

# RANGAL

Skilling India

Empowering Lives

Inspiring Change



We have a powerful potential in our youth, and we must have the courage to change old ideas and practices so that we may direct their power toward good ends.

- Mary McLeod Bethune





### Don Bosco Tech Society

Don Bosco Tech Society, a network of 238
Don Bosco Skill training centers 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 marginalized youth in the 18-35 years age group. DB Tech provides employment-linked, market-driven vocational courses of short duration to the economically and socially marginalized youth.

### Acknowledgements

The Annual Report of Don Bosco Tech Society emphasizes on its involvements in the field of skill development during the year 2013-14, and places on record various public perceptions on the quality and impact of these interventions. We are grateful to share with you the Annual Report of DB Tech for the period April, 2013 to March, 2014.

We are using this opportunity to express our gratitude to all our stakeholders, who have worked collaboratively all throughout the year and everyone who supported us in this financial year. We express our warm thanks for their support and guidance. We have been especially gratified to National Skill Development Corporation (NSDC), Ministry of Rural Development (Govt. of India), Panchayati Raj Department (Government of Odisha), District Rural Development Agency (Thane), VDMA, Accenture, Axis Bank Foundation, ITC, Quest Alliance and Schneider for providing the financial assistance to carry out the skill development programs across India. We are also thankful to Blue Sky, Peenya, Siemens and ASSOCHAM for their significant contribution and guidance during the year. 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 training programs.

We would also like to express our gratitude to Executive Director, Assistant Director, Advisory Board and particularly our operations staff for their invaluable assistance, support and guidance. 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.

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. Give us feedback at comm.dbtech@gmail.com

### Advisory Board

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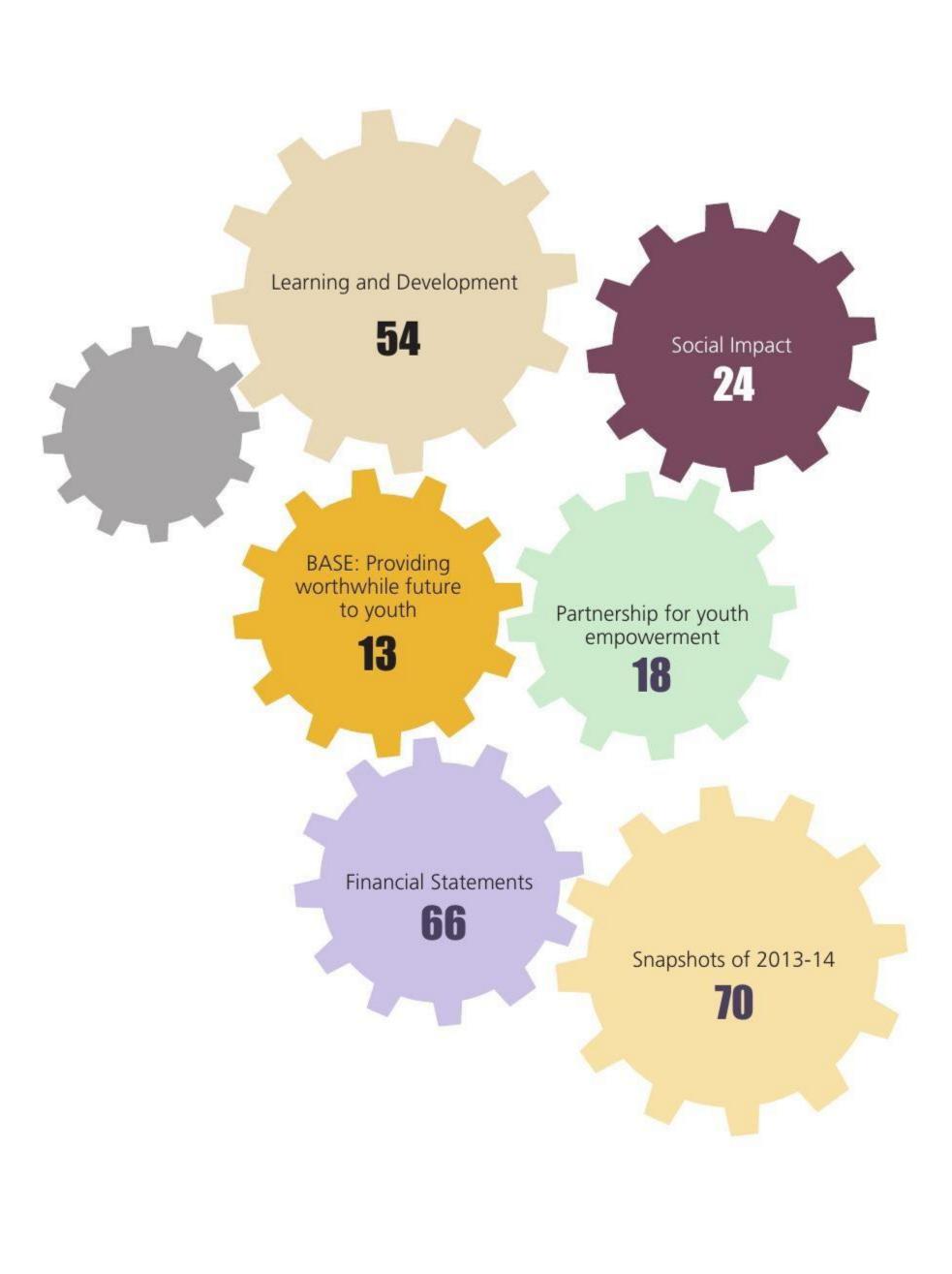
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### Message from Chairperson

I believe that it is with a sense of legitimate pride that DB Tech is publishing its 2013-2014 Annual Report – a pride that stems from the fact that since its inception in 2006 DB Tech has not

looked back but has been an increasingly impactful presence on the skill training scenario of India. The 78-page Annual Report gives a state by state, domain by domain performance of the 238 DB Tech centres dotting

the national landscape and gives credence to its claim of Rewriting the Skillscape of India!

The Report indicates the impressive social impact of its endeavours during the past year when it details that through its interventions in 22 of the Indian states it has successfully implemented

15 projects in collaboration with the government and with corporates and has in the process trained 22,981 youth in 30 skill domains and has been able successfully to place 15,099 (65%) of them

in industry. The immediate benefits of this for the individuals involved as also their families and to society in general cannot but be evident to every discerning mind. The fact that DB Tech rendersits services without considerations of caste, creed or any other affiliation but solely basing itself on the

need of the individual in question and the fact that it is collaborating with the government in skilling the unskilled and hence unemployable youth in such volatile states as Jammu & Kashmir, Odisha, Jharkhand etc. gives further substance to its claim of helping to build the nation through skilling.

I am proud of my 6-year long association with DB Tech and particularly of my association with Fr. A. M. Jose, the Executive Director. Fr. Jose has come across to me as a truly tenacious visionary who by his own admission draws strength, despite the enormous challenges, from a truly Salesian perspective – that he is instrumental in helping to provide each year purpose, hope and eventually a livelihood to youngsters on a scale thus far unmatched in the more than 150-year history of the Salesians of Don Bosco. While I congratulate him and those others who share his vision and passion I pray that St. John Bosco continue to intervene on their behalf so that they can, trusting in God's blessings, confidently go ahead contributing to the total well-being of the young, that part of human society which is so challenged yet so rich in promise.

With every good wish,

Fr. Thomas Anchukandam, sdb



### Message from Executive Director

Skill Training and Employment programme implemented by Don Bosco Tech for youth is gaining momentum; bringing together Salesians, partners, government and donors towards a sustainable livelihood for vulnerable and unemployed youth. The annual report of 2013-14 highlights some of the key activities and initiatives of DB Tech. Our partnership with various organisations are highlighted in this annual report.

We commit to transform the lives of thousands of youth through skill training programme with the experience we have gained over the years and with the support of various partners.

We fold our hands with gratitude to Almighty God for inspiring us to take the challenging and meaningful interventions for youth.

The Salesians and partner organisations, who provided the right ambience for training and personal growth. The Governing Body members who shared the vision and mission, took positive and challenging decisions for and behalf of youth.

The trust we received from government, donors and corporates by providing us with funds, resources for training, employment and livelihood opportunities.

Above all, my sincere thanks to all DB Tech team who put their best efforts in mobilization, training, placement and supporting this venture.

The efforts put in by the Communications team is praise worthy. Every page is crafted with love and sacrifice. We thank Mr. Devi Prasad Mahapatra, Mr. John Daniel and Ms. Hiteshi Pal for their great work.

Fr. A. M. Joseph, sdb











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

Registered under Societies Registration Act XXI of 1860.



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



Partnership with Via Don Bosco (DMOS COMIDE) for upgradation, staff training, curricula development, life skills and networking.

Signed an agreement with JDW for imparting vocational training to the youngsters from poverty pockets.



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

Partnering with Bosco Organisation for Social Concern and Operation (BOSCO) for taking up the skill training program.



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

Registered under Foreign Contribution Regulation Act, 2010.

DB Tech website launched www.dbtech.in

### 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.



Signed agreement with MoRD for skilling youth from LWE districts in Odisha under Roshni project.



Partnered with Schneider Electric India Foundation to implement skill development program in India.

Skill Development project in North Eastern States in collaboration with MoRD.

Partnered with Ministry of Rural Development for Himayat project in Jammu & Kashmir. 2012

Partnership with multiple agencies Govt. of Andhra Pradesh, Govt. of Odisha, BOSCH India Foundation, Landmark, Tata Housing, Taj, Intel India and Siemens for skill training.

Foundation stone was laid for 'Don Bosco Skill Mission' at Bangalore.

Nation wide youth survey conducted to know the interest of youth.

Nation wide Impact Assessment Study conducted to know the social impact of the projects. 2013

Signed an agreement with NSDC for skilling 2 million youth by 2022.

Partnership with Ministry of Minority Affairs for skill training.

Collaboration with State Governments - Meghalaya and Rajasthan.

Partnership with Axis Bank Foundation, Quest Alliance, ITC and Godrej for skill training for needy youth.

Introduced Learning Management Software.

Partnership with Bule Sky for soft skill training.

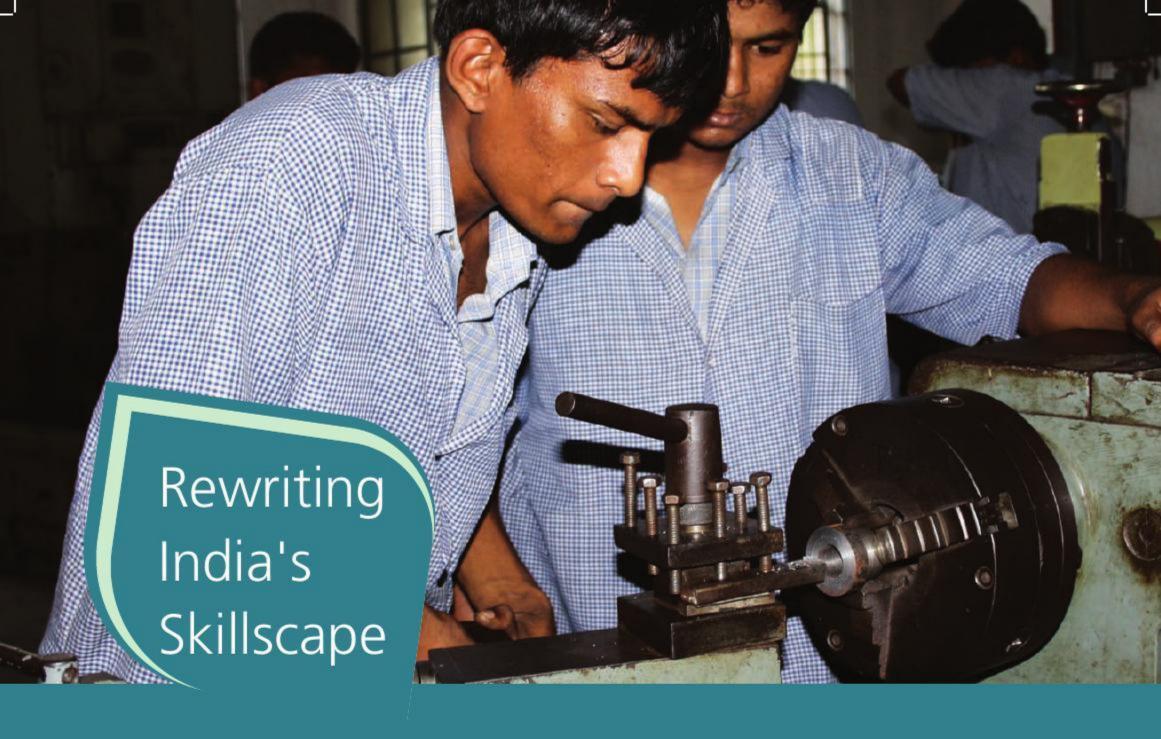
Signed agreement with MoRD for skilling rural BPL youth from Jharkhand under DDU-GKY project.

Signed the agreement with Uttar Pradesh Skill Development Society for skill training in Uttar Pradesh.

Signed an agreement with Sir Dorabji Tat towards skill development program in North Eastern and LWE zone of India for a period of three years.

Partnership with SSUPSW of Bihar for imparting vocational training, placement and follow up of beggars under Mukhyamantri Bhikshavriti Nivaran Yojana (MBNY) Scheme in two years.

Partnership with Siemens for developing digital content of different market driven courses in service and mechanical sectors.



Today's competitive world demands trained, certified and skilled manpower to address the challenges of growth and converting them into opportunities. Skill building can be viewed as an instrument to improve the effectiveness and contribution of labor to the overall production. It is as an important ingredient to push the production possibility frontier outward and to take growth rate of the economy to a higher trajectory. Skill building could also be seen as an instrument to empower the individual and improve his/her social acceptance or value.

India has one of the youngest populations in the world and 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. Ironically, most industries in India are currently struggling with scarcity of skilled labor. Although more than 40 million people are registered in employment exchanges, only 0.2 million get jobs.

The current education system does not focus on training young people in employable skills that can provide them with employment opportunities. Today, a large section of India's labor force has outdated skills. With current and expected economic growth, this challenge is going to only increase further, since more than 75% of new job opportunities are expected to be "skill-based." The Government is therefore strongly emphasizing on upgrading people's skills by providing vocational education and training to them. It has formulated the National Policy on Skill Development and set a target for providing skills to 500 million people by 2022. Various stakeholders are involved in this process.

The Salesians of Don Bosco – an international organization dedicated full time to the service of young people, especially those who are poorer and disadvantaged. The society is founded by St. John Bosco, an Italian saint educator who has left posterity in his unique way of educating the homeless boys with opportunities for livelihood skills. Today the society works for the development and education of the young especially those most at risk. Through its 3000 Schools, Colleges, Technical schools and youth centers in 132 countries, the Salesians of Don Bosco serve all young people irrespective of religious differences or social inequalities.

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 238 skill training centres, DB Tech is arguably the largest spread across 28 states of India.

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. 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 provides different types of formal technical and vocational education and training through over 90 institutions spreader all over the country. It is a system for youngsters who drop out of the school system 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. 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.



### Formal Vocational Training Vocational Training

Formal vocational training is a structured, top-down approach to education in which trainer identifies goals, objectives, and methods, which will be considered and demonstrated throughout a defined period of course instruction. Formal vocational training engages the youth in a definitive and informative approach which encourages them to acknowledge the specific content or material being addressed. Formal training at DB Tech includes careful assessments and attention to determining training methods complete the curriculum and careful evaluation to ensure that training is carried out effectively and that training goals were reached. DB Tech follows a structured training program and leads to certificates, diplomas or degrees recognized by State/Central Government and other autonomous bodies. Under this program, every needy youth is equipped with functional skills in an array of formal courses with duration of one year to three years.



### **Courses Offered:**

- Agriculture Technician
- Carpentry
- Civil Engineering
- · Desktop Publishing
- · Electronics & Telecomm
- Fitter
- Machinist
- Masonry
- Media Technician
- Medical Transcription
- Plumbing
- Printing
- Secretarial Practices
- Turner





### Non - Formal Vocational Training

Non-formal education and learning has a long tradition in youth who work at all levels, even if it has not always been explicitly designated as such. Personal development, learning in groups, interactive, participatory and experiential learning are long established features of non-formal education. Face to face interaction and a combination of cognitive, affective and practical learning are part of the non-formal vocational training. While the youth has played an essential role in pointing out the relevance and importance of non-formal education and in developing its approaches, concepts methodologies and methods. DB Tech's non-formal vocational training programs help in acquiring some marketable expertise, which enables a youth to learn a skill to earn a livelihood. The duration of non-formal vocational training varies from 45 days to 1 year as per the domain.

#### **Courses Offered:**

- Automobile
- Book Binding
- Carpentry & Carving
- CNC Training
- Computer Application
- Computer Hardware & Networking
- Desktop Publishing
- Driving
- Electrical
- Fitter
- Machinist
- Plumbing
- Printing
- Radio / TV
- Secretarial Practices
- Tailoring & Fashion Designing
- Turner
- Welding & Fabrication



## Short Term Valorit Term Vocational Training

Over the last decade, the number of school dropout is steadily increasing every year. To steer these directionless youngsters towards specific vocational oriented career, short term vocational training works as their saviour. DB Tech addresses youth who are constrained by low income levels, inadequate skills, irregular employment, absence of opportunities for training and development, family indebtedness and little bargaining power at the economic or social level. These youth have no access to information on jobs, opportunities, trends and means of improving their situation. These conditions adversely undermine their status as workers, compromise their relations with their employers, and lead to emotionally crippling income insecurity. As the aspirations of these disadvantaged youth are determined by their living / work environment, DB Tech has created a platform that enables them to develop their inherent capabilities, imbibe new learning and use them to their benefit at the workplace. Unlike inflexible, conventional training courses that do not keep pace with the ever-changing job markets, DB Tech goes beyond rigid curriculum-based learning and adopts flexible, marketoriented learning modules, which are administered by appropriate trainer. The trainers encourage the students to develop their inherent capabilities, identify and articulate their strengths and constraints, and develop solutions to solve them in a self-directed manner. Engaging in one-toone dialogue with the students, the trainers guide them to learn from their life experiences and take responsibility for their own advancement, as well as that of their families and communities

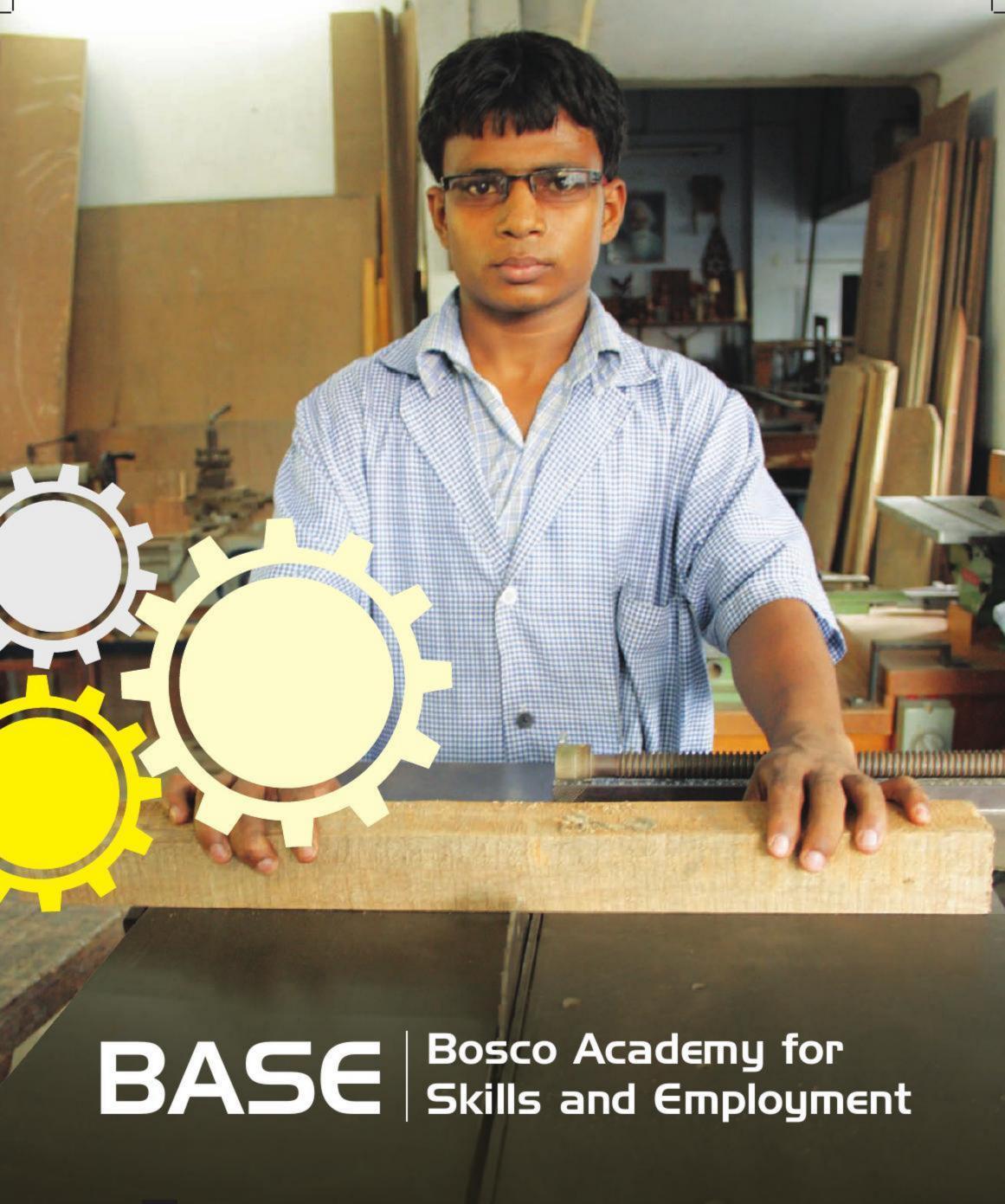
# THE TRAINING PROGRAMS RUN BY DB TECH ARE MARKED BY SEVERAL DISTINCTIVE FEATURES THAT SET THEM APART FROM OTHER RUN-OF-THE-MILL VOCATIONAL COURSES:

- A typical training program comprises 3 months' classroom training, which covers academic inputs, theoretical concepts and subject knowledge. The curriculum is constantly upgraded and improved with feedback and inputs from industry professionals, in tune with actual industry requirements.
- To reinforce the students' learning further, classroom teaching is supplemented with practical training, for which DB Tech provides excellent infrastructural support, in the form of state-of-the-art equipment and teaching software.
- As communication is essential to becoming work-ready, the trainees are put through intensive spoken
  English and work-readiness modules, which help them understand the pulse of the industry they are
  getting into, and exhorts them to constantly strive for advanced learning opportunities.
- The classroom training is followed up with on-the-job apprentice training, which confers a two-fold benefit – the students gain useful work experience by honing their untapped potential /skills, while the employers can mould the trainees to their organizational job requirements before absorption.
- DB Tech facilitates self-exploration by the trainee of his / her inner potential, by devoting exclusive lifeskill sessions that include self-evaluation exercises and group / industry interactions that are aimed at better equipping the trainees to face life's practical aspects.
- DB Tech not only imparts quality training to its trainees but also provides them an entry level opportunity
  that gives them a new lease of life. DB Tech has wide network with industry leaders from service and
  manufacturing sectors, who employs these students for their different facilities.
- DB Tech always makes continues effort to track the placed candidates to find out if DB trainees are satisfied with the quality of the training and employment offered to them. We ensure that the candidates retain in the job for a minimum period of one year.

### **Courses Offered:**

- AC & Refrigeration
- Automobile
- · Beautician
- BPO
- CNC Training
- Computer Animation Course
- Computer Hardware & Networking
- Construction
- Desktop Publishing
- Driving
- Electrical
- Hospitality
- Hospitality-Food & Beverages
- Industrial Sewing Machine Operator

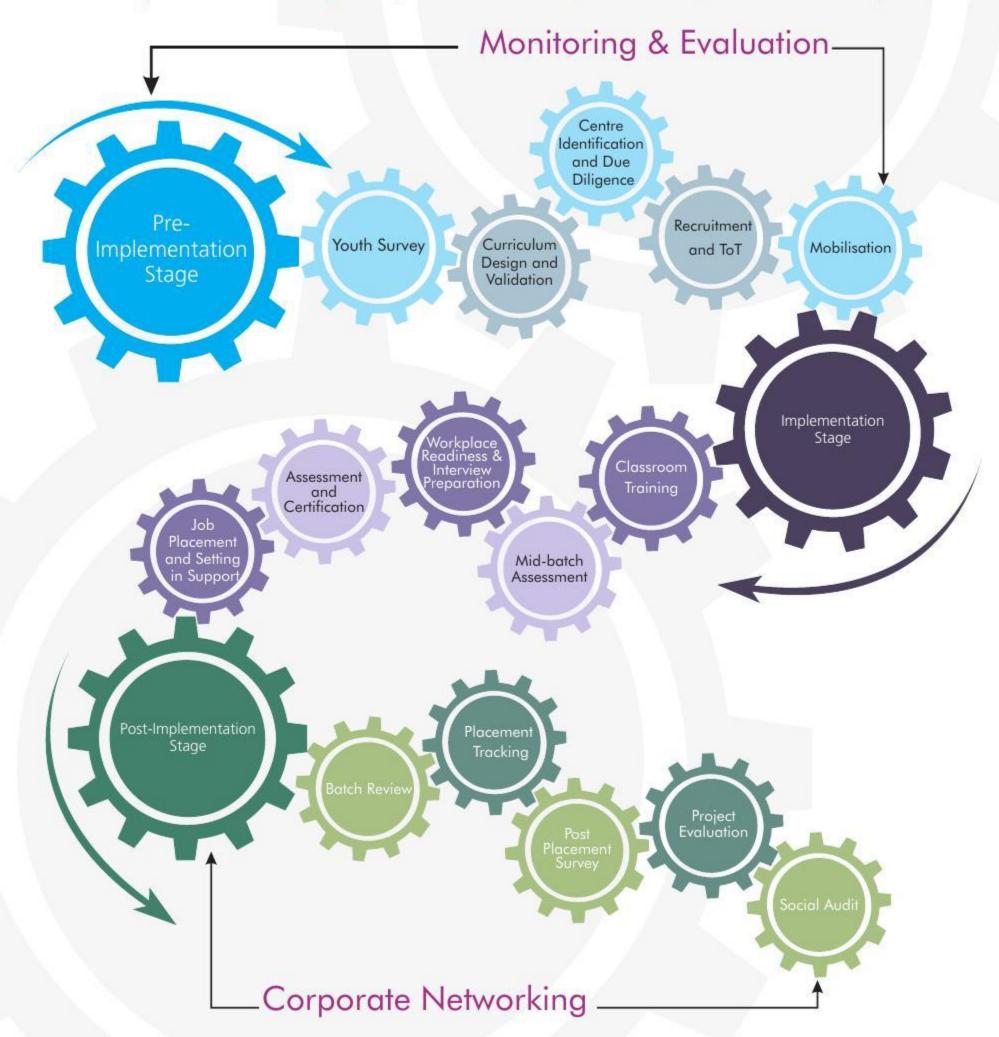
- ITeS Data Entry Operator
- Motor Mechanic
- Multi Skilled Technician
- Nursing Assistant Patient Care
- Office Management
- Retail Sales
- Sales & Marketing
- Security
- SPA
- Welding



### Providing worthwhile future to youth

DB Tech has a well-tested and fine tuned the operating model which depicted in the flow chart below. This has been strictly followed in all skill development programs irrespective of the course duration or contents and evolved 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 existing skill-sets of the beneficiary. The process model has three stages:





### Pre-Implementation



The BASE process is a series of carefully executed steps that take a livelihood program from conception to completion in a structured manner. The process begins with a youth survey exercise, which is an assessment to get the buy-in of the BPL youth and the mainstream options available to them through skill development programs. The study involves a series of interviews with youth from BPL category to understand the choices made by youngsters as they make decisions related to interests, aspirations, skill sets desired, preferred employment and location. A Focus Group Discussion (FGD) is organised to develop a detailed modular curricula for each of the identified sectors / trades. After detailed Focus Group Discussions and interactions with industry professionals and potential employers, modular curricula are developed for the specific locality. Effort is made to prepare the curriculum in a manner so as to enable customization based on local requirement, inclusion of innovative approaches and best practices.

The physical infrastructure in every training centre has to be verified by the representative from Monitoring and Evaluation department, as per a standardized due diligence format. This is the process of assessing the centre for the viability to implement the training program. This includes assessment of infrastructure, practical equipments and also accessibility for the youth to participate in the training. After centre Due Diligence, recruitment of manpower is conducted to execute the project at the grassroot level which was followed by induction training program / ToT. The induction program is conducted to welcome new employees to the organization and prepare them for their new role at DB Tech. A five days' module is administered to orient and induct the trainers taking into consideration the program model and deliverables. Being a major activity, mobilization is carried out as an institutional base for implementing skill training programme activities.

Social mobilization attempts to involve the people at the grassroots level through volunteer and various other social interventions means. These outreach programs at DB Tech are conducted with a view to mobilizing and short-listing deserving candidates for the BASE training programs from the bottom 15% of the financial segment, who do not have access and opportunity to get mainstreamed.



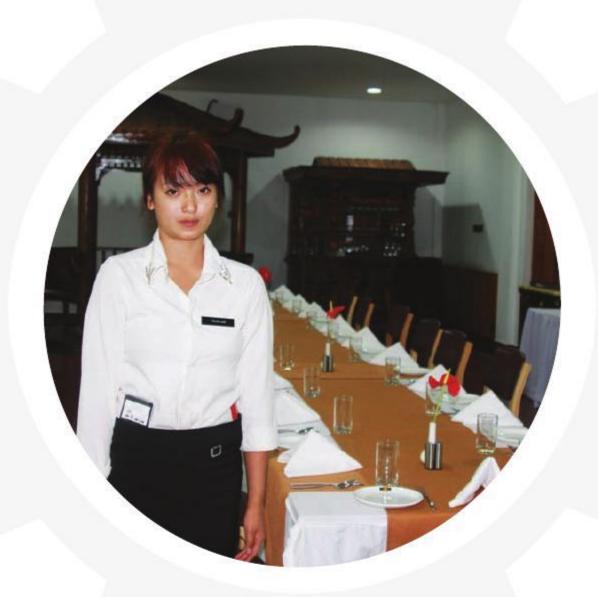


A typical training program comprises three months' classroom training, which covers academic inputs, theoretical concepts and subject knowledge. The candidates are then counseled and put through an induction program to align them with the BASE process and help them articulate their aspirations. This is followed by classroom training, which includes life skills sessions, on-the-job training, assignments and field visits.

The Mid Batch Assessment (MBA) will be conducted between the 45- 50th day from the date of initiation of the centre. This assessment will monitor the various aspects of quality of training being delivered, classroom strength, availability of trainers and other relevant criteria, This will be a mid way assessment to ensure corrective actions are taken. This assessment will be conducted by an executive from the M&E department. The combination of emotional readiness and academic abilities will be considered when looking at job readiness. Trainers will complete assessment of job readiness for each student. This module orients the students various types of work culture, coping with workplace-related stress, and balancing personal and professional life. They are also taught how to prepare their resumes and face interviews. DB Tech conducts assessments which not only includes knowledge and skills in the field of their specialization but also assesses them on their personality, work culture and readiness to face the personal as well as professional challenges. Based on the assessment, third party certification for all the courses is given through in coordination with the major industries and corporate houses.

Planning for placement of candidates starts even before the skill development project was implemented in a state/ region. Once the candidate completes the training and on-the-job training, they are offered an employment with the same company or with a different company. The placement team also ensures that DB Tech alumni can get an offer letter and their salary slip regularly from the employer.

### Post-Implementation



After the successful completion of training and placement of the youth, the M & E team will conduct a batch review of that particular batch. During batch review, the M & E team takes stock of what was right and what went wrong during the training program and also assesses the overall performance of the trainers and the centre. Placement of candidate is not the end task of the Placement Team. There is always continues effort to track the placed candidates to find out if DB Tech trainees are satisfied with the quality of the employment offered to them. DB Tech ensures that the alumni should retain in his/her job for a minimum period of one year. The main purpose of tracking the youth is to ensure that the trained youth do not leave jobs and go back to villages being unemployed again.

The Post Placement Survey (PPS) is conducted after three months after completion of the project. It is designed to get data pertaining to the target beneficiary and is mainly done through one-to-one interaction to obtain feedback on quality of training and the career growth of the youth. The objective is also to assess the impact of the skill training and placement on the family of the youth and the neighborhood. In the final stage of project implementation, a systematic and objective assessment is conducted of the completed project, its design, implementation and results. The aim is to determine the relevance and fulfillment of objectives, efficiency, effectiveness, impact and sustainability. In general, project evaluation investigates the reasons why certain aspects of a project have or have not been implemented as planned.

After the project completion, a social audit is conducted to understand the importance of effectively measuring impact so that they can report on performance, account to stakeholders and make the case for continued investment in their work. The objective is to ensure that lessons learned are lessons shared and to develop common standards that are relevant and appropriate.



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 programs on the basis of creating a targeted number of sustainable livelihoods in each state. Some major partners are highlighted in this Annual Report, who assisted DB Tech in this financial year.



Don Bosco Tech partnered with Axis Bank Foundation with the vision to bridge the digital, social and economic divide in India by enhancing the employability and life management skills of the underprivileged, deprived and needy youth in 28 states of the country. The mission of BASE-ABF Skilling India is to train 50,000 youth by 2018 and to provide employment opportunities in the way that they can attain a sustainable livelihood.

Don Bosco Tech signed an agreement with QUEST Alliance to train BPL youth in Retail Management course and assist in placing at least 75% of the trained youth. Under this project, the youngsters would be trained in English, life skills, work readiness and Retail customer interaction. The USP of this partnership is that more than 50% of the curriculum would be taught by using computers; and the funding agency would directly be involved in the monitoring of the project. At the end of successful completion of the training program, youth would be placed in jobs that would enable them to support their family.





High performance. Delivered.

Don Bosco Tech in partnership with Accenture Services Pvt. Ltd 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.



A MoU has been drawn up by the Don Bosco 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 recongised as global specialist in energy management.

Funded by SEIF, this four months skill based training will impart technical skill 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.

This project is a joint initiative of Don Bosco Tech and Ministry of Rural Development (Govt. of India) to train and employ 7800 rural BPL youth of Nagaland and Meghalaya. The project was designed and proposed to enhance the skills of the unreached BPL youth of both the states and help them with employment avenues. This program has opened an opportunity to the rural community to know the job market, understand the skill set required and a strong skills possibility which was untapped for north east youth is being realized by the industry associations.





With funding from the Ministry of Rural Development (Government of India), under the Himayat project, Don Bosco Tech aims at empowering school dropouts to college educated from BPL and non-BPL categories tailor-made crash courses for salaried jobs or self-employment initiatives in various technical domains. Under this project, around 16,920 youngsters from Jammu & Kashmir will be trained in market-driven course and placed in entry level opportunities in different technical sectors in five years. Under this project, the third party certification is given by industry leaders in that specific sector.

### ODISHA LIVELIHOOD MISSION



Don Bosco Tech and ORMAS (Panchayat Raj Department, Government of Odisha) have come together to provide assistance for skill formation of the rural youth and to enhance their capacity to undertake self-employment as well as access better salaried employment through the trades like ISMO Hospitality (F&B), Sales & Marketing, Electrical, Welding, Nursing Assistant, Hospitality (Housekeeping), 2/4 Wheeler Repairing, Retail. Under the National Rural Livelihood Mission (NRLM) scheme, Odisha Livelihood Mission (OLM) program is started to create high-quality skilled work force / entrepreneur relevant to emerging market by providing market-driven skills to rural youth.

The partnership between ITC Limited and Don Bosco Tech is signed on 8th September, 2014. ITC as part of its CSR commitment is agreeable to support the training program whereas DB Tech is desirous of conducting the training program which would impart salesmanship skills in respect of Fast Moving Consumer Goods (FMCG) sector with an endeavor to enroll at least 50% of the candidates from the SC/ST/OBC categories. across the states of Assam, Bihar, West Bengal and Uttarakhand.





### Ministry of Minority Affairs

Ministry of Minority Affairs (Govt. of India) sanctioned the work order to Don Bosco Tech on December, 2013 for organizing placement linked skill training programs for minority youth under 'Seekho Aur Kamao (Learn and Earn)' during 2013-14 for the states of Bihar, Arunachal Pradesh, Assam and Kerala.

### **SIR DORABJI TATA TRUST**

The agreement between Don Bosco Tech and Sir Dorabji Tat a Trust was signed on January 14, 2014 as grant towards skill development program in North Eastern and LWE districts of India for a period of three years. The project has been designed to provide skill based training to youngsters in services, health and manufacturing sectors as well as promote self-employment/entrepreneurship.

### Rajasthan Skills and Livelihoods Development Corporation (RSLDC)

Rajasthan Skills and Livelihoods Development Corporation (RSLDC) signed the agreement on behalf of the Government of Rajasthan with Don Bosco Tech to initiate the special skill training for the unemployed, marginalized youth in the next three years by way of providing financial assistance through grant-in-aid by the state government for implementation of Employment Linked Skill Training Program (ELSTP).



### Uttar Pradesh Skill Development Society



Don Bosco Tech has signed the agreement with Uttar Pradesh Skill Development Society in January, 2014. The Department of Vocational Education and Skill Development, Govt. of Uttar Pradesh through the Uttar Pradesh Skill Development Society has launched the Uttar Pradesh Skill Development Mission (UPSDM) to provide an opportunity to the youth for skill training based on their aptitude and skill level for a period of three years.







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Don Bosco Tech has been intervening in the lives of the youth through its formal, non-formal and short term training courses in the 238 skill training centres across India. A total of 56000 youngsters train every year in various market driven formal and non-formal courses and approximately 70 per cent of them placed in the renowned organisations. In this social impact segment, DB Tech's intervention in skill development sector through short term program is highlighted in partnership with various government departments, corporate Houses and social organisations. In this financial year

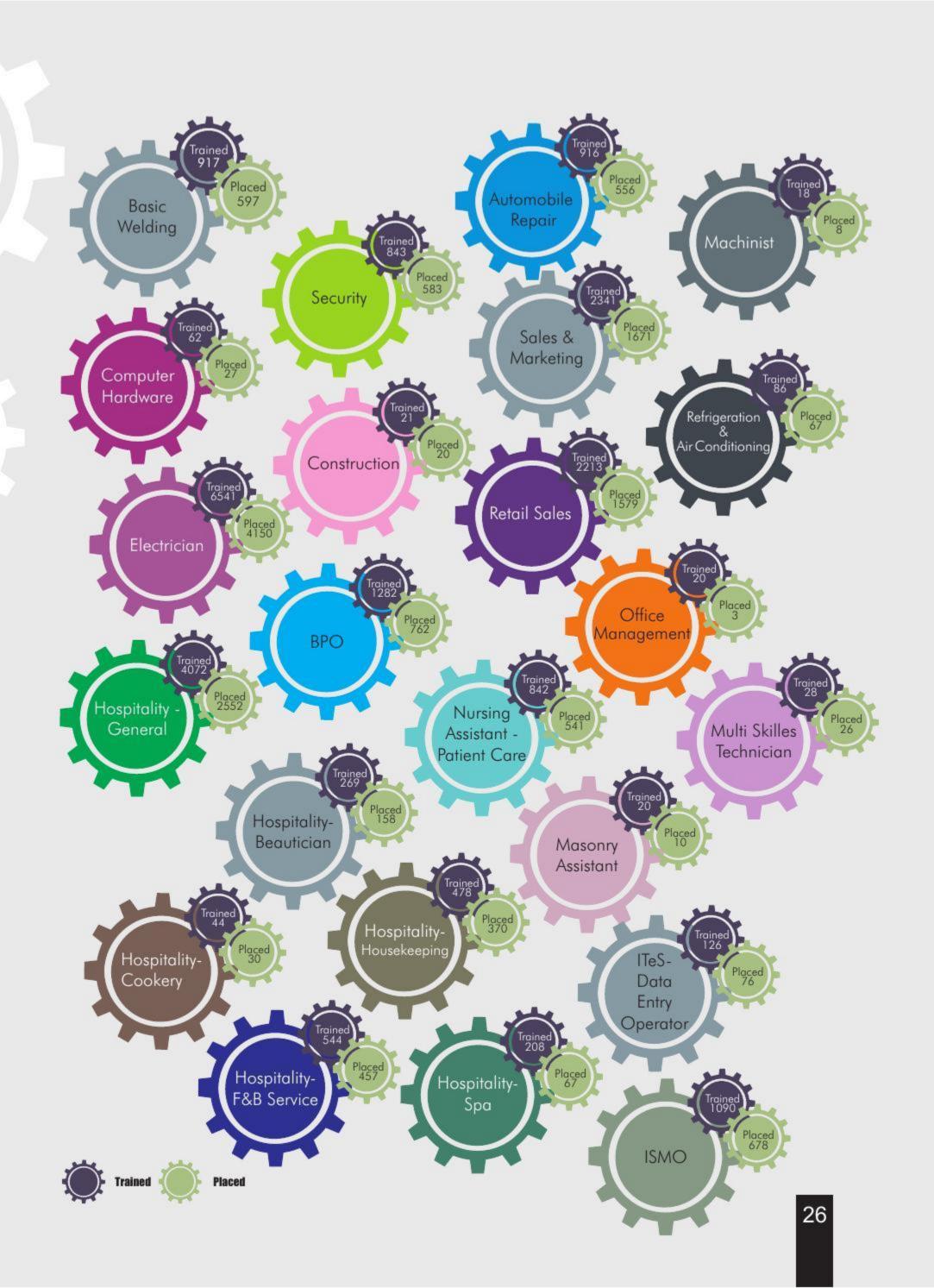
2013-14, DB Tech implemented 15 projects. Those are Accenture (Project 10) - Retail, Accenture (Project 11) – BPO, Accenture (Project 12) – Hospitality, Axis Bank Foundation (Year-1), Axis Bank Foundation (Year-2), VDMA, DRDA (Thane), Himayat - Hospitality, Himayat - Retail, Himayat - Technical, ITC, MG & NG, Orissa Livelihood Mission (OLM), QUEST Alliance and Schneider. Over 22,981 students have been trained in 30 different domains by DB Tech. Out of which 15,099 (65 per cent)students have placed successfully in different entry level jobs. A maximum number of 11,111 youngsters have been trained under two Axis Bank Foundation projects; and out of them 7413 were placed in various industries.

To empower the needy youth with in an appropriate skills, DB Tech has intervened in 22 states that includes Andhra Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Jammu & Kashmir, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Meghalaya, Nagaland, New Delhi, Odisha, Punjab, Tamil Nadu,

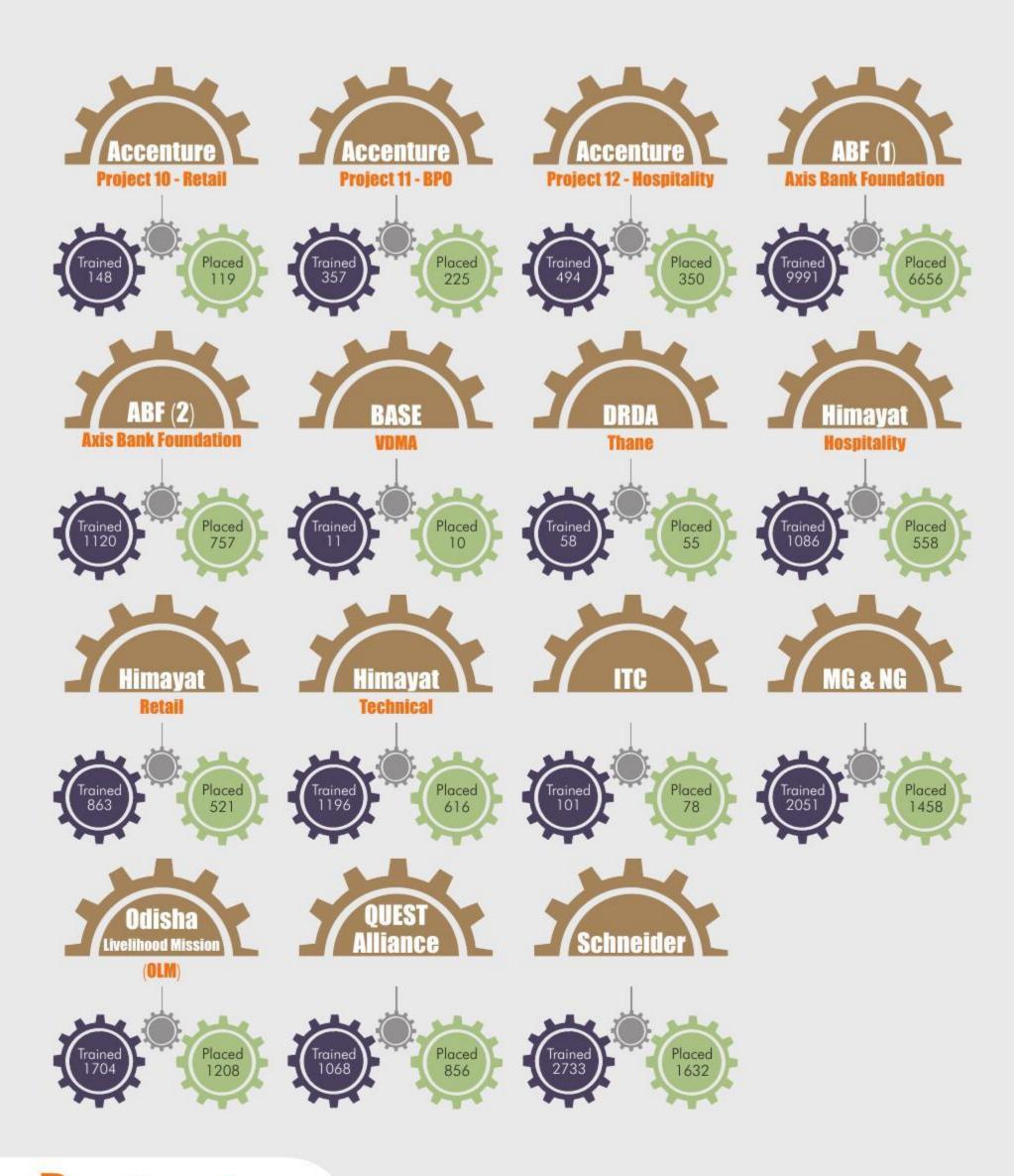
Tripura, Uttar Pradesh and West Bengal. With regards to state wise intervention, DB Tech has trained maximum number of 4,237 youth in Odisha as far as this financial year is concerned; and out of which 2935 youngsters are engaged in entry level jobs. Next to that under Himayat project, DB Tech has able to reach out 3,275 youth in Jammu and Kashmir. Out of which 1720 were provided entry level

Domain Wise
Trained and Placed

job opportunities. DB Tech has able to impart training in 23 market-driven domains in all the projects implemented across the country. Those are Automobile Repair, Basic Welding, BPO, Computer Hardware, Construction, Electrical, Hospitality – General, Hospitality-Beautician, Hospitality-Cookery, Hospitality-F&B Service, Hospitality-Housekeeping, Hospitality-Spa, Industrial Sewing Machine Operator (ISMO), ITeS - Data Entry Operator, Machinist, Masonry Assistant, Nursing Assistant - Patient Care, Office Management, Refrigeration & Air Conditioning, Retail Management, Retail Sales and Sales & Marketing. In this financial year, Electrical domain is opted by 6,541 number of students which is highest as compared to other domains. Out of them 4,150 students were placed in different industries in the Electrical sector. Another domain which was chosen much by the students is Hospitality-General; around 4,072 were trained of which 63 per cent were placed. DB TE SKILLING IN





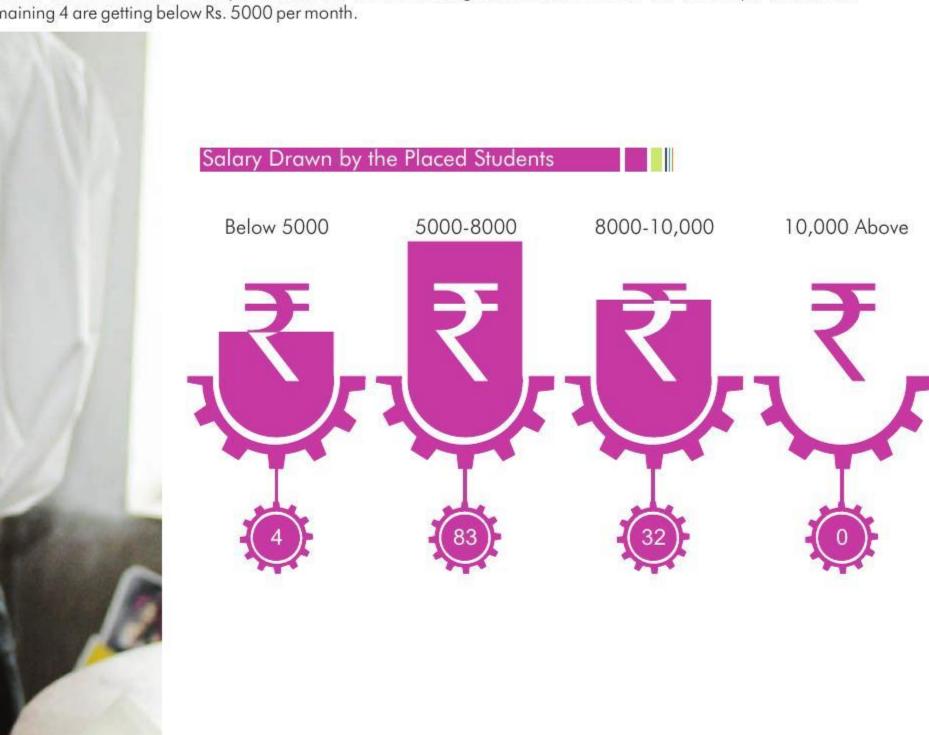








Under this project, a total of 148 candidates has been trained of which 82 students were female and 66 were male. The placement percentage in Accenture (Project-10) was 80 percent of which 55 percent were female and rest were male candidates. Out of the total trained students, around 123 students belong to the age group 18-21 years. Highlighting their educational qualification, around 109 candidates were having educational qualification 10<sup>th</sup> to 12<sup>th</sup> standard and 28 students studied even below 10<sup>th</sup> standard. Coming to the most important part i.e. salary they are drawing after being trained and placed, it is reported that out of 119 placed students, 83 are earning an amount between Rs. 5000 to Rs. 8000 per month and 32 are earning between Rs. 8000 to Rs. 10000 per month and remaining 4 are getting below Rs. 5000 per month.

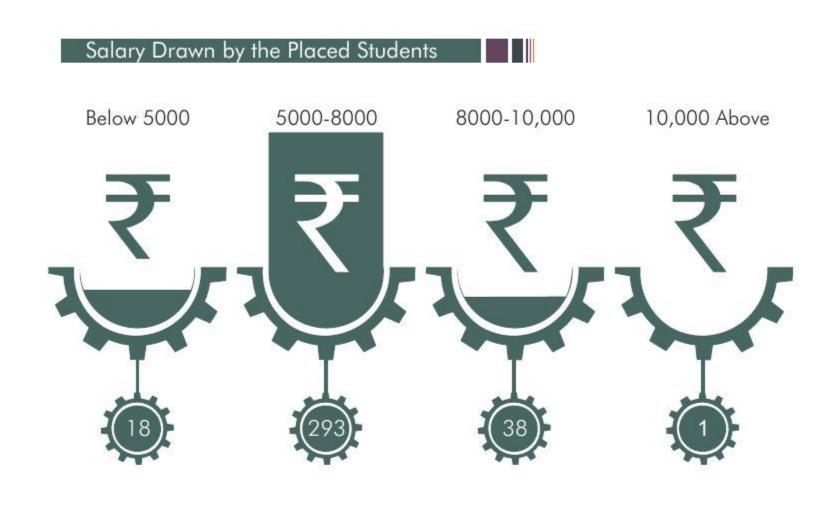






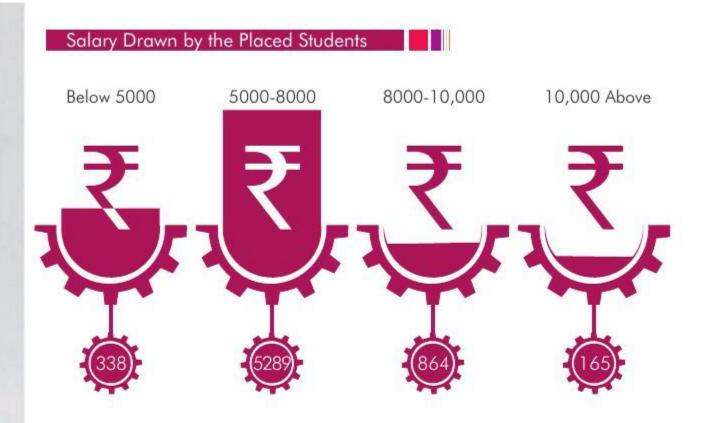


Under Accenture - Project 12 (Hospitality) project, DB Tech trained more number of students in comparison to other projects of Accenture. Around 494 students has been trained of which 435 were male and remaining 59 were female. Out of total trained candidates, 350 are successfully working in various organisations. Most of the students have been trained under this project belong to age group 18-21 years. There were 96 candidates from the age group 22 - 26 years. Considering of their education, around 80 percent students were having educational qualification 10th to 12th standard. There were 62 students who were not completed 10th class and 36 students were passed 12th class and either continuing or failed in Graduation. Highlighting the salary of the placed students, around 293 placed students are earning a monthly income between Rs. 5000 to 8000. While 18 are earning below Rs. 5000 and there are 38 candidates are getting between Rs. 8000 to Rs. 10000 per month. There is a student whose monthly income is even above Rs. 10000 per month.





This project has trained maximum number of students in comparison to other projects. Around 9991 students trained under this particular project supported by Axis Bank Foundation. Out of this 9991, 7049 were male and 2942 were female. Out of total trained students, 66 percent i.e. 6656 trainees (4781 Male and 1875 Female) has been successfully placed in the entry level job market. 6514 students of the total trained students belongs to the age group 18-21 years; 2662 were in the age group of 22-26 years, 606 students in the age group 27-30 years and 209 were having age 31 years and above. Here comes the academic background, 6831 students had studied in 10th to 12th standard, while 2681 were even having qualification below 10th; and 479 candidates above 12th to graduate. Highlighting their salary, it is found that most of the students i.e. around 5289 students are earning between Rs. 5000 to Rs. 8000 per month and 464 trainees are able enough to earn Rs. 8000 to Rs. 10000 per month. There are 165 students who are earning above Rs. 10000 per month.



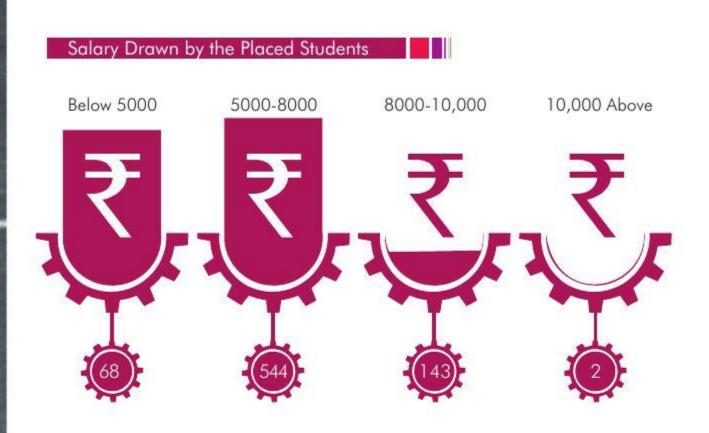


Automobile Repair	708	418
Basic Welding	661	410
Construction	21	20
Electrician	2516	1725
(Hospitality - General	1702	1115
Hospitality-Beautician	205	137
(Hospitality-Cookery	44	30
Hospitality-F&B Service	378	303
Hospitality-Housekeeping	286	226
(Hospitality-Spa	118	97

Industrial Sewing Machine Operator	444	239
ITeS - Data Entry Operator	101	54
Machinist	18	8
Masonry Assistant	20	10
Nursing Assistant - Patient Care	599	372
Office Management	20	3
Refrigeration & Air Conditioning	60	44
Retail Management	119	69
Sales & Marketing	1530	1079
Security	441	297



This project has been successful in training 1120 candidates of which 68 percent were male and 32 percent were female. From this total trained number, 757 has been successfully placed in the various industries. Out of which 556 were male and 201 were female students. Out of the total trained, 700 students were the age group 18-21 years, 287 were the age group 22 to 26 Years, 86 trainees were between 27-30 years and 47 were in the category 31 years and above. Highlighting their qualification, majority of students were 10th to 12th pass, there were few who were below 10th and above 12th standard. After being successfully placed in the industry, 544 trained students are earning between Rs. 5000 to Rs. 8000 per month. There are students who are getting between Rs. 8000 to Rs. 10000 per month.





(Automobile Repair	78	41	
Basic Welding	40	27	
Electrician	294	211	
(Hospitality - General	137	99	
Hospitality-Beautician	64	21	ı
Hospitality-F&B Service	30	28	
(Hospitality-Housekeeping	30	29	
ISMO	91	31	
(ITeS - Data Entry Operator	25	19	
Nursing Assistant - Patient Care	88	71	

23

133

24

26

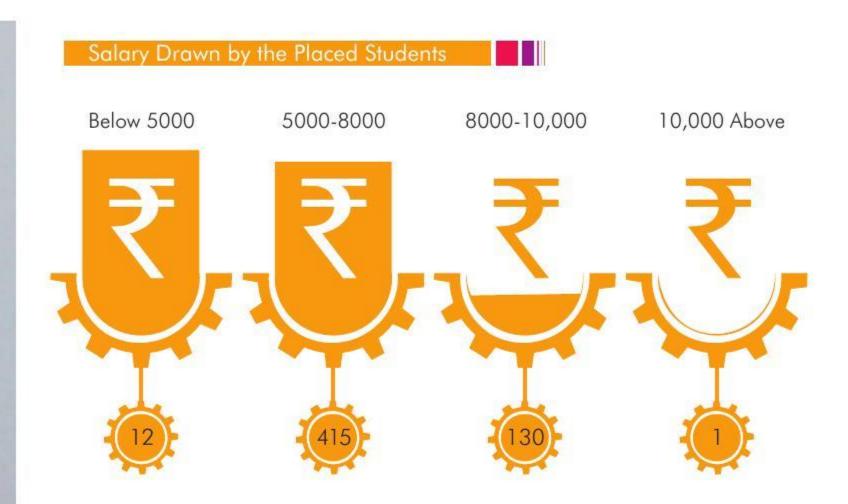
Refrigeration & Air Conditioning

Sales & Marketing

Security

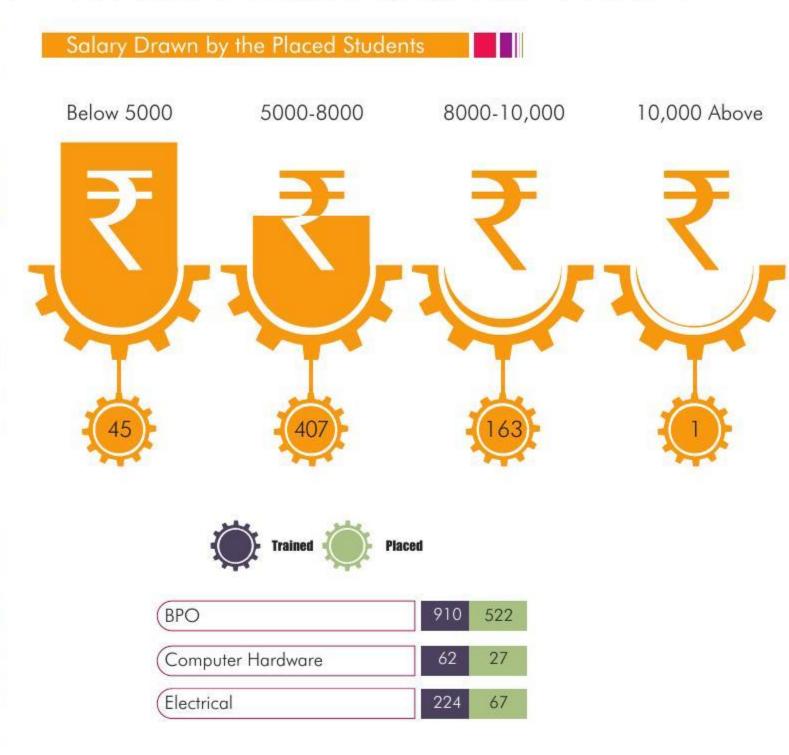


The Himayat (Hospitality) has trained 1086 trainees in the year 2013-14 of which 558 have been placed (413 Male and 145 Female). A large number of students received the training under this project were age group 18 - 21 years, though there were also students even the age group 22 to 31 years and even above it. In terms of the education, it is to be reported that 725 students were 10th to 12th standard and 344 were below 10th passed. There were 17 trainees who were in the category of 12th to graduate. Talking about the salary of the placed students, it is to be held that 12 candidates are earning below Rs. 5000 per month; 415 trainees are able enough to get an amount in between Rs. 5000 to Rs. 8000 every month. It is good to note that 130 students are earning even higher than this i.e. between Rs. 8000 to RS. 10000 per month.



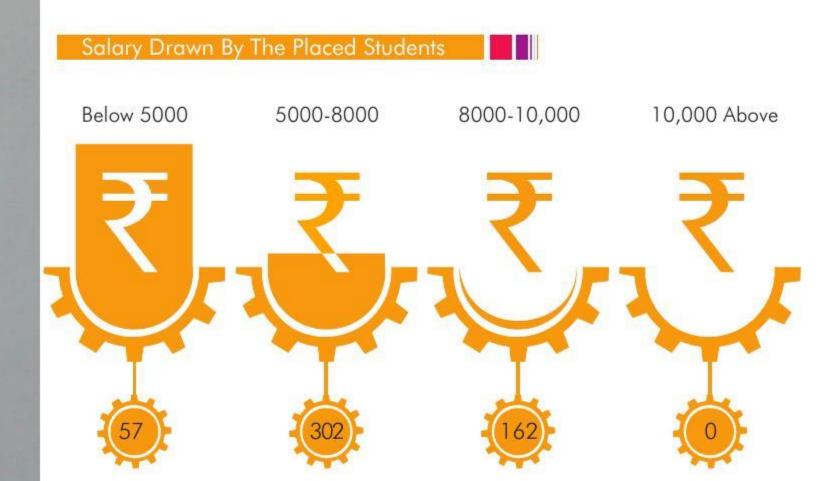


Himayat (Technical) project has been quite successful in training 1196, of which 71 percent were male and rest 28 percent was female. Now, out of this total trained, 616 have been able to secure a place in the job market. Regarding their age group, 58 percent students belongs to the age group 18-21 years; and 399 candidates in the age group of 22-26 years. In the category of 27-30 years, there were 81 students; and 18 students in the age group 31 and above. Presenting the educational qualification, there were 968 trainees studied between 10th to 12th standard. There were 186 students who were not completed 10th standard. In the category that covers above 12th to graduates, there were around 42 students. The salary part can be summarized by saying that 45 trainees of total placed are earning below Rs. 5000 per month and 407 are earning in between Rs. 5000 to Rs. 8000 per month. There are 163 students who are capable enough to get Rs. 8000 to Rs. 10000 per month.



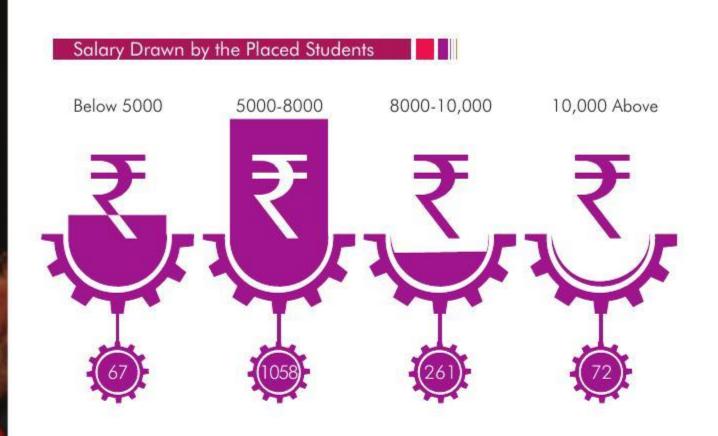


Under the project Himayat (Retail), 863 students were trained of which 582 were male and 281 were female. Out of the total trained 521 were able to secure entry level job. 552 students being trained under this project were from age group 18-21 years. There were having the qualification 240 students in the age group 22-26 years, 52 students in the age group 27-30 and 19 were in the age group 31 years and above. Highlighting the educational qualification, 691 students were 10th to 12th standard, 157 were below 10th passed. Coming to the salary of the placed students, it is to be made clear that there are 302 students whose monthly salary is between Rs. 5000 to Rs. 8000 and around 57 candidates are getting below Rs. 5000 per month. There are 162 numbers of students who are getting Rs. 8000 to Rs. 10000 per month.





In the MG & NG project, 2051 students has been trained of which 53 percent were male and 47 percent were female. From this total trained, 1458 has been successfully placed in different jobs as per their respective domains. 1444 students were in the age group 18-21 years, 479 candidates in 22-26 years age group, and 102 in the age group 27-30 years. As far as educational qualification is concerned, around 73 per cent students have not completed 10th standard and 523 candidates were 10th to 12th passed. About the salary of the placed students, 1058 candidates are successful in getting an amount of salary between Rs. 5000 to Rs. 8000 per month. 67 students are earning an amount below Rs. 5000 per month. There are also 261 students who are getting salary of Rs. 5000 to Rs. 8000 per month and 72 students who are earning above Rs. 10000 every month.

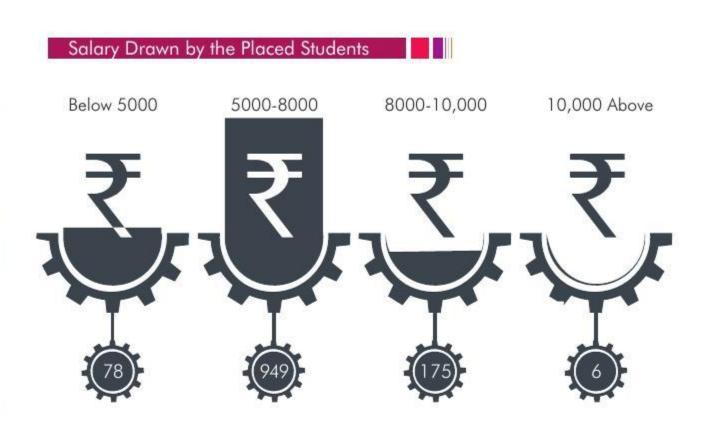




Automobile	96	67
Electrician	252	153
(Hospitality - General	298	183
Hospitality-F&B Service	136	126
Hospitality-Housekeeping	151	105
Hospitality-Spa	90	84
(ISMO	505	382
Nurse	60	27
Sales & Marketing	50	42
Security	369	262
Welder	44	27



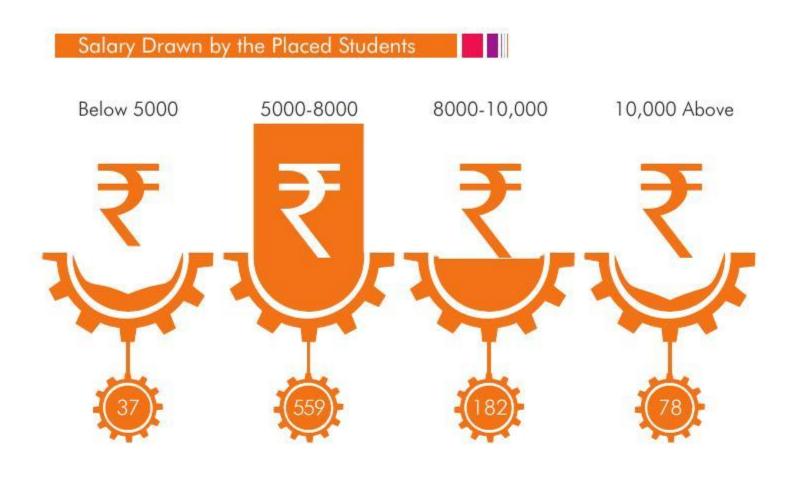
A total of 1704 candidates have been trained under this project in this financial year. Out of which 70 percent were male and 30 percent were female candidates. Over 70 percent the students are placed successfully in entry level jobs. 61 per cent trained students belong to the age group 18-21 years, rest 445 were from 22 to 26 years, 123 candidates were in the age group 27-30 years. There were 1306 students who were studied 10th to 12th standard, 319 candidates were having educational qualification below 10th and 79 students are having qualified in between above 12th standard to graduates. There are 949 students who are earning Rs. 5000 to Rs. 8000 per month. From the rest placed candidates, 78 trainees are getting below Rs. 5000 every month. Moreover, there are 175 students whose monthly salary is between Rs. 8000 to Rs. 10000.







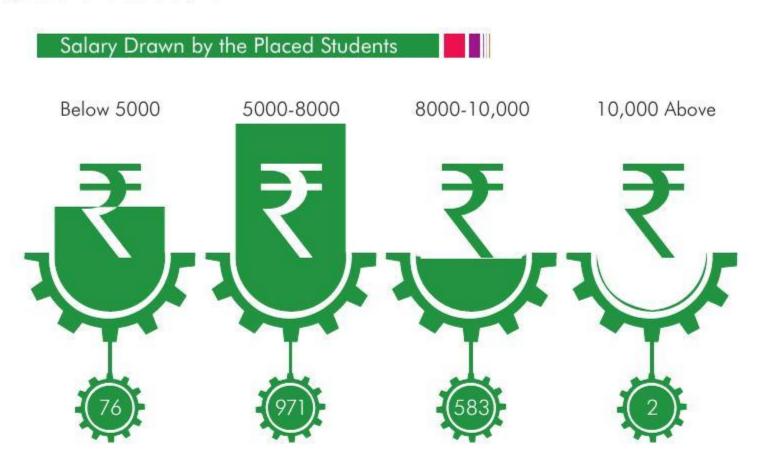
DB Tech has been able to provide training to 1068 youth under the Quest Alliance project, Out of this total trained 50 percent were female and 50 project were male. Around 80 percent students have been placed in different jobs from which 54 percent were male and 46 percent were female. Regarding the age of the trained students, there were 695 candidates who were aged between 18-21 years. From the remaining, 281 students belong to age group of 22-26 years and 64 students are in the age group 27-30 years. As far as educational qualification is considered around 850 of the total trained were studied in between 10th to 12th standard. Related to their salary after placement, 559 candidates are earning Rs. 5000 to Rs. 8000 per month; there were 182 students who are getting Rs. 8000 to Rs. 10000 per month. Over 78 students are earning above Rs. 10000 per month.







Under Schneider project, 2733 youngsters were trained by DB Tech in this financial year. Out of total trained candidates, 1632 students are successfully working in the job market. Most of the students who undertook training under this project were in the age group 18-21 years and from the remaining trained numbers, 662 students were in the age group 22-26 years and 161 students were aged between 27-30 years. There were 1941 students who were studied in between 10th to 12th standard and 733 were studied below 10th standard. There are trainees who fall in the category of above 12th to graduates. Next is the salary placed students are drawing, 971 students of the total placed are earning RS. 5000 to Rs. 8000 per month, another 76 are getting below Rs. 5000 monthly. There are 583 candidates who are earning Rs. 8000 to Rs. 10000 and 2 candidates are earning above Rs. 10000 every month.







# Learning & Development

Learning & Development (L&D) department in aligned with DB Tech's mission concentrate on growing the capabilities among the employees and thereby builds a motivated, engaged and high-performing workforce. The department offers holistic learning and development prospects and provides solution at individual, team and organizational levels. L&D takes the responsibility to design and carry out various training programs such as induction, refresher training, domain workshops, management training, outbound training, etc. according to the requirement. Not just that, L&D also conceptualizes, coordinates and develops core curriculum for providing domain specific skill training to the youth in coordination with the industry for restructured and pertinent handbook for different market-driven courses.





Induction training welcomes new employees to the organization and train them for their new role at DB Tech. Taking into consideration the varied background they belong to, a five days' module is run to orient and induct the trainers. The purpose is to introduce the exceptional BASE process to the newly employed trainers among the new employees. The induction program covers facilitation skills, adult learning methodology, life skills, soft skills, MoRD & MES process and BASE process. The trainers get the chance to add vigor and enthusiasm with their active participation in the training programme. Each trainer is given the opportunity to conduct mock classes related to their respective trades and professions. The Induction Programs conducted by the dept in 2013-14 are as follows:

SI. No	Date	Place	No. of Participants
1	March 5-9, 2013	Guwahati	26
2	March 19-22, 2013	Bhubaneshwar	23
3	May 7-9, 2013	Ranchi	12
4	June 3-5, 2013	Kolkata	20
5	July 22-24, 2013	Guwahati	20
6	July 31- August 2, 2013	Bhubaneshwar	24
7	August 17-20, 2013	Srinagar	21
8	August 24-27, 2013	Jammu	09
9	October 21-24, 2013	Ranchi	25
10	December 11-13, 2013	Kolkata	24
11	December 18-20, 2013	Delhi	30
12	February 6-8, 2013	Kerala	26

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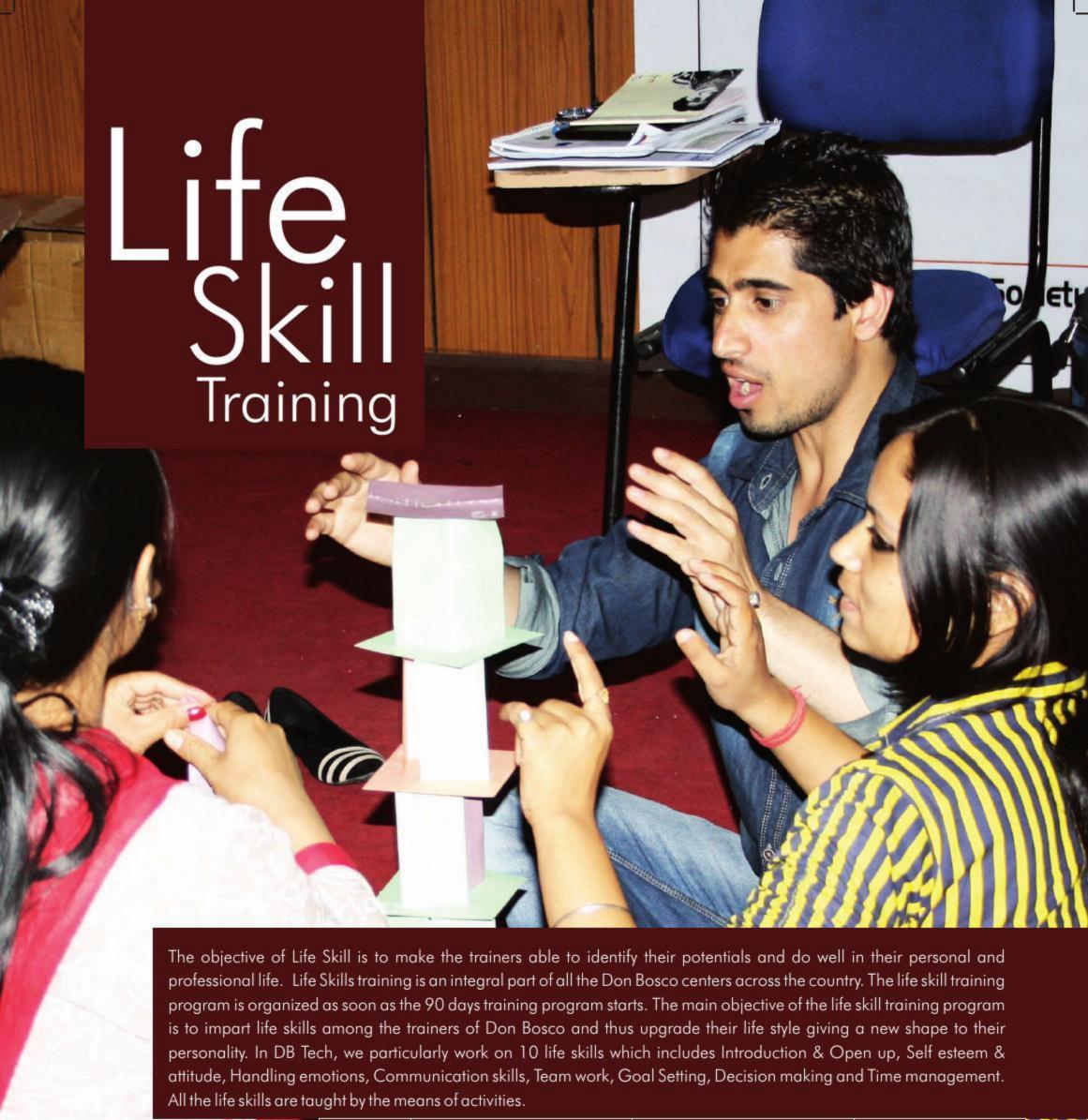




The domain workshop is prearranged for the trainers of a particular domain from all DB Tech centres across India. It is conducted for three days and is organized at different dates for different domains. The workshop brings together trainers from different centres, get to know each other and help each other in making the training more efficient and advantageous for the trainees. The domain workshops conducted by the dept in 2013-14 are as follows:

SI. No	Domain	Date	Place	No. of Participants
1	Communicative English	March 10-12, 2013	Delhi	07
2	Communicative English	April 30-May 2, 2013	Bangalore	22
3	Communicative English	June 6-8, 2013	Kolkata	23
4	Training (LabourNet)	September 13-14, 2013	Guwahati	10
5	Communicative English	September 20-21, 2013	Jammu	12
6	Training (LabourNet)	September 20-21, 2013	Kolkata	15
7	Communicative English	September 23-24, 2013	Kashmir	17
8	Communicative English	November 30- December 1, 2013	Ranchi	10
9	Nursing	January 22-24, 2014	Delhi	07
10	Welding	January 27- February 1, 2014	Mumbai	08
11	Retail	March 24-28, 2014	Bangalore	22





No. of Participants SI. No Date Place 1 17 Ranchi June 24-28, 2013 2 11 August 25-30, 2013 Ranchi 3 13 March 24-26, 2014 New Delhi

## **CURRICULUM DESIGN AND UP-GRADATION**

The Learning & Development also takes the responsibility for developing curriculum being taught in the centers across India. While designing the curricula handbook the most important point considered is the market demands. The department takes upmost care in designing the upto date curricula as per the demands of the market, so that by the end the training program, the trainees are successfully employable. For better evaluation, the assessment papers are developed and sent to all the centers which can be used by the respective domain trainers. It serves as a tool to recognize the learning level of the trainees. The Performance Evaluation Plan is an instrument to calculate the trainees' progress towards a definite objective. It captures the skills, attitudes and knowledge of a trainee right from first month to the third month. Different curriculum handbooks developed by L&D Department are as follows:

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



AC Refrigeration



Automobile Repairs



Business Process
Outsourcing



Cookery



Construction



Electrical sector



Electrical-Industrial Wiring



Electrical-Schneider



Hardware & Networking



ISMO



IT - Corel Draw



IT - Photoshop



IT - Tally



IT at workplace



Hospitality (F&B)



Housekeeping



Multi Skill Technician



Patient Care



Plumbing



Retail Sales



Welding



Sales and Marketing



Security Service



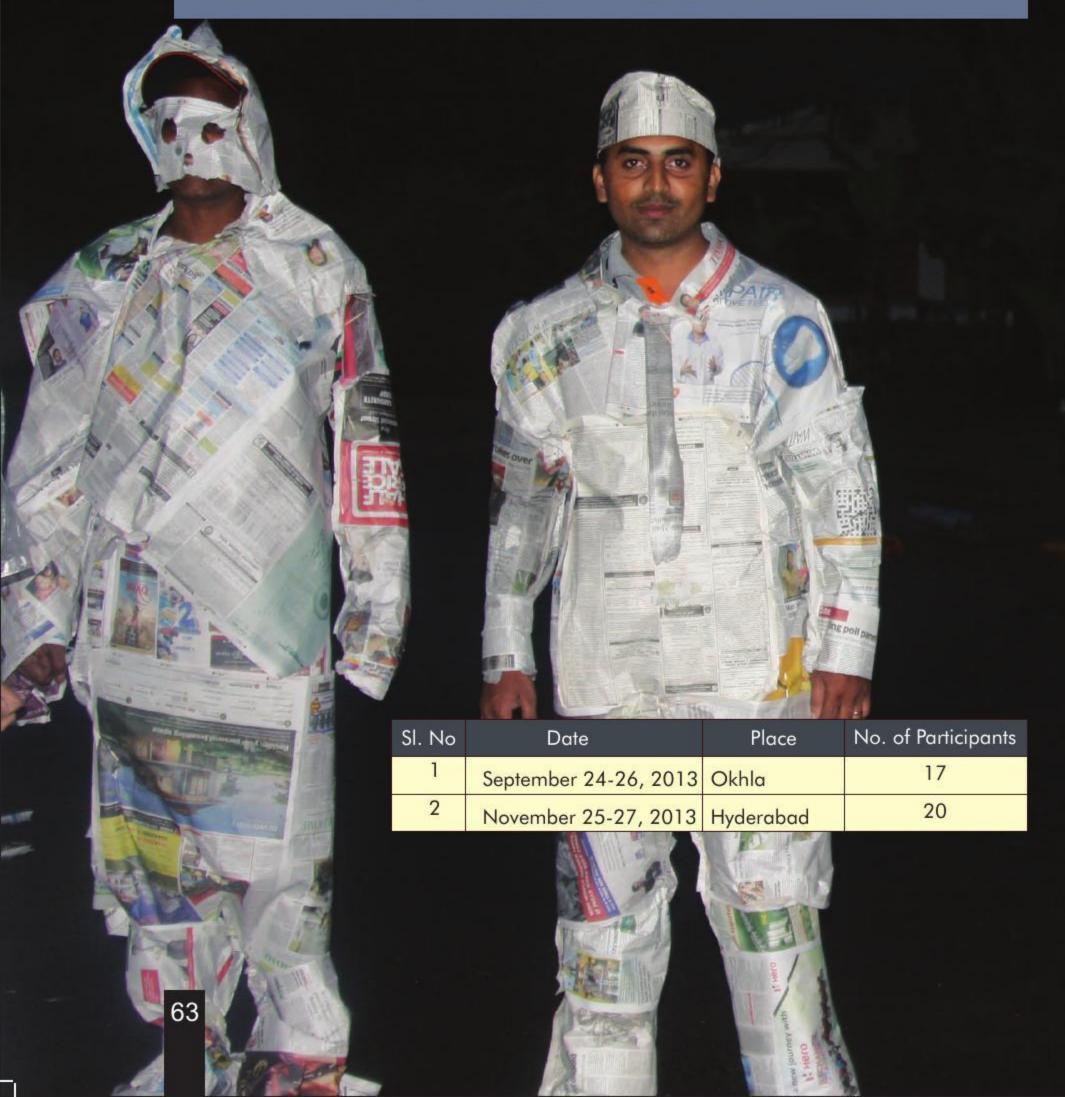
Spa & Wellness

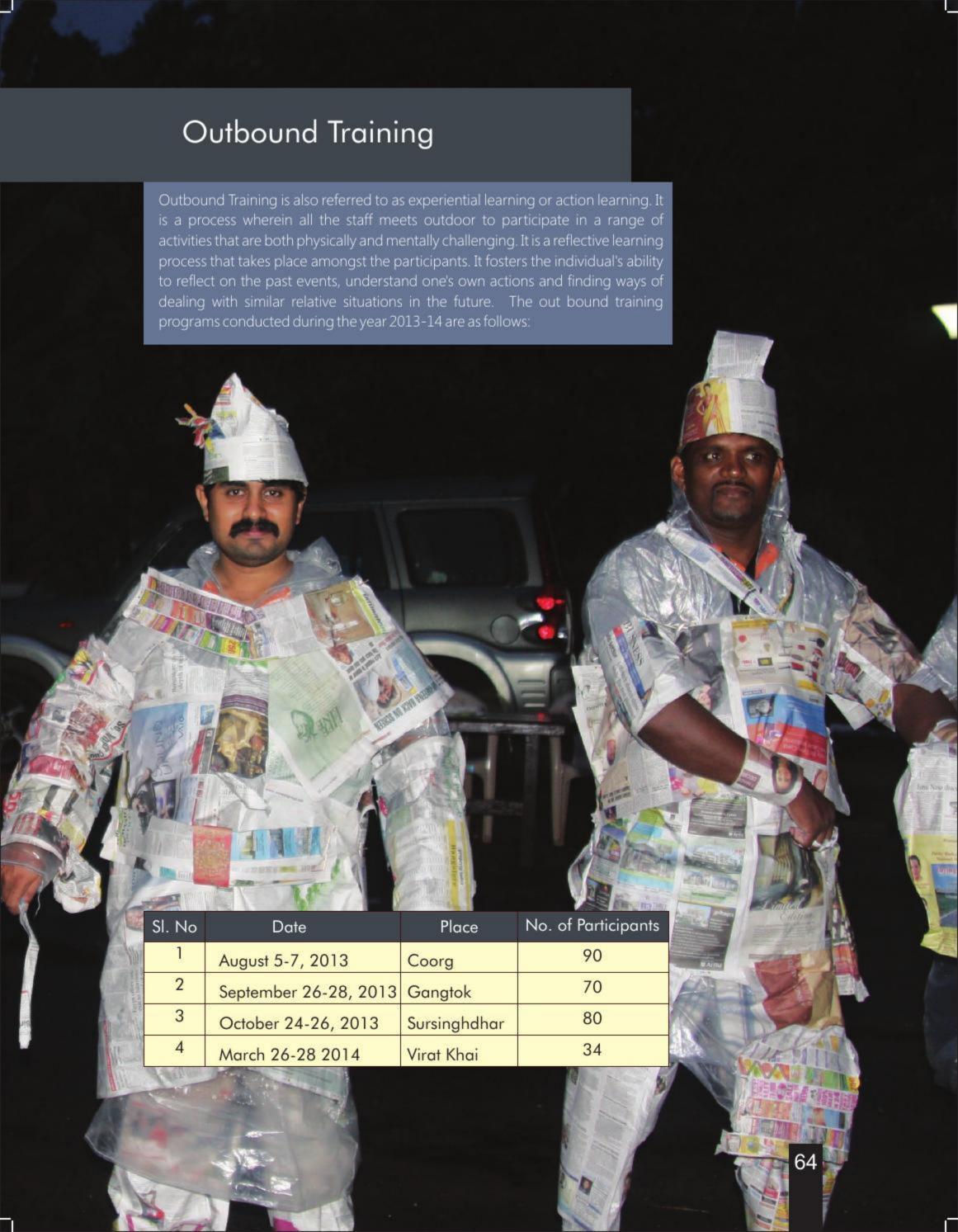


Travel & Tourism

## Management Training Program

Management training prepares managers to face the wide array of challenges involved in supervising people and managing systems and projects. Effective Management of the programs, self management and managing employees is significant in today's corporate world. The thing goes same for the development sectors as well. With the managers involved in multitasking, it becomes stressful at times and things can go haywire if it is not managed well and in a planned manner. In one of its initiatives to hone the management skills, Learning and Development Department at DB Tech organize management training programs for the middle and senior level employees. The Management Training programs that were conducted in 2013-14 are:









## J. A. Martins & Co.

#### Chartered Accountants

#### AUDIT REPORT

We have audited the attached Balance Sheet of the "Don Bosco Tech Society" as at 31<sup>st</sup> March 2014 and also the Income & Expenditure Account for the year ended on that date, annexed thereto. These financial statements are the responsibility of the society's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We have conducted our audit in accordance with auditing standards generally accepted in India. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

We report that:

- (i) We have obtained all the information and explanations, which to the best of our knowledge and belief were necessary for the purpose of our audit.
- (ii) In our opinion, proper books of account, as required by law, have been kept by the Association so far as appears from our examination of those books.
- (iii) The Balance Sheet and the Income & Expenditure Account dealt with by this report are in agreement with the books of account
- (iv) In our opinion and to the best of our information and according to the explanations given to us, the said accounts, read together with notes thereon, give the information in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India:
  - (a) in the case of the Balance Sheet, of the state of affairs of the Society as at 31 March 2014.
  - (b) in the case of the Income & Expenditure Account, of the excess of income over expenditure for the year ended on that date.



J. A. Martins M. No. 082051 Proprietor J. A. Martins & Co. Chartered Accountants Firm Regn. No. 010860N

Place: New Delhi Date: 11 - 8 - 14

## DON BOSCO TECH SOCIETY

## Balance Sheet as at 31st March 2014

Particulars	Schedule	Amount (Rs.)
SOURCES OF FUNDS		
Reserve & Funds		
		89,206,030.53
rogramme Balance	2	264,742,783.33
otal		252 040 040 00
DDI IOATION		353,948,813.86
PPLICATION OF FUNDS		
ixed Assets :	3	
ross Block		31,425,145.60
ess : Depreciation et Block		6,629,796.03
apital Work in Progress		24,795,349.57
apital vvoik in Progress		60,187,576.00
		84,982,925.57
rrent Assets & Liabilities		
urrent Assets	4	120 000 051 00
		439,990,851.29 439,990,851.29
ss: Current Liabilities	5	
et Current Assets		171,024,963.00 268,965,888.29
tal		
r & on behalf of Management		353,948,

For & on behalf of Management

As per our Report of even date

Place : New Delhi Date : 11-8-14 Charles of Accounter

J. A. Martins M. No. 082051 Proprietor

J. A. Martins & Co., Chartered Accountants

Firm Regn. No. 010860N

## DON BOSCO TECH SOCIETY

## Income & Expenditure Account for the year ended 31st March 2014

		(Cons.		
Particulars	Sch No.	Amount (Rs.)		
INCOME				
Contributions/Donations	6	10 005 040 70		
Bank Interest -	7	10,395,643.73		
Grants Allocated towards Expenses		354,986.00		
Allocation of NSDC Loan to the extent Utilized		238,701,330.14		
To Louis to the extent offized		20,775,486.60		
Total		270,227,446.47		
EXPENDITURE .				
Educational and Training Expenses	8	196,199,475.84		
Placement	9	28,376,877.00		
Administration	10	19,921,986.01		
		244,498,338.85		
Depreciation		6,143,758.08		
		250,642,096.93		
Excess of Income over Expenditure		19,585,349.54		
		13,303,343.54		
Total		270,227,446,47		

For & on behalf of Management

Nartins & Narw

As per our Report of even date

Place : New Delhi

Date

J. A. Martins M. No. 082051 Proprietor

J. A. Martins & Co., Chartered Accountants

Firm Regn. No. 010860N

# Snapshots of 2013-14



## Reaffirming Government's Determination to Empower the Youth of J&K

Jammu and Srinagar – Valedictory functions of Himayat project were organised at General Zorawar Singh Auditorium of Jammu University (Jammu) on April 3, 2013 and at Jammu & Kashmir Entrepreneurship Development Institute (Srinagar) on April 6, 2013. Shri Jairam Ramesh (Union Minister of Rural Development, Govt. of India) was invited as Chief Guest; and Shri Omar Abdullah (Chief Minister, Govt. of J&K) was

Guest of Honour for the valedictory functions. From DB Tech, representatives from National Office, State Office, trainers, parents and employers were present at the valedictory functions.

## Shilpangon 2013: Don Bosco Tech Job Fair

DB Tech has recently conducted its second job fair, 'Shilpangon 2013' in Kolkata. Carrying the theme "Bridging the Skills Gap", Shilpangon 2013 was organised at Don, Bosco (Liluah) on May 4, 2013. Over 37 companies from 11 technical trades participated in the fair to employ 826 youth trained by Don Bosco institutes of Kolkata Province. The event started with an inaugural function in the presence of Fr. Thomas Ellicherail (Provincial, Kolkata) and Fr. A. M. Joseph (Executive Director, DB Tech) along with some



big dignitaries including Mr. P. Roy (Director General, BCC), Mr. Abhinav Chandra, IAS (Dept. of Panchayat and Rural Development, Govt. of West Bengal), Prof. S. K. Sanyal (President, Howrah Chamber of Commerce) and Mr. Sankar Goswami (Regional Head, Siemens).



## Rahul Gandhi visits DB Tech (Budgam)

It was a proud moment for DB Tech to receive Mr. Rahul Gandhi (Vice President, Indian National Congress) with an elegant bouquet at the Himayat centre located at Budgam (Srinagar). High level dignitaries that include Mr. Rahul Gandhi, Mr. Jairam Ramesh (Union Minister, MoRD, Govt of India), Mr. Ghulam Nabi Azad (Union Minister, Health & Family Welfare, Govt of India), Mr. Safiud-din Soz (MP, State Congress President) and Mr. Waqar Rasool (MoS, MoRD, J&K) visited the Budgam centre on June 15, 2013.

Before leaving, Mr. Rahul Gandhi wrote some comments about the DB Tech saying, "Thank you for a great introduction to Himayat. I am proud of

all the young trainees. You are the future, do well," and appreciated the work which is being carried out by the DB Tech for the unemployed and marginalized youth of the Jammu & Kashmir.

# Snapshots of 2013-14

## DB Empower – Employers' Meet at DB Tech (Karnataka)

DB Tech (Karnataka) organized an Employers' Meet, "DB Empower - Don Bosco and Employers' Programme on Workspace and Enhancing Relationship" on October 19, 2013. Mr. Vijay Shankar KAS (Director, ITBT and MD - KBITS, Govt. of Karnataka) was invited as the Chief Guest. Rev. Fr. George Mathew (Economer, Bangalore Province, Don Bosco) presided over the function. Rev. Fr. Jeeson Nelluvelil (Regional Head, DB Tech, South) welcomed the guests in the employers' meet. After that Fr. A. M. Jose (Executive Director, Don Bosco Tech) gave the key note



address to the employers. A total of 23 companies from various sectors participated in the employers' meet.



## Out Bound Training for DB Tech Employees at National Office

An outbound training program for its National Office staff members was set in Leadership and Team Building format was conducted at Himalayan Ecolodges (Sursinghdhar, New Teri Lake, Uttarakhand) on October 24 - 26, 2013. The OBT is conducted by Mr Tamal Bhatia (Chief Facilitator, Great Indian Outdoors).

Helpful concepts of action and experiential learning were used as a learning tool in the outbound training program. The activities were consistently helping participants gain immediate and powerful

insight into their own and their team's work styles and behaviour.

The areas of emphasis of the activities/games were team building, team working, leadership skills, creative problem solving, interpersonal communication and group Interaction.

## Reconnecting...Rekindling...Rebuilding...DB's Spirit...Hope...Dream North East Alumni Meet at Don Bosco Provincial House (Bangalore)

With the theme "Reconnectin g...Rekindling Rebuilding...DB's Spirit... Hope...Dream", an alumni meet was organized at Don Bosco Provincial House (Bangalore) on November 20, 2013. It was the beautiful occasion for the alumni to meet their trainers and mentors, who gave new meaning to their lives through the short term training that has enablds them to be independent today. The day-long programme began with the inaugural session graced by Mr. K. J. George (Home Minister, Karnataka) as the Chief Guest; and Mr. R. Rajendran (Corporator, Ward No. 59, Bangalore) as Guest of Honour. Speaking on the occasion, Mr. George said, "Don Bosco Tech (DB Tech) is doing a great work of nation building by reaching"



out to neglected rural needy youth. India has educated youth but lacks skilled labour. The organizations like Don Bosco Tech help to bridge that deficiency in skilled labour, which is good for both the nation and the individual." He invited DB Tech to collaborate with the Government of Karnataka to train the children of police officials in the state.

# CHANGE AGENT WITH Freedom with five

Here is an opportunity to get involved with us. You can donate, volunteer or simply be our friend who spreads the good word. At DB Tech, we believe that the task of creating change is not for a few but for all of us. 'Freedom with 5' is an exclusive volunteering programme developed by DB Tech, keeping in mind the needs of our beneficiaries and the unique nature of volunteerism today.

Donate an amount as small as Rs 5 (or multiples of five) and make a world of difference in the lives of the less fortunate. Contribute five hours (or multiples of five) towards the activities as per your competencies and interests.

We assure you not just transparency of the way we use your valuable contribution but also ensure that what you give positively impacts the youth for their skill development.

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