

2011-12

Annual Report



DEVELOPING ECONOMIC INDEPENDENCE
THROUGH SKILL TRAINING



“ Young people should be at the forefront of global change and innovation. Empowered, they can be key agents for development and peace. If, however, they are left on society's margins, all of us will be impoverished. Let us ensure that all young people have every opportunity to participate fully in the lives of their societies. ”

– Kofi Annan



Don Bosco Tech Society

Don Bosco Tech (DB Tech), a network of 176 Don Bosco skill training centres attempts to bridge the widening digital, financial and social divide between those who have access to opportunities and those who are increasingly being marginalized from the 'new economy' jobs. Set up in 2006 by the Salesians of Don Bosco, DB Tech addresses the issues of unemployment and lack of skilled manpower with a market-based approach that is sensitive to the socio-economic needs of underprivileged youth in the 18-35 years age group. DB Tech offers employment-linked, market-driven vocational courses of short duration to the economically and socially deprived youth.



Our Identity



The design of the DB Tech logo is completely aligned with Don Bosco's vision of contributing to the sustainable development of the youth. The logo comprises a character of wonderful stage of adolescence. A complete transformation in the life of disadvantaged youth by nurturing skills is depicted through this character. The logo character is filled with three colours, orange, green and white. This tri-colour symbolizes that we embrace 'Indianness' as a culture in every individual and as an organisation. The elegant colour palette reflects DB Tech's image as a transparent organisation that believes in youth power.

The mission of the organisation, 'Skilling India' is part of the logo which clearly defines the fact that the organisation aspires to engage itself in the skill development sector of emerging and developing India. This judiciously designed logo is aimed at creating a distinct and memorable brand identity for the organisation. We help youth to be skilled, make them able to earn, and get more out of life with the interventions that are certainly good for them and good for the country as a whole.



Advisory Board

Michael Peedikayil

President
Don Bosco, Okhla Road
Jamianagar P.O, New Delhi - 110 025

Reji Tom

Vice President
Don Bosco Technical Institute
Okhla Road, Jamianagar P.O, New Delhi -110 025

Aikarachalil Mathai Joseph

Secretary
Don Bosco Yuva Kendra
Najafgarh, New Delhi -110043

Jose Mathew

Treasurer
Don Bosco, Okhla Road
Jamianagar P.O, New Delhi -110 025

Joy Jacob

Committee Member
SPCI House, B-32 Gali No. 7
Dashrath Puri, New Delhi -110 045

Shibu Davis

Committee Member,
Don Bosco, Vaduthala,
Kochi - 682 023, Kerala

Kumrawat Raju

Committee Member
Don Bosco Yoth Centre, Kauli PO,
Patalia Dist. Punjab -140 701

George Mathew

Committee Member
Don Bosco, PB No. 551, Milton Street,
Cooke Town, Bangalore -560 005

Vincent Thamburaj P

Committee Member
Don Bosco, 65, Illuppur Road, Kallukuzhi
Tiruchy - 620 020, Tamil Nadu, India.



Acknowledgements

We take this as a great opportunity to share with you the Annual Report of our organization for the period April, 2011 to March, 2012. The Annual Report of Don Bosco Tech Society highlights its various interventions in the field of skill development during the year, and places on record various public perceptions on the quality and impact of these interventions.

We are extremely grateful to our funders and other stakeholders who have been instrumental to our success in the entire year. Particularly, we are thankful to Ministry of Rural Development, VIA Don Bosco, Accenture and Schneider for providing the financial assistance to carry out the skill development program across India. We also appreciate the contribution made by the concerned govt. officials from state to district and block level for providing support in execution of various field level trainings and programmes.

Our acknowledgement will not be completed without the heartiest thanks to Executive Director, Asst. Director, Advisory Board and particularly our operations staff for being with us as a support in

order to execute the project successfully. We would like to thank all those who extended their support in producing this report, particularly the members of Finance, Learning & Development and Monitoring & Evaluation departments for their contributions.

The organisation has built stronger relationships in the space of skill development and expects several of these to come to fruition within the coming financial year. Most of skill development projects are being implemented under the banner of BOSCO, which is a parent organisation of DB Tech. In this year, DB Tech as a social arm of BOSCO and also as a different entity partnered with different organisations to realise the mission of St. John Bosco. As you glance through the pages and reach to the financial statements, it would come to your notice that the audited financial transactions are very less as compare to our operations. Because four major projects are reflected on the BOSCO account.

Hope you enjoy our last year's journey in this livelihood sector. If you have completed reading this report and no longer wish to retain it, please pass it on to other interested readers. An online version of this report is available on our website at www.dbtech.in



Contents

Message from Chairperson	1
Message from Executive Director	2
A Fascinating Saint	3
DB Tech: Rewriting India's Skillscape	5
Milestones	7
Mission and Vision	8
BASE: Providing Worthwhile Future to Youth	9
BASE Process	11
Powered by Partnership	13
Impact Assessment	15
Learning & Development	21
Statement of Operations	31
Centres across India	34



Message from Chairperson

Dear Friends,

As we step into another year of youth empowerment through Don Bosco Tech Society, it is time to reflect on our interventions in the last year. Over the past years, DB Tech has been steadily expanding its reach, working with communities and likeminded partners in the country and impacting the lives of millions of youth.

In the last financial year, we have completed four projects in partnership with Govt. of India. Under these projects, over 40000 BPL youth are being trained in 22 states in market-led vocational training program under BASE project. Besides that, in partnership with various corporate houses and international development organizations, DB Tech reached out more marginalized youth in the last financial year.

DB Tech remains committed and passionate towards providing quality skill training program and achieving inclusive growth and development, which is important for the overall social and economic development of our nation. In the coming year, we hope to build more sustainable structures in education and vocational training for the communities.

My gratitude also extends to all our partners - from the grassroots, to corporate, state and international development agencies – who have been an integral part of our journey. Without their support, good counsel, and guidance, our work would not have had the far-reaching impact that it has today.

We realize, however, that in our country our host communities will continue to face challenges, but we are optimistic that together with our partners we will continue to innovate and find solutions to ensure economic growth for us all. It is my hope that DB Tech will continue to work on sustainable projects in skill development, along with other groups, facilitating the change that gives its programmes the scope to flourish for long.

Fr. Thomas Anjukandam SDB

Message from Executive Director



Dear Friends,

It gives me immense joy to share the developments of Don Bosco Tech in the year 2012. The giant steps the society has taken to assist the marginalized youth in skill training are great achievements.

Don Bosco Tech has started training programme in tough terrains like Jammu & Kashmir, North East and in the Left Wing Affected areas of Central India. Don Bosco Tech has made phenomenal growth in the last one year in setting up process and systems for training and employment. We have gained confidence by intervening the most disturbed terrains of the country. The Government and corporate houses believe in our work and offering opportunities to work in new areas.

The process of accompanying the youth, (Pre - implementation, Implementation, Post - implementation) ensures sustainable livelihood opportunities for the young. The great satisfaction expressed by some of the candidates brings enthusiasm and hope to the trainees and to the whole team.

We are grateful to our partners - Ministry of Rural Development, Via Don Bosco, Corporates, Employers - who believe in our system and process. We have a big target of training and employing 2 million youth by 2022. We believe that together we will achieve this goal.

We also owe a great debt of gratitude to our committed and dedicated staff. They make every effort to support the youth who come to our centre. You can be proud of your achievement that you have brought smiles to many youth and their families.

Our sincere thanks to the editorial team, Mr. Devi Prasad Mahapatra, Ms. Hiteshi Pal and Mr. John Daniel for publishing this report.

Fr. A. M. Joseph SDB



A Fascinating Saint

St. John Bosco was born in Turin, Italy in 1815. When he was two years old, his father died. This future saint, raised by his mother, experienced the pains of poverty at a very tender age. John's future work was inspired by a dream he had at the age of nine. He wanted to become a priest, especially to assist youth. In order

to pursue his dream John had to leave home at a young age to join the city school. Being bigger than his classmates, he was often the object of much ridicule. Little did they know at what cost John finished his schooling. After school he worked as a tailor, a cobbler or a waiter, often studying by candle light late into the night. On completing his education he began his studies to be a priest.

John Bosco was ordained a priest at the age of twenty-six. He was now called Don [Father] Bosco. He immediately began his work with orphans. He opened a hospice for boys where his mother served as the housekeeper. He not only fed the homeless boys whom he took in but also provided them with opportunities for livelihood skills. He spent long hours teaching them to read and write; he also taught them

tailoring and shoemaking and quickly set up a printing press. Above all, he created a family atmosphere of trust and caring. Those who helped him were amazed at the transformation in several youngsters.



The greatest gift that Don Bosco has left posterity is his unique way of educating, a method that was inspired by his one magnificent obsession: "It is enough to know that you are young and abandoned for me to love you very much." More than a century after the death of Don Bosco, thousands of people have dedicated themselves to the continuation of his apostolic love for young people all over the world. Their mission is to be "signs and bearers of God's love to the young."

The Salesians of Don Bosco

The Salesians of Don Bosco, formally known as the Society of St Francis of Sales, are a Congregation devoted to the many development works inspired by Don Bosco, but especially the service of young people, in particular those who are poorer and disadvantaged. Founded by St. John Bosco, an Italian saint-educator of the nineteenth century, today his good work spread over 131 different nations. Don Bosco inspired the start of a vast movement of person who in different ways work for the benefit of the young.

Salesians of Don Bosco in the whole world number

15,560 with Bishops and novices counted. They are present in all continents of the globe in 131 countries. Their works can be grouped into regions, provinces and local presences. There are 8 regions containing 89 provinces with works involving youth centres, schools, residential centres, vocation orientation, parishes, social works, social communications, provincial services. Including these and others that originated in different parts of the world, the Salesian Family today consists of 28 officially recognized groups that have a total of 402,500 members.

Official title: Society of St Francis de Sales

Alternative title: Salesians of Don Bosco

Date founded: 18 December 1859

Founder: St John Bosco

Salesians: 15,560

Countries: 131

Regions: 8

Provinces: 89

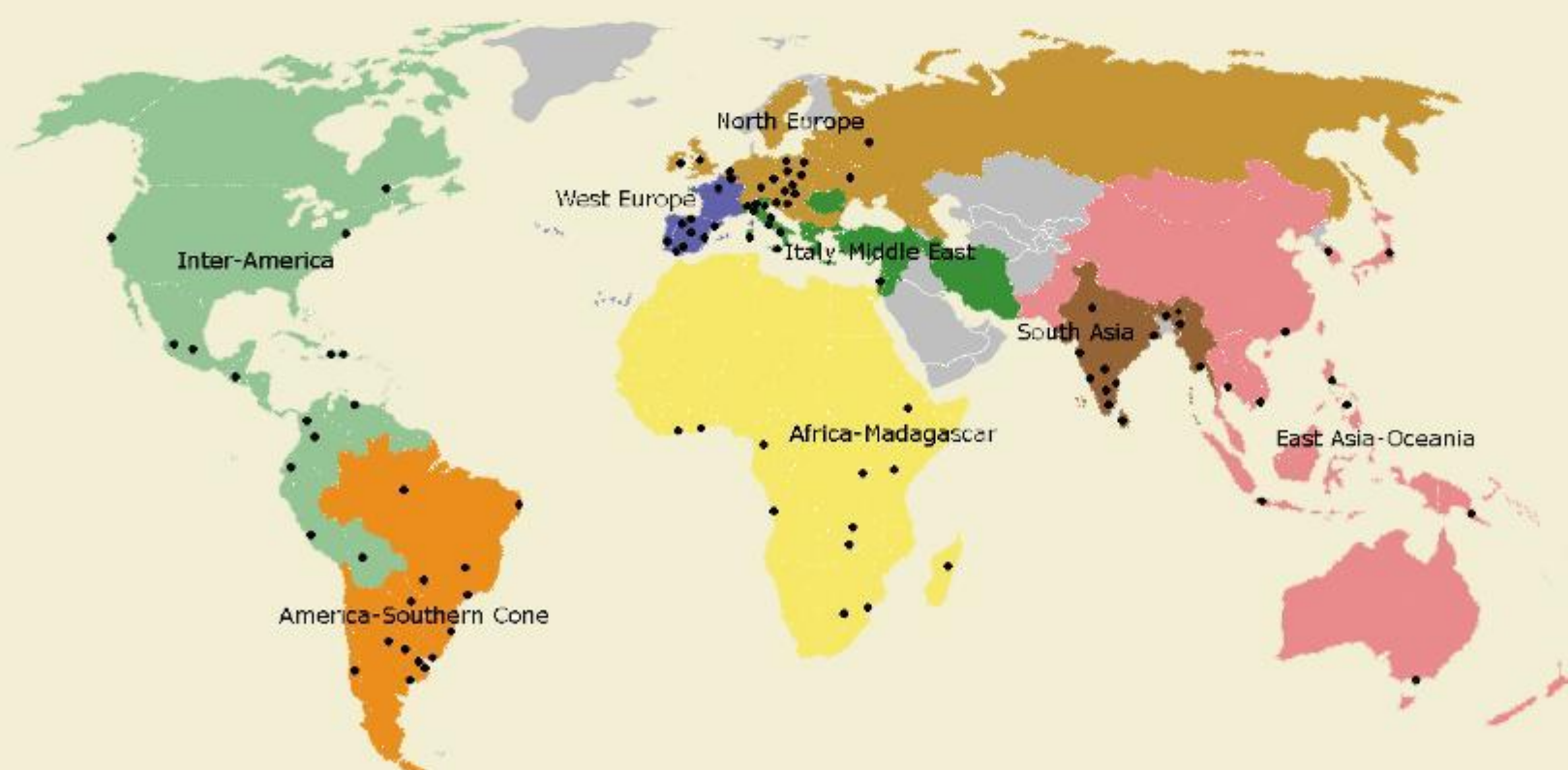
Salesian Family Groups: 30

Don Bosco in India

The first group of Salesian to come to India landed in Mumbai on January 6, 1906, under the leadership of Fr. George Tomatis. From Mumbai they travelled to Thanjavur in South India where the first Salesian Institution in India was established. In 1922, the second group of Salesians, under the leadership of Fr. Louis Mathias, arrived in India and they began working in Assam. During the past century, the Salesians have been working for the needy youth by establishing educational institutions and by other social interventions all over the country. Presently the Salesians in India are divided into 11 regions called 'provinces'. There are over 2000 Salesians working in close to 300 institutions across the country.

Types of Work

Oratories and Youth Centres:	103
Schools and Colleges:	742
Technical & Professional Schools:	78
Boardings and Hostels:	189
Vocational Guidance Centres:	23
Social Development Projects:	90
Social Communication Centres:	14
Youth Services:	68
Centres of Salesian Co-operators:	127
Units of Don Bosco Past Pupils:	128



Continents	5	Countries	131	Provinces	89	Houses	1823	Other presences	142
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In India, 90% of the jobs are 'skill based', entailing the requirement of vocational training. It is estimated that only 5% of the youth in India are vocationally trained.



Rewriting India's Skillscape

India is one of the youngest countries in the world and has a very large pool of young English-speaking people. Therefore, it has the potential to meet the skill needs of other countries and also cater to its own demand for skilled manpower. As Indian employers compete with the best in the world, they will increasingly demand the best-trained personnel. India's surplus labour will coincide with labour shortages in many parts of the world, giving it a chance to provide the workforce of the world. But the country can do this only if its trained personnel meet the quality standards demanded internationally. Thus, acquisition of skills is the future of the Indian job market and its global economic clout. Therefore skill training is one of the most important sectors for economic development in many developing countries like India. When the youngsters particularly the marginalised and vulnerable will empower with some skills, then they will enable themselves to increase their income through wage based employment. On the other side, the primary sector like agriculture is unable to absorb growing labour forces. In such circumstances, need based and demand driven skill training provides opportunities for employment and income generation.

The need for skill based training for the disadvantaged youth is always felt by the Salesians. A forum was created to strengthen the vocational training program in India which was approved by the

Salesian Provincial Conference of South Asia (SPCSA), the apex body of the Don Bosco in India. DB Tech was set up in 2006 with an objective to provide quality vocational training to the disadvantaged youth. DB Tech provides employment-linked, market-driven vocational courses of short and long duration to the economically and socially marginalized youth. A network of 176 skill training centres, DB Tech is arguably the largest spread across 25 states of India.

DB Tech provides different types of formal, non-formal and short term technical and vocational training through its institutions spread all over the country. It is a system for youngsters who drop out of the school to learn a trade to re-enter the formal vocational school system to upgrade their skills, either on part-time or full-time basis. These institutions have been imparting specialized skills and knowledge, instilling social and behaviour patterns for successful economic activities by people engaged in dependent employment, self-employment. To have a structured administration, DB Tech decentralized the operations through 11 provinces. Each province is led by a team of professionals to implement vocational training in service and technical domains across India. The team is guided by Provincial Technical Commission. The vocational training activities in the province are planned and implemented by the Province Resource Team. Currently there are 11 such teams functioning across India.

Don Bosco Tech at a Glance



Milestones

DB Tech is a society that dreams and dares to reach out to millions of marginalized youth. Let's have a glance at the colossal growth of this NGO in a sequential order ever since its inception.

2012

Partnered with State Governments of Andhra Pradesh and Odisha to impart skill training program to urban youth.

Partnered with BOSCH India Foundation and Landmark for imparting the vocational training in Karnataka and Kerala.

Partnered with Tata Housing for providing construction sector related domains.

2011

Partnered with Schneider Electric to implementation skill development program in India.

Partnered with Ministry of Rural Development for Himayat project in Jammu & Kashmir.

2010

Bosco Academy for Skills and Employment (BASE) project launched in partnership with Ministry of Rural Development (Govt. of India).

2009

DB Tech in partnership with Accenture launched short term skill training centres.

2008

Don Bosco Tech established to provide quality vocational training to youth at risk.

2007

Partnered with NGOs across country for vocational training, staff training programmes, placements, income generation programme, health related interventions and capacity building of SHGs.

2006

Don Bosco Tech India set up to strengthen the skill based training and placement at a national level.



Mission | Skilling India

Vision

Bridge digital, social and economic divide in India by significantly contributing to the development of marginalized youth by enhancing the employability and life management skills.

Don Bosco Credo

We believe that education is a 'matter of the heart' and with this belief, not only do we love the needy youngsters but we also guide them properly for a sustainable future.

Transparency

We make every step of our operations as transparent as possible by communicating and involving all stakeholders to ensure maximum buy in.

Accountability

We are committed to being fully accountable to all our stakeholders, from our donors and partners to our nationwide staff and to our beneficiaries.

Excellence

We strive for excellence in everything that we do. This culture of excellence reflects in all aspects of our operation and its impact.

Inclusiveness

We understand that inclusiveness enriches our programs, and we strive to serve like-minded organizations, as well as reach out to the marginalized youth.

Potentially, the target group for skill development comprises all those in the labour force, including those entering the labour market for the first time (12.8 million annually), those employed in the organized sector (26.0 million) and those working in the unorganized sector (433 million).



Providing Worthwhile Future to Youth

As the proportion of working age group will be increasing steadily, India has the advantage of 'demographic dividend'. Harnessing the demographic dividend through appropriate skill development efforts would provide an opportunity to achieve inclusion and productivity within the country and also a reduction in the global skill shortages. While employment avenues are increasing in India's rapidly growing economy, they are not being filled by people with compatible skill-sets. The gap between the living standards of the rich and the poor has also been widening simultaneously. The country has a huge number of financially disadvantaged school dropouts who are largely unfit for sustainable mainstream employment. Training them in job market oriented livelihood skills is an effective way of quickly taking them out of poverty.

DB Tech attempts to bridge this widening divide between those who have access to opportunities and those who are increasingly being marginalized from the 'new economy' jobs. DB Tech addresses this endemic problem with a market-based approach that is sensitive to the socio-economic

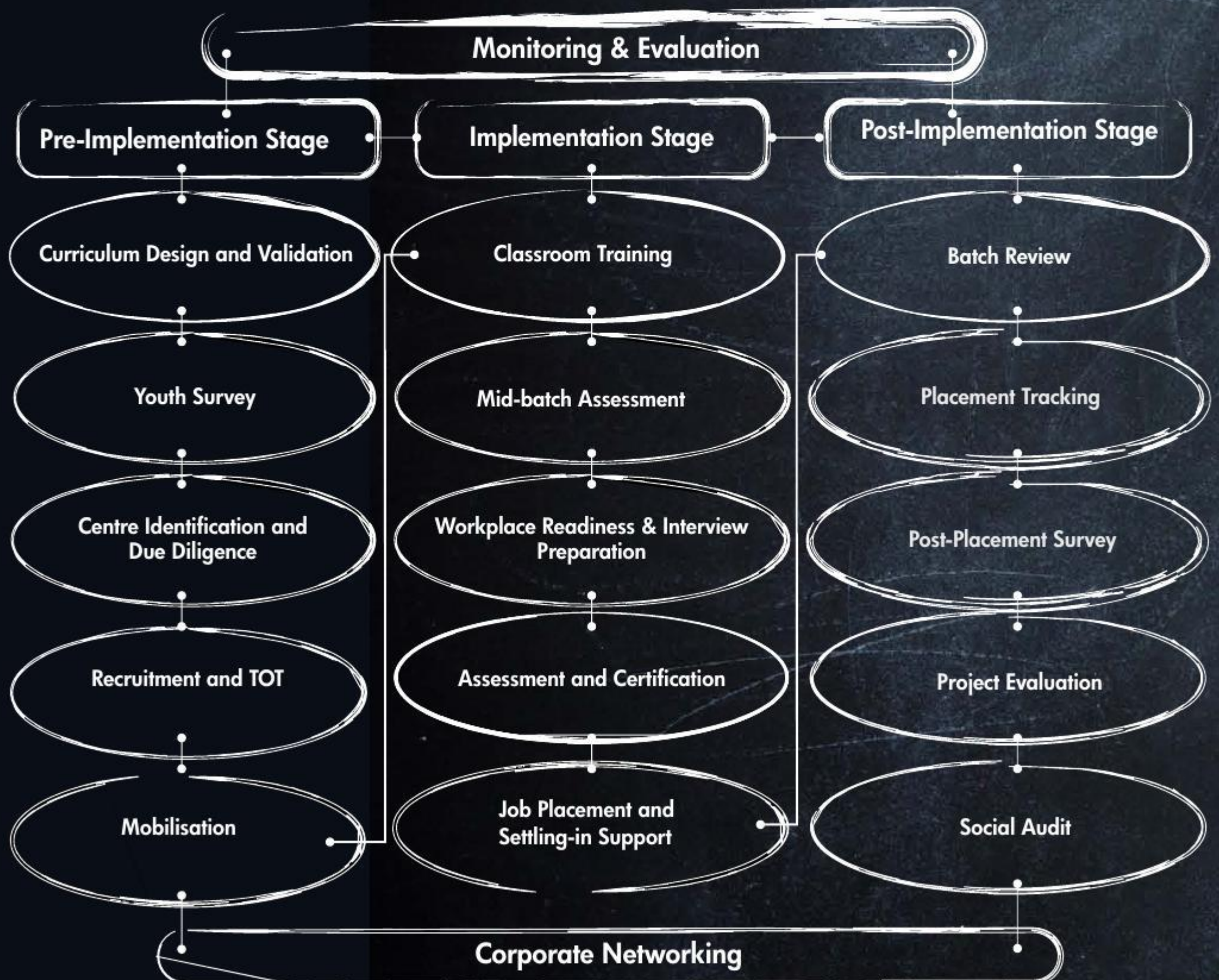
needs of youth in the 18-35 years age group. Short duration skill development is thus an imminent imperative. This initiative also addresses the needs of huge youth population by providing skills in order to make them employable and help them secure 'decent work'. DB Tech is an example of synchronous social action of various stakeholders, which is aimed at mainstreaming and ensuring economic security for youth who could be victimized by poverty. To enable them to gain a foothold in the competitive job market, DB Tech helps them acquire the required livelihood and soft skills in an environment of learning and mentoring that is responsive to the individual's emotional and developmental needs. DB Tech offers a wide range of technical training courses like, Automobile, Civil Engineering, Computer Application, Computer Hardware, Refrigeration & Air Conditioning, Electrical, Electronics & Telecommunication, Welding & Fabrication, etc. Besides the formal technical training, the DB Tech also has non-formal training in various demand driven courses in service and manufacturing sectors.





BASE Process

DB Tech had initiated a tested and fine tuned operating model depicted in the flow chart below. This has been tested on all our skill development programs irrespective of the course duration or content. This model is being evolved as an standard model to address the versatility, decentralised nature, range and spread of the training centers. The program model is adaptable and can be modified to suit the local requirements after mutual discussion with the respective funding partner, the local industry and the aptitude & existing skill-sets of the beneficiaries. The process model has three stages: Pre-Implementation, Implementation and Post Implementation.







Powered by Partnership

DB Tech has associated with likeminded partners from the government as well as the private sector.

Operating in several states across India, DB Tech has drawn up programmes on the basis of creating a targeted number of sustainable livelihoods in each state. Profiles of our partnerships in 2010-11 are given below.

Ministry of Rural Development, Govt. of India

With funding from the Ministry of Rural Development, Government of India, under the Swarnajayanti Gram Swarozgar Yojana (SGSY), DB Tech aims at empowering youth from below poverty line through the Bosco Academy for Skills and Employment (BASE) project. MoRD has sanctioned eight projects to impart vocational training in market-driven courses and placed in entry level opportunities in various sectors in this financial year. A total of 27,981 students trained in these projects and over 81 per cent of them placed. The Swarnajayanti Gram Swarozgar Yojana (SGSY) of the Ministry of Rural Development, Govt of India, functions with the sole objective of providing employment linked, market-oriented training to youngsters from below poverty line sections of the country.

■ **North Central**

In this financial year, 7624 youth trained in Bihar, Chhattisgarh, Jharkhand, Madhya Pradesh, Orissa, Punjab and Uttar Pradesh under North Central project. Out of which 80 percent trained youth placed various entry level opportunities in service and manufacturing sectors.

■ **East & North East**

East and North East region consists of Arunachal Pradesh, Assam, Meghalaya, Nagaland and West

Bengal. In this region, 7802 BPL youth from rural areas trained in BASE and 6148 of them are placed in various organisations.

■ **South**

4975 youngsters from Goa, Karnataka and Kerala were trained in different market driven courses from BASE under this project. Out of which 4282 were placed in their respective sectors as entry level positions.

■ **South West**

In this project, 5799 underprivileged youth from Andhra Pradesh, Gujarat, Maharashtra and Tamil Nadu trained and 83 per cent of them were placed.

■ **Meghalaya and Nagaland**

In this project, 1067 underprivileged youth from Meghalaya and Nagaland were trained and 61 per cent of them were placed.

■ **Himayat**

Himayat project is specially designed for Jammu & Kashmir and is the conglomeration of three projects, i.e. Retail, Hospitality and Technical. Himayat is being implemented in Akhnoor, Budgam, Bandipora, Baramulla, Bishnah, Ganderbal, Kathua, Kupwara, Leh, Pulwama, Poonch, Rajouri, Srinagar, Trikuttanagar and Udhampur. In this financial year, 714 unemployed youth were skilled in these centres and 425 of them were placed in and outside of J&K.

Schneider Electric India Foundation (SEIF)

A MoU has been drawn up by the DB Tech and Schneider Electric India Foundation (SEIF) to impart vocational training in Electrical sector to the underprivileged youth and to assist them in self and wage employment efforts in the same domain. Schneider Electric India Foundation is the social arm of Schneider Electric India (SEI) which is a subsidiary of Schneider Electric Industries SAS recognised as global specialist in energy management.

Funded by SEIF, this four months skill based training will impart technical skills in Electrical domain, basics of computer, spoken and written English, customer Interactions training, soft skills and on-the-job training to school/college dropouts (18-25 years) from lower economic strata. After completion of the training, successful trainees in the evaluation will be co-certified by SEIF and DB Tech. In this financial year, 931 youngsters were trained out of which 690 were placed in different organisation in Electrical sector.

Accenture Services Pvt. Ltd

Don Bosco Tech (DB Tech) in partnership with Accenture Services Pvt. Ltd and ITC Welcome Group of Hotels launched skill based training programme in Hospitality and Facilities Management for youth (18-29 years) belonging to economically impoverished backgrounds. Accenture, the global management consulting, technology services and outsourcing company, will be the funding partner for the project, whereas ITC Welcome Group will be the knowledge partner who will support soft infrastructure, training curriculum, training of Trainers, guest lectures, on-the-job training, assessment, certification and placement assistance for trainees.

This three months' training programme imparted to 2737 marginalised youth in southern India by DB Tech. Through this project, DB Tech was able to provide potential livelihood options for 2145 marginalized youth from urban slums in this financial year 2011-12.

Intel Technology Pvt. Ltd

DB Tech and Intel Technology India Pvt Ltd signed a partnership agreement to facilitate the simpler way to solve the digital divide by accelerating access to technology. Intel is a world leader in computing innovation. The company designs and builds the essential technologies that serve as the foundation for the world's computing devices. As a part of corporate social responsibility of Intel, it gives adult learners the opportunity to improve their social and economic self-sufficiency through digital literacy under the Intel® Easy Steps program. The program materials use proven adult learning techniques to teach practical and relevant skills to people with little or no prior computer experience.

Under this partnership, the trainees of DB Tech will learn basic computer skills that are locally relevant and useful, both personally and professionally. The program materials are designed to accommodate flexible implementation models, and can be delivered in the form of a single course, multiple workshops, or self-paced instruction. Intel will conduct a training program for trainers who will propagate this digital literacy program in the rural pockets. Besides that Intel will also provide the Intel® Easy Steps implementation tool kit and certificates to end beneficiaries.

VIA Don Bosco


In partnership with VIA Don Bosco, DB Tech aims at imparting quality skill training to the unemployed youth especially from tribal communities in the remote villages and slum dwellers in the cities, which will make them employable thus improving their quality of their lives. VIA Don Bosco, a Belgium based NGO works for the human and social development of poor, marginalized youth and adolescents worldwide and strives towards social transformation, human empowerment and economical development of underprivileged target groups especially the youngsters.

The role of VIA Don Bosco is to support DB Tech for achieving the educational activities at the technical institutions through improving quality of the training programs, developing market driven curricula, incorporating innovations into the training, accessing to jobs and linkage with the labour market for quality employment and coordinating bodies and local partners to deliver quality services.

Don Bosco Jugend Dritte Welt (JDW)

In collaboration with JDW, DB Tech provides vocational training to the youngsters from poverty pockets, where poverty drives children and teenagers to the streets and where schooling is not easily available for everybody. As a NGO, JDW is being involved in human, social and sustainable economic development and the elimination of poverty with special regard to children and adolescents.

JDW maintains the pedagogical heritage of Don Bosco as a extremely effective means for development. In regards to this, the partnership aims at a structural and durable improvement in the social and economic position of the target group, which is the 'underprivileged, disadvantaged and abandoned youth' across the country. This joint venture also helps to upgrade the centres with equipments and tools for facilitating good training as per the market need and handholds the youth after the training through placement coordination.

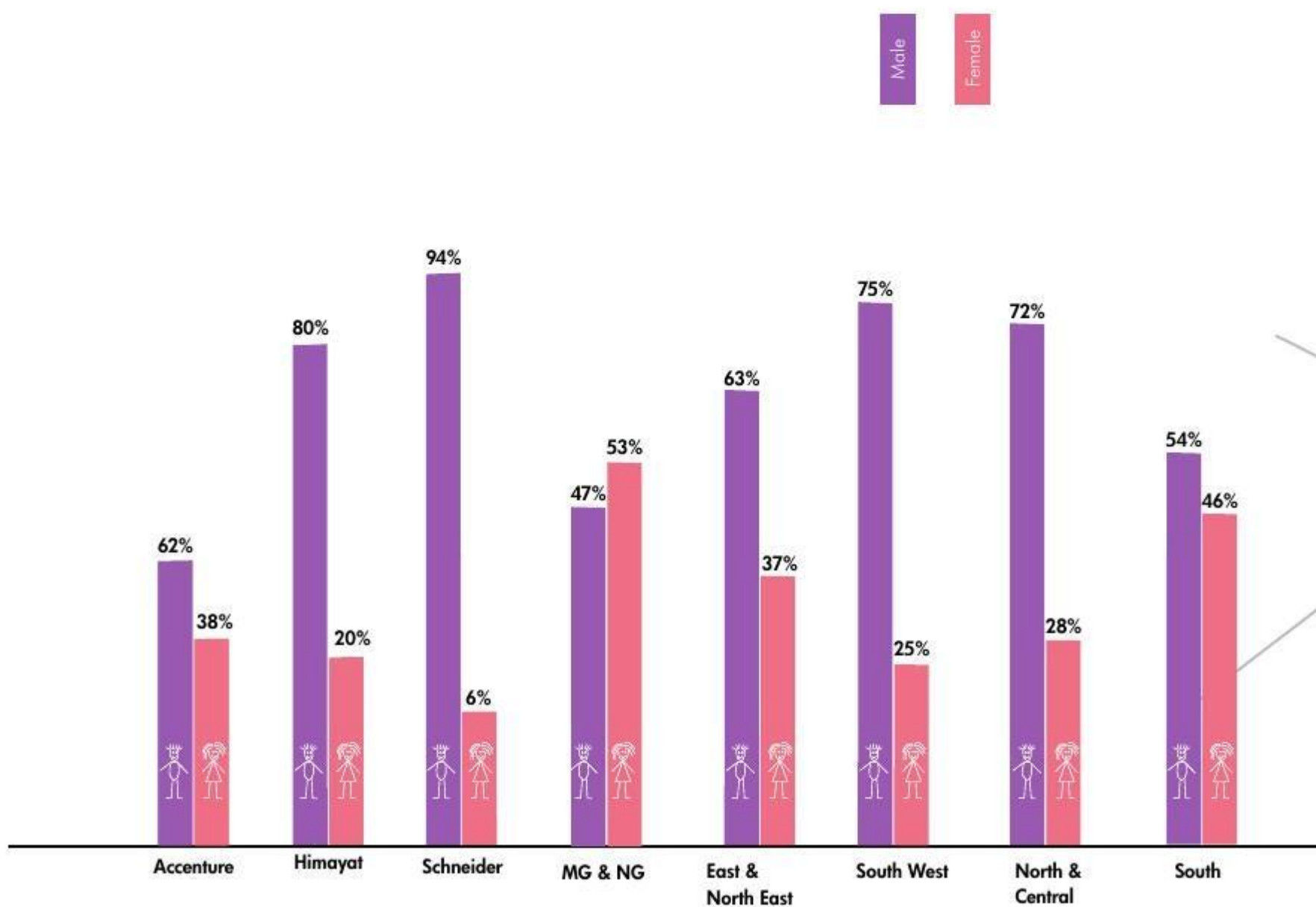
A stylized logo of a bird in flight, rendered in a light purple color, positioned to the left of the text block.

Impact Assessments assess the need for, and likely impact of proposed interventions. It helps the organisation think through and understand the consequences of proposed interventions; and enable to weigh and present publicly the relevant evidence on the likely impacts of such interventions.



Gender Ratio

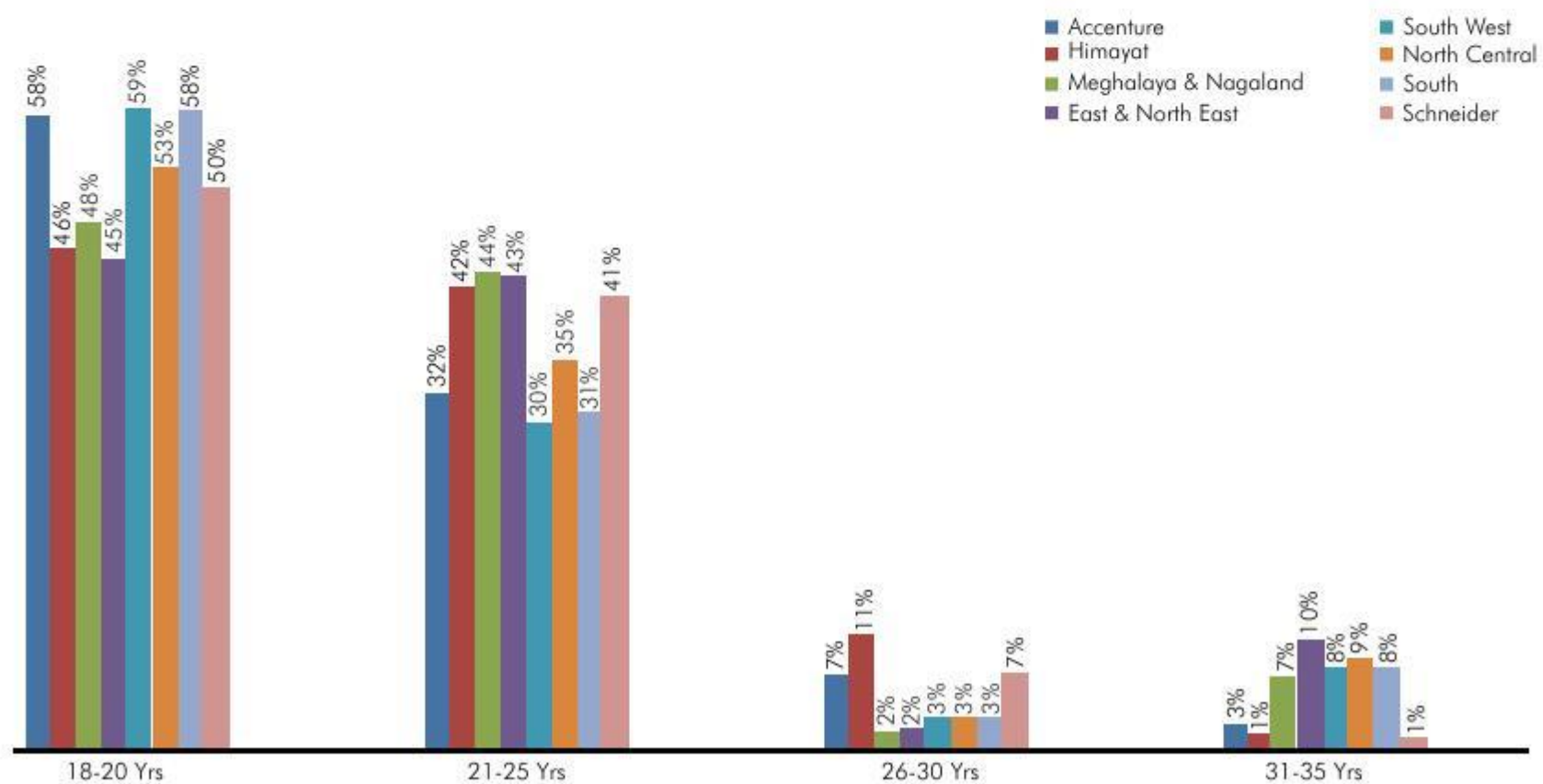
In the financial year 2011 -12, a total number of 31747 students trained with 67:33 male and female ratio. 7624 students have been trained under North and Central projects out of which 28 per cent were female and 72 per cent were male. In East & North East project, 7802 students were trained of which 63 per cent were male and 37 per cent were female. One project where the number of females being trained is more than the number of male is MG & NG; out of 1067 students being trained under this project, 53per cent were female and 47 per cent were male.





Students' Age Profile

Out of the total 31747 students trained in this financial year, a total of 16793 students fall under age group 18-20 years which is exactly 53 per cent. The next in the order is the age group 21-25 years, under which 11408 students has been trained. From the age group 31-35 years, under Himayat-Hospitality project, there was hardly any student enrolled. But under Himayat-Retail Sales & Himayat-Technical, there were only 2 and 8 students trained respectively.

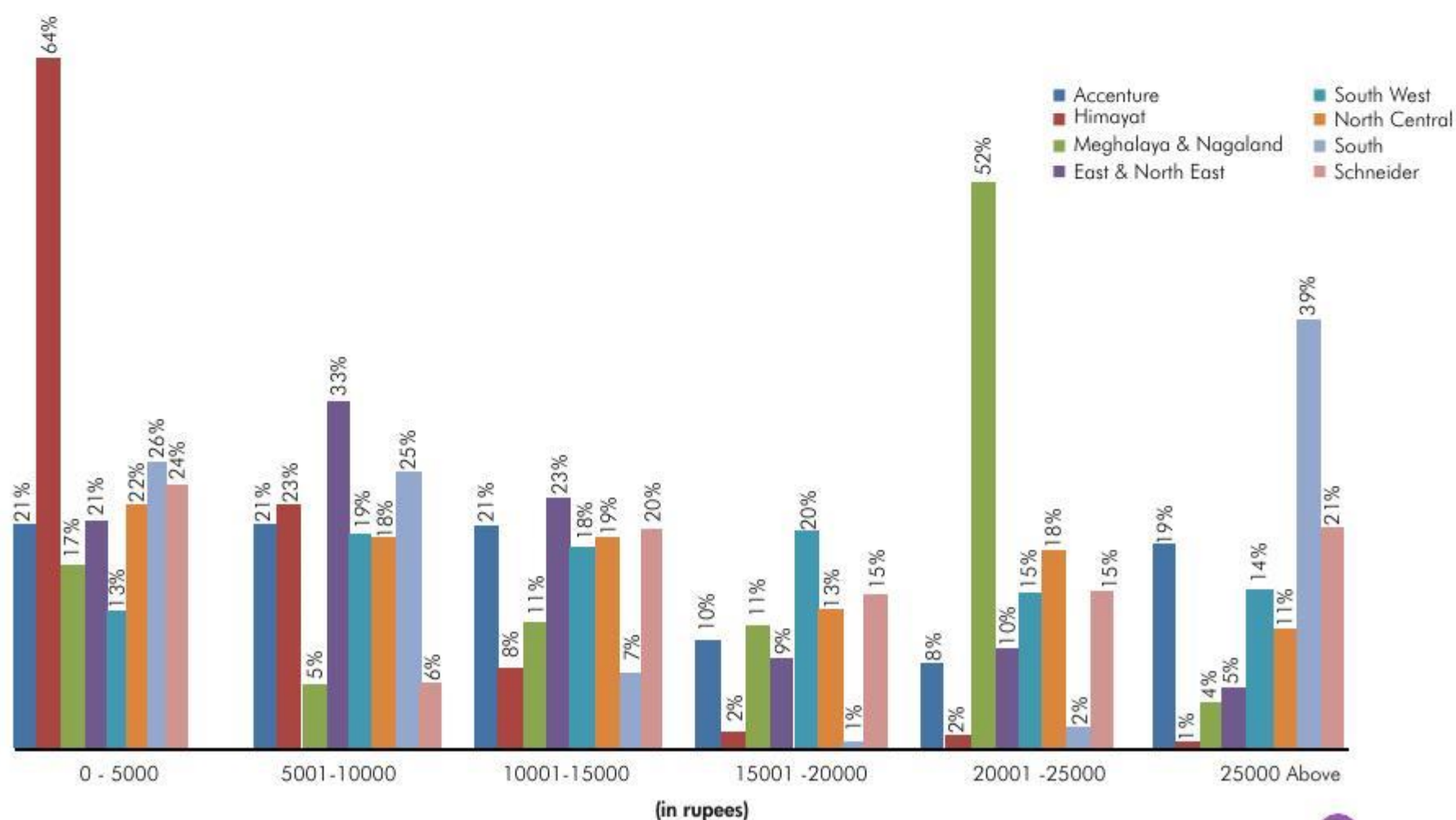




21 per cent of students enrolled in the skill development program come from families having monthly income less than Rs. 5000.

Students' Family Income

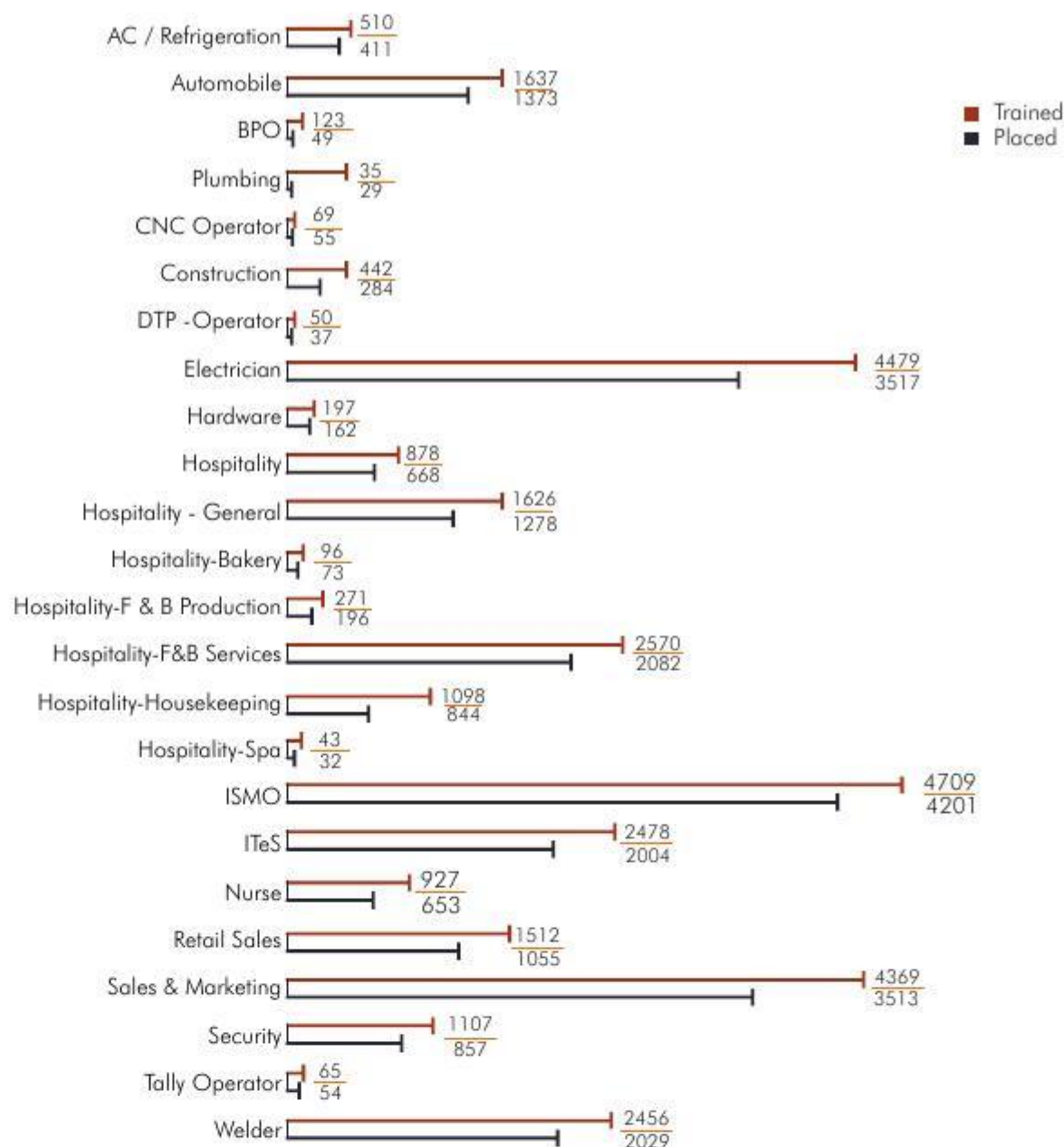
In this financial year, 7802 families are benefitted from East & North East project. In which 33 per cent of the families are earning between Rs. 5001-10000; 23 per cent are earning Rs. 10001-15000 and 21 per cent are earning between Rs. 0-5000. Next in the line is North Central project covering 7624 families, of which 13 per cent families fall under the bracket of Rs. 15001-20000; 22 per cent of families earn between Rs. 0-5000; 18 per cent families earn between Rs. 5001-10000 and around 11 per cent earn above Rs. 25000. South West project covers 5799 families, of which 14 per cent families fall under the bracket of Rs. 25000 and above; 13 per cent of families earn between Rs.0- 5000 and 19 per cent earn between Rs. 5001-10000.





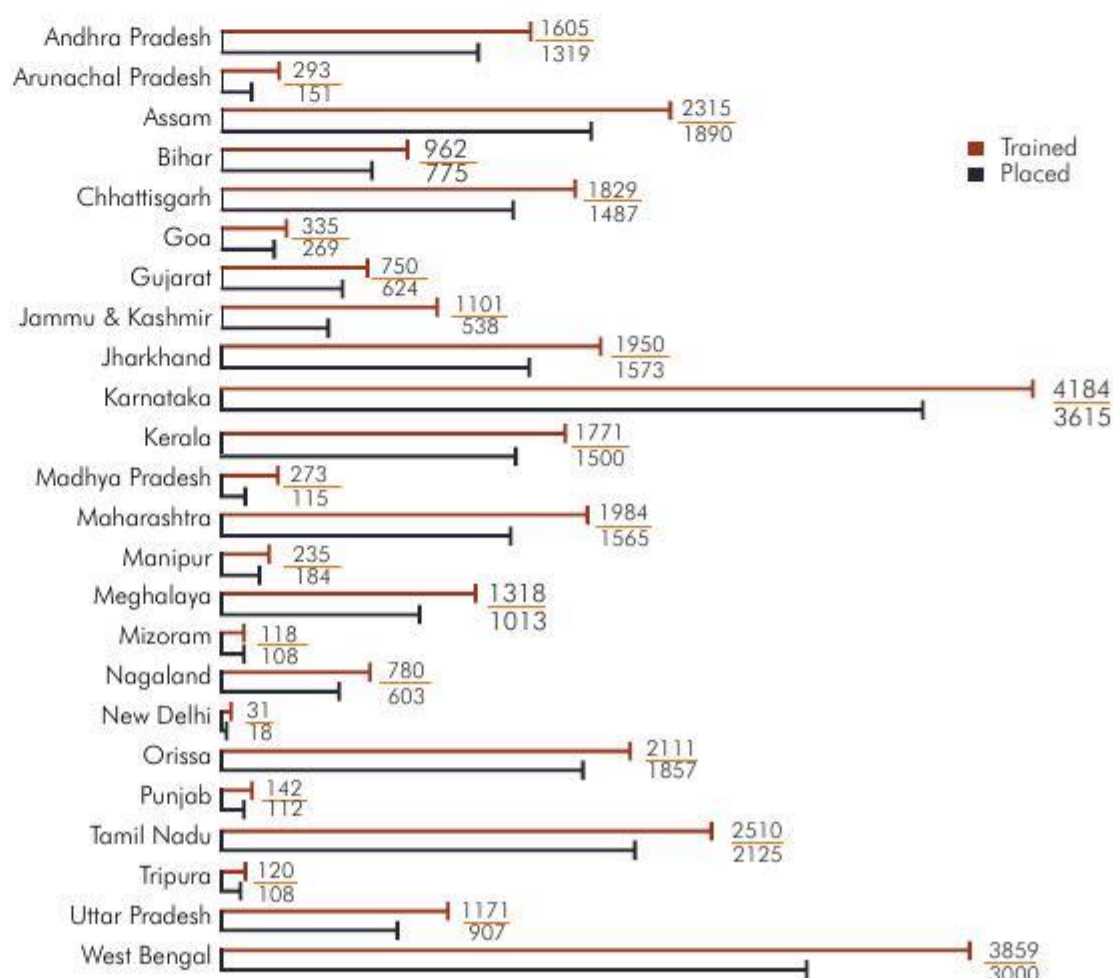
Domain wise Impact

In comparison to all other domains, the maximum number of students (4709) has been trained under the domain ISMO out of which 4201 are successfully engaged in the job market. After ISMO, the domain like Sales & Marketing and Electrician has been preferred by more students. Under Sales & Marketing domain 4369 candidates received training, out of which 3513 were placed. In the Electrician domain, there were around 4479 who undertook training and 3517 got placed. The students have even shown good interest in the domain like Automobile, Hospitality-General, Hospitality-F&B Service, Retail Sales, Security and Welding.



State wise Impact

During the financial year 2011 -12, the greatest numbers of students (4184) were trained in Karnataka out of which 3615 were successfully placed in different sectors. Somewhere close to Karnataka was West Bengal where out of the 3859 trained candidates 3000 has been placed. Total placement percentage comes out to be 80 per cent.



Learning & Development contributes to the achievement of organization goals (for example, a 15% increase in productivity) and talent outcomes (for example, a 5 point increase in employee engagement or a 2 point increase in the retention rate).

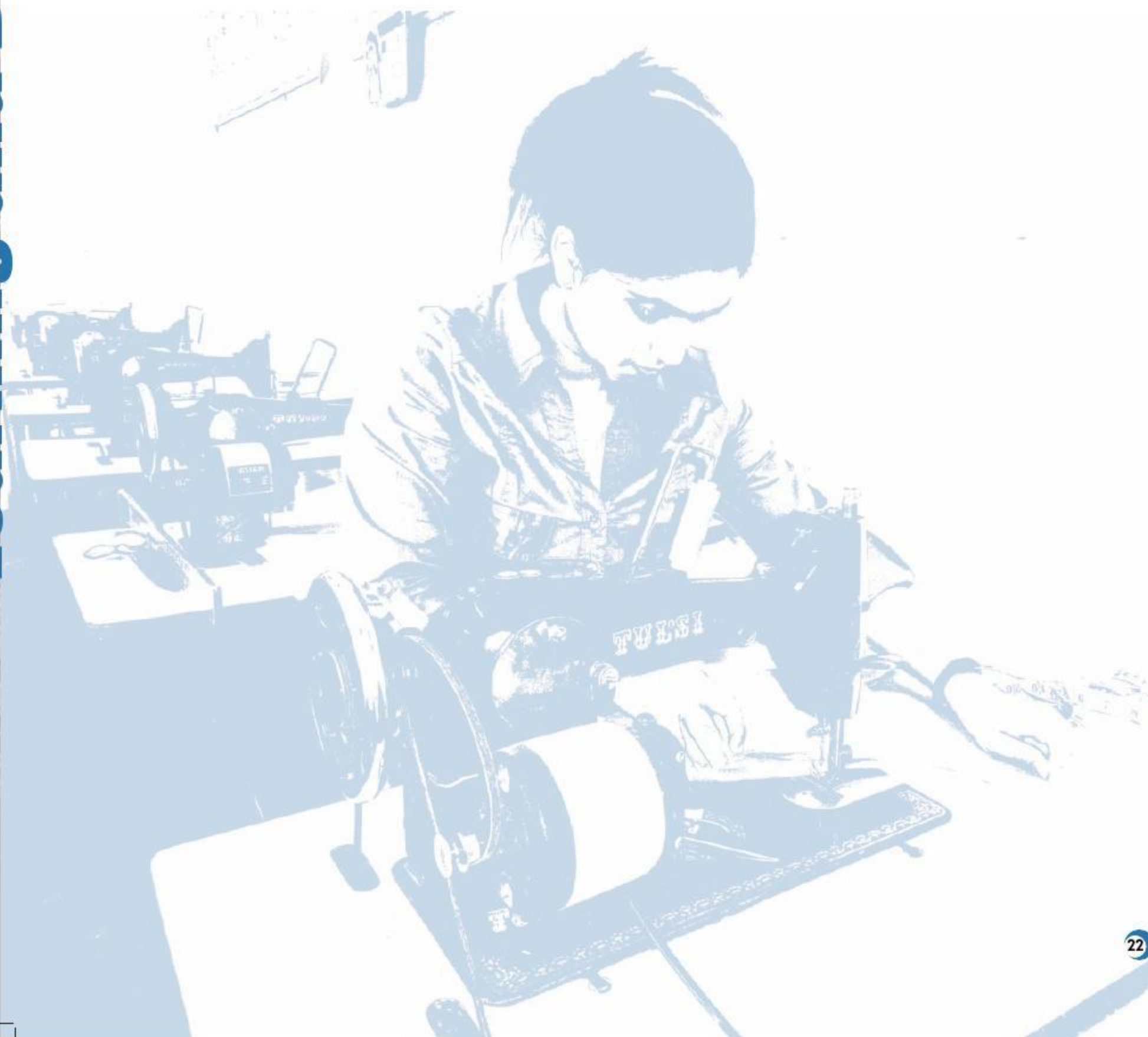




Overview

Learning is at the very heart of every Don Bosco Institute, not only for students, but also for all members of the Don Bosco community. The Learning and Development department helps staff to enhance their work efficiency through various learning activities that best meets their needs. The offerings include professional, managerial and career development for all employees. The department also takes care of the curriculum development, assessment papers and develops mechanism to evaluate the performance of the trainees.

Learning and Development is an integral part of any organization. It improvises mechanisms to boost efficiency of the employees through training and development courses which are appropriate to their roles and help each individual to deal with the professional challenges they face.



Induction Program

The induction program is conducted for all the new employees of DB Tech. A five days module is administered to orient and induct the trainers, taking into consideration the varied backgrounds they come from.

The orientation program serves the following objectives:

- To introduce them to the organization's vision, mission and objectives.
- To acquaint trainers about the project and make them understand the rationale behind the project.
- To introduce the BASE program at DB Tech (Pre-Implementation, implementation and Post Implementation stages).
- To facilitate the trainers on life-skills and soft-skills and emphasize the importance of these in helping the trainees build up a good work culture and interpersonal relations.
- To bring about a better understanding of the curriculum followed in DB Tech and the need for a focused attention in this 3 months period of training program.
- To acquaint them of the roles and responsibilities of different departments and also make them understand their own key responsibility areas.

In addition to the above objectives, the induction program helps the new staffs to get to know each other, builds up a team and motivates them to work earnestly for the benefits of the poor and the marginalized section of the society.



The induction programs conducted by the L&D Department during the year 2011-12 are as follows:

Date	Place	No of Participants
March 28 -1, 2011	Goa	25
April 11-14, 2011	Delhi	15
May 13-17, 2011	Guwahati	27
June 23-26, 2011	Bangalore	25
July 11-15, 2011	Kolkata	22
July 26-29, 2011	Goa	32
August 2-5, 2011	Delhi	34
September 14-17, 2011	Vasind	4
September 15-18, 2011	Guwahati	37

Date	Place	No of Participants
October 7-13, 2011	Jammu	38
November 22-25, 2011	Delhi	14
December 8-10, 2011	Hyderabad	38
December 12-14, 2011	Raipur	16
February 1-3, 2012	Mumbai	9
February 16-19, 2012	Pune	6
March 9-10, 2012	Jammu	15
March 11-13, 2012	Bangalore	15



Refresher Training Program

The refresher training program is conducted at the end of a batch. The refresher program is conducted for a period of three days. In this 3-day program, trainers from various centres from different states come together and discuss various issues as well as success stories. The trainers are also given certain inputs to achieve a higher level and to have better team coordination.

The Refresher Training Program has following objectives:

- To identify the challenges faced in carrying out the BASE program and make corrections if needed.
- To reinforce the BASE Life-skills vis-à-vis the technical training.
- To emphasize on inter-personal skills amongst the trainers for optimum team synergy and to get an optimum output.
- To discuss and plan for the upcoming batches, so that the beneficiaries of this project get benefitted to the most.
- To reinforce Soft-skills in classroom delivery.

The Refresher Training Programs conducted by the L&D Department during the year 2011-12 are as follows:

Date	Place	No of Participants
May 18-19, 2011	Guwahati	25
August 8-9, 2011	Mumbai	38
August 17-18, 2011	Bangalore	28
August 22-23, 2011	Delhi	19
August 26-27, 2011	Ranchi	15
December 13-16, 2011	Guwahati	35
February 7-9, 2012	Kolkata	50



Domain Workshop

The domain workshop is organized for the trainers of a particular domain from across all centres of DB Tech. The 3-day Domain Workshop is organized for every domain at different centres. The workshop brings together trainers from different centres giving them a chance to know each other and help each other in making the training more effective and advantageous for the trainees.

The objectives of the Domain Workshop are:

- To update/standardize existing curriculum to suit the prevailing market needs.
- To update Trainers Handbook, with more emphasis on practical training to build learners competencies to face the existing job market.
- To develop necessary learner centric teaching tools to make facilitation effective.
- To standardize the assessment methods and frequency of the assessments and also new ways of assessments which would make the student interested in undergoing the evaluation.
- To identify topics for preparing a students' handout that helps the students retain important information even after the course completion.
- To standardize equipment list.

Outbound Training

Outbound training is also referred as experiential learning or action learning. It is a process wherein all the staffs met at outdoor location to participate in a range of activities that are both physically and mentally challenging. It is a reflective learning process that takes place amongst participants.

Learning occurs through experience; this includes reflection and action. It fosters individual's ability to reflect on the past events, understand one's own actions and find ways of dealing with similar relative situations in the future. Some of the areas that have been impacted greatly by the outbound training are:

- Working within teams
- Trust building
- Goal prioritization
- Conflict resolution
- Communication
- Strategizing
- Planning and organizing
- Delegation



The Outbound Training programs that were conducted during the year 2011-12 are:

Year	Date	Place	No of Participants
2011	June 28-30, 2011	Viraatkhai, Uttarakhand	45
2011	Sept 29 – Oct 1, 2011	Goa	60
2011	November 23- 25, 2011	Magadi, Karnataka	40
2012	February 16-18, 2012	Jayalgarh, Uttarakhand	27



Management Training

In one of its initiatives to hone the management skills of the Managerial team at DB Tech, Learning and Development Department organized a program on 'Project Management for Development organizations' at the Institute of Rural Management Anand (IRMA), Gujarat.

Effective Management of the programs, self management and managing the employees are an important part in today's corporate world. And things are same for the development sector as well. With the managers involved in multi-tasking, it becomes stressful at times and things can go haywire if it is not managed well and in a planned manner. Hence, there is a need for an efficient and effective time management, self analysis, effective feedback mechanism in the organization, team synergy and strategic visioning for the organization.

There were two programs conducted especially for the Centre Heads of Don Bosco Tech at Ooty and Barapani. The management training is also dwelt on the following topics.

- Introduction to Project and Project Management
- Idea Generation
- Selection and Project Feasibility
- Logical Framework Approach
- Network Diagram for Execution and Crashing
- Use of Software for Project Management
- Financial Feasibility of a Project
- Project Monitoring and Evaluation
- Social Cost Benefit Analysis for a Development Project
- Implementing a Project Successfully

The Management Training programs that were conducted during the year 2011-12 are:

Year	Date	Place	No of Participants
2011	July 18-21, 2011	IRMA, Gujarat	17
	October 16-19, 2011	Ooty, Karnataka	38
	November 14- 17, 2011	Barapani, Meghalaya	45

CURRICULUM DESIGN AND UP-GRADATION

The department is also responsible for developing the curricula which is followed by the trainers in the DB Tech centres across India. The curriculum is developed as per the demands of the market. Developing the up to date curricula that meet the demands of the market is the top most priority, so that by the end of the training program, the trainees are employable. The assessment papers are developed and sent to all the centres which can further be used by the respective domain trainers. It acts as a tool to understand the learning level of the trainees. The Performance Evaluation Plan is a tool to measure the trainees' progress towards a specific objective. It captures the skills, attitudes and knowledge of a trainee from first month to the third month.

The handbooks of following domains developed by Learning & Development department in this financial year :







Assessment Program with Quality Council of India

Don Bosco Tech and the Quality Council of India (QCI) have jointly conducted the Training and Assessment of Examiners of Assessing Bodies in various Don Bosco Technical Institutes across different cities.

- To assess the assessors that meet defined quality standards.
- To foster excellence in VET institutions building effectiveness in delivering competency based education and training.
- To establish framework for continuous improvement and provide opportunity to benchmark with other institutions.
- To facilitate developing professional competency of the students.
- To provide basis for determining eligibility for assistance and investment of public funds by regulatory/ affiliating agencies.

The following table summarizes the entire training program conducted in 2011-12:

Date	Place	Domains
February 18-19, 2011	Delhi	Production & Manufacturing, Computer, Electrical and Printing.
April 4-5, 2011	Mumbai	Production & Manufacturing, Electronics and Automobile
April 15-16, 2011	Delhi	Production & Manufacturing and Computer.
April 27-28, 2011	Chennai	Refrigeration & AC, Welding, Computer and Electrical
April 29-30, 2011	Hyderabad	Banking and Accounting, Tailoring and Electrical
April 29-30, 2011	Kolkata	Refrigeration & AC, Welding, Computer and Retail
August 26-27, 2011	Mumbai	Automobile Production & Manufacturing Electronics R&AC
August 26-27, 2011	Kolkata	Welding R&AC, Retail, ICT, Electrical, Electronics and Motor Mechanic
August 29-30, 2011	Chennai	Welding, R&AC, Electrical and ICT
September 2-3, 2011	Bangalore	Carpentry, Welding and Tailoring
September 2-3, 2011	Lucknow	Welding, Electrical, ICT, Hospitality and R&AC
September 16-17, 2011	Kolkata	Welding, R&AC, Retail, ICT, Electrical, Electronics and Motor Mechanic
September 20-21, 2011	New Delhi	R&AC, Electrical, Garment and Hardware & Networking
September 23-24, 2011	Cochin	ICT and CNC Fitter
September 26-27, 2011	Lucknow	Welding, Electrical, ICT, Hospitality and R&AC





Statement of Operations



Statement of Operations

Programme Grant

Grant received during the year 2011-12 reached Rs. 41,13,01,424.00 for skill development for rural youth in various parts of India. Out of that grant we received major contribution from Ministry of Rural Development, Govt of India under Swarnjayanti Gram Swarojgar Yojan (SGSY) for market driven employment oriented skill development in East & North East, Northern Central India, Southern states, Southern Western states Meghalaya & Nagaland, Jammu & Kashmir. Other organisations contributed to the cause are Accenture, Schneider Electrical, VIA Don Bosco and Employment Generation and Marketing Mission (Govt. of Andhra Pradesh). Interest & others contribution included received during the period of Rs.64,81,719.00

Donor

NORTH CENTRAL

EAST & NORTH EAST

SOUTH

SOUTH & WEST

MG & NG

J&K

ACCENTURE

SCHNEIDER ELECTRICAL

VIA DON BOSCO

EGMM

DBTS - GENERAL

Received Fund

56,894,585

55,240,770

54,980,730

54,980,730

27,490,365

78,331,140

18,380,010

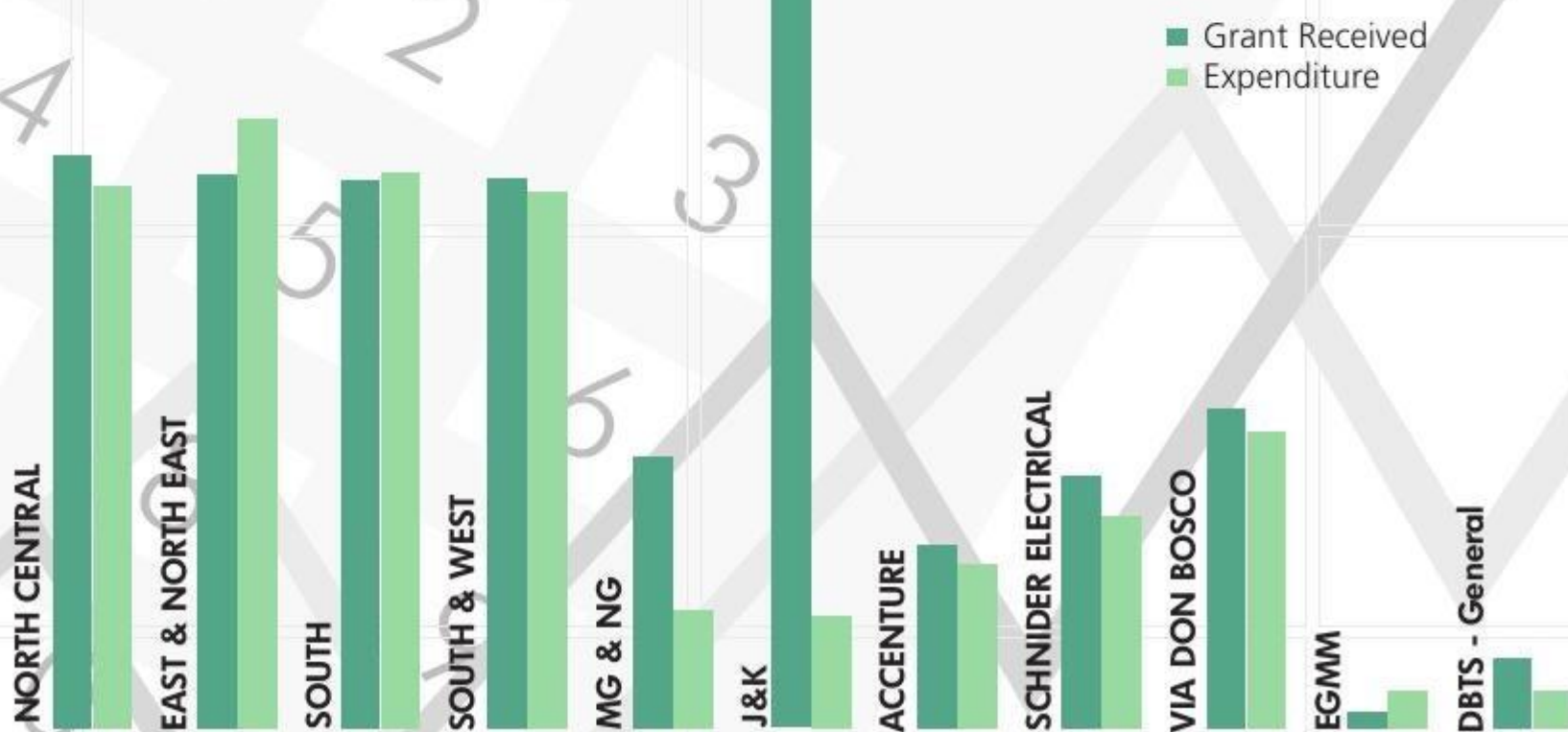
25,189,538

31,658,180

1,673,657

6,481,719

Project-wise Grant Received and Expenditure



Expenses

Rs.32,04,16,149.00 utilized for skill development training and placement to rural youth in various parts of India.

Training cost of Rs.18,31,03,104.00 means the money spent on skill training in different domains i.e. Electrical, ISMO, Welding, Diesel Mechanic, ITeS, Retail, Hospitality, Construction, Security Guard etc.

Placement Cost of Rs 1,12,92,605.00 includes the placement of youth in different companies like, Maruti, Taj Hotel, Kitex Garment, Sobha Developers, Pizza Hut, Mc Donalds, etc. HR cost includes salary of trainers and admin staff of Rs.10,73,50,606 .00. Administration cost of Rs.1,62,63,434.00 includes office rent, telephones, administrative staff and governance. Procurement cost of Rs. 24,06,400 .00 includes the fixed assets of DB Tech Society.

Donor

NORTH CENTRAL

EAST & NORTH EAST

SOUTH

SOUTH & WEST

MG & NG

J&K

ACCENTURE

SCHNEIDER ELECTRICAL

VIA DON BOSCO

EGMM

DBTS - GENERAL

Expenditure Fund

54,087,165

61,109,669

55,401,088

53,320,674

12,155,312

11,014,376

16,640,172

21,564,533

27,781,602

4,075,538

3,266,020

Project-wise Fund Utilization

NORTH CENTRAL 95%

EAST & NORTH EAST 111%

SOUTH 101%

SOUTH & WEST 97%

MG & NG 44%

J&K 14%

ACCENTURE 91%

SCHNIDER ELECTRICAL 86%

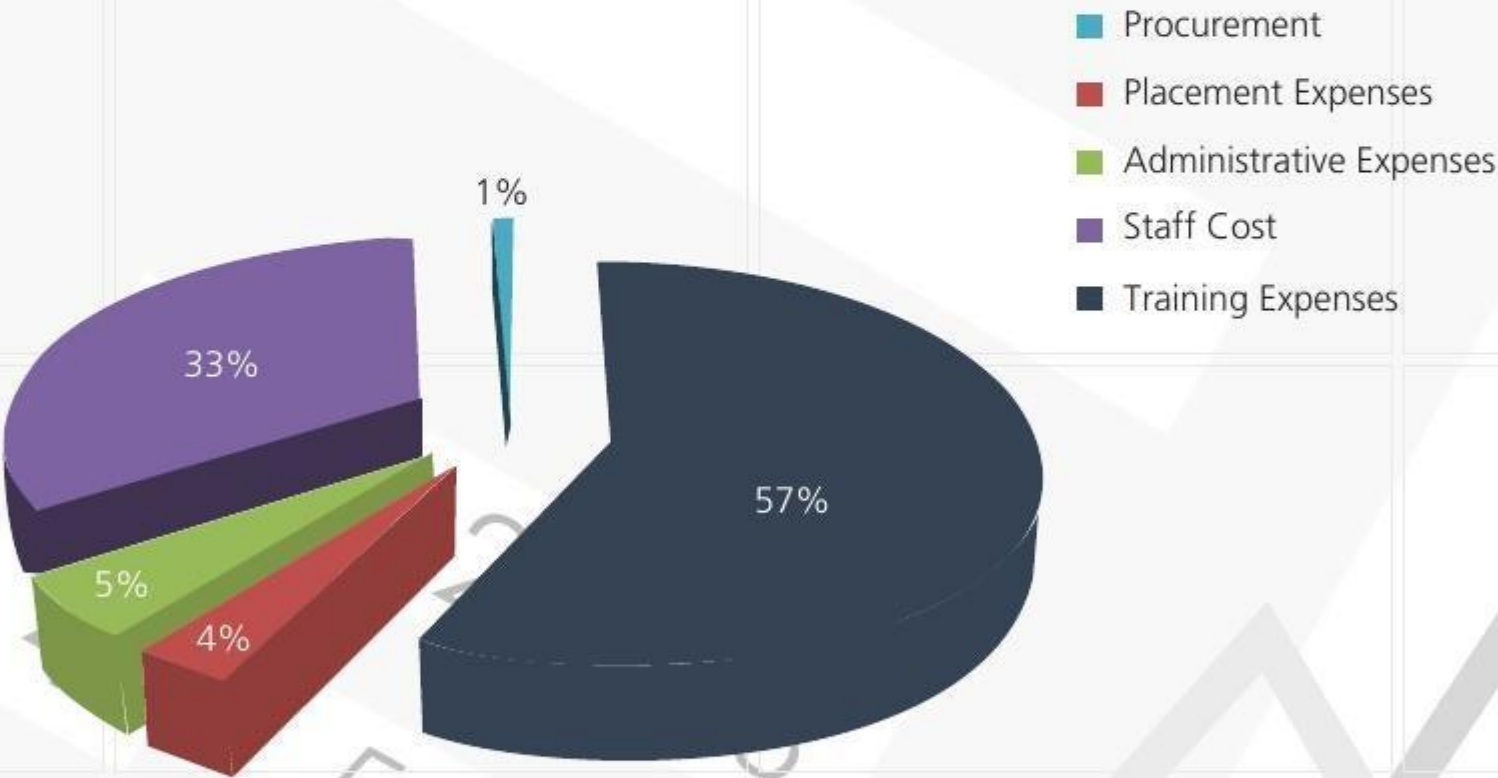
VIA DON BOSCO 88%

EGMM 244%

DBTS - GENERAL 50%

Program Fund Utilized

Expenditure Head	Expenditure Amount
TRAINING EXPENSES	183,103,104
PLACEMENT EXPENSES	11,292,605
ADMINISTRATIVE EXPENSES	16,263,434
STAFF COST	107,350,606
PROCUREMENT	2,406,400



List of centres across India

Andamans

Port Blair

Andhra Pradesh

Guntur
Kadappa
Kurnool
Mariapuram
Nalgonda
Ongole
Ramanthapur
Ravulapalem
Vijayawada
Visakhapatnam

Arunachal Pradesh

Itanagar

Assam

Golaghat
Guwahati
Maligaon
Nalbari
Silchar
Tinsukia

Bihar

Jehanabad
Muzaffarpur
Purnea

Chhattisgarh

Abhanpur
Ambikapur
Balrampur
Durg
Jagadalpur
Jaria
Jumaikela
Kunkuri
Lakhanpur
Raipur
Sonarpal

Goa

Loutulim
Quepem

Gujarat

Chhotaudepur
Dakor
Kapadwanj
Narukot
Pansora

Jammu & Kashmir

Akhnoor
Budgam
Bandipora
Baramulla
Bishnah
Ganderbal
Kathua
Kupwara
Leh
Pulwama
Poonch
Rajouri
Srinagar

Trikuttanagar

Udhampur

Jharkhand

Dumka
Gumla
Hatia
Kokar

Karnataka

Badravati
Bangalore (Ashalaya)
Bangalore (Lingarajapuram)
Bangalore(Summanahalli)
Bidar
Chitradurga
Davangere
Hassan
Hospet
Jawalgere
Kakati
KGF
Sutgatti
Trasi
Yadagiri

Kerala

Alappuzha
Aluva
Chullikkara
Kottiyam
Mala
Mampetta
Palluruthy
Sulthan Bathery
Trivandrum
Vaduthala
Vennala

Madhya Pradesh

Alirajpur
Guwalior
Katni

Maharashtra

Ahmednagar
Borivli
Chinchwad
Karjat
Kurla
Latur
Pinguli
Vasind

Manipur

Maram

Meghalaya

Baghmara
Barapani
Dalu
Garobadha
Jengjal
Jorapara
Jowai
Mawjrong
Mawkasiang
Mawkynrew

Mendal

Nongstoin

Ramblang

Rongjeng

Shillong

Smit

Tura

Umran

Nagaland

Dimapur (ASSISI)
Dimapur (AIDA)
Dimapur (DBVTC)
Dimapur (Peace Channel)
Kohima
Wokha

New Delhi

Najafgarh
Okhla

Odisha

Balasore
Bhubaneswar
Chatrapur
Kandhamal
Kaurmunda
Kendrapada
Mayurbhanj
Muniguda
Phulbani
Rourkela
Sambalpur
Sonepur
Sundargarh

Puducherry

Thattanchavady

Punjab

Kauli

Tamil Nadu

Amsam
Bagalur
Basin Bridge
Cuddalore
Dindigul
Ennore
Gedilam
Katpadi
Kavarapettai
Keela Eral
Kilpauk (DBICA)
Kilpauk (SIGA)
Kotagiri
Kuthenkuly
Lalgudi
Madavaram
Madurai
Madurantakam
Manikandam
Mannady
Pallithammam
Polur
Sagayathottam
Sogathur

Don Bosco Tech Society
Nangloi Road, Najafgarh
New Delhi - 110043,
Ph: +91-11-28011431,
Fax: +91-11-28011432
www.dbtech.in

 facebook.com/DonBoscoTechSociety
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