determination even amidst the pandemic, and lockdown. Thus came the channels of Google meet, Zoom, E-commerce etc. Business, Educational Institutions, Job Market, Production field, Agriculture everything has come alive once again but in a different way – online way.

This issue presents how courageously and with a daring spirit our Vocational Training Centres, our Women and Youth Groups' came up against all odds and are up and doing.

I place on record with pride and satisfaction the efforts made by our Sisters. May their effort to make our women and young people fully skilled, bring about the expected demographic dividend in the coming years and show that India has the potential to become the *'human resource capital of the world'*. I am grateful to them and their collaborators and wish them God's protection and assistance in all their under taking.

Quoting our Prime Minister Narendra Modi **"The more we give importance to skill development, the more competent will be our youth"** I wish all our centres and young people every success.

Sr. Rosy Lopez.



Skill India Mission

India is passing through the phase of demographic transition which could be the biggest opportunity or the biggest concern of the country depending upon the utilization of its huge work force. India adds 12 million people to its workforce annually, but very few have any formal skill training. Today, less than 4% of the Indian workforce is skilled, in contrast to the 42 % in US, 76 % in Germany, 80 % in Japan and 96 % in South Korea. Our workforce readiness is one of the lowest in the world and a large chunk of existing training infrastructure is irrelevant to industry needs. Lack of vocational or professional skills makes it difficult for the youth to adapt to the changing demands and technologies of the marketplace. The high level of unemployment is due to the failure to get jobs and also due to lack of competency and training. Without proper skills this huge youth population would be a demographic liability instead of demographic dividend. However, this could change if we reach out to more people with quality learning opportunities, restore our existing infrastructure and execute plans more efficiently by making better use of monetary and resource support available. Skills and knowledge are the driving forces of economic growth and social development for any country. Countries with higher and better levels of skills adjust more effectively to the challenges and opportunities of the world of work. India is facing several skill development issues which are hampering its' progress & economic growth.

What is demographic dividend? Demographic dividend occurs when a country's working-age population is higher than the dependent population. Thus the number of youth is higher than the number of children and retired people. Many countries have reaped the benefits of having a large pool of a young population. Their economies grew at a faster rate. But rapid growth cannot be achieved with the population advantage alone. We need economic reforms and motivated people to reach higher, come up with innovative ideas, and take bold decisions. With this perspective, the Government of India launched:

The Skill India Mission on 15 July 2015

Its **objective** is to provide market-relevant skills training to more than 40 crore young people in the country by the year 2022.

The **main goal** is to create opportunities, space and scope for the development of the talents of the Indian youth.

The **emphasis** is to skill the youth in such a way that they get employment.

A good initiative taken at the right time when our 65% population is below 35 years of age. It will help India in becoming the heart of a skilled and talented workforce which can drive India on a growth path.

“The more we give importance to skill development, the more competent will be our youth” says Narendra Modi. This statement shows how skill is important for the development of our youth.

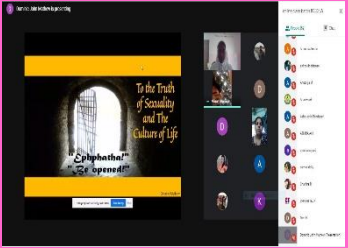
Skills development is important for making the youth employable in various sectors and also to meet the requirements of the industry in today's changing environment. **Skills training** can also be used to re-educate and retrain employees whenever new technology, processes or systems debut.



Skill India
कौशल भारत - कुशल भारत



Guest Lecture



Expected to realize the demographic dividend in the coming years, India has the potential to become the ‘human resource capital of the world just as China has become the ‘manufacturing factory’ of the world. The positive demography makes the Skill India mission very important for the overall economic growth of the country.

There will be a shortage of 55 million workforce in the world by 2022 whereas India will have a surplus of 47 million workforce. We need to create a standard for skill training and make it International so that the trained worker can be absorbed world over otherwise the demographic dividend would become a challenge. This is the time we need to start looking at the requirement of international organizations where India can become the source for hiring people. India may not become the superpower but it has the potential to achieve the human resource superpower.

To work for the youth is the mission of Salesian Sisters and youth is our special portion. We feel proud that CDEW is part of *Skill India Mission* with the support of **Quest Alliance** in four of our centers providing skill training and employability opportunities to thousands of poor and under privileged youth of our society to realize the ‘Skill India dream’.

Sr. Lily Eason, Puthiyathura.

Panel Organized by Quest Alliance for the Skill Training Staff at the National Level

"How is online training different from class room training?"

The whole world is affected by the pandemic Covid -19. All have become part of it in one way or other. It is good to think about the positive aspects that have emerged by this situation. I would like to share about the online training we had had during this period. These days online courses/training have become extremely popular, as more and more institutes and companies are offering courses online.

1.The first essential difference is the Physical presence and classroom management. In a physical classroom, of course the presence of the students make the teacher happier. The class room is real, tangible, and the teacher is free to move around the learners, grouping them in different ways to conduct the activities smoothly and with ease and freedom. Class room learning helps students and teachers know each other better. This allows teachers to know the students and evaluate their strengths and weaknesses and guide them in their career possibilities. *In the virtual class room the teacher is able to interact with hundreds of students at the same time using different app like Google meet, Zoom, hangout etc.*

2. Curriculum Preparation: Teachers have all the class material prepared and ready before the course begins. Lot of preparation is done for the online classes to make the class more effective. Once the curriculum is ready the stress is minimized and work of the teachers is half completed. So she can think more about how to make it creative, effective and interactive. Whereas the physical class room teachers may have the option of writing the curriculum as the semester progresses.

NEWSLETTER. As part of reading week our trainees prepared Newspapers as a group with all the local news



3. Visual feedback: In online classes, lack of visual feedback is a common challenge for teachers since the learners are not directly interacting with the faculty. When presenting directly to an audience in the same room, teachers are able to adapt their delivery depending on visual feedback from the audience.

In virtual class room at times it is difficult to understand what is going on in the mind of the students. However, a good facilitator will be able to know the students from their responses. And they can adapt changes to make the class effective.

4. Teachers' availability and flexibility: Unlike the class room teachers, online teachers may not be required to be in the class at any particular time. There is lot of flexibility. It can be anywhere at anytime. It is sufficient to have one mobile. They need not carry books; there is no travelling, no expense and it is less time consuming. Students can decide to attend the class or not. It is their choice.

5. Facilitating class Discussion: In a classroom environment, teachers may dedicate class time to seminar-style discussions of the course topics. In online classes, teachers may require students to share their views on forums and message boards. They may spark discussions by asking open-ended questions about course material. They make teachers more efficient by learning teaching techniques to make class more effective such as virtual ice breakers, fun questions etc.

6. Interaction with teachers: Class room learning is more helpful due to the continuous interaction between students and teachers, as it help students to get rid of their fears regarding exams, which can rarely happen with online guidance. Interactions with good teachers help motivate students to achieve higher marks and reach their goal. On the other hand the students who find difficult to face the class room interaction it is a great opportunity to attend online class and come out of them.

7. Developing Technical skill: Virtual classes are more helpful to develop and update technical skills both for students as well as teachers. Finding out more recourses using technology, the class becomes more interesting. Besides, the use of more digital devices, promotes greater self-learning.

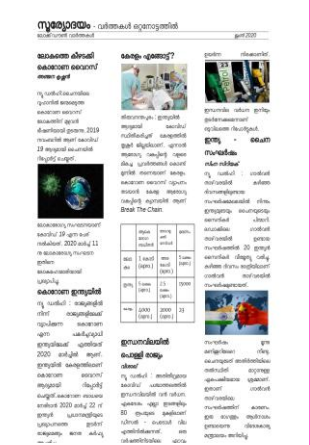
Sr. Suni Anthony, Vaduvanchal VTC, one of the Panelists.

Creativity Thinking

Creativity can be used not only in physical set up of classrooms but even through online.

FIDES makes the online classes more interactive, creative and interesting through daily Good Morning or Good Afternoon thoughts by different sisters, through videos and power points. FIDES has organized many virtual guest lectures on Ecology and Biodiversity, Pro Life, Mock interviews, Company expectations from an employee's point of view and Job and Salary structure with competent resource persons. Class activities, group activities and extracurricular activities were part of the online classes which made the individual think creatively.

Every batch of students were encouraged to participate in extracurricular activities such as **"Best out of Waste, Talent Show and Creative Presentation of the Subjects that they learned"**.





Best out of waste



Online Parents meeting



Through these extracurricular activities facilitators tried to train the students to **reduce, reuse and recycle** the waste materials and to protect Mother Earth. Students were given chances to express their ideas, talents, team work spirit, group involvement and cooperation. The facilitators noticed that these kinds of activities were creating strong bonds among the students and trainers.

Thanks to CDEW for giving us this opportunity to reach out to many young people during this pandemic.

Sr. Venila Dominic, FIDES

Nirmal Jyothi Technical Institute Speaks

COVID 19 – which is the challenge of the times across the globe has also put us on cross roads. We can see its effect on our SMART programme as well. At the end of March 2020 everything seemed to come to a standstill with the wide spread of Corona Virus. There was lot of anxiety, fear in all the students who were about to complete their training and eagerly waiting to be placed. The students were given hope through phone calls and messages of completing their training and an assurance of placing them to work at the earliest. All the staff together tried to reachout to the students and completed the batch through online training though not to the full satisfaction of the trainers and students.

The online Tally exam is pending for this batch as they are unable to come to the Centre. Of the 32 students who have registered for Tally online exam 11 will be taking the test on 22 and 23rd of this month (June 2020). The rest of the students will be able to take the test later as they are from other states. It will take some more time to place these students as the parents of these students are unwilling to send them for job for fear of Corona infection. It took time to get adjusted to the new normal schedule.

The new batch began with 37 students 15 registered for Fashion Designing and 22 students registered for Office Administration. The facilitators try to reach the students using WhatsApp or zoom online platform. There is lot of flexibility in the class timings, considering the availability and internet connectivity of the students. Though students are regular, we find it difficult to get them do their homework. Unlike classroom teaching, where we have activity based sessions to overcome shyness and be confident, the students on the online platform do not make much effort to be engaged in such activities. So the training becomes tough in some sense. They may gain knowledge but it becomes challenging to help the students grow in personality traits.

On the whole we are in a different level today. There is lot of e-learning happening among trainers as well as trainees. At the same time we also face lot of challenges like inability to get the students at the specified time, to be available to the students at their timings as some of them are engaged in household work, to understand the understanding capacity of the learners, poor internet connectivity, etc.

Yet with all these we are trying our best to mobilize and train the students for a better future.

Sr. Diana, Nirmal Jyothi Technical Institute

GREEN ACTION WEEK (GAW) 2020

GREEN ACTION WEEK is a Global People's Campaign, observed each year from 28 September to 04 October to promote sustainable consumption. Around 60 **organisations in 40 countries** in Africa, Asia, Europe, North- and South America are participating in the campaign in 2020.

GAW is carried out in India by CUTS (Consumer Unity & Trust Society) International, a global consumer advocacy group, headquartered in Jaipur. CDEW Society is partnering with CUTS international to conduct campaign in Karnataka.

The theme for this year is **“Sharing Community”**. The campaign is positioned in the context of the pandemic, which has severe negative impact on sustainable consumption. The pandemic had resulted in tremendous increase in plastic consumption; single-use plastic has made a big comeback in India due to increased use of masks, gloves, face shields, PPE (personal protective equipment) kits, sanitizer bottles etc. The plastic waste is expected to be 9.4 million tons in 2020. Since work and education had gone online, use of electronic gadgets increased tremendously, sale of laptops in the state of Kerala itself increased by 400 percent and in Rajasthan by 200 percent. It is estimated that India will generate 5.2 million tons of e-waste by 2021. Use of personal vehicles, due to lack of public transport and physical distancing norms, increased to more than the pre pandemic levels.

There is **70-80% increase in the production and consumption of organic products**, as consumers consider immunity as ammunition to fight the virus. Taking this fact into consideration CDEW joined hands with CUTS International to create awareness on **THREE R'S (REDUCE, REUSE & RECYCLE)** and introduce **PIPE COMPOSTING** method for house hold waste management as well as production of organic manure. We selected Ulsoor and Kaverinagar that are highly populated and lack proper waste management facilities.

Green Action Week 2020 was officially inaugurated by Rev. Sr. Celine Jacob, Provincial of Sacred Heart Province on 29th September at Bandapura, Bangalore. Mr. Rajasekhar-Panchayat Development Officer (P.D.O) Doddabanahalli and Mr. Pradeep Poojary K, Sub Inspector of Avalahalli Police Station were facilitators.

Awareness and knowledge on 3 R's, method of Pipe Composting and Organic Kitchen garden was imparted to 200 women and 40 youth of Ulsoor and Kaverinagar. To spread this message across, CDEW has also organized a cycle rally by 40 youth and 40 PIPE Composting plants. We are highly hopeful by these activities that waste management and production of own vegetables will bring about a better sustainable future.

Center for Development and Empowerment of Women (CDEW) Society
Sacred Heart Salesian Sisters Convent, Old Madras Road, Virgo Nagar Post,
Bangalore -560049
Mob. 7259730311
Email:cdewfma@gmail.com , www.cdewsociety.org

Inauguration



PIPE Composting



Sharing is KINDNESS to
the PLANET because it
Reduces the Waste!