

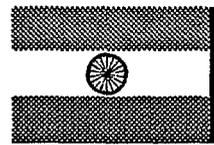
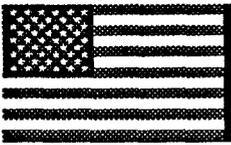
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Cooperative Agreement No. PCE-5063-A-OO-2021-00

**Sinclair Community College
Dr. Jean Cook, Project Director
William J. Struhar - Project Coordinator**

FIFTH ANNUAL REPORT

October, 1996 -- December, 1997



GOAL - *Sinclair Community College and Eastern Iowa Community College District will assist the Centre for Vocational Education (CVE) in Madras, India by providing operational, logistical, and programmatic support so that it becomes by September 30, 1997 a proactive, self-sufficient, prototype institution for the delivery of vocational/technical education in India.*

HIGHLIGHTS, 1996-97 YEAR:

- **The 1997 International Conference, *Training Options for Early School Leavers*, took place in August, 1997, with representatives from six US states, Britain, France, Liberia, and numerous Indian states. Participants included representatives from government, education, a variety of agencies and NGOs.**
- **The Madras Community College completed a successful first year, registered a second class, and began its second year of operation.**
- **The CVE participated in a variety of activities and programs to aid rural and urban poor, school drop-outs, and women with limited opportunities.**
- **The CVE delivered or participated in a large number of workshops concerning organizational development, educational reform and community colleges in India.**
- **A second CVE satellite centre began operation in Shoolagiri. There are now two CVE satellite centres in operation.**
- **In addition to those who traveled to participate in the international conference, two US faculty members from two different institutions traveled to Madras and contributed to the development of the CVE and its programs.**
- **A CVE partnership with Ford Motor Company continues to develop.**

- Use of the Internet as a sustainable connection between US and Indian partners continues to evolve.
 - A three-month, no-cost project extension was requested and approved by USAID. The project will conclude on December 31, 1997. Therefore, this report covers the period of October, 1996 - December, 1997.
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Introduction

So this is it. This is the final annual report for a project that started in 1992. What a ride! We created a long-term working relationship between collaborators on the US and Indian sides of the project. We have accomplished the things we started out to accomplish, and we concluded the project by organizing and sponsoring a first-class international conference in India to showcase what we have done. We adjusted our vision as we proceeded, so that we have accomplished things beyond our initial goals, most notably the founding of Madras Community College. And we do have hopes, dreams and visions for future developments.

As we celebrate the conclusion of our five-year project, India celebrates 50 years of independence. Some reflections are in order. India embraced independence with high hopes. After 50 years of independence, almost 50 percent of the population remains illiterate. Our project aimed at having an impact on that 50 percent, not by working in a village helping a few people, but by creating a catalytic structure, the CVE, which could assist NGOs and others in their work with that population. By being a meta-organization, an "NGO for NGOs," as Adrian Almeida, the Director of the CVE, is fond of saying, the CVE can have significant impact. If it serves as a model for other, similar Centres, the impact is multiplied. Not without its problems (the two C's, corruption and caste come to mind), India has, nevertheless, made democracy work. As the biggest democracy in the world, India makes a good partner for US collaboration. We have demonstrated how US community colleges and India can collaborate effectively.

The final year of the project had two themes:

- the international conference
- development of technology to assure sustainability of a US-Indian connection after the UDLP grant.

The international conference, *Training Options for Early School Leavers*, was an unqualified success. From the beginnings of the project, five years ago, there was a vision of concluding with a national conference which would highlight the work of the project and provide a successful model for replication by others in India. In fact, we were able to demonstrate the success and replicability to an audience considerably wider than first envisioned.

Internet reliability between the US and India and the technology skills of project participants has continually improved. The Internet and the World Wide Web will allow sustained communication and collaboration after the project at a level unimaginable five years ago when both mail and phone calls were so unreliable and expensive.

OBJECTIVES AND ACTIVITIES OCCURRING THROUGH DECEMBER, 1997

(objectives and activities correspond to those of the Annual Workplan-Year 5)

OBJECTIVE 1E: Maintain the USAID project offices in Dayton, Ohio; Davenport, Iowa and Madras, India.

Activity 1: Maintain offices at Sinclair and Eastern Iowa including appropriate staffing and in-service training.

Status - Offices continued to function smoothly at each project location during the past year. Support staff at all locations deserve special credit for ensuring that project processes worked smoothly. In particular, during the past year Anna Fiorita, the Office Manager in Dayton, Ohio did a splendid job arranging travel for the large number of US participants to the international conference in Chennai.

Activity 2: Maintain office at the CVE including appropriate staffing and in-service training.

Status - The CVE as well as satellite offices at Chrompet and Shoolagiri are functioning smoothly. Every member of the staff at the CVE deserves special praise for their work, which led to a well-planned and well-run international conference in August.

The CVE links with Sinclair and Eastern Iowa via Internet and the World Wide Web have been an integral part of the project. Pending approval from USAID, remaining project funds are being used to supply computers, software and Internet connections for continued collaboration between all project partners after December 31, 1997 when the grant ends.

Activity 3: Monitor budget & infrastructure.

Status - Sinclair made four quarterly transfers of funds to the CVE and an additional transfer for the no-cost extension quarter. The CVE continues to send a monthly accounting of its expenditures to Sinclair for validation of receipts. The quarterly transfer of funds has functioned smoothly. Appropriate accounting procedures are insured by Sinclair's financial agents. As the project reaches its final days, the budget shows a small surplus.

Activity 4: Distribute quarterly updates to Project Steering Committee concerning UDLP and CVE activities.

Status - The first quarterly report for the current year was distributed via paper and mail. The second and third quarterly reports were distributed electronically via the project website. This report will be distributed in both ways.

The project has been publicized through a variety of print media, including The Community College Times, The CCID Newsletter, the ACIIE Newsletter, and UDLP publications. The project has also been publicized via presentations at national and international conferences, including INET 97, ACIIE and CCID annual conferences, and the July, 1997 USAID conference on workforce development. The American Council for International, Intercultural Education presented its annual award to Sinclair Community College at its 1997 national convention for Sinclair's work with India.

Activity 5: Prepare and distribute project final report.

After the project concludes on December 31, 1997, both a summary report for the entire five-year project and a five-page abstract will be prepared by Dr. Jean Cook, Project Director. The five-page abstract will be distributed to all former project personnel and other interested parties. The entire summary report will be submitted to USAID and made available to any other interested parties.

OBJECTIVE 2E: Continue to develop the infrastructure and curricula at the Centre for Vocational Education.

Activity 1: Oversee operation and maintenance of the CVE building.

Status - At this point, the CVE building is fully refurbished. The original structure, leased from the Archdiocese, has been gutted, remodeled, furnished and decorated. Offices, conference room, library, guest quarters, living quarters and grounds are maintained by an excellent staff. The current lease with the Archdiocese runs through 2007.

Activity 2: Purchase additional computer and printer for the CVE.

Status - A printer and a new multi-media computer with modem, internet connections, and internet license were added to the CVE offices at the beginning of the past year. Internet connections and computer upgrades were a high priority during the final year of the project in order to assure sustainability of cost-effective relationships between the CVE and U.S. community colleges. Pending approval from USAID, remaining project funds are being used to supply

computers, software and Internet connections for continued collaboration between all project partners after December 31, 1997 when the grant ends

The UDLP Coordinator and CVE Director presented a paper on the use of Internet to support the project at the international INET97 Conference in Kuala Lumpur, June, 1997.

Activity 3: Establish the second CVE satellite at Shoolagiri.

Status - The CVE opened an office in Shoolagiri during the first week of December, 1996. Tables, chairs, cupboards, type writer and air conditioner were moved into the new office and Mr. J.R. Raja is the Program Coordinator. Local school headmasters, teachers and other leaders were consulted concerning the initiation of a night school for current students and dropouts. The night school is now functioning. The night school teachers are focusing on the weak students and are keeping in regular contact with the schoolteachers. Separate classes are being conducted for 15 school dropouts.

The Shoolagiri Centre organized a three-day summer camp for the night school students with the goal of increasing student awareness of cleanliness, AIDS, causes of common diseases, and the need for education. On the last day, the Centre sponsored a sports competition with prizes for winners and a small compliment to everybody. The expenses for the camp were provided by local resources. In addition, a two-day workshop on "Life Adjustment Skills" was conducted for older girl children.

Shoolagiri Village is approximately 35 miles from Bangalore. Shoolagiri is strategically positioned in the middle of 26 villages and is the hub of social and economic activities of these villages. Bangalore is one of the fastest-developing localities in India with approximately 300 large and 1800 medium and small electronic manufacturing businesses.

Activity 4: Support functioning of the first CVE satellite at Chrompet.

Status - The Chrompet Satellite continues to function under the directorship of Professor A.B. Selvaraj. Several eight-week Data Entry Programmes (20 students per programme) were completed during the past year. The Centre also conducted a two-day workshop for students who were completing the 12th standard. The workshop focused on career guidance and vocational education opportunities.

OBJECTIVE 3E: Monitor the progress of the Human Resource Development Plan to include the curriculum and delivery systems necessary for the CVE to provide vocational/technical training programs and develop a plan for opening additional CVE sites.

Activity 1: Design and implement training programs using Indian and US curricula sources and USAID faculty.

Status - A complete listing of CVE programs is attached as an appendix to this report

During the past year, the following training programmes took place

- During October, 1997, the CVE organized a two-day workshop on “How to Design an Effective Training Programme ” The workshop was conducted by Jeff Armstrong, a past UDLP participant, who was in Madras as part of an Eastern Iowa Community College District project that spun off from this UDLP. Jeff, Marshall MacDonald and Adrian Almeida also conducted a two-day workshop in Bangalore on “How to Become a Self Manager” for the Franciscan Brothers. Also during October, 1997, the valedictory function for the Auto Electrician Programme conducted at M C Jain Technical Institute and organized by the CVE with financial support from the Rotary Club of Adyar was held at the CVE and certificates were distributed to the graduates.
- During November, 1997, the CVE, in cooperation with the Presentation Sisters of Madras started a 12-week training program on “Geriatric Care ” The CVE provided some financial support, training materials, a resource person and organizational support The program is sponsored by the Rotary Club of Adyar. The trainees completed six weeks of theory classes and then performed practicals in various old age homes
- During December, 1996, Lynden McIntyre, Engineering professor, Sinclair Community College, traveled to the CVE to complete the High Reliability Soldering Training Programme The CVE organized two five-day teachers’ training workshops from December 9-12, 1996 During the first phase teachers were trained, and during the second phase they trained students During December Adrian was invited by the All India Association of Christian Higher Education to address its members (college Principals) at Bangalore on the relevance of community colleges
- During February and March, 1997, 15 trainees completed a Geriatric Care Training Programme and 25 trainees completed an Auto Electrician Programme
- During May and June, 38 students participated in four-day training Programmes in High Reliability Soldering. The students were trained in seven batches over two weeks with each student receiving 16 hours of training The instructors were trained by USAID faculty member Lynden McIntyre during his time at the CVE in December
- During September and October, a three-month Auto Electrician Programme sponsored by the Rotary Club and M C. Jain I T I , Mennambakkam, Chennai, began with 22 students The CVE also began planning for a Geriatric Care Training Programme for 20 women at the Vishranthi old age home

Other activities by the CVE Director between January and March, include

- Submission of an evaluation report of the St. Sebastian’s Industrial Training Institute in Madhavaram, Chennai
- Presentation on customer relations to service personnel of BPL Refrigeration Pvt Ltd
- Support to the Diocese of Kurnool to produce their Triennial Development Report
- Presentation of a one-day workshop to the Fathers of St Louis Friary in Palamer, Andhra Pradesh

- A two-day workshop on Strategic Planning and Action Planning for the Franciscan Missionary Brothers in Mumbai.
- A one-day workshop on Leadership in Management and Strategic Planning for Salesian Fathers rectors and superiors of Tamil Nadu.
- Presentation on Madras Community College to ICDS, a finance company in Chennai
- A three-day workshop on Performance Assessment and Motivation for the staff of Bellary Diocese Development Society
- Participation in a two-day workshop on Curriculum Development for the Eradication of Child Labor conducted by Tamil Nadu Slum Clearance Board, Chennai
- A two-day workshop on Report Writing Skills for Catholic Relief Services in Chennai

Other activities by the CVE between April and June, include

- Consultation with the Director of Catholic Relief Services concerning the possibility of the CVE conducting an evaluation of their projects in Karnataka and monitoring these projects for the next year.
- Preparation of a module on Educational Holistic Development for use as a train the trainer activity with Carmelite Sisters and staff of St. Teresa School. The CVE Director and Mr. P. Prasada Rao, Project Coordinator, conducted a series of two-day workshops based on the module.
- Presentation of a three-day workshop on "Needs Assessments, Programme Concept Development, Proposal Writing and Fund Raising" for the NGOs in Andhra Pradesh. Representatives from 15 organizations participated in this workshop
- Sponsorship of a student from the University of New South Wales for her research study on Level of Knowledge, Attitudes and Practices Concerning Health in Rural Tamil Nadu by Rapid Participatory Appraisal.
- Presentation of a two-day workshop for the Kurnool Diocese, Andhra Pradesh on "Mission Statement" for 20 priests and sisters
- Meetings with Ford representatives concerning a contract for selection of workers for the Ford plant.
- Submission of a proposal to the AIDS Prevention and Control Project (APAC) to train NGOs working for the prevention of HIV/AIDS on "Capacity Building and Rural Participatory Appraisal "

Other activities by the CVE between July and October, include

- Project presentation at the *USAID Human Capacity Development for the 21st Century: Reaping the Results of Investment and Experience* in Washington, July, 1997
- Meetings with AIDS experts to discuss the CRS project at Karnataka
- An evaluation of Catholic Relief Services projects at Karnataka was initiated during meetings in Bangalore.
- Collaboration with the Educational Development Center in Boston, Massachusetts for planning the "Women's Technological Empowerment and Sustainable Development Replicable Models" conference in Chennai

- Continued work with Mahindra-Ford for assessment and training of potential employees.

OBJECTIVE 4E: Implement the master plan for a Resource Development Office at the CVE.

Activity 1: Continue the growth of the Corpus Fund.

Status - The CVE has established a *corpus fund* to assure sustainability of the operation of the Centre. The fund exists in the form of interest-bearing certificates held in the name of the CVE Revenue for the fund has been obtained through contract training, workshop fees, hiring of facilities, consultation services, and public donations

Significant new opportunities for income to support sustainability continue to emerging from dialogues with Ford Motor Company and Voluntary Health Services (VHS), a voluntary organization in Madras which is overseeing an Intervention Project for STD/HIV and AIDS Prevention.

Activity 2: Continue to foster linkages with business and industry.

Status - Education and business leaders were actively involved in planning for the August 12-14, 1997 international conference which was organized by the CVE The steering committee for the conference was comprised of educationists and business leaders The CVE Director met with Principals and Chancellors from Stella Maris College, University of Madras, and Pondicherry University and all three of those institutions were involved in the international conference The CVE Director also met with Rotary Clubs, Child Relief and You (CRY), World Vision of India, and Catholic Relief Services. Each of these organizations extended support both financially and in terms of participation at the conference

The CVE Director continues a series of talks with a wide variety of business, government and educational personnel in Chennai concerning training opportunities for future Ford employees at the proposed Mahindra Ford plant being constructed near Madras The CVE responded to a call for training proposals and submitted bids for training in three areas employee selection, employee training, and training administration In November, the CVE Director presented the proposal to Mahindra Ford Consultants and others who were involved in preparing the proposal also attended the presentation.

During November, 1996, the CVE and the Jain Industrial Training Centre prepared a detailed proposal to provide basic skills training for 700 technicians

OBJECTIVE 5E: Recruit and orient CCID faculty to participate in the CVE international conference in 1997.

Activity 1: Assist the CVE with international conference planning, implementation and evaluation.

Status - The international conference was held from August 12-14, 1997 at the Park Sheraton Hotel in Chennai, India. A complete program and a participants list are attached as appendices to this report.

Conference participants were from six US states, Britain, France, Liberia, and numerous Indian states. Participants included representatives from government, education, and a variety of agencies and NGOs. Representatives included the governor of the State of Tamil Nadu, the secretary of the Indian national Ministry of Labor, the Chancellor of Stella Maris College, the Vice-Chancellor of Pondicherry University, the Vice-President of Instruction of Sinclair Community College, the Archbishop of the Diocese of Madras, the local Rotary District Governor, researchers for the USAID Center for Workforce Development, the Regional Manager for Child Relief and You (CRY), and numerous representatives and field workers from a wide variety of educational institutions, agencies and NGOs.

The conference included keynote addresses, plenary sessions, and breakout sessions. The breakout session topics were:

- Curriculum Research, Design and Evaluation
- Essentials of Teacher Training Programmes
- Overcoming Barriers to Family and Community Participation
- Teaching/Learning Materials Development
- Evaluation of Teacher Training Programmes
- Role of Local Government and Government Agencies
- Teaching/Learning Methods
- Training Strategies for Special Populations
- Support from Business, Industry and Service Organizations
- Life Skills for Work
- Teacher Training Institutes as Resource Centres
- NGO Initiatives in Community Participation

Conference follow-up: At the last Plenary Session of the international conference, Dr Jean Cook gave a presentation on "NGOs and Other Networks". She raised the issue of the conference participants forming an organization to be called *An International Society for Training Options for Adult Early School Leavers*. She asked the conference participants, if interested in such an organization, to complete a form giving their mailing information and workforce development activities as related to adult early school leavers. Over 120 participants indicated their interest. Dr Cook sent a letter to all the people on the mailing list and followed through on their multiple requests for additional information. Eight of the participants described on their mailing information form how they were starting a community college in their districts. They requested

specific information on how to form business and industry linkages and train-the-trainer programs in specific technical fields. As of this date, Dr. Cook has received several letters and e-mail replies from the conference participants.

Activity 2: Recruit, orient and debrief faculty and administrators who will participate in the 1997 conference.

Status - Twenty US conference participants traveled to Chennai, India with a minimum of difficulties US participants were from Sinclair Community College, Eastern Iowa Community College District, the College of DuPage, Hocking Technical College, Spokane Community College, USAID, and the Education Development Center All US participants made presentations and/or chaired sessions of the conference

Activity 3: Sponsor project wrap-up meeting.

Status - Adrian Almeida, CVE Director and President of Madras Community College, visited the US in November, 1997 He engaged in meetings with personnel at the College of DuPage, Sinclair Community College, and Eastern Iowa Community College District for the purposes of bringing the project to conclusion and strategizing for continued collaboration.

Barriers affecting progress toward achievement of the linkage objectives:

Objective 1: Maintain project offices. No barriers have been experienced during the final year of the project. Facilities and project processes have been refined during the first four years of the project Electronic communication and distribution of reports greatly improved efficiency and cost-effectiveness of office procedures

Objective 2: Development of infrastructure. No barriers have been experienced during the past year in the development of infrastructure In addition to the CVE, new infrastructures were created at Chrompet and Shoolagiri The World Wide Web has certainly helped us overcome communication barriers caused by time and distance

Objective 3: Development of CVE curriculum and delivery systems. The process of collaborative curricula development, which is suitable in both content and language to local Indian populations, proves to be quite a challenge. This challenge of cross-cultural collaboration provides the greatest opportunity for professional development of US project participants

Objective 4: Resource Development Office at the CVE. No barriers have been experienced during the final year of the project. Income-generating activities by the CVE have been on-going in parallel with non-profit training. The income has been used to develop a Corpus Fund that is sufficient to assure salaries and maintenance costs for the Centre for the foreseeable future.

Objective 5: International Conference. No barriers were experienced during planning and carrying out the international conference. The reason is that conference planning was a high priority during the entire final year of the project, and planning activities began far enough in advance of the conference to assure success

Progress toward the sustainability of the linkage:

The following will contribute to the sustainability of the CVE and the linkages between the CVE and US institutions after the UDLP

- establishment of the corpus fund to support the CVE
- existence of the infrastructure of the CVE with the support of the Archdiocese of Madras
- retirement by Adrian from his teaching position and his full-time dedication to the CVE
- income generating activities of the CVE such as workshops, consulting, and computer training
- use of the Centre as a resource by an Eastern Iowa Department of Education Title VI-B project: US-India Business Partnership Program
- use of the Centre as a resource by the Sinclair USIA Literacy Grant
- establishment of a Grants Development Office within the CVE
- existence of a strong advisory board for the CVE
- existing linkages between the CVE and local industry
- interest in alternatives to traditional Liberal Arts education in India
- development of state of the art internet linkage between the CVE and US
- involvement with Ford Motor Company as Ford opens a plant near Madras
- involvement with a state-wide AIDS awareness and prevention project

Quantitative outputs of the linkage:

1. Twenty US faculty from ten US Community Colleges have traveled to Madras, India and assisted with curriculum and resource development at the CVE
2. A refurbished and fully functioning Centre for Vocational Education has been created, including training rooms, kitchen, offices, guest quarters and library. Infrastructure support such as computers, copy machine, and vehicles including a Trax mini-van have been acquired. The original five-year lease with the Archdiocese has been extended until 2007
3. A tools bank has been created for use during training programs

4. Two CVE satellite centres are operational at Chrompet and Shoolagiri.
5. A corpus fund has been created which will ensure sustainability of the CVE
6. An international conference on Training Options for Early School Leavers was held in Chennai, India, August, 1997.
7. A complete history of CVE programs is attached as an appendix to this report

The impact of the linkage on internationalization of Sinclair Community College, Eastern Iowa Community College District, and CCID colleges:

Twenty faculty and administrators from ten US community colleges have acquired some level of expertise in the development of international curricula and training programs

Faculty members at both Sinclair and Eastern Iowa have conveyed international expertise to local business groups. Presentations have been given in the local communities and within the colleges

Several international projects have spun off from this UDLP, including a literacy project and an international small business project. Additional projects with Ford and AIDS prevention agencies appear likely to develop as a result of this UDLP

The impact of the linkage on the ability of partner institutions in India to meet societal development needs:

The potential impact of this UDLP on the ability of partner institutions in India to meet societal developmental needs is enormous. The success of the US community college partnership with the CVE has resulted in very real interest in not only the continuation of the CVE, but also the development of a community college approach to vocational and technical training in Madras. The Archdiocese has inaugurated the Madras Community College and the second class of students started coursework in 1997. Numerous groups in India have approached both the Madras Community College and the US community colleges involved in this project concerning possible start-ups of community colleges across Southern India.

The CVE has demonstrated how linkages can be created between industry and vocational training in India and the CVE is a resource for the University colleges in Madras as they attempt to integrate vocational education into their own curricula.

Stella Maris College, one of the UDLP partner institutions in Madras, is now a partner with Sinclair in a literacy project that has involved faculty from Madras exchanging visits with faculty at Sinclair.

Concluding comment:

After five years, this project has not only accomplished the original objectives of the UDLP, but has achieved the additional outcome of the establishment of the Madras Community College, a model of vocational training based on local needs assessment similar to that done in many, very successful U.S. Community Colleges. India's imagination, dedication, and willingness to invest in the community college approach will determine the long-term significance of the seeds that have been planted.

History of CVE Activities

<u>Program</u>	<u>Institution</u>	<u>Support by CVE</u>
Career Guidance/ Environmental Awareness Seminar (48)	Youth Commission of the Archdiocese of Madras- Mylapore	Organizational and Financial
Electricians Training (27)	Manampathi Kandigai Parish (village)	Organizational and Financial
Auto Electrician Skills Training (25)	St Luke's Parish	Tools and Equipment
Tailoring (25)	Kovalam Parish (village)	Equipment sewing machine
Carpentry (25)	Ongur Parish (village)	Organizational
Electronics (25)	Malligapuram Parish	Organizational
Auto Electrician (22)	St Andrews Parish	Organizational, Financial, Tools and Equipment
Auto Electrician (27)	St Andrews Parish	Organizational, Financial, Tools and Equipment
Skills Training for Car Electricians (25)	Lions Club of Madras North	Organizational, Financial, Tools and Equipment
Tailoring (25)	Chinmaya Nagar Parish	Training Materials
Health Camp (120)	Pappanallur Parish	Organizational and Financial
Workshop on Fund Raising (12)	Diocese	Organizational and Financial
Workshop on Fund Raising Project Preparation for Non- Governmental Organization (40)	SOC SEAD Congregation of the Sisters of the Cross of Chavanad (Trichy)	Organizational
Workshop on Management on Non-Governmental Organizations (35)	Society for Integrated Social Upliftment (Madurai)	Resource Person
Workshop on Management Heads of Christian Technical Training Institutions (15)	Skills for Progress (SKIP)	Organized at CVE and Resource Development Person

<u>Program</u>	<u>Institution</u>	<u>Support by CVE</u>
Small Business Management for Non-Governmental Organizations (20)	CVE	Organizational and Financial
Geriatric care Training (17)	Karna Prayag	Organizational Support
Monitoring (35)	Stella Maris College	Initiated/Financial
Workshop on Role of Church in service of the poor (20)	All India Council for Catholic women Bangalore	Resource Person
Doing Business with USA (160)	Tamilnadu Gov't/Indo-US Chamber	Organizational
Establishment of Institute for functional Education at Koothavakkam	Archdiocese of Madras	Project Planning and Design
Aids Awareness in Schools in Madurai (on going)	YWCA - Madurai	Consultation
Vocational Training (20)	Spastics Society of India	Equipment Support
Vocational Training (11)	Asha Niketan Home for the Mentally Retarded	Financial
Workshop on Health Care and Physiotherapy (50)	SOC SEAD	Organizational and Financial
Teacher Training on Elderly Care (12)	CVE	Organizational and Financial
Workshop on Leadership (11)	Archdiocese of Madras Mylapore	Organizational and Financial
Total Quality Management (58)	CVE	Organizational
Workshop on Management Development (55)	Franciscan Friars	Designed and Resource Person
Seminar on Small Business 10 sessions (50)	A M Jain Institute on Management	Designed Organizational and Resource Person
Seminar on computer awareness 8 sessions (50)	A M Jain Institute on Management	Designed Organizational and Resource Person

<u>Program</u>	<u>Institution</u>	<u>Support by CVE</u>
Seminar on total quality management 10 sessions (50)	A M Jain Institute on Management	Designed Organizational and Resource Person
Workshop on Quality in Education (85)	Sidhartha College Vivjayawada A P	Resource Person
Workshop on Curriculum Development (32)	Andhra Loyola College Vivjayawada A P	Resource Person
One week workshop on Adolescent girls (24)	Indian council for Child Welfare (ICCW)	Organizational and Resource Person
Workshop on Life Skills for adolescents (24)	Indian council for Child Welfare (ICCW)	Organizational and Resource Person
Workshop on Curriculum Development (60)	University of Madras	Resource Person
Training for Elderly Care (29)	Indian Red Cross Society	Organizational and Financial
Women's Development (22)	Kuil Thotam	Organizational and Financial
Brick Masonry (10)	M C Jain ITC	Organizational and Financial
Basic Electronics (20)	Srinivasa Nagar	Organizational and Financial
Workshop Project Planning (10)	Union of Presentation Sisters	Resource Person
6 day workshop on Management Development (20)	Claratian Fathers	Organizational and Resource Person
Workshop on Planning, Monitoring and Implementation (15)	Child Relief and You (CRY) Chennai	Organizational and Resource Person
5 day workshop on Management Development (30)	Franciscan Missionary Brothers Bombay	Resource Person
Geriatric Care Training (20)	Sneha Deepam	Organizational and finding Resources, Training Materials
Teacher Training on Small Electrical (10)	CVE	Faculty and Organizational

<u>Program</u>	<u>Institution</u>	<u>Support by CVE</u>
Basic Course on Total Management (25)	A M Jain College	Faculty and Organizational
Leadership and Management of Technical Education (30)	Franciscan Missionary Brothers	Resource Person
Training in Geriatric Care (20)	Sneha Deepam	Faculty Supervision
High Reliability Soldering Teacher's Training (15)	CVE	
Elder Care Training (15)	Presentation Sisters	Organizational, Financial, Monitoring
Leadership and Management of Technical Institutions (20)	Franciscan Brothers Bombay	Resource Person
Teacher Training on How to Teach Adults (6)	CVE	Organizational, Financial
Concept Development, Proposal Writing and Fund Raising (60)	CVE	Organizational
Life Skills (30)	Presentation Sisters Kodakanal	Organizational and Resource Person
Proposal Writing and Fund Raising (20)	CVE	Organizational and Resource Person
How to Design an Effective Training Program (20)	CVE	Organizational
Auto Electrician (25)	M C Jain ITI	Organizational and Financial
Managing Self, Others and Institutions (35)	CSST Sisters	Resource Person
High Reliability Soldering Teacher's Training (10)	CVE	Organizational and Instructors
Project Proposal Writing (10)	ECOMWEL (NGO)	Resource Person
Leadership (15)	St Louis Friary (A.P.)	Resource Person
Strategic Planning (22)	Bellary Diocese	Resource Person
Report Writing Skills (15)	Catholic Relief Services	Resource Person

<u>Program</u>	<u>Institution</u>	<u>Support by CVE</u>
Wholistic Development (30)	CSST Sisters	Resource Person
Concept Development, Proposal Writing and Fund Raising (16)	UNITY (A P)	Resource Person
High Reliability Soldering (40)	CVE	Organizational and Resource Person
Mission Statement (18)	Kurnool Diocese (A P)	Resource Person
High Reliability Soldering (40)	CVE	Organizational and Resource Person
Auto Electrician (22)	Rotary Club of Adyar	Organizational and Resource Person

Training Options for Early School Leavers

AUGUST 12-14 '1997

CHENNAI, INDIA

INTERNATIONAL CONFERENCE



PROGRAMME & ABSTRACTS

CENTRE FOR VOCATIONAL EDUCATION, CHENNAI.

50 Years of
INDIA'S INDEPENDENCE
1947 - 1997



CENTRE FOR
VOCATIONAL
EDUCATION

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INTERNATIONAL CONFERENCE

on

TRAINING OPTIONS FOR EARLY SCHOOL LEAVERS

August 12th -14th,1997

at

**Park Sheraton Hotel and Towers
Chennai, India.**

Organized by

- Centre for Vocational Education, Chennai, India.
- State Resource Centre for Adult and Continuing Education, Chennai. India.
- Sinclair Community College, Dayton, Ohio, U.S.A.
- Eastern Iowa Community College District, Iowa, U.S.A.

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A NOTE FROM THE CONFERENCE CHAIR

A study recently published by Pandit Sunderlal Sharma, NCERT, Bhopal, notes that even after five decades of Independence the rate of female literacy remains half that of the males in India. He estimates that rural females in states like Rajasthan, Bihar and Madhya Pradesh may take ten to twelve decades to reach the universal elementary education. The report says formal schooling is still a far cry for females among the socially disadvantaged groups, particularly the Scheduled Castes, Scheduled Tribes and Muslims in the rural areas and urban slums.

The situation is no better in other developing countries like Pakistan, Bangladesh, Sub-Saharan African, Latin America and the Far East. Countries like Philippines and Indonesia have unimpressive track records in promoting universal primary education, especially education for women. Dr. Mahbub ul Haq, an eminent Pakistani economist in his report entitled Human Development in South Asia 1997, states that in Pakistan, over two-thirds of the adult population is illiterate and 17 million children were out of primary school in 1995.

The situation in India is alarming because the largest illiterate population in the world lives in India. It has almost 2.5 times more illiterate people than the whole of the sub-Saharan Africa.

To commemorate 50 years of India's Independence and to conclude the Centre's five year association with US Community Colleges, Centre for Vocational Education with its US partners and State Resource Centre of Tamil Nadu is bringing together interested and concerned organizations and individuals to focus the world's attention on the plight of the early school leaver.

The Conference agenda covers a wide range of challenging topics and we are confident that the policy makers, educators, grassroot organizers and funding agencies gathered at this conference will help set new standards in training options for early school leavers.

Adrian J. Almeida,
Conference Chair.

GENERAL INFORMATION

Admission into Conference events.

Conference participants are required to wear their badges at all times. This is essential for identification.

ROOM LOCATION

The inaugural and valedictory sessions and other plenary sessions and keynote presentations will be held at MOWBRAYS HALL on the second floor.

The concurrent sessions will be held in the MOWBRAYS HALL and in the ARCOT HALL and GREENWAYS HALL. (also on the second floor)

CONFERENCE SPEAKERS

All conference speakers are requested to check in at the registration counter upon arrival. The counter attendant will arrange for your programme.

Speakers at the concurrent sessions are requested to meet with the Panel Chairperson in the Arcot Hall just before lunch on the day of their presentation.

MESSAGES

A message board is posted in the Registration area for use of all conference participants.

CONFERENCE EVALUATION

Evaluation forms will be distributed on the third day. Participants are requested to complete these forms and return them to the registration desk. These forms are very important to our process & planning future educational programmes.

PROGRAMME CONTENT

The information, comments and opinions expressed at the conference sessions as well as the content of any material utilised or distributed during the conference do not necessarily reflect the views of the organisers. Therefore the organisers neither endorse nor assume responsibility for the concepts expressed during the conference.

REGISTRATION

The registration counter is located on the second floor outside the MOWBRAYS HALL. It will be open during the following hours

12 th Aug. 97	8.30 A.M. to 9.15 A.M. 10.30 A.M. to 5.30 P.M.
Wednesday 13 th Aug. 97	9.00 A.M. to 5.30 P.M.
Thursday 14 th Aug. 97	9.00 A.M. to 4.30 P.M.

For more information

Centre for Vocational Education

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E-Mail : cve@giasmd01.vsnl.net.in

SPECIAL THANKS

The organisers gratefully acknowledge the generous support of the following organisations :

Archdiocese of Madras - Mylapore
U.S. Agency for International Development
Catholic Relief Services, New Delhi
National Literacy Mission, New Delhi.
our project partners in India & the U.S.

and all others who have helped to make this conference possible.

CONFERENCE COMMITTEES

1. **Conference Chair** - Prof. Adrian J. Almeida

2. **Programme Committee**

Dr. Rajani Shirur - Chair
Mr. Ranjinadoss - Member
Ms. Chitra Krishnan - Member
Mr. William Struhar - Member

3. **Conference Advisory Committee**

Mr. A.R. Doss - Chairman
Mr. Ed Stoessel - Member
Dr Jean Cook - Member

4. **Conference Secretariat**

Mr. Joby Joseph
Mr. Prasad Rao
Mr. J. Sivakumaran
Ms. Angelina Coelho
Mr. G. Suresh

AT-A-GLANCE SCHEDULE

CONFERENCE PROGRAMME

12th August, Tuesday

08.30 - 09.15	Registration Open
09.30 - 10.30	Plenary Session # 1 - Inauguration
10.30 - 11.00	Break
11.00 - 11.10	Conference Announcements
11.15 - 12.00	Keynote Address # 1
12.00 - 01.00	Plenary Session # 2
01.00 - 02.00	Lunch
02.00 - 02.45	Keynote Address # 2
02.45 - 03.45	Concurrent Sessions 1, 2, 3
03.45 - 04.00	Break
04.00 - 05.15	Concurrent Sessions 4, 5, 6

13th August, Wednesday

09.30 - 10.00	Plenary Session # 3
10.00 - 11.00	Plenary Session # 4
11.00 - 11.20	Break
11.20 - 11.30	Conference Announcements
11.30 - 12.15	Plenary Session # 4 continues
12.15 - 01.00	Plenary Session # 5
01.00 - 02.00	Lunch
02.00 - 03.00	Concurrent Sessions 7, 8, 9
03.00 - 03.30	Street Theatre
03.30 - 04.00	Break
04.40 - 05.15	Concurrent Sessions 10, 11, 12

14th August, Thursday

09.30 - 10.45	Plenary Session # 6
10.45 - 11.00	Break
11.00 - 11.45	Keynote # 3
11.45 - 01.00	Plenary Session # 7
01.00 - 02.00	Lunch
02.00 - 03.00	Conference Reports & Evaluations
03.00 - 03.45	Valediction
03.45 - 04.15	Tea

CONFERENCE PROGRAMME

DAY 1 : TUESDAY, AUGUST 12

- 8:30 - 9:15 **REGISTRATION**
- 9:30 - 10:30 **PLENARY SESSION # 1** *MOWBRAYS HALL*
- Inauguration of the Conference**
- 9:32 **Invocation Song**
- 9:35 **Welcome and Opening Remarks**
- Prof. Adrian J. Almeida,
Director, Centre for Vocational Education, Chennai
- 9:45 **Felicitations**
- Dr. Jean L. Cook,
Project Director, University Development Linkage Program,
Sinclair Community College, U.S.A.
- 9:52 **Keynote Address**
- His Grace Dr. Arul Das James
The Archbishop of Madras-Mylapore
- 10:05 **Presidential and Inaugural Address**
- Her Excellency Justice Ms. M. Fathima Beevi
The Governor of Tamil Nadu.
- 10:25 **Presentation of Mementos and Conclusion.**
- Dr. Sr. Annamma Philip
Principal, Stella Maris College, Chennai
- 10:30 **National Anthem**

10:50 - 11:00 **Conference Announcements**

11:00 - 11:45 **Keynote Address # 1**

MOWBRAYS HALL

Dr. L. Mishra,

**Secretary, Ministry of Labour, Government of India.*

*Introduced by Mr. C.G. Rangabashyam,
Chairman, State Resource Centre, Chennai.*

11:45 - 1:00 **PLENARY SESSION # 2**

MOWBRAYS HALL

Conference Issues

Chair :

Prof. Adrian J. Almeida,

Director, Centre for Vocational Education, Chennai.

Presenters :

** Dr. Karen Wells, Vice-President for Instruction
Sinclair Community College, USA.*

** Dr. L.S. Saraswathi, Consultant,
Development Education, Chennai.*

** Mr Krishnan V. Chari, District Governor,
Rotary International District 3230*

This panel will set the tone for conference deliberations. The three critical issues concerning training options for early school leavers - Curriculum Development, Training of Trainers and Community Participation - will be considered. The panel will raise a variety of issues that Conference participants could consider at the concurrent sessions.

Curriculum issues (Dr. Karen Wells) will relate to.:

1. Curriculum research, design, and evaluation
2. Teaching / learning methods
3. Teaching / learning materials development
4. Life skills for work

10:00 - 11:00 Conference

Training of Trainers issues (Dr. L.S. Saraswathi) will cover :

1. Essentials of teacher training programmes
2. Training strategies for special population
3. Evaluation of teacher training programmes
4. Teacher training institutes as resource centres

Community Participation issues (Mr. Krishnan.V. Chari) will include :

1. Overcoming barriers to family and community participation
2. Support from business, industry and service organizations
3. Role of local government and government agencies.
4. NGO initiatives in community participation.

1:00 - 2:00 Lunch

2:00 - 2:45 **Keynote Address # 2** **MOWBRAYS HALL**

Reflect - A New Approach to Literacy

Dr. Acharya,
Director, Development Support & Research Division,
Action Aid, Bangalore.

Introduced by Mr. A.R. Doss, Chief Planner, CMDA, Chennai.

2:45 - 3:45 **CONCURRENT SESSIONS # 1 - # 3**

SESSION # 1 : Curriculum Research, Design and Evaluation

ARCOT HALL

Chair :

Dr. D. Brahadeeswaran,
Professor & Programme Coordinator,
Canada India Institutional Cooperation Project, Chennai

Presenters :

* Dr. Ramakrishnan, Professor, Department of Management Studies, Bharathiar University, Coimbatore.

* Prof. Shusmita Sen, Spokane Community College, USA.

This session will to clarify issues involved in developing need based curriculum for the education and training of early school leavers and evolve workable strategies of curriculum development. Presentations will focus on the methods of conducting needs analysis, preparing guidelines for evaluation of curriculum and identify factors that affect the effectiveness and efficiency of the curriculum. Difference between Academic approach and Competency based approach to curriculum development and issues involved in the four phases of curriculum process, design, development, implementation and evaluation will be discussed.

SESSION # 2 : Essentials of Teacher Training Programmes

GREENWAYS HALL

Chair :

*Dr. Harry DeBourcy, Instructor of Mechanics & Robotics
Institute of Automotive Service Excellence, Iowa, USA.*

Presenters :

** Dr. Nancy Kothenbeutel, Executive Director, Continuing
Education and Contract Training, Eastern Iowa Community
College, Davenport, Iowa, USA*

** Dr. P.S Balasubramanian, Tagore Professor,
Department of Education, University of Madras, Chennai.*

The reconceptualisation of the purpose, process and vision of education is critical. This requires that teacher education develop in teacher trainees, competence to develop skills and abilities. This will help students translate subject content and also assist students develop competence in reflective teaching. Action research for staff and professional development will promote the effectivity of teacher training.

This panel will examine key elements of successful teacher training programmes. Presenters will give a brief overview of the training design and organization of instructional materials and activities, specific delivery skills and methods of evaluation. They will highlight the new skills and expertise required so that we move on to a broader, more strategic approach toward the overall process of devising successful training models.

SESSION #3 : Overcoming Barriers to Family and Community Participation.

MOWBRAYS HALL

Chair :

*Dr. Radha Paul, Director,
World Vision of India, Chennai.*

Presenters :

** Dr. Boikai S. Twe, Secretary General,
Liberian Conference of North America.*

** Dr. M. Suresh Kumar, Psychiatrist,
Institute of Mental Health, Chennai.*

** Ms. Bonnie Prince, Sinclair Community College, USA.*

During the past several years a number of new intervention strategies have been developed for sensitizing the community to the need for quality education for children and adults. This panel will help identify some of the barriers that prevent families and communities from participating fully in programmes designed for early school leavers. Presenters will look at experiments in Africa, India and the USA, which have been successful in bringing marginalised groups into the learning process through family and community support.

3:45 - 4:00 : Break

4:00 - 5:15 : **CONCURRENT SESSIONS # 4 - # 6**

SESSION # 4 : Teaching / Learning Materials Development

ARCOT HALL

Chair :

*Dr. Charles C. Williams Jr. Professor, Development
Studies, Sinclair Community College, Dayton, USA.*

Presenters :

** Dr. P.K. Bhattacharya, Prof. & Head of the
Department of Computer Education, NCERT, New Delhi.*

** Mr. Thomas Paul, General Secretary,
Skills for Progress, Bangalore.*

Speakers will present different curriculum models that suit various instructional objectives and cater to different target learners. The session will examine how development of objectives facilitate the evaluation process. Performance Objective models for Literacy Development and Spiral Integrative Organization of Learning will be discussed. Participants will receive actual experience in using the models to develop objectives and discuss the evaluation process.

The panel will consider learner - centred materials preparation and materials development centred around life skills to promote self-actualization and self-learning.

SESSION # 5 : Evaluation of Teacher Training Programmes

GREENWAYS HALL

Chair :

*Prof. Jeff Armstrong, Dean,
Muscatine Community College, Iowa, USA.*

Presenters :

** Dr. Ramakrishnan, Professor, Department of Management
Studies, Bharathiyar University, Coimbatore ,*

** Prof Shusmita Sen, Spokane Community College, USA.*

Evaluation of teacher training programmes gains special significance with the emerging shift in the focus being participant-centred learning process and outcome-oriented. Speakers will examine critical issues relating to the methods and approaches, environments and cross discipline collaboration possibilities.

Certain key issues will emerge out of the presentations which would provide better understanding of the techniques of measuring training effectivity.

The panel will discuss the need to develop special tools to assess the competence of teachers working with adult learners.

SESSION # 6 : Role of Local Government and Government Agencies

MOWBRAYS HALL

Chair :

*Dr. Neil Herbkersman, Director, Grants Development,
Sinclair Community College, Dayton, Ohio, USA.*

Presenters :

** Mr Jon Ryan, Director, Small Business Development
Centre, Eastern Iowa Community College, Dist.,
Davenport, USA.*

** Ms. Vatsala Narayanaswamy, Former Director,
Shramik Vidyapeeth, Chennai*

Local government and regional support agencies are essential partners in adult learner programmes. These organizations provide directions and guidance, encourage and assist the actual providers of training. A climate of lifelong learning is best achieved when government, public agencies and private business and industries work together cooperatively. This panel will consider the issues involved in learning and skill development and the role of local government in this task. Experiments in this direction will be talked about.

DAY 2 : WEDNESDAY, AUGUST 13

9:30 - 10:00 PLENARY SESSION # 3 :

Group Learning Exercise

MOWBRAYS HALL

Facilitator :

*Dr. William Struhar, Professor of Psychology,
Sinclair Community College, USA*

10:00 - 11:00 PLENARY SESSION # 4 :

Global initiatives on Workforce Development

MOWBRAYS HALL

Chair :

*Mr Ed Stoessel, Executive Director for Resource
Development, International & Government relations,
Eastern Iowa Community College, USA.*

Presenters :

** Mr Scott Leland, Project Manager,
Centre for Workforce Development,*

** Ms Poonam Ahluwalia, Project Consultant,
Centre for Workforce Development, USA*

This presentation will highlight Education Development Centre's (EDC) work in skills training and workforce development. EDC has identified 20 cases of "best practice" in workforce development around the world. These cases highlight what's possible, and show the power of programmes which include in their. Design public-private partnerships, demand-driven responsiveness, accountable leadership, transparency and open access.

11:00 - 11:20 : Break

11:20 - 11:30 : Conference Announcements

11:30 - 12:15 : PLENARY SESSION # 4 : (continues ...)

12:15 - 1:00 : **PLENARY SESSION # 5 :**

CVE Model for International Collaboration

MOWBRAYS HALL

Chair :

*Dr Sr. Annamma Philip, Principal,
Stella Maris College, Chennai.*

Presenters :

** Prof. Adrian J. Almeida,
Centre for Vocational Education, Chennai.*

** Dr. Jean L. Cook,
Sinclair Community College, USA.*

** Mr. Ed Stoessel,
Eastern Iowa Community College, USA.*

** Dr. William Struhar,
Sinclair Community College, USA.*

This panel will provide a multimedia presentation showing both a model for developing short-term training programmes for adult illiterate populations and the initiation of comprehensive technical education programmes based on the U.S. Community college model. Hear a U.S.-India collaboration uses public-private partnerships to create a Centre for Vocational Education, Chennai, India.

1:00 - 2:00 : Lunch

2:00 - 3:00 : **CONCURRENT SESSIONS # 7 - # 9**

SESSION # 7 : Teaching / Learning Methods

ARCOT HALL

Chair :

*Dr. Cynthia Pandian, Professor, Department of
Education, University of Madras, Chennai.*

Presenters :

** Ms. Nancy Lloyd Pfhal, Director, Grants Office,
College of Dupage, USA.*

** Dr. K. Sivadasan Pillai, Asian Vice-President,
Intn'l Association of Educators for World Peace.*

Learning is a process through which one acquires new knowledge, information, attitude, skills and behaviour and teaching is a process of facilitating learning. The choice of teaching-learning methods is to be determined primarily by the content, needs and desired outcomes as well as the preferences and styles of learners. Effective teaching methods is one which involve learners actively in the process of learning participatory learning methods.

This panel will discuss various individual and small and large group teaching-learning methods that are appropriate to the content, the context and the learner.

Story-telling as a method of teaching / learning is gaining currency and will be examined in this session.

SESSION # 8 : Training Strategies for Special Populations

GREENWAYS HALL

Chair :

Dr. Rajani Shirur, Professor & Head, Dept. of Adult & Continuing Education, University of Madras.

Presenters :

** Prof. Bob Keener, Professor of Marketing, Sinclair Community College, Dayton, Ohio, USA*

** Dr. Colleen North, Dean, Stella Maris College,*

** Ms. Prabha Nair, NSS Programme Officer, Stella Maris College, Chennai.*

This session will discuss how early school leavers constitute a special population and within this group, there are other groups such as rural women, socio-economically disadvantaged, tribal etc. who need special attention.

Any strategies dealing with special population have to take into account special sensitivities and needs of these groups. Among the strategies to be considered at this session will be those designed for rural population - women, tribals, physically handicapped etc. The collaborative project between Stella Maris College, Chennai and Sinclair Community College, Dayton, Ohio, USA will also be discussed.

The instructional design and techniques used to train illiterate and semiliterate persons living in Chennai will be presented and examined.

SESSION # 9 : Support from Business, Industry and Service Organizations

MOWBRAYS HALL

Chair :

Mr. Jon Ryan, Director, Small Business Development Centre, Davenport, Iowa, USA.

Presenters :

** Dr. Sr. Annamma Philip,
Principal, Stella Maris College, Chennai.*

** Ms. Peg Garrison,
Eastern Iowa Community College, USA.*

Over the last twenty years, business, industry and service organizations have played major supporting role in nonformal vocational and technical programmes. Literacy programmes have become a major activity for many such organizations. It is now recognized that unless NGOs and Government Departments involved in education work closely with business, industry and service organizations, the task of spreading literacy and work skills would become more difficult. This session will highlight the role these organizations can play in supporting educational programmes.

3:00 - 3:30 : **Street Theatre - Stella Maris College Troupe.**

3:30 - 4:00 : **Break**

4:00 - 5:15 : **CONCURRENT SESSIONS # 10 - # 12**

SESSION # 10 : Life Skills for Work

ARCOT HALL

Chair :

*Prof. Mellow Bradley, Professor,
Experience Based Education Department,
Sinclair Community College, USA.*

Presenters :

** Fr. Xavier Alphonse, Department of Life Skills,
Madras Community College, Chennai, India.*

** Mr R. Rajagopalan, Training Manager- Human Resources, Mahindra Ford India Ltd. Chennai.*

The concept of work will have to break out of the mould of institutionalization and technologization and must be expanded to include work in the deinstitutionalized - informal and nonformal - settings. We need to comprehend where, how and by whom the youth and adults will be prepared for work. The explosive growth of technology and globalization of commerce and industry have changed the terms for entry into the world of work. Education for employability is a life long process.

These presentations will focus on the 'identification of basic skills needed for the workplace' in the next decade, including a discussion of "learning how to learn", and to evaluate the individuals development and growth of skills for success in the work place.

SESSION # 11 : Teacher Training Institutes as Resource Centre

GREENWAYS HALL

Chair :

*Mr. M.J A. Ranjinadoss, Director,
State Resource Centre, Chennai.*

Presenters :

** Prof. Surinder M Jain, Professor and Head,
Electronics Engineering Technology,
Sinclair Community College, Dayton, Ohio, USA.*

** Dr. K. Sivadasan Pillai, Prof. of Adult Education,
University of Kerala, Trivandrum, India.*

Teacher training institutes are considered ideally suited to serve as resource centres for training and professional development of teachers at the grassroot, intermediate and higher levels. As resource centres, Teacher training institutes have to develop diverse programmes and activities for training related functions. Some of the functions of Teacher Training Institutes this group will consider :

1. Designing methods and aids for teaching, learning and designing model training programmes in specialised areas, in methodology and didactics and conducting certification courses.
2. Fostering teachers exchanges and professional visits, offering advisory services, counselling and assistance in developing concepts and methods of analysis and training appraisals, etc.

In the process of utilising these institutes as resource centres, several issues will be considered by the group - latest instruments, tools and equipments needed, availability of funds and administrative support, partnership arrangements with local industry and other sectors to ensure support and so on.

SESSION # 12 : NGOs Initiatives in Community Participation

MOWBRAYS HALL

Chair :

Dr. K. Govindraju, Director, SEVAI, Tiruchy, India.

Presenters :

** Prof. M. Ramadass, Director,
Pondicherry University Community College,.*

** Fr. Cyril Joseph, Director,
Bellary Diocese Development Society, Karnataka*

** Mr T.L Viswanathan, Corporate Executive, Chennai.*

** Mr. G. John, Executive Director, THREAD,
Orissa, India.*

** Dr. N. Jaya, Prof. & Head, Department of Human
Development, Avinashilingam Institute for Home
Science & Higher Education for Women, Coimbatore.*

NGOs play a major role in securing community involvement in and commitment to development linked education programmes.

Presenters will highlight personal experiences from working with different groups. These highlights will include various intervention programmes and successes and setbacks. The group will identify the characteristics and origins of good experience and criteria for successful intervention. Factors like selection of areas, type of programmes chosen and the nature of community interest in participation; cultural and social dynamics associated with these programmes will be discussed.

This session also will discuss these issues related to the need to create micro level resource centres to cater to the needs of teachers and the scope of macro level resource centres.

DAY 3: THURSDAY, AUGUST 14

9:30 - 10:45 : **PLENARY SESSION # 6 :**

Government Policy, Programme Development & Funding.

MOWBRAYS HALL

Chair :

*Mr. R. Christodas Gandhi IAS,
Secretary to Government, AD & TW Dept, Chennai.*

Presenters :

** Dr. Rajani R. Shirur, Prof. & Head,
Department of Adult & Continuing Education,
University of Madras, Chennai.*

** Dr. Neil Herbkesrman, Director of Grants
Development, Sinclair Community College, USA*

** Ms. Kumari Sree Prakash, Regional Manager,
Child Relief & You (CRY), Chennai.*

** Dr. Frank Reeves, Deputy Principal,
Bilston Community College, Wolverhampton, UK.*

This panel will consider the role of Government and funding agencies in the promotion of literacy and adult education programmes. The new slogan, " Education for All " can have meaning only through a close working relationship between Governments, funding sources and NGOs.

Over the last several decades, Governments have increased investments in education. Yet we have not been able to make education accessible to all. NGO involvement in programme development is important for policy realisation. Governments and funding organizations have evolved criteria for resource allocation for adult vocational and technical education. Unless NGOs and Government departments become accountable, these resources will be wasted. Sustainability, another critical issue will be considered by the panel.

10:45 - 11:00 : Break

11:00 - 11:45 : **Keynote # 3** ~~THURSDAY~~ **MOWBRAYS HALL**

Training goals & Impacts on Workforce Development,

Mr. Charles B Feezel,

Centre for Human Capacity Development, USAID.

*Introduced by Neil Armstrong, Dean,
Muscatine Community College, USA.*

11:45 - 1:00 : **PLENARY SESSION # 7 : NGO and other Networks.**

MOWBRAYS HALL

Chair :

**Dr. D.K. Oza, I.A.S. (Retd.), Project Consultant,
Kasturba Gandhi National Memorial Trust, Chennai.**

Presenters :

* **Dr. Jean L. Cook, Project Director,
Sinclair Community College, USA.**

* **Ms. Andal Damodaran, Secretary,
India Council for Child Welfare, Chennai.**

* **Ms. Lakshmi Venkatraman Venkatesan,
Executive Vice-President, Bharatiya Yuva Shakti Trust,
Chennai.**

The changing world dynamics of culture, politics, social ties, family values and employment opportunities necessitates that NGOs rethink their purpose, mission, clients to be served, and funding sources. Many NGOs find that networking with other organization provides better services through community self-help efforts at less cost. It takes time and effort to make a decision to network as it represents a change in infrastructure, work tasks, and in some situations, perhaps a loss of clients to be served.

This group will discuss various networking models including the model used by the CVE. The need and purpose of establishment of Resource Centres and the ways and means to strengthen the linkages between formal and informal education system will also be critically examined. This group will also consider the possible and feasible regional, national and international networking models as a follow up of this Conference.

1:00 - 2:00 : Lunch

2:00 - 3:00 : **Conference Reports & Evaluations**

MOWBRAYS HALL

RAPPORTEURS

TRACK 1 Curriculum Development
Ms. Nancy Lloyd Pfhal

TRACK 2 Teacher Training
Dr. Sivadasan Pillai

TRACK 3 Community Participation
Mr. Jon Ryan

3:00 - 3:45 : **VALEDICTION**

MOWBRAYS HALL

Valedictory Address

*Dr. A. Gnanam, Vice Chancellor,
Pondicherry University.,*

Closing Remarks

*Prof. Adrian J. Almeida.
Conference Chair*

3:45 : High Tea

EXTRACTS FROM THE CONFERENCE BROCHURE

Conference Goal

Focus world attention, to the plight of the early school leaver and consider International teaching - learning experiments that promote training and education for this population.

Objectives

- Bring together government policy makers, educators, grass root organizers and funding agencies who are involved with skills training and literacy programmes for early school leavers.
- Review experiments and models currently used to meet the training needs of early school leavers in a variety of cultures.
- Examine funding sources and joint international projects initiated to address the needs of early school leavers.
- Establish a regional / global network for continuance of the conference goal.

Expected Outcomes

- Develop and disseminate strategies for dealing with training issues which have been identified during a series of pre-conference workshops.
- Influence policy makers and non-government organizations to use strategies which come out of the conference tracks in their work with early school leavers.
- Provide curriculum developers with guidelines to make all curriculum designed for early school leaver programmes relevant to the needs of the individual and the workplace.
- Assist funding agencies to make more judicious use of resources when funding projects dealing with vocational / technical education.
- Find ways to encourage individuals, their families and communities to participate in educational programmes designed for early school leavers.
- Move the goal of the conference forward by developing a continuing network of persons involved in policy and implementation of training options for early school leavers.

Conference Tracks

1. Curriculum Development

Issues for consideration :

- * curriculum research, design & evaluation
- * teaching / learning materials development
- * teaching / learning methods
- * life skills for work

2. Training of Trainers

Issues for consideration :

- * essentials of teacher training programmes
- * training strategies for special populations
- * evaluation methodologies for teacher training programmes
- * teacher training institute as resource centres.

3. Community Participation

Issues for consideration :

- * NGOs initiatives in community participation
- * overcoming barriers to family and community participation
- * support from business, industry and service organisations
- * role of local government and government agencies

4. Government policy, Programme Development and Funding

Issues for consideration :

- * Government policy and NGO involvement for policy realisation - international perspectives
- * funding criteria for vocational, technical and literacy education.
- * programme accountability and sustainability
- * government policy and programme development

5. NGO and other Networks

Issues for consideration

- * networking models among NGOs
- * networking models between NGOs and other institutions
- * establishment of resource centres (international, national, regional)
- * linkages between formal and informal education systems

The Organizers

Centre for Vocational Education (CVE) advocates for and provides resources to organizations involved in vocational training. It works with agencies to deliver short term skills training programmes to early school leavers, rural and urban poor, slum dwellers and women.

In 1992, the CVE was strengthened by linkages with five University Colleges in Chennai and with the Community Colleges for International Development representing 70 Colleges in the United States. These linkages are supported through the University Development Linkages Programme of the U.S. Agency for International Development, by Sinclair Community College, Dayton, Ohio, and Eastern Iowa Community College, District, Iowa as lead institutions.

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