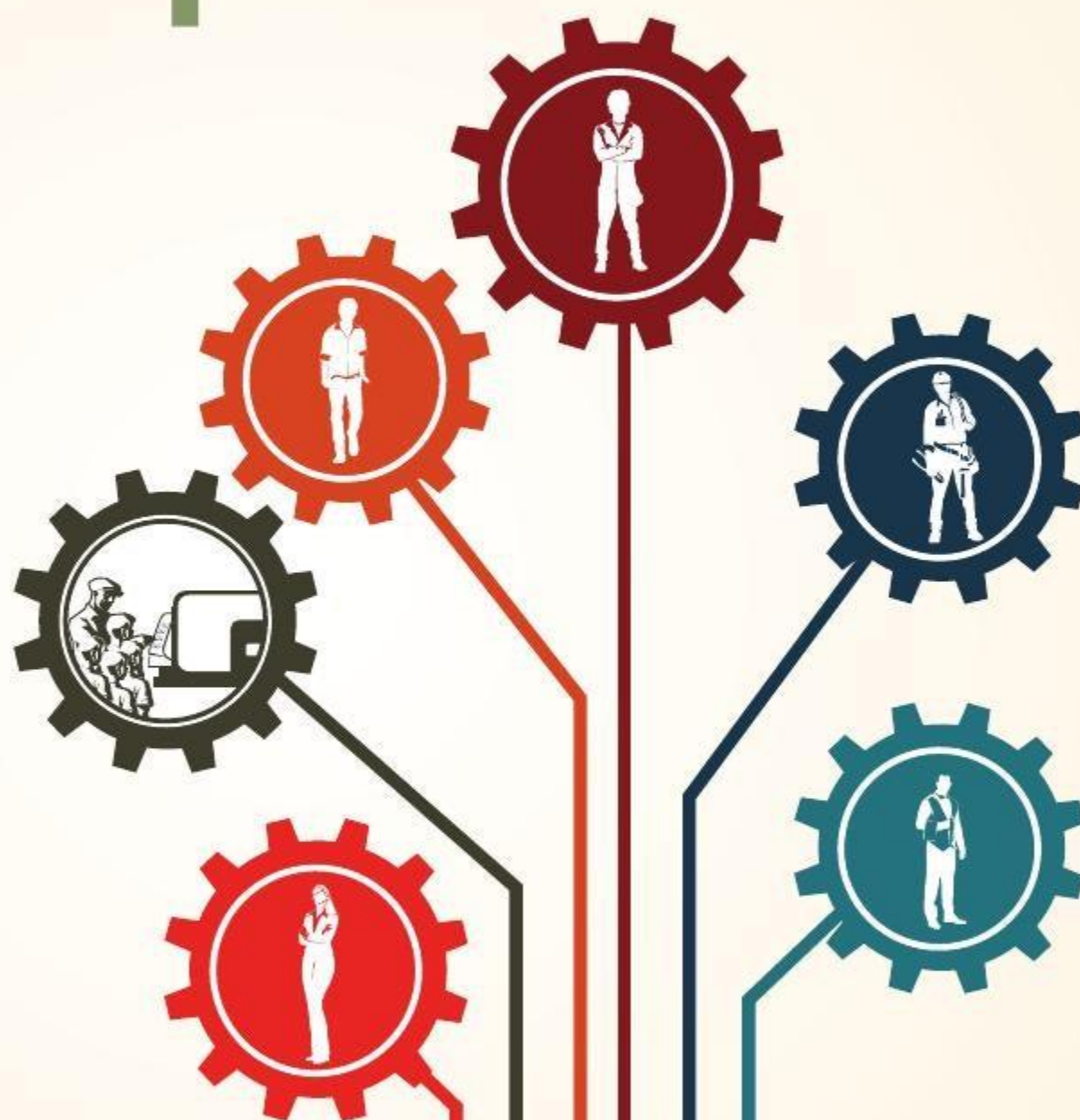


2014-15

Annual Report



ALIGNING YOUTH FOR EMPLOYMENT

A systematic approach to impart appropriate skills

Don Bosco Tech has received significant recognition in the areas of skill development, as a CSR partner and a established NGO in livelihood. Don Bosco Tech's work in these areas is vital part of its values and an integral part of our operations. Don Bosco Tech is proud of the recognitions earned for performance over the years. In this financial year, Don Bosco Tech has received 'Best NGO – Skill Development' from ASSOCHAM and 'Inclusive India Award for Sustainable Livelihood' from CNBC TV 18.



Skill Achiever Award for 'Best NGO – Skill Development'

Don Bosco Tech Society has bagged the prestigious Skill Achiever Award for the category of Best NGO – Skill Development. The award is instituted by The Associated Chambers of Commerce and Industry of India (ASSOCHAM) in partnership with various Ministries of Government of India. This Skill Achiever Award recognized Don Bosco Tech for demonstrating its commitment to the advancement of skills by implementing skills development and training programmes that are relevant and result oriented.





Inclusive India Award for 'Sustainable Livelihood'

Don Bosco Tech Society has won the Inclusive India Award for 'Sustainable Livelihood' in the Established Non-Profit category. The award recognizes Don Bosco Tech's skill development initiative and its ground-breaking work in the area of providing sustainable livelihood to underprivileged youth in rural India. ICICI Foundation launched the Inclusive India Awards in partnership with CNBC TV18 to acknowledge non-profits, social businesses and corporate foundations under the 'Sustainable Livelihoods' sector.





The lives we touched

34,363
Students Trained

9
New Partnerships

32
Projects

26,160
Students Placed

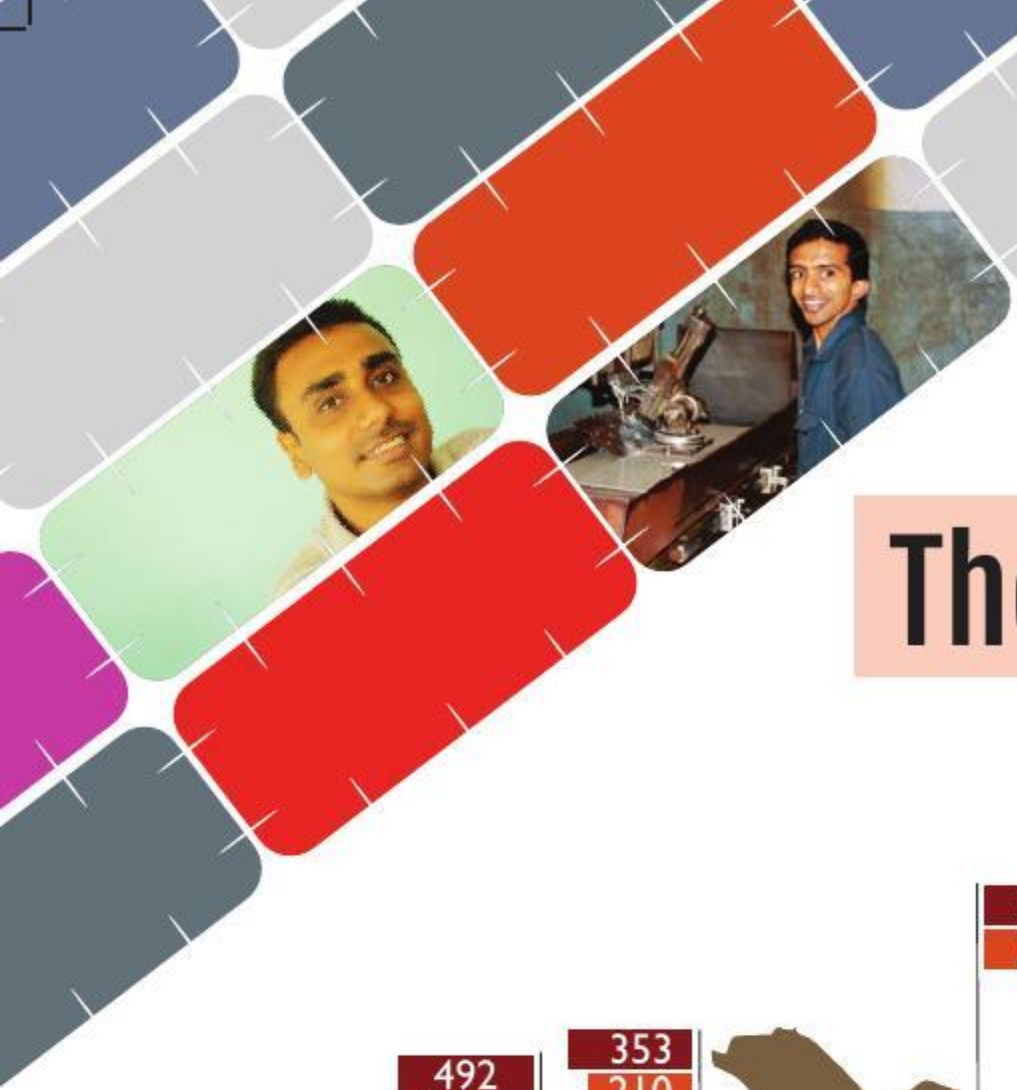
26
States

138
Districts

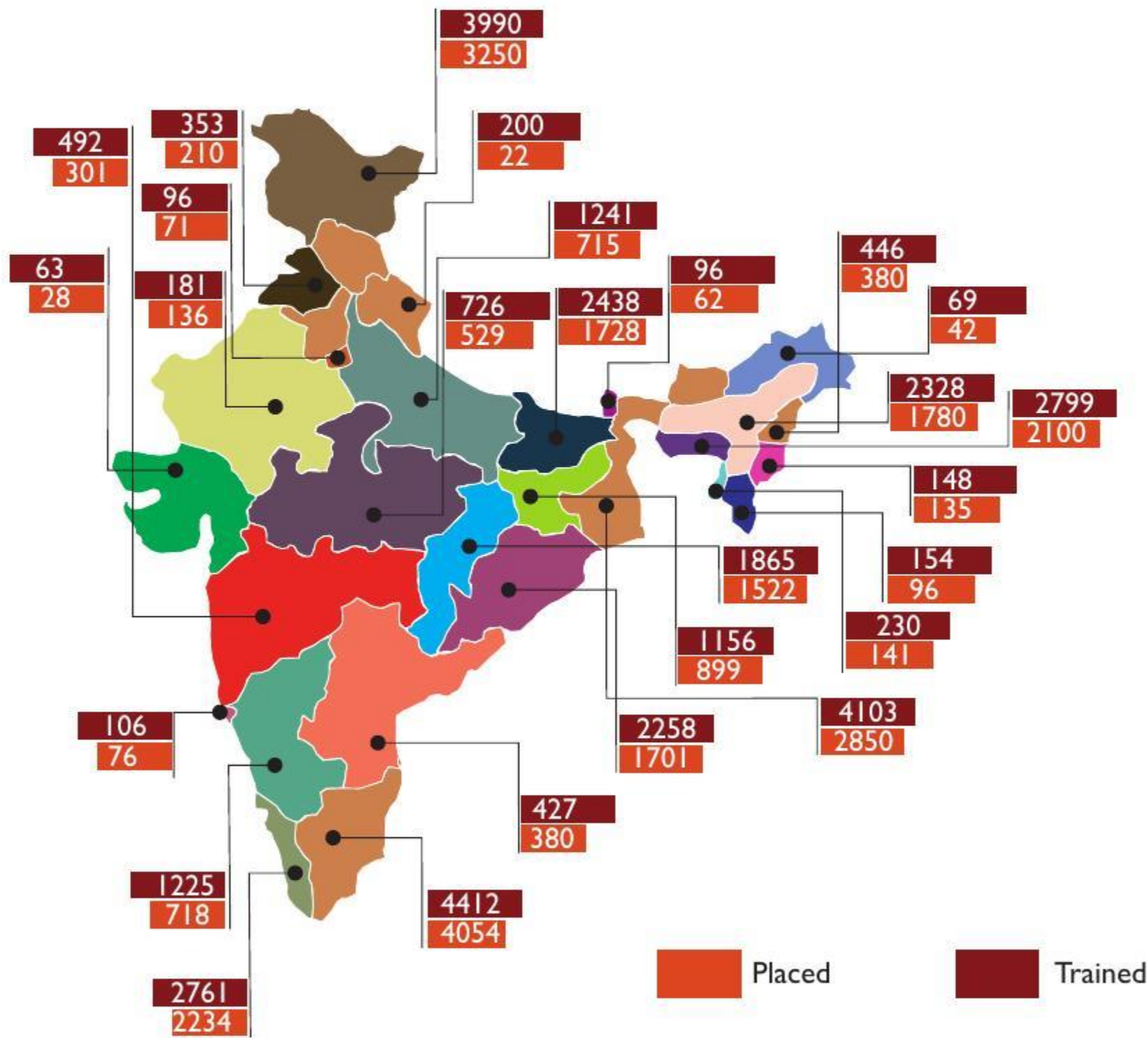
198
Centres

948
Batches





The terrain we reached



State	Trained	Placed
Andhra Pradesh	427	380
Arunanchal Pradesh	69	42
Assam	2328	1780
Bihar	2438	1728
Chhattisgarh	1865	1522
Goa	106	76
Gujarat	63	28
Jammu & Kashmir	3990	3250
Jharkhand	1156	899
Karnataka	1225	718
Kerala	2761	2234
Madhya Pradesh	726	529
Maharashtra	492	301
Manipur	148	135
Meghalaya	2799	2100
Mizoram	154	96
Nagaland	446	380
New Delhi	96	71
Odisha	2258	1701
Punjab	353	210
Rajasthan	181	136
Sikkim	96	62
Tamil Nadu	4412	4054
Tripura	230	141
Uttar Pradesh	1241	715
Uttarakhand	200	22
West Bengal	4103	2850

Grand Total
34363 **26160**





Don Bosco Tech's skilling journey

It has been nearly a decade, since the first meeting of Salesians and partners in Shillong, sharing and exploring the possibilities of making quality difference in the lives of youth through skill training. The journey has been very thrilling, challenging and fruitful.

Our partnership developed with Government and Corporates, gained momentum over the years. With the new emphasis on Skilling by the Government, we have realized that we made a right decision in creating Don Bosco Tech. When whole nation is looking towards taking advantage of demographic dividend, skill is the non-negotiable component in the growth of the country. Don Bosco Tech's system and process have proved as an appropriate model for skill development.

While looking at training 2 million youth by 2022, we are seriously looking at the quality of the training. The standardization of the centres with regards to lab setting, approved curricula, assessment, and employable skills add value to the training. We have embarked on digital content for multiple trades and will be launched in the coming year. To maintain the quality and scale, the staff training programmes are prepared and conducted so that everyone is aware and become part of the mission.

One point of deviation from our conventional training is the placement. The training institution takes the responsibility to provide jobs at the completion of their training. The successful placement across India has brought much credibility to the training and confidence among stakeholders to partner with Don Bosco Tech.

The road we have traveled so far has been very enriching and beneficial to all stakeholders. Don Bosco Tech has moved so far and so fast because of the support and dedication of Salesians, partners and staff, who delivered the best out of their passion. We have learned much and that make us confident to take bigger responsibilities and greater challenges.

Hope you enjoy going through the high points of the journey in the last one year.

Fr. A. M. Joseph, SDB
Executive Director



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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.

Goal

To impart market-oriented, employment-linked training to 20 lakh youngsters by 2022.





Values

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.



Don Bosco Tech Society

Don Bosco Tech Society, a network of more than 330 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, Don Bosco 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.

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 Salesians of Don Bosco in India. Don Bosco Tech was set up in 2006 with an objective to provide quality vocational training to the disadvantaged youth. Don Bosco Tech provides employment-linked, market-driven vocational courses of short and long duration to the economically and socially marginalized youth. With this large network of skill training centres, Don Bosco Tech is arguably the largest NGO working in skill development sector in India.







Don Bosco Tech provides different types of formal, non-formal and short-term vocational training through its institutions spread across the country. It is an opportunity for youngsters, who are socially and economically deprived, to learn a trade and 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 instilling social behavior and personality in them which will land them in wage employment or self-employment. To have a structured administration, Don Bosco Tech decentralized the operations through state teams. Each state team comprises a group of professionals to implement vocational training in service and technical domains. The vocational training activities in the national and regional level are led and planned by the Salesians. The national office located in New Delhi and regional offices are in the state capitals to manage the project in the state. At present Don Bosco Tech is a team of 1056 dedicated change agents that comprises of management/business graduates, engineers, social workers, IT entrepreneurs, media professionals, etc. The Management committee has the ultimate responsibility for directing and guiding the activities of the Don Bosco Tech. Operations team is the key force in actualizing organization's goal into reality; and the Operations team is supported by Monitoring & Evaluation, Learning & Development, Human Resources, Finance and Accounts, Communications, IT and Administration Functions.





Don Bosco Tech provides a variety of vocational training programs as per community mapping and industry requirements to address the issue of unemployment among youth.

Formal Vocational Training



Don Bosco 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.

Non-Formal Vocational Training



Don Bosco 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.

Short-Term Vocational Training

Short term vocational training programs are of three months' duration, in which the students are given technical inputs prepared in consultation with industry experts and professionals. The course includes on-the-job training, assignments and field visits. Valuable life skills are also integrated into the curriculum through an interactive teaching process.

Don Bosco Tech
at a Glance

336

7

Engineering and Diploma Training Centres

32

ITC (Formal Training Centres)

198

Short-Term Training Centres

6

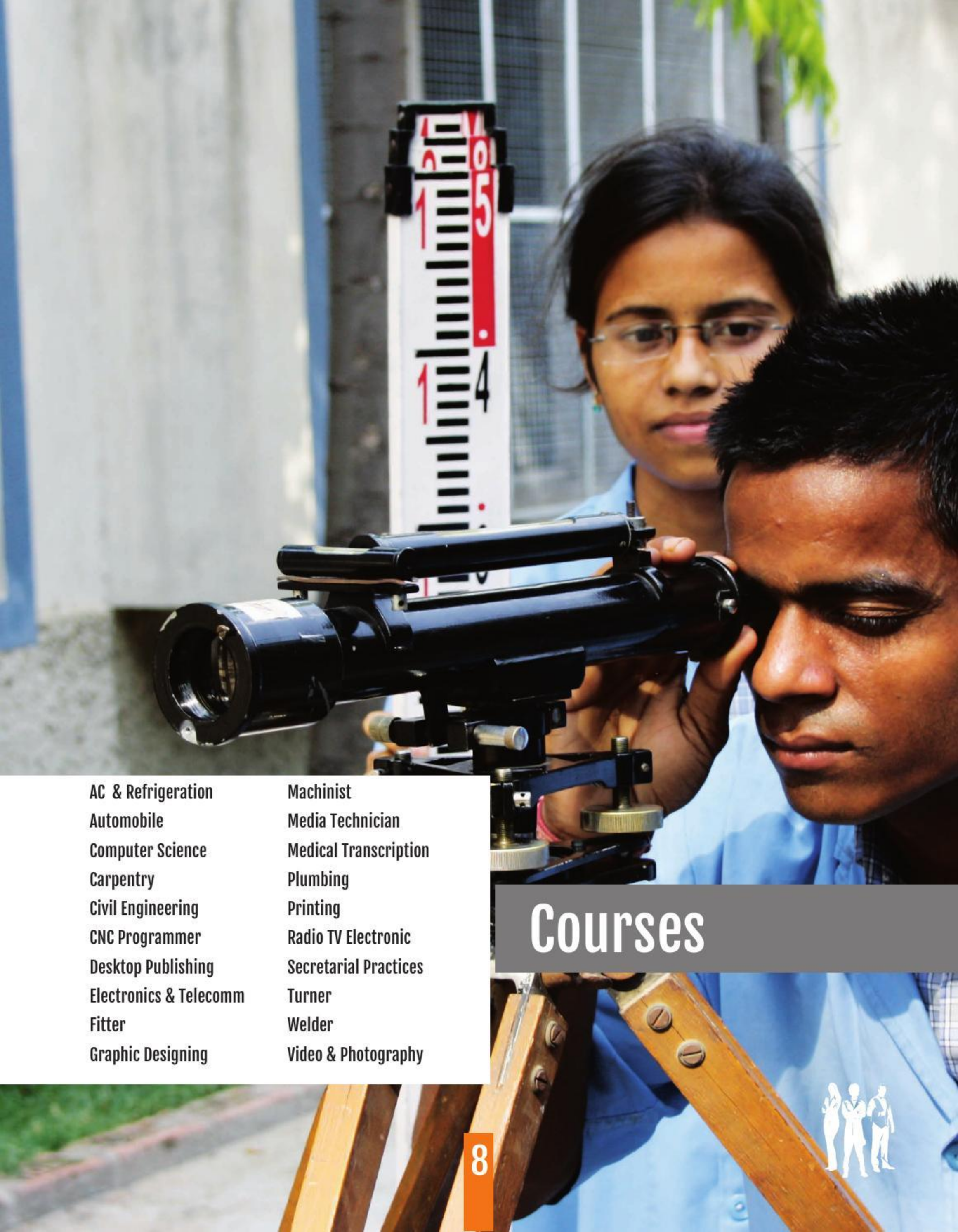


Setting Exemplary Standard in

Technical Education

Don Bosco's formal training centres are pioneers in the field of technical education, which provide quality skills to every individual who enrolls to become self reliant in the various demand driven trades. This 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 Don Bosco Tech also includes careful attention for determining training methods to complete the curriculum and evaluation to ensure that training is carried out effectively and training goals were reached. Don Bosco Tech has been intervening in the lives of the youth through formal training programmes in the 39 ITIs and Engineering and Diploma Training Centres across India. Over 15,000 youngsters train every year in various market driven courses and approximately 70 per cent of them placed in the renowned organizations.





AC & Refrigeration
Automobile
Computer Science
Carpentry
Civil Engineering
CNC Programmer
Desktop Publishing
Electronics & Telecomm
Fitter
Graphic Designing

Machinist
Media Technician
Medical Transcription
Plumbing
Printing
Radio TV Electronic
Secretarial Practices
Turner
Welder
Video & Photography

Courses





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.

2015

- Signed agreement with MoRD and Kudumbashree for skilling rural BPL youth from Kerala under DDU-GKY project.
- Signed an agreement with UK India Education and Research Initiative (UKIERI) to equip women learners with employability skills and self-confidence to obtain jobs and develop a career.
- Signed the agreement Rajasthan Skills and Livelihoods Development Corporation (RSLDC) to implement the Employment Linked Skill Training Program (ELSTP) for the unemployed, marginalized youth.
- An agreement signed with Hans Foundation to impart skill training to needy youth in Assam, Madhya Pradesh, Nagaland and West Bengal.

2014

- Signed agreement with MoRD for skilling youth from LWE districts in Odisha under Roshni project.
- Signed agreement with MoRD for skilling rural BPL youth from Jharkhand under DDU-GKY project.
- Signed the agreement with Uttar Pradesh Skill Development Mission (UPSDM) for skill training in Uttar Pradesh.
- Signed an agreement with Sir Dorabji Tat towards skill development program in North Eastern and LWE regions 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.
- National Skill Qualification Frame Work under Karnataka Government has signed a MoU with Don Bosco Tech to provide skill training in Automobile domain in 57 schools in 30 districts of Karnataka.

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.
- Partnership with Poorest Areas of Civil Society (PACS) to impart skill training to youth from socially excluded communities.
- Partnership with Bule Sky for imparting soft skill training to Master Trainers of Don Bosco Tech

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.
- Nationwide youth survey conducted to know the interest of youth.
- Nationwide Impact Assessment Study conducted to know the social impact of the projects.

2011

- Partnered with Schneider Electric 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.

2010

- 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

2009

- 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.

2008

- Don Bosco Tech established to provide quality vocational training to youth at risk.
- Partnership with Via Don Bosco (DMOS COMIDE) for upgradation, staff training, curricula development, life skills and networking.
- Signed an agreement with JDV for imparting vocational training to the youngsters from poverty pockets.

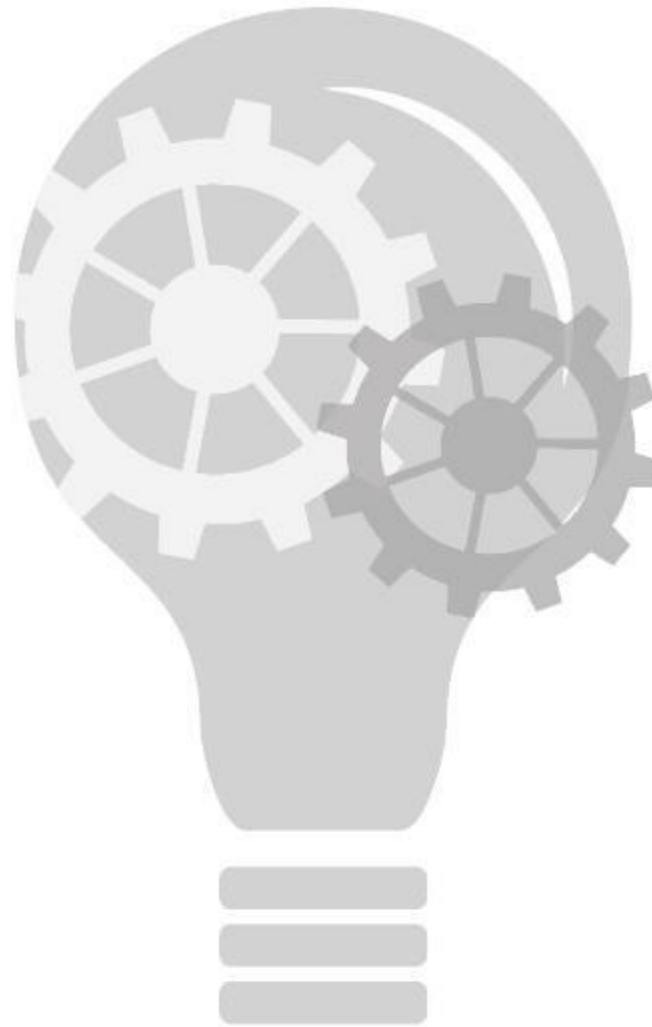
2007

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

2006

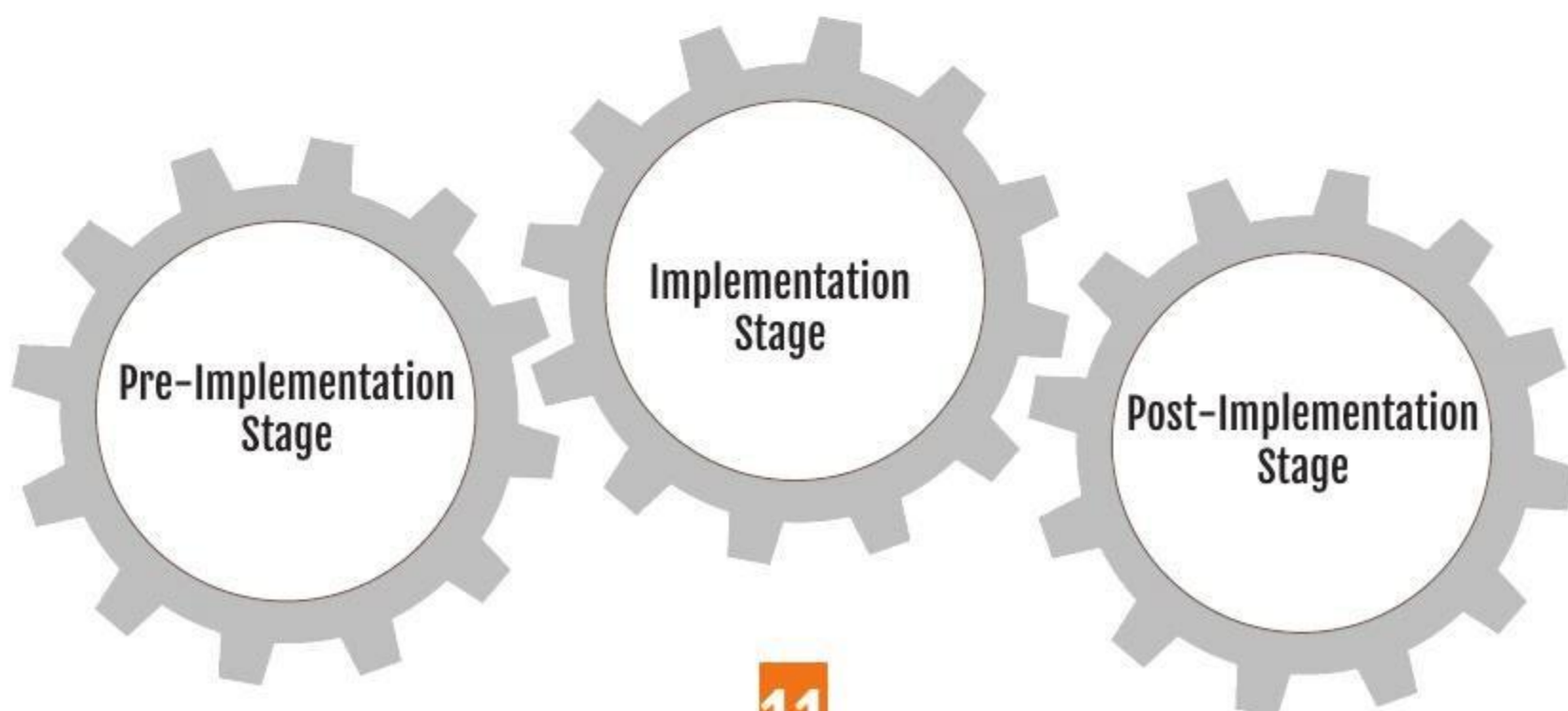
- Don Bosco Tech India set up to strengthen the skill based training and placement at a national level.
- Registered under Societies Registration Act XXI of 1860





Don Bosco Tech Process

With over a century of grass root level experience in skill development, Don Bosco Tech has designed the operating model depicted in the flow chart. The operating model was tested on 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 designed keeping in mind to quality deliverables and checks so that best can be offered to the less privileged youth and the industry. At the same time, the operating model is also very flexible in nature that can be modified to suit the local requirements with mutual discussion with the respective funding partner, the local industry and the existing skill-sets of the beneficiary. The process model has three stages:



Monitoring & Evaluation

Pre-Implementation Stage

Youth
survey

Curriculum design
and
validation

Centre identification
and due diligence

Recruitment
and TOT

Mobilisation

Implementation Stage

Classroom
training

Mid batch
assessment

Workplace readiness
and interview
preparation

Assessment and
certification

Job placement and
settling in support

Post-Implementation Stage

Batch review

Placement
tracking

Post placement
survey

Project evaluation

Social audit

Corporate Networking



M apping for akeover

The skill development training programs are specially designed by Don Bosco Tech and carefully executed in a structured manner for the livelihood promotion based training from its conceptualization to the completion. Don Bosco Tech conducted 'Youth Survey' to assess the employability of youngsters from 'Below Poverty Line' across the country. Any skill development project begins with a youth survey exercise, which attempts to buy-in the underprivileged youth and directs them to the mainstream options available after skill development training. Don Bosco Tech administered the survey in the specific project geographic location to assess caste distribution, educational status, employment status, the youths' willingness to migrate for employment and other correlation amongst these variables. To evaluate the demography and the current socio-economic status of the community, Don Bosco Tech conducted this survey in the pre-implementation phase of the project. The process involves a series of interviews with youth from BPL class to identify and understand the choices made by youngsters while deciding their interests, aspirations, skill sets desired, preferred employment and locations.

The study is titled as – 'Skill Development Training Needs Assessment- A Cross Sectional Study of Indian Youth'. The sample consisted of 53,263 respondents from 136 districts of 23 States in

India. A survey design was used to identify and assess the training needs of youth considering the different demographic variables. Data was collected through the 133 training centers of DB Tech spread over 23 States and Union Territories. The survey tool for youth was a questionnaire which consisted of identification variables, demographic variables, variables related to the opinion on the preferred technical training, attitude scale, soft skills, life skills, computer skills, value education, 29 different categories of skill development training with each category listing 10 different areas of training.



The study revealed that Indian youth have positive attitude towards skill development programmes and technical jobs. These two attitudes were positively correlated indicating the trend that as the attitude towards skill development training increases their attitude towards technical job also increases.

Don Bosco Tech institutions need to intensify their efforts in the area of short term skill development programmes. It is the need of the youth and also has the support of industry experts. It is recommended to focus more on 3-month and 6-month duration training programmes than training programmes of 45 days and less duration or part time training programmes of few hours a day.

It is right time Don Bosco Tech institutions organize their career counseling and guidance in a more professional way. The scope of career guidance must include identifying potential target population by reaching out to students in high school/higher secondary school and more importantly to youth in the neighbourhood who have dropped out of schooling and are working in the unorganized sector for paltry wages in semi-skilled and unskilled jobs.

Don Bosco Tech institutions are recommended to spend more time, money and personnel in offering skill development programmes in the following categories – Agriculture & Allied Activities, Automobile/Auto Component, Banking/Insurance and Finance, Building & Construction, Food Production & Catering, Electrical, Cosmetology & Beautician, Building Hardware & Home Furnishing, Chemicals & Pharmaceuticals and Animal Husbandry.





Reaching out

to needy youth who need a second chance

Social Mobilization, being a major activity, is carried out as an institutional base for implementing skill training programme activities with the concept of sustainable development. All skill training projects implemented by Don Bosco Tech are successful because of its social mobilization strategy and grass root level reach at the poverty pockets. At Don Bosco Tech, social mobilization attempts to involve the people at the grass root level through various social interventions means. These outreach programs at Don Bosco Tech are conducted with a view to mobilize and short-list deserving candidates for the training programs from the bottom 15% of the financial segment, who do not have access and opportunity to get mainstreamed. To ensure that the program reaches those who actually need it, the mobilization is generally done with the assistance of local partners / communities.

BASE | Bosco Academy for
Skills and Employment

PACS
Our right to learn



Partnership with Civil Society Organisations (CSOs)

Don Bosco Tech is a leader in networking with like-minded organisations to achieve the mission of 'Skilling India'. Don Bosco Tech works in partnership with all concurring organisations and support collaborations that inspire youngsters to hope and dream. Don Bosco Tech operates through network partners, which are church based organizations, community based organizations, local NGOs, multilateral organizations in local implementation partnership structure. We believe that every vocational training centre needs to offer the best skills to the deprived youth. Don Bosco Tech assists the network partners in each step, from choosing the location, planning the courses to be delivered, developing the infrastructure, hiring trainers and developing faculty, acquiring a steady student base, and building the centre's brand. Organisations having infrastructure, outreach and willingness are always invited to be part of this mission. During the entire journey, Don Bosco Tech has been able to build a valuable association with its partners which will be certainly continued for decades. The list of network partners is mentioned here:

Skills and Employment (BASE)

Development (Govt. of India) and Don Bosco Tech



Ministry of Rural Development
Govt. of India

Program Features

- Free training and uniforms
- Short duration courses (1-3 months)
- Job - oriented courses
- Placement assistance
- Skill upgrading facilities

Courses Offered
ing, Mobile Repair, Machine Operator, Automobile, Multi Skill
Sales and Marketing, Nursing, Front Office Assistant, etc.
Office, Don Bosco School, Hesag, Hatia, Ranchi, Ph: 0651-2290766, M: 9431309215
Office, Don Bosco ITC, Khorha Toli, Kokar, Ranchi, PH: 0651-2530733.



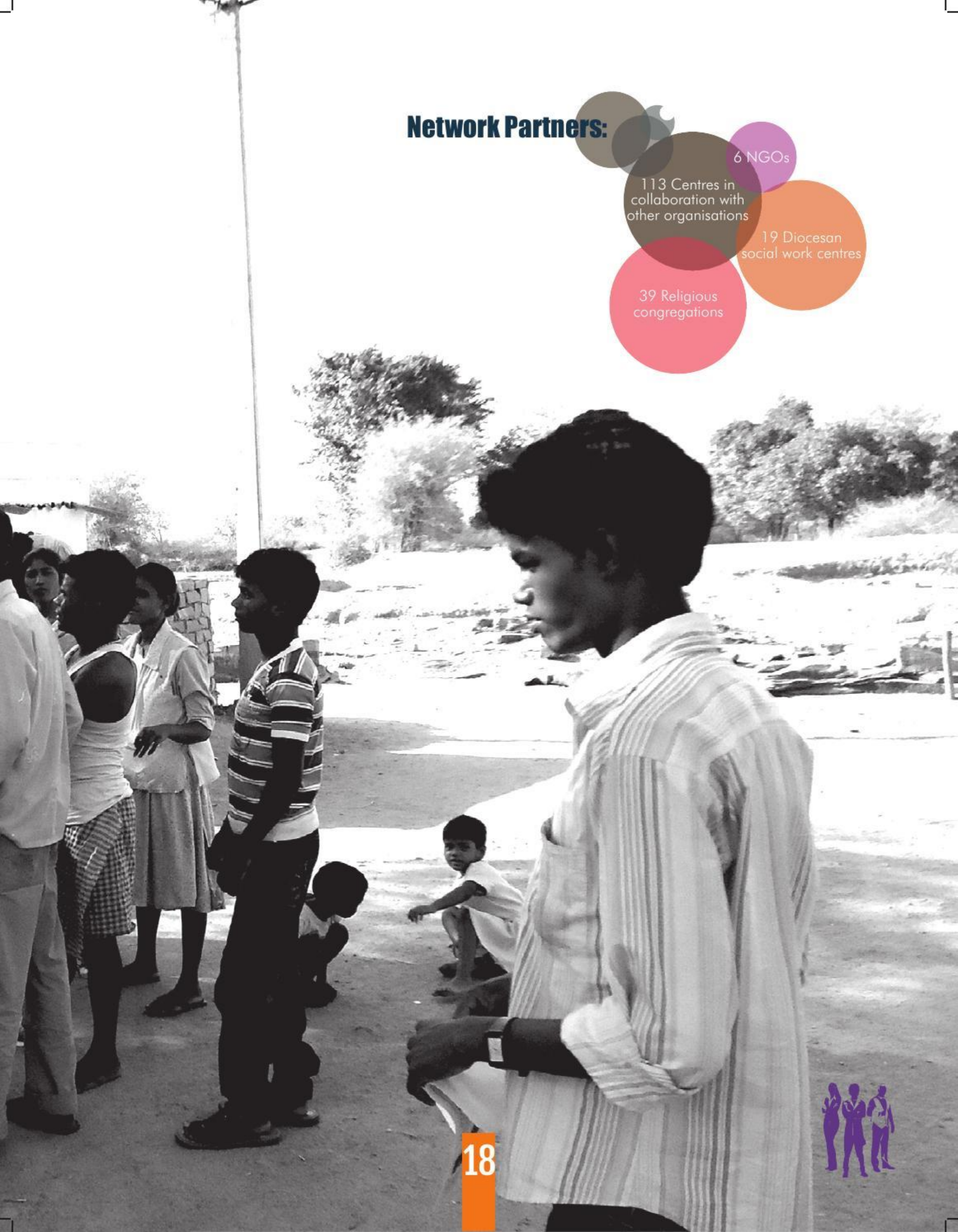
Network Partners:

6 NGOs

113 Centres in
collaboration with
other organisations

19 Diocesan
social work centres

39 Religious
congregations





Empower With Market Driven Skills

The short term training program of Don Bosco Tech comprises of three months' classroom training, which covers academic inputs, theoretical concepts, practical and subject knowledge. Once the needy youngsters are mobilized and gathered at the training centre, the candidates are then counseled and put through an induction program to align them with the Don Bosco Tech's 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.

To reinforce the students' learning further, classroom teaching is supplemented with practical training, for which Don Bosco Tech provides excellent infrastructural support, in the form of state-of-the-art labs and teaching software. As communication is essential for 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 exhort 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.

Don Bosco Tech facilitates self-exploration by the trainee of his / her inner potential, by devoting exclusive life-skill sessions that include self-evaluation exercises and group / industry interactions that are aimed at better equipping the trainees to face life's practical aspects. The students are assisted in realizing their aspirations by working on their strengths and constraints. They are finally put through a 'Work Readiness Module', which teaches them to prepare their resumes, face interviews, cope with workplace-related issues, and balance their personal and professional lives. Entry-level jobs are made available to the aspirants in various sectors. Those with entrepreneurial aptitude are also assisted in setting up micro-enterprises of their own.



Project-wise youngsters skilled in the financial year 2014-15

Project	Trained
Accenture	4608
ABF	10645
BASE	319
MANAS (Ministry of Minority Affairs)	344
Meghaskills Border Area (Govt. of Meghalaya)	694
Meghaskills Non Border Area (Govt. of Meghalaya)	251
Seekho Aur Kamao (Ministry of Minority Affairs)	1075
VDMA	30
Govt of Arunachal Pradesh	35
ITC	3459
Kaushal Kutir (Govt. of Bihar)	47
Ministry of Tourism (Govt. of Meghalaya)	236
New Employability Skills for India - UKIERI	71
Poorest Areas Civil Society (PACS)	2082
North Central (Ministry of Rural Development, Govt. of India)	345
Quest Alliance	1245
Roshni (Ministry of Rural Development, Govt. of India)	92
RSLDC (Govt. of Rajasthan)	154
SDTT	771
UPSDM (Govt. of Uttar Pradesh)	17
Himayat (Ministry of Rural Development, Govt. of India)	3716
Schneider	4127

Total : 34363

Putting Youth in Employment

Don Bosco Tech imparts comprehensive and quality skill training to its trainees that further empower them for an entry level opportunity which is paving way to a new lease of life. To maintain the track record of Don Bosco for providing pool of quality manpower required by industry, Don Bosco Tech becomes a preferred organization for 118 leading companies who always look forward to employ candidates from Don Bosco Tech for their different facilities. Don Bosco Tech always involves the industry leaders in every step of operation starting from choosing the right curriculum for its domains to recruiting quality manpower for their organization. An average of 81 percent trainees were placed in a spectrum of 812 organizations in manufacturing and service sectors. Candidates on completion of the training and on-the-job training are offered an employment with the very same company or with a different company. The Don Bosco Tech's placement team also ensures the alumni for an offer letter and a regular providence of their salary slips from the employer.

As an alma mater, Don Bosco Tech handholds them at the beginning stages of their career till they will have a liking towards the place as well as the job. During the handholding process, Don Bosco Tech assists them in every step by appointing a dedicated person to facilitate them in this transition period. Like this, Don Bosco Tech has tried to incorporate some best practices which in turn become a best practice for other organisations to follow.

After placement, there is always continues effort to track the placed candidates to find out if Don Bosco Tech trainees are satisfied with the quality of the employment offered to them. Don Bosco 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.



Project-wise youngsters offered entry level jobs in the financial year 2014-15

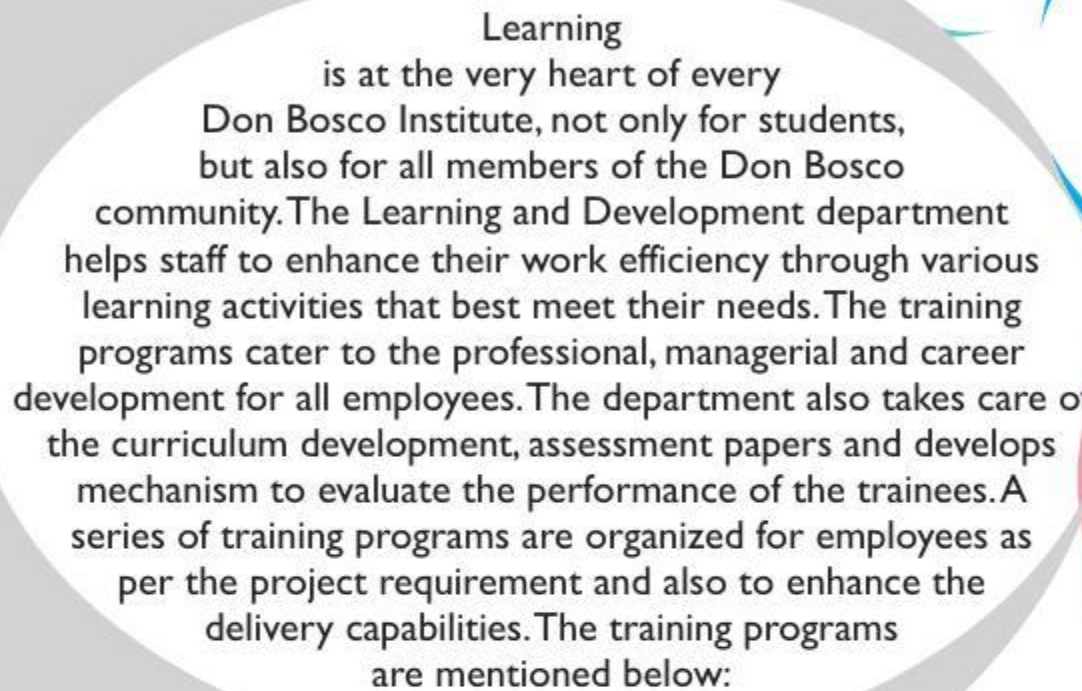
Project	Placed
Accenture	3988
ABF	8100
BASE	137
MANAS (Ministry of Minority Affairs)	225
Meghaskills Border Area (Govt. of Meghalaya)	512
Meghaskills Non Border Area (Govt. of Meghalaya)	192
Seekho Aur Kamao (Ministry of Minority Affairs)	911
VDMA	20
Govt of Arunachal Pradesh	30
ITC	2286
Kaushal Kutir (Govt. of Bihar)	21
Ministry of Tourism (Govt. of Meghalaya)	197
New Employability Skills for India - UKIERI	49
Poorest Areas Civil Society (PACS)	1607
North Central (Ministry of Rural Development, Govt. of India)	251
Quest Alliance	952
Roshni (Ministry of Rural Development, Govt. of India)	67
RSLDC (Govt. of Rajasthan)	123
SDTT	529
UPSDM (Govt. of Uttar Pradesh)	13
Himayat (Ministry of Rural Development, Govt. of India)	3028
Schneider	2922

Total : 26160





Enhancing the facilitating capabilities




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 meet their needs. The training programs cater to the 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. A series of training programs are organized for employees as per the project requirement and also to enhance the delivery capabilities. The training programs are mentioned below:



Induction Program

The induction program is conducted for all the new employees of Don Bosco Tech. A 5-day module is administered to orient and induct the trainers, taking into consideration the varied backgrounds they come from. In addition to the above objectives, the induction program helps the new staff to get to know each other, builds up a team and motivates them to work earnestly for the benefit of the poor and the marginalized section of the society.

The refresher training program is conducted at the end of every batch for a period of three days. In this 3-day program, trainers from various centres and states come together and discuss different issues as well as best practices. The objective of the training program is to share certain inputs with the trainers to achieve project deliverables within the timeline and have better team coordination.



Refresher Training Program



The 3-day domain workshop is organized for the trainers of a particular domain across the centres of Don Bosco Tech. 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.

Domain Workshop

Outbound Training

Outbound training is also referred as experiential learning or action learning. It is a process wherein all the participants meet at outdoor location to participate in a range of activities that include both physical and mental skills. 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.





Delivering Quality in Every Step

Quality is the one of the unique serving proposition of Don Bosco Tech Society. To maintain the quality at every step of skill training, Don Bosco Tech does not leave any stone unturned. Don Bosco Tech has a robust system in place to maintain quality in the project implementation. The monitoring and evaluation practice is an empowering tool for Don Bosco Tech for effective implementation of project. The M&E activities not only help in effectively addressing the concerns but also in analyzing the trends and patterns to correct the gaps in the systems. The entire programme activities and implementation will be monitored through the program lifecycle by following activities:

- a. Due Diligence
- b. Mid Batch Assessment
- c. Batch Review
- d. Post Placement Survey
- e. Project Evaluation
- f. Social Audit





Due Diligence

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.

Mid Batch Assessment

The Mid Batch Assessment (MBA) is conducted between the 45- 50th day from the date of initiation of the centre. The assessor monitors the various aspects of quality of training being delivered, classroom strength, availability of trainers and other relevant criteria. This is a mid way assessment to ensure corrective actions are taken. This assessment is conducted by an executive from the M&E department.

Batch Review

After the successful completion of training and placement of the youth, the M & E team conducts 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.

Post Placement Survey

The Post Placement Survey (PPS) is conducted after three months post-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.

Project Evaluation

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.

Social Audit

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.



Flourishing Partnership for Skilling Mission

Don Bosco Tech believed in collaboration with likeminded partners from the government as well as the private sector to bring out the best results in skills development while strengthening our insight and make our voice heard more widely. This year Don Bosco Tech joined hand with 16 organizations and government departments as its valuable partners with the similar dream of initiating skill development training for the deprived and marginalized youth of India. Operating in several states across India, Don Bosco Tech has drawn up programs on the basis of creating a targeted number of sustainable livelihoods in each state.

We sincerely acknowledge the contribution of our partners and donors during the year whose generous contribution through out the year has made the implementation of the skills training successful. Profiles of our partnerships in 2014-15 are given below.





Financial Statements

J. A. Martins & Co.

Chartered Accountants

AUDIT REPORT

We have audited the attached Balance Sheet of the "Don Bosco Tech Society" as at 31st March 2015 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.

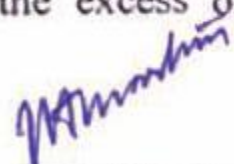
We have conducted our audit in accordance with auditing standards generally accepted in India. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, 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 2015.
 - (b) in the case of the Income & Expenditure Account, of the excess of expenditure over income for the year ended on that date.



Place: New Delhi
Date : 5-9-15


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

DON BOSCO TECH SOCIETY

Balance Sheet as at 31st March 2015

(Cons.)

Particulars	Schedule	Amount (Rs.)
<u>SOURCES OF FUNDS</u>		
Reserve & Funds	1	302,181,330.13
Programme Balance	2	64,516,234.85
Total		366,697,564.98
<u>APPLICATION OF FUNDS</u>		
<u>Fixed Assets :</u>	3	
Gross Block		170,161,611.60
Less : Accumulated Depreciation		31,033,957.78
Net Block		139,127,653.82
Capital Work in Progress		185,162,048.00
		324,289,701.82
<u>Current Assets & Liabilities</u>		
Current Assets	4	415,945,292.26
		415,945,292.26
Less: Current Liabilities	5	373,537,429.10
Net Current Assets		42,407,863.16
Total		366,697,564.98

For & on behalf of Management

As per our Report of even date

George Mathew



Place : New Delhi
Date : 5-4-15



J.A. Martins

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 2015

(Cons.)		
Particulars	Sch No.	Amount (Rs.)
<u>INCOME</u>		
Contributions/Donations	6	20,976,573.42
Other Receipts	7	780,762.88
Grants Allocated towards Expenses		295,037,449.08
Allocation of NSDC Loan to the extent Utilized		96,446,160.00
Allocation of South Indian Bank Loan to the extent Utilized		109,855,016.00
Total		523,095,961.38
<u>EXPENDITURE</u>		
Personnel	8	121,047,042.42
Skill Development Training Expenses	9	161,068,625.31
Placement	10	28,951,596.04
Administration	11	27,955,074.26
		339,022,338.03
Depreciation		24,404,161.77
		(24,404,161.77)
		339,022,338.03
Excess of Income over Expenditure transferred to Allocation to Capital Reserve		190,388,430.78
Income over Expenditure		(6,314,807.43)
Total		523,095,961.38

For & on behalf of Management

As per our Report of even date

George Yachud



Place : New Delhi
Date : 5-9-15



J.A. Martins

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

Don Bosco made me to realize my caliber. I was one among the thousands of youth who don't introspect what are their ability, strength and weakness. There was no one to guide me. I cannot forget the encouragement and support I got from DB Tech. Don Bosco is the cornerstone for building up my confidence. I felt his presence and guidance in my institution. I was overwhelmed with joy when I won the prizes in the Don Bosco's bicentenary competition conducted by DB Tech. Don Bosco is the fountain of confidence to all the youth like me.

Ms. Kalaivani
Alumnus
DB Tech, Perambur



The genesis of DB Tech has evolved from the life and teachings of St. John Bosco, who dedicated his life to the betterment and education of disadvantaged youth. I am delighted that the skilling initiatives of DB Tech are helping the youth acquire the required livelihood and skills through and helping them gain an edge in the formal and competitive job market. This ensures economic security as well as meets the development needs of the nations. I am particularly happy to note the work they are doing in the North East, where the challenges are much greater. I wish them the best of luck and hope they carry on the legacy of their founding father with renewed and greater energy in the times to come.

Dr. Sapna Poti
Principal- MIS & Monitoring
National Skill Development Corporation



In partnership with Don Bosco Tech Society (DB Tech), Axis Bank Foundation has been able to reach out to more than 25,000 youth in the last two and half years. What we find unique about this partnership is the ability of DB Tech to reach out to the unemployed youth from the marginalized sections of the society and provide them with modern, market-linked trade skills as well as computer literacy. The youth are also supported with soft-skills, life-skills as well as proficiency in spoken English. Most importantly, DB Tech provides job opportunities for trainees in the organized sector ensuring a steady source of income for the household. We wish our partner all success and hope to see Don Bosco scaling greater heights in the years to come.

Mr. Anil Kumar
Executive Trustee & CEO
Axis Bank Foundation



Over the decades, Don Bosco has been a role model institution that has stood for all round development of young people. It epitomizes an undying spirit that is committed to the success of future generations. There are very few organizations in the world that have achieved this at such a large scale. We at QUEST are fortunate to have had the opportunity to contribute in this journey through innovative technology based learning approach that is preparing youth for 21st century jobs.

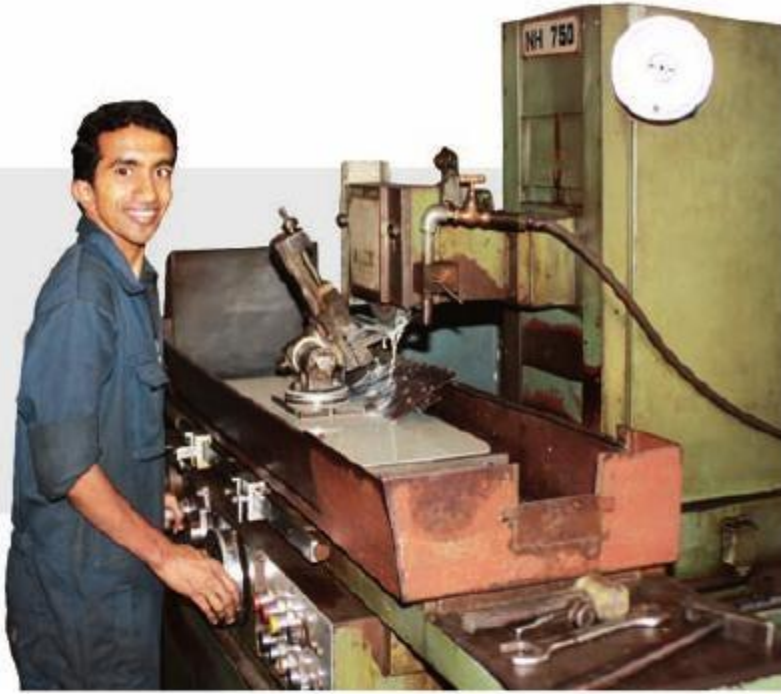
Mr. Aakash Sethi
Executive Director
QUEST Alliance



Mr. Anand Kumar Bolimera
Director
Poorest Areas of Civil Society

On the occasion of bi-centenary celebrations of Don Bosco, I would like to congratulate the leadership at DB Tech for running this institution with professionalism and yet rooted in its vision to serve the poor and marginalised communities. It is good to see that under your leadership the institution is building from strength to strength. Your team members are highly motivated and committed to impart skill building among poor and marginalised communities.

Some key learnings coming from our partnership is that social inclusion does not happen automatically or by default and we need to actively promote inclusion at every level through appropriate design and interventions. If equal opportunities are provided at right time with appropriate support systems, the youth from socially excluded communities will perform on par with general communities. While imparting skills we also need to invest in the over all development by imparting other inputs such as soft skills and provide pre & post training support and care. It is equally important to engage with prospective employers on issues of social inclusion & diversity to promote an inclusive work space without discrimination.



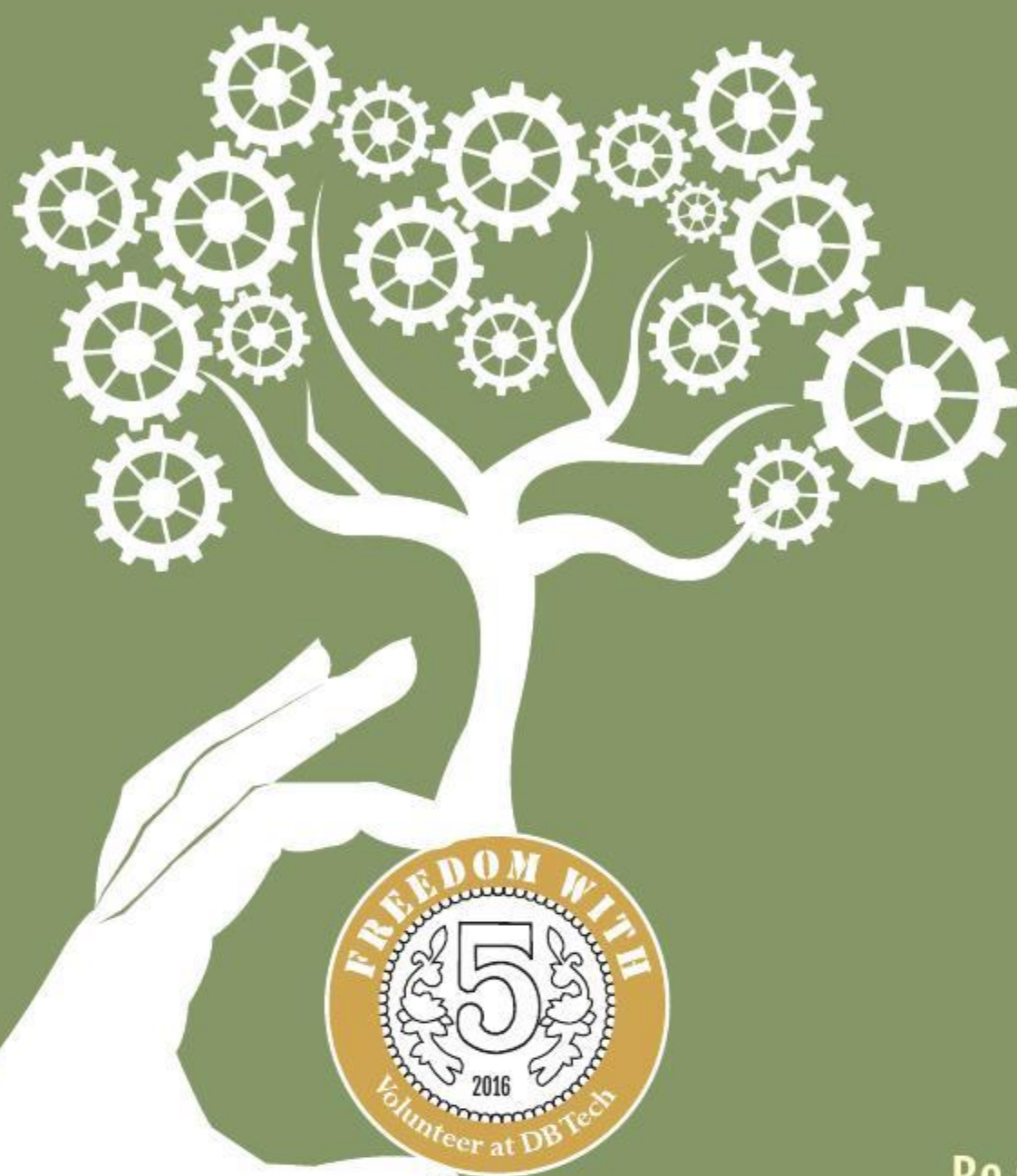
**Better Skills open
doors to employment**

**Better job improves
the quality of life.**



**I choose to be happy
because of my skills.**





Be a
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 Don Bosco 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 Don Bosco 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.



Don Bosco Tech
Skilling India

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New Delhi - 110 043 Ph: +91-11-65171432
www.dbtech.in

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