

2019-20

# Annual Report



**Transforming Lives**  
through Skills Training

# Rewriting India's Skillscape

In the rapidly evolving Indian context, 1.3 million people enter the working age population in India every month. As half of the country's population of 1.3 billion is below the age of 25, there is a demographic advantage to be realised. While it is clear that this will be realised in the context of technological disruption and in the wake of dramatic changes in the economy and labour market, managing these transformations and truly leveraging the possibilities they present, will require an understanding of the expectations and aspirations of India's youth.

The concurrent trends of technological advancements, digitization, globalization and demographic shifts are transforming the employment context in India. Disruptive changes are recasting business models, production processes, employment relations, and the nature of work itself. Simultaneously, India faces the challenge of creating decent jobs as its young population enters the workforce by the millions each year.

India has an opportunity to leverage emerging technologies and digitization to create a desirable and productive future of work for its youth. In order to realize this opportunity, and the economic growth potential presented by the country's demographic advantage, it is necessary to identify possible misalignments between the career and educational ambitions of India's youth, and the available opportunities. Meaningful strategies for managing technological transformations cannot evolve in isolation; the expectations and aspirations of youth must be built into solutions for them to be successful. Equally, India has to find innovative strategies for enhancing the capabilities of its workforce for jobs that best meet their expectations.

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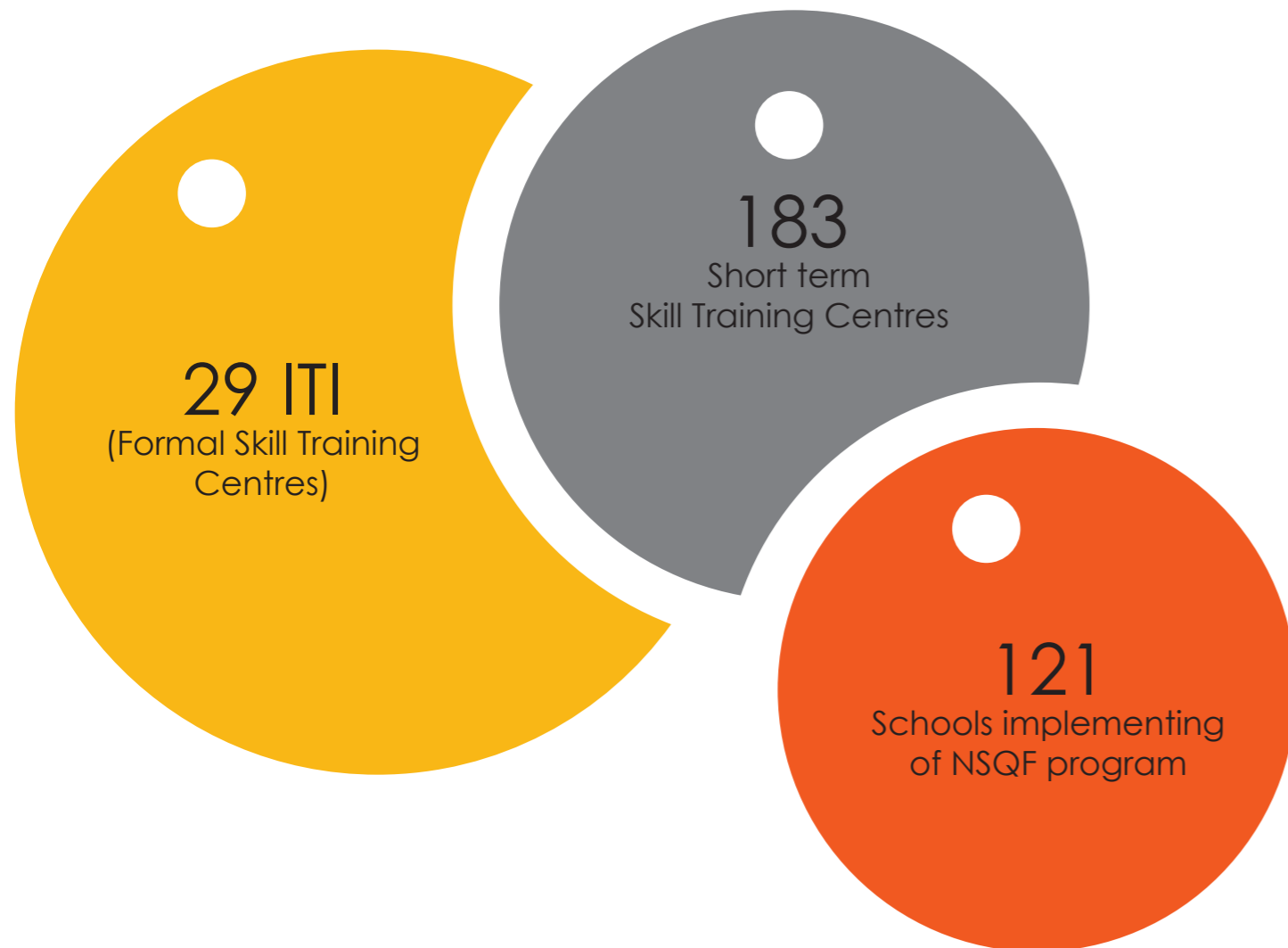
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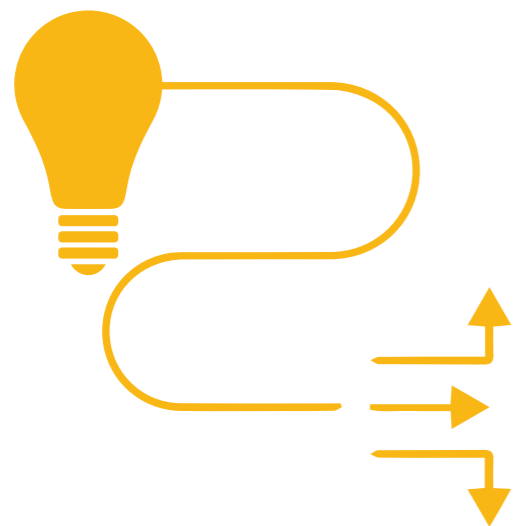
# 01

## Don Bosco Tech at a Glance



Don Bosco Tech as a national network of the skill training initiatives of the Salesians in India has attempted to bring value addition through networking and providing processes and systems to ensure skill training is not only organized well but reaches its objective of ensuring livelihood to the trained youth.

The network has ensured that our institutions and efforts are in alignment with the skill development policy and structures of the government through affiliation to and collaboration with the Ministry for Skill Development and the departments of the ministry such as the NSDC (National Skill Development Corporation) and Sector Skill Councils. These linkages and partnerships have enabled us to offer to the youth training and certification which enables them towards being mainstreamed in the society and in the economic activities of the nation.



## 02 The Areas of Intervention at National Level

The Don Bosco Tech Society being the network of the skill training initiatives of the Don Bosco in the country can vouch for the authentic Salesian mission as the beneficiaries are from the low-income groups of the society and mostly out of the mainstream considering the educational, societal and economic parameters. They are mostly not only deprived of the opportunities but also of information as to pathways for skilling and livelihood.

### a. Formal Skill Training Programs

The 29 Formal institutions registered as ITI (Industrial Training Institute) spread across the 9 provinces of India and in 10 states of the country reach out to the needy youth through different courses mostly in the technical and mechanical domains. Our ITI institutions have always been recognized for the good facilities and quality by the various stake holders.

During the year 2019-20 the formal institutions have trained a total of 7347 young people. It is also to be recognized that during the said period there has been an increase of 26.76% with regard to the admissions to the formal courses. The Don Bosco Tech Network has also developed and deployed an online portal that can take care of the complete processes related to training and institutional management and compliance reporting to the DGT department. Few institutions have begun using this for this purpose and are finding it both useful and efficient for management, for teaching and learning processes, online examinations and the like.

### b. Short Term Skill Training Programs

In the year 2019-20 the short-term skill training programme was conducted in 157 centers across 23 states of the country. The courses offered are approved by the Sector Skill Councils under the Ministry of Skill Development. Along with the domain specific skills the value additions include basic English Language Skills, Basic IT Skills and Life Skills with emphasis on 'work readiness modules'.

- A typical training program comprises 2-3 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, industry visits and guest lecture from the relevant industry during the training period. During this year we have developed and deployed internal assessments which are conducted online and at national level for every subject. The LMS system is internally developed and deployed by our own staff and is now being made more vibrant with the additions to the quantity and quality of the question bank and the processes involved.
- As communication is essential to becoming work-ready, the trainees are put through 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. This, along with the basic IT skills makes them more employable and also increases their own level of confidence in being able to face the world of work.
- In most centers and batches, the class room training is also coupled with on

the job training (OJT) to provide a hands-on experience to the trainees of the actual working of the industry. This has also helped to ensure placement opportunities to the same industries or similar industries in the same sector.

- One specific component of the training found to be most useful and beneficial to the youth was the sessions and experiential learning of Life Skills and work readiness. We do hope to enhance this experience through updated content and methodologies for providing the best to the youth so that they can evolve to be better and contributing human beings to their families and society at large.

### **c. Skill Training Programs in Government Schools**

Don Bosco Tech has been partnering with the RMSA (Rashtriya Madhyamik Shiksha Abhiyan) scheme of the central government implemented through the states to provide skill training to the high school students in the government schools. Through this programme the NSQF (National Skill Qualification Framework) is introduced in schools. The NSQF is a competency-based framework that organizes all qualifications according to a series of levels of knowledge, skills and aptitude. These NSQF-compatible vocational courses are introduced for the students of class IX to XII in Government Schools. Don Bosco Tech partnered with the governments in states of Maharashtra, Rajasthan and Andhra Pradesh and partnered another organization for implementing the same in Delhi and Haryana schools as well.

## 03



### **The offers to the young**

In the effort to remain relevant and aligned with the needs of the job market and keeping the needs and situation of the target group of our youth we have over the years prepared the course in alignment with the Skill Development Policy of the government and with required affiliations. Being a partner of NSDC (National Skill Development Corporation) and affiliation to various Sector Skill Councils puts us in a position to offer recognized courses and certification with these bodies under the Don Bosco Tech banner.

The network is presently in interaction with more sector skill councils to be able to offer required and relevant courses through these sectors. Those sectors with which we will engage in partnership are:

Details of the courses affiliated and the sectors are given below:

No.	Sector Skill Council	Name of the Course
1	Apparel Made-Up and Home Furnishing Sector Skill Council	Sewing Machine Operator
2	Automotive Skills Development Council	Automotive Service Technician
3		Automotive Service Technician Level 4
4		Auto Service Technician (Two and Three Wheelers)
5		Automotive Engine Repair Technician Level 4
6	Beauty and Wellness Sector Skill Council	Assistant Beauty Therapist
7		Beauty Therapist
8		Assistant Hair Stylist
9		Hair Stylist
10		Pedicurist and Manicurist
14	Capital Goods Skill Council of India	Manual Metal Arc Welding/Shielded Metal Arc Welding
15		Senior Manual Metal Arc Welding/ Shielded Metal Arc Welding
16		Metal Inert Gas / Metal Active Gas / Gas Metal Arc Welder (MIG/MAG/GMAW)
17		CNC Operator Turning
18		CNC Setter cum operator – Turning
19		CNC Operator - Vertical Machining Centre
20		CNC Setter Cum operator - Vertical Machining Center
21	Health Care Skill Council	General Duty Assistant
22		Diet Assistant
23	IT/ITES Sector Skill Council	CRM Domestic Voice
24		CRM Domestic Non-Voice
25		Domestic Data Entry Operator
26		Engineer Technical Support level-1
27		Associate Desktop Publishing (DTP)
28	Retailer's Association's Council of India	Trainee Associate
29		Sales Associate
30		Store Ops Assistant
31		Cashier
32		Team Leader

33	Tourism and Hospitality Skill Council	Food and Beverage Service - Steward
34		Food and Beverage Service - Trainee
35		Front Office Executive
36		Housekeeping Attendant (Manual Cleaning)
37		Meet and Greet Officer
38	Plumbing Sector Skill Council	Bartender
39		Plumber (General) Helper
40		Plumber (General) Assistant
41		Plumber General
42		Plumber General II
43		Plumber (Maintenance & Servicing)
44		Plumbing Foreman
45	Electronics Sector Skill Council	Plumbing Supervisor
46		Field Engineer – RACW
47	Power Sector Skill Council	Field Engineer other home appliances
48		Electrician Domestic Solutions
49	BFSI Sector Skill Council of India	Life Insurance Agent
50		Accounts Payable & Receivable
51		Business Correspondent
52		Loan approval Officer
53	Aerospace and Aviation Skill Sector Council	Airline Customer Service Executive
54		Airline Cabin Crew

Besides those listed above, we have been offering additional skills such as Solar Technician course to all those who take the programme in Electrical Training. A new programme is under development to train and deploy personnel who will manage and maintain 'Data Management Centers'. The training will begin during 2020-21 for this profile which is being co-developed with the industry partners.

#### 4. Partnerships in Skill Development Projects

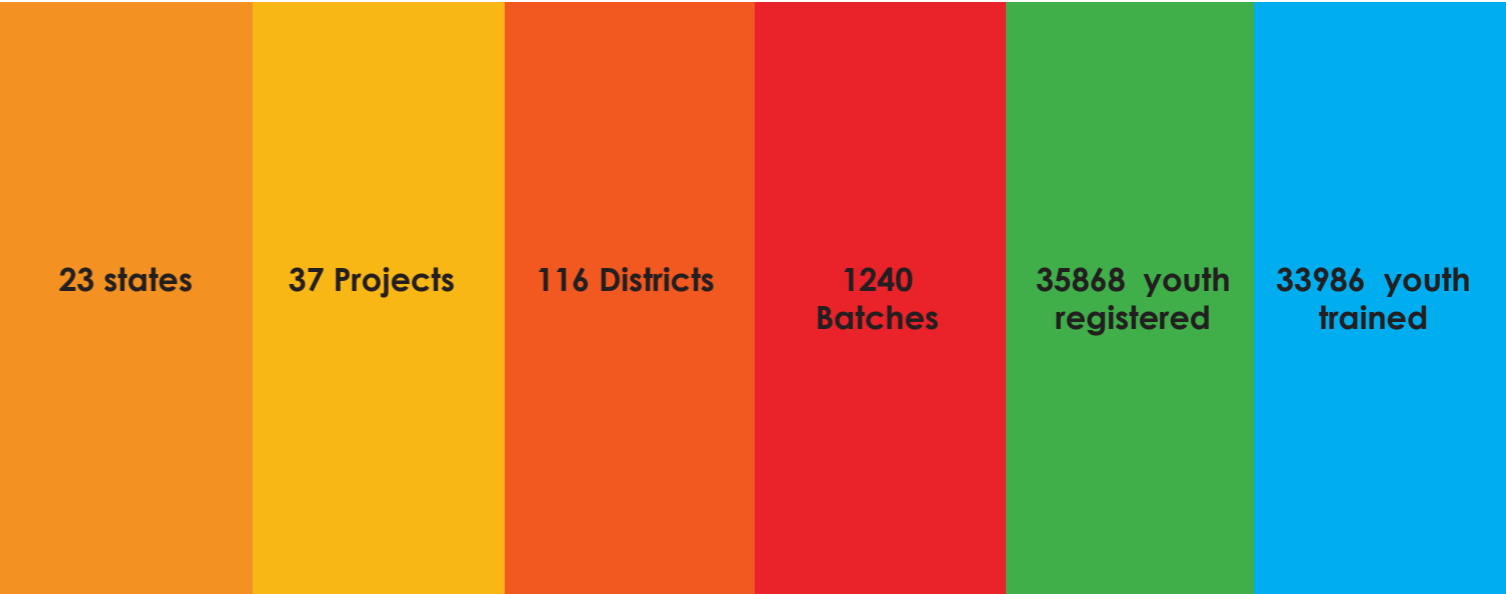
For the financial year 2019-20, Don Bosco Tech partnered with following corporate houses / Government departments for implementing the project by obtaining financial grant and also assisting in setting up and running training programs for the poor youth across the country.

Projects		
Accenture Phase - 10	21	Mazagon Dock Shipbuilders Limited
Accenture Phase - 9	22	National Housing Bank
Aditya Birla Capital 2018-19	23	NSQF AP
Aditya Birla Sun Life AMC Ltd. 2019-20	24	NSQF Maharashtra
Axis Bank Foundation Phase - 3 (Year 1)	25	NSQF Rajasthan
Axis Bank Limited – Bikaner	26	PMKVY Bihar
BASE 2019-20	27	PMKVY Jharkhand 2019-20
Cognizant Foundation Year - 3	28	PMKVY Kerala
DAY-NULM 2018-19	29	PMKVY(2.0) 2018-20
DDUGKY Bihar	30	Pre-Departure Orientation Training Program 2019-20
DDUGKY Kerala	31	Quest Alliance 2018-20
Himayat- DDUGKY (6 Months)	32	ROSHNI
Hitachi 2019-20	33	Schneider
HSBC 2019	34	SELCO EDP
ITC East 2018-19	35	SELCO Foundation
ITC East 2019-20	36	Supporting Human Capital Development in Meghalaya
ITC North 2018-19	37	UPSDM

ITC North 2019-20		
ITC South 2018-19		
ITC South 2019-20		

#### 05. Impact and Achievements

The representation below gives a clear idea of the numbers we have been able to reach with regard to the short-term skill training programmes through the year 2019-20



# Sate-wise trained and placed

	Trained	Placed	Placement %
State	1101	1003	91.10%
ANDHRA PRADESH	890	467	52.47%
ASSAM	3366	2506	74.45%
BIHAR	593	414	69.81%
CHHATTISGARH	6383	6051	94.80%
DELHI	296	205	69.26%
HIMACHAL PRADESH	543	157	28.91%
JAMMU AND KASHMIR	1019	623	61.14%
JHARKHAND	1724	947	54.93%
KARNATAKA	788	328	41.62%
KERALA	2602	1967	75.60%
MADHYA PRADESH	1067	953	89.32%
MAHARASHTRA	210	142	67.62%
MANIPUR	1291	644	49.88%
MEGHALAYA	200	168	84.00%
NAGALAND	639	479	74.96%
ODISHA	708	501	70.76%

PUNJAB	2617	2164	82.69%
RAJASTHAN	1948	1534	78.75%
TAMIL NADU	437	340	77.80%
TELANGANA	2173	1020	46.94%
UTTAR PRADESH	431	277	64.27%
UTTARAKHAND	2960	2312	78.11%
WEST BENGAL	33986	25202	74.15%
Grand Total			

# Project wise - Trained and Placed

Project	Trained	Placed	Placement %
Accenture Phase - 10	3102	2331	75.15%
Accenture Phase - 9	4382	3104	70.84%
Aditya Birla Capital 2018-19	185	156	84.32%
Aditya Birla Sun Life AMC Ltd. 2019-20	942	818	86.84%
Axis Bank Foundation Phase - 3 (Year 1)	5658	3979	70.33%
Axis Bank Limited – Bikaner	388	297	76.55%
BASE 2019-20	10	0	0.00%
Cognizant Foundation Year - 3	195	163	83.59%
DAY-NULM 2018-19	20	0	0.00%
DDUGKY Bihar	487	381	78.23%
DDUGKY Kerala	205	0	0.00%
Himayat- DDUGKY (6 Months)	395	27	6.84%
Hitachi 2019-20	79	62	78.48%
HSBC 2019	276	209	75.72%
ITC East 2018-19	30	0	0.00%
ITC East 2019-20	1966	1484	75.48%
ITC North 2018-19	103	66	64.08%
ITC North 2019-20	781	536	68.63%
ITC South 2018-19	129	85	65.89%
ITC South 2019-20	379	283	74.67%
Mazagon Dock Shipbuilders Limited	114	109	95.61%
National Housing Bank	101	52	51.49%
NSQF AP	236	236	100.00%
NSQF Maharashtra	463	463	100.00%
NSQF Rajasthan	842	842	100.00%

PMKVY Bihar	123	92	74.80%
PMKVY Jharkhand 2019-20	84	79	94.05%
PMKVY Kerala	59	0	0.00%
PMKVY(2.0) 2018-20	806	472	58.56%
Pre-Departure Orientation Training Program 2019-20	5769	5769	100.00%
Quest Alliance 2018-20	859	608	70.78%
ROSHNI	87	51	58.62%
Schneider	803	233	29.02%
SELCO EDP	15	0	0.00%
SELCO Foundation	2318	1511	65.19%
Supporting Human Capital Development in Meghalaya	1435	704	49.06%
UPSDM	160	0	0.00%
Grand Total	33986	25202	74.15%

Sl	Domains	Trained	Placed
1	Accounts Payable & Receivable	89	46
2	Airline Cabin Crew	64	15
3	Airline Customer Service Executive	59	5
4	Assistant Beauty Therapist	1999	1413
5	Assistant Electrician	4030	2511
6	Associate Desktop Publishing (DTP)	5	5
7	Auto Service Technician(two and three wheelers)	181	141
8	Automotive Service Technician Level 3	476	348
9	Automotive Service Technician Level 4	126	104
10	Beauty Therapist	30	16
11	CRM Domestic Non Voice	630	425
12	CRM Domestic Voice	554	359
13	Domestic Data Entry Operator	2248	1428
14	Electrician Domestic Solutions	115	98
15	Energy Entrepreneurship Development Programme	15	0
16	Field Engineer – RACW	176	120
17	Field Technician – Other Home Appliance	908	893
18	Food and Beverage Service - Trainee	30	22
19	Food and Beverage Service-Steward	4688	3500
20	Front Office Associate	57	41

21	Front Office Executive	55	36
22	General Duty Assistant	1436	994
23	Helper Electrician	1144	636
24	Housekeeping Attendant - (Manual Cleaning)	308	169
25	Manual Metal Arc Welding/Shielded Metal Arc Welding	77	51
26	Meet and Greet Officer	134	93
27	Multi-cuisine Cook	245	211
28	Office Assistant	183	163
29	PDOT	5769	5769
30	Plumber General	24	5
31	Plumber General II	18	4
32	Sales Associate	2507	1796
33	Sewing Machine Operator	1462	1098
34	Solar PV Installer (Suryamitra)	2443	1589
35	Taxi Driver	114	109
36	Trainee Associate	909	615
37	Unarmed Security Guard	678	374
<b>Grand Total</b>		<b>33986</b>	<b>25202</b>

# Gender-Wise trained and placed

Gender	Trained	Placed
Male	21879	16640
Female	12106	8561
Transgender	1	1
Total	33986	25202

## Building Partnership for Growth

### 1. Accenture 10

The aim of this phase was to improve the lives of 8000 youth in the market driven job roles under various sectors like IT/ITES, Retail, Electrical, Automotive, Hospitality and Apparel with 70% of the trained target to be employed in their respective sectors for sustainable livelihood. The program was on halt for few months due to the first lockdown towards the end. Post that the last phase of the project was completed virtually with the approval from the funding agency. The funds were also managed in supporting the centres with basic equipment, amenities and sanitization of the center as per the COVID government protocols.

During this period Don Bosco Tech reached out to the alumni directly through an online form to understand their need and to support them with alternative placements when the market industry revived post the complete lockdown for 4 months.

We were supported by the senior management of Accenture team to help us in analysing our data, streamlining the process, improving the delivery process on placement, tracking and finance. With their guidance we also managed to revise the placement strategy/policy internally for better approach as per the market requirements. The Accenture volunteers also conducted sessions on communication skills, soft skills for trainers and work readiness module for trainees.

### 2. Cognizant Foundation Y2

The original design of the project was to achieve targets of job roles related to Hospitality, Retail and electrical; it was executed similarly with a target of 600 for the annual year and 85% placement for both centers individually. The program was completed well in time i.e December 2018. Further in June, the funding agency had organized a mid-term impact study through a third party. The findings were also positive highlighting the impact of the program and the sustenance of the alumni post the training program. It was clearly showcased that 60% of the trainee have sustained in their respective jobs.

### 3. ITC South

In this project, targets were allocated to 2 districts of Tamil Nadu near to the ITC office premises such that the program could be handholded by the funding agencies from time to time. The centre were allocated with targets for the Retails and IT sector considering the market demand in those specific districts. We have to train 240 trainees for each centre during the year with 70% placements. A Job fair was organized in Sivakasi with the help of the funding agency and most of the trainees were placed with good employers. Considering the good performance of the Sivakasi centre, an extra target of 60 was added to be achieved during the ongoing phase.

### 4. ITC North

This project was renewed to impart employable skill training to 1160 youths between age group of 18-35 years in the state of Uttarakhand, Himachal & Jammu & Kashmir. Don Bosco Tech achieved a target of 1043 out of the allotted target of 1160.

### 5. National Housing Bank

An agreement was signed to train 120 Candidates under the Assistant Electrician and Plumber General Courses in 3 months (Includes Basic of IT and Soft Skill Training).The candidates will be Assessed and certified through the respective Sector Skill Councils (SSCs). 70% placement is to be ensured at the end of project. This program was completed on time and trainings were conducted in Delhi at two locations. Different activities were conducted. Target was achieved and project was closed within the timeline. However, nearing the end of the project duration, the Placement target was disturbed with the advent of Covid 19.

### 6. NULM –Delhi

This project was issued by Delhi State Urban Livelihood Mission where targets were provided in five different trades at three locations in Delhi. Training was to be imparted to the youth belonging to the BPL families of Delhi. Project is currently ongoing and we have trained 50 candidates in Sewing Machine Operator & Assistant Electrician trade. There are further more trainings happening under the project.

### 7. Pre Departure Orientation Training Program 2019-20

Pre-Departure Orientation Training (PDOT) is a flagship program of MEA started in 2018, where in Emigrant going abroad for Employment is given an free of cost 8 hours Orientation training so as to empower him with the Dos and Don'ts of the Country of Employment, his/her rights and welfare measures made available to him by Government of India. PDO Training would help migrant workers to know about the culture, language and regulations of the destination country to ensure their safety and security. Further, the programme gave the opportunity to know about the welfare measures undertaken by the Government such as Indian Community Welfare Fund (ICWF), Pravasi Bharatiya Bima Yojana (PBBY), eMigrate Portal, MADAD Portal,

Pravasi Bharatiya Kendras (PBSKs) and 24 X 7 helplines at Indian Embassies and Consulates. Don Bosco Tech has oriented 6006 candidates this year.

8. SILF

The purpose of this project is to provide market linked skills development training to Youths from the state of Jharkhand (Kokar Centre, Ranchi) and Uttar Pradesh (Mohanlalganj Centre, Lucknow) for Hospitality F& B Service-Steward and Retail Sales Associate and with minimum guarantee of 70% placement in the organized sector upon completion of the training. This trainig is to be provied to youths from Leprosy affected families. So far Don Bosco Tech has trained only 24 candidates under this program.

9. ITC East

MoU was signed with ITC East to train 2400 youth in three states -West Bengal, Bihar and As-sam. The project aimed to provide training of youth in 4 districts namely Munger in Bihar with a target of 1400, Hooghly ( 400) and Kolkata - (400 )( West Bengal) and Kamrup - 200 ( Assam). TOT and Job Fair were held for smooth implementation of the program.

10. PMKVY Jharkhand

MOU was Signed with JSDMS on 7th March 2019 to train 690 candidates in 5 market led do-mains. We received the signed Work Order in Oct 2019 although the document was dated 9th March 2019. JSDMS shared the Work Order document with back dated. During this period, Rojgar Mela was conducted in PMKK Kokar, Ranchi Center campus and it was inaugurated by the District Skill Manager from Jharkhand Govt. . Total 80 candidates participated in the Job Mela and 30 students were shortlisted by different employers. Unfortunately, only 3 batch-es with 62 candidates were trained because of the Pandemic lockdown.

11. Supporting Human Capital Development in Meghalaya

The Asian Development Bank (ADB) funded project "Supporting Human Development in Meghalaya"aims to enhance the employability of Meghalaya's youth by improving quality, delivery and access to Secondary and Higher Secondary (SHS) education, technical and vocational skills training across 11 districts of Meghalaya. It intends to build awareness among Meghalaya's youth about the benefits of educational and vocational training. The project will help in creating an enabling environment for inclusive growth through the following outputs:

- **Output 1:** Improved teaching and learning in government-aided SHS Schools
- **Output 2:** Increased capacity and responsiveness of technical and vocational education and training.
- **Output 3:** Increased awareness and participation
- **Output 4:** Improved project management and monitoring and evaluation.

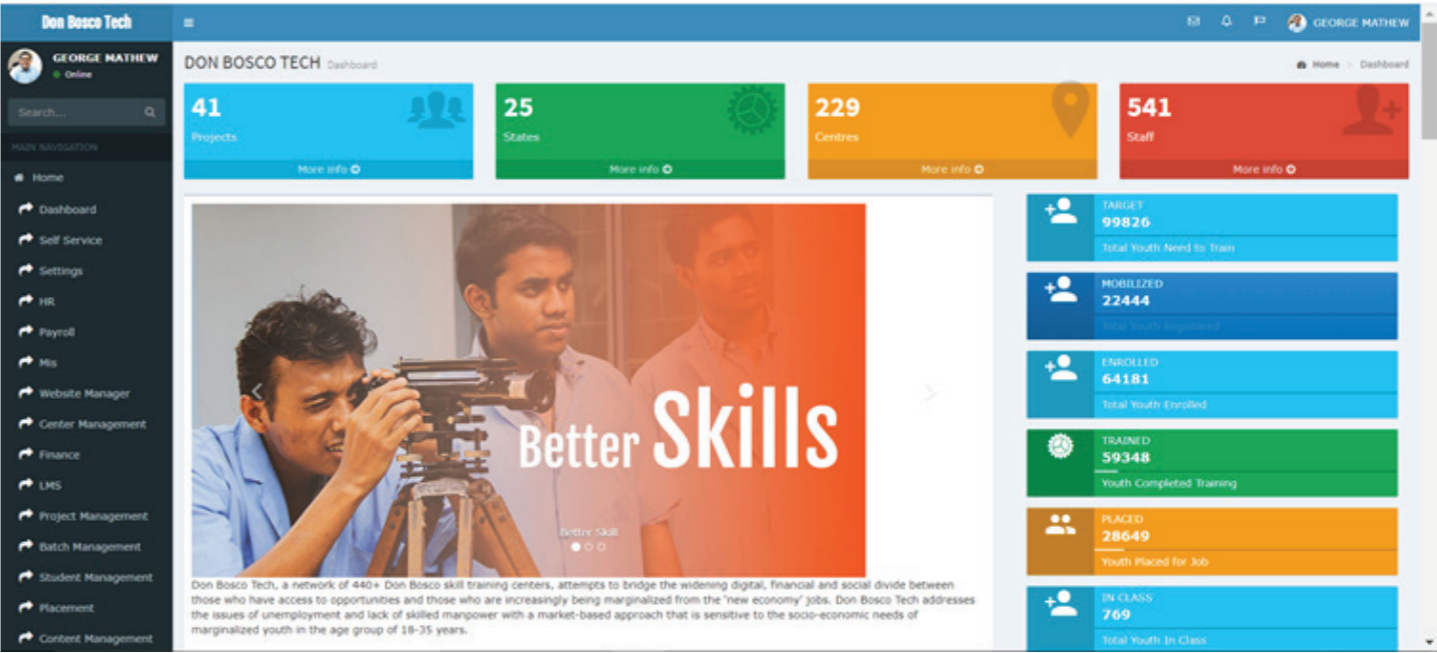
6. Ensuring Quality of the Trainers

Regular training was organized for the staff in separate regions to orient them and also up-date them on the processes, deliverables as well as provide the skills and information required in the context of having moved to online management of data and information through the new portal that was deployed during the year.

We also ensured that many of our staff are certified by the respective Sector Skill Councils as a Trainer for the particular job role. During the year 30 of our trainers were certified through this opportunity. This certification consists of about 10 days of training in which both the core do-main expertise as well as pedagogical abilities are fine-tuned. The certificates which are valid for two years, one year or 6 months are issued based on the performance in the assessment. Refresher trainings are mandatory after this period for further certification.

7. Strengthening Management Tools

Don Bosco Tech has developed and launched its own online ERP system named BOONFACE (www.online.dbtech.in) from April 2019. The ERP system enables the management as well as the staff at various levels and all other stake holders to manage all their activities and monitor the progress and generate required information all in one place online. It helps the team to keep track of project activities carried out at various levels and by those responsible for dif-ferent processes. It also contains records of MIS data, student enrolment, day to day training progress, placement activities, tracking of placed candidates, etc.



The ERP a self-analytical portal and gives a summary of the programmes conducted by Don Bosco Tech at a glance for those who have access with the required user rights. Along with the platform, the process and system has been better understood and utilized through the year thus leading to a much better data management and monitoring system. This portal takes care of all processes for student training from mobilization to placement and post placement tracking as well as administrative and HR related functions. This portal – still in development – will ensure single point of access and information at all levels. During the year various new features have been developed, tested and deployed. This internally developed dynamic platform is under constant improvement and deployment and there has been much satisfaction internally and also from our funding partners on this platform.

Similar portal has been developed and deployed for all our ITI and few institutions have begun to use the same and are finding it not only useful but efficient in the management of the institutes.

8. Strengthening Learning Management System

Besides the project management and data management the portal also provides for Online Learning. All the students take the regular class tests online and this has helped in better quality and ensuring the improvement of learning outputs. The same is being made more robust through the process of making the questions banks better organized and structured.

The user friendly and also mobile friendly system is received well by the staff and students. This feature is also available to individual ITI institutions who have begun to use the separate portal provided for them and we are looking at creating synergy and convergence between the experience and expertise of these institutions to create a good system of learning and managing the processes required in every skill training institute.

9. Expanding Digital Presence

Don Bosco Tech has tried to ensure that our digital presence is both active and engaging during the year. Our Facebook and Twitter pages have received much attention.



The digital directory, the news and events from every center or state, Facebook pages for each center linked to that of the national network etc. has created a presence and an impact.

Website:	www.dbtech.in
Digital Directory:	directory.dbtech.in
Live Portal for ITI:	online.dbiti.in
BOONFACE Portal:	online.dbtech.in
Facebook link:	https://www.facebook.com/DonBoscoTechSociety/
Twitter:	https://twitter.com/DBTechSociety

Highlights

**1. SHCDM JOB FAIR:** "Creating pathways to employment for youth of Meghalaya" Inauguration of the Job Fair kicks off on the 20th of Jun 2019 by Chief Guest Shri B.Hajong (Executive of MSSDS) in the presence of Mrs J.Lyngwa, Deputy Director Employment Exchange, Fr Edmund Gomes , Rector, Don Bosco Technical School, who graced the occasion as the guest of honour, and COO of Don Bosco Tech Society Mr Stanley Jones. Thousands of young people gathered at the Don Bosco Technical School, Laitumkhrach to take part in the two-day "Job Fair" organized by the Don Bosco Tech Society in partnership with Meghalaya State Skills Development Society (MSSDS). Government of Meghalaya. Sharing his thoughts on the occasion, Mr Hajong spoke at length about the importance of skill development and the need for the youth of the State to make informed choice about their career path so as to achieve success in their lives.He also informed that the Government of Meghalaya is helping the youth with youth empowerment programmes like Supporting Human Capital Development In Meghalaya (SHCDM) in different market –driven and native trades. Under this programme, the Department has pledged to impart skill training to 7000 young people with employment opportunities Speaking as the guests of honour, Ms Lyngwa encouraged the youth to take advantage of the Job Fair where they have the unique opportunity to meet employers from different sectors and industries, while Fr. Edmund Gomes reminded the young participants that the purpose of the Job Fair was to encourage them to work hard and make a success of their lives. Mr Stanley briefed about the organization and the project as a whole and reminded everyone that skilling is very important in today's world.Hiring managers from more than 30 companies, including Apollo Proton Hospital, Just Dial, Bharati AXA Life Insurance, Speed Wings Aviation, Safexpress, Jetex, Devyani International, Sodexo, ICICI Bank, Barbeque Nation, Grande Bay, Tattva SPA and more, met with the young people between 18 to 35 years, during the Job Fair for selecting the deserved youth for different jobs roles. Many participants received on the spot job offer from the employers. In addition to immediate job offers, the coalition provided access to free skill training provided by MSSDS under 'Supporting Human Capital Development In Meghalaya

(SHCDM)' in which Don Bosco Tech is an implementing partner to impart skill training in service sectors to the unemployed youth of Meghalaya.

## 10. Looking Ahead

In the context of the lockdown due to COVID-19 and the drastic changes in the employment and training scenario, we need to rise to the occasion and leverage the use of technology and use all possible services of IT and the digital both in the training delivery and in the management of the programme.

Towards this the online platform is being got ready for delivery of digital content for various courses and we hope to make available online courses for fresh candidates as well as upskilling opportunities for those already in the workforce so that they could work out career progression.

## Workshop on 'Communications in Skill Development

Don Bosco Tech organized a workshop on 'Communications in Skill Development on September 20-21, 2019 at Don Bosco Skill Mission (DBSM), Bangalore. The Communication Correspondents from 15 states were invited to attend the communication workshop. The objective of the workshop is to focus on equipping vital areas of communication such as written, social media and visual media.

Fr. Joseph Elavandal (Director, DBSM), gave the opening speech and welcomed the participants. It followed the session by Mr Devi Prasad Mahapatra (Head – Communications), who made a presentation on Basics of Event Writing, Style Sheet and Editing, which covered areas like Punctuation, Commonly Confused words, Basic Grammar, etc. After the presentation, the participants were given a few worksheets on these areas and their performance was evaluated and necessary feedback on how to improve these skills was given. He also briefed about the Branding Guidelines of Don Bosco Tech and the role of correspondents to adherence to the guidelines so that the centres can look alike and can be a differentiating factor among other players. Besides that one of the major activities in the social sector is to gather inputs and photographs to develop case stories to showcase the impact of interventions. He shared the guidelines to develop the case story and how case study developers (CSD) can make an effort to capture the inputs of pre-training, during training and post-training.

Fr. George Mathew, SDB (Director, Don Bosco Tech) briefed the participants about the genesis and tradition of Salesians of Don Bosco. He appealed to the participants about value addition to the approach, deliverables and highlighting among the stakeholders. He made them understand with an example saying, "If something happened, as a communication team beyond reporting by covering 5Ws and 1 H and the more important is 'so what', which is an important aspect to get an insight about the event." 'Use every opportunity to create this added value and as a communication representative the task is how are you communicating it, how are you marketing it within and outside,' he said while exhorting them.

Mr Rakesh Roshan (Asst Manager, Communications) facilitated the next session on visual media i.e. Basics of Photography and videography. Participants were given basic ideas on how to mount the camera on a tripod, a quick and close look at the types of lenses used for DSLR cameras. It highlighted the importance of improving the basic three key settings of the camera such as ISO, Aperture and Shutter Speed. Through presentation, the participants were kept keen to learn various angles and shots of photography and videography too. We did discuss various types of photography focusing on Portrait Photography and Event Photography. They all had a quick glance at some of the photographs and we did discuss the pros and cons of it. At the end of the session, the participants were divided into groups of 4 and sent out to capture some photographs keeping in mind the knowledge they had gathered.

Ms Nisha Kerketta (Intern, Communications) Facilitated about Digital Directory and Social Media where she shared about updating the data on Digital Directory and how to access it. Social Media was also discussed by Nisha where she spoke about the use of social media to communicate and create awareness for a cause. She also shared about the presence of the Don Bosco Tech Society on different social media platforms. During her session, she discussed the proper use of social media and the power of tags and hashtags. She showed the different ways of posting content on Facebook and Instagram and how to access Facebook pages. She also shared some tricks on being effective on social media and how to get followers. A social media planner was also shared by her where one can keep the content ready to be posted on Social media platforms. Similarly, she shared a lot about social media tricks and pointers which will help communication correspondents to be effective on Social Media platforms.

In the valedictory program held in the end, all participants gave their feedback explaining how the program helped them improve their communication skills and made them more confident in developing a case study, event writing, and photography in a better way. In the valedictory address, Fr. George congratulated both the participants and the resource persons for organizing the program successfully and requested the participants to constantly improve upon their skills and competencies for their personal and professional growth.



### **Oratory – An unparalleled joy of communion with the Alma Mater**

Don Bosco Tech organized an Alumni Meet 'Oratory' at Don Bosco Skill Mission (Bangalore) on September 22, 2019. Smt. Soumya Reddy (Member of the Legislative Assembly, Jayanagar) was invited as the Chief Guest of the august occasion. A total of 340 alumni across states and programs gathered to renew friendships and relive their training program days that consisted of panel discussions, interactions, and entertainment. The meet witnessed alumni from various batches of different centres coming together to celebrate and share experiences. The alumni meet was centred on the theme 'Oratory', which is inspired by Don Bosco's vision of a facility as a home, a playground, recreations and a place of learning. The event welcomed several successful candidates that have experienced all that Don Bosco Tech had to offer over the decades. It was not only a platform for the alumni to reconnect with their batch mates, but it served as a medium to interact with the past pupils to get firsthand information about the issues and challenges related to training and post-training.

In a metropolitan city like Bangalore, a total of 8741 youth from across India have been working in different sectors with a salary range of Rs 6,000 – Rs 45,000. They have undergone the training in different centres located in states like Meghalaya, Nagaland, Assam, Madhya Pradesh, Bihar, Jharkhand, Odisha, Andhra Pradesh, Telangana, Kerala, Karnataka, Tamil Nadu, West Bengal, Sikkim and Jammu & Kashmir. Out of these alumni, the maximum is migrated from North East, Karnataka, and Kerala for joining the workforce in the new economy.

The alumni meet commenced with welcoming the guests and alumni by Fr. George Mathew, SDB (Executive Director, Don Bosco Tech). He said, "The purpose and existence of this congregation called 'Salesians of Don Bosco' is to address the educational and livelihood requirement of youth." Fr. George welcomed the alumni with his compassionate words and mentioned the object of holding the Alumni Meet. He reiterated that the alumni are the treasured assets of the Don Bosco Tech and was an important stakeholder in the process of the advancement of the mission 'Skilling India'. In this regard, he said, "Oratory is a platform to listen to you about your experience by which Don Bosco Tech can prepare the future aspirants better for the recent job market." While addressing the alumni, he praised their achievements in diverse spheres of life. "With this experience, we intend to replicate in other cities to listen to those young people we have trained. Based on their valuable suggestions, due course correction is assured in the training so that we can be more relevant and meaningful for today and for a better tomorrow," he shared.

The keynote address was delivered by Mr Anil Rego (Founder and CEO, Right Horizons) on 'Emerging Employment Market Demand'. He highlighted the future of vocational education and training (VET) in India while stressing the dual education system of Germany. While addressing the gathering, he advised, "It is very important to manage the money very effectively. Now many of you started working, you should keep aside a small portion of what

you earn on a monthly basis for your future which will help you achieve your goals in a much larger way."

A panel discussion on 'Youth – Readiness for Work' was organized in which Mr Kannan Parumal (Senior Vice President, Bharath Home Medicare), Ms Prema Kumari (Deputy Manager, Barbeque Nation), Mr Daniel Thomas (Accenture Citizenship) and Mr Anil B. R. (Alumnus, Don Bosco Tech) invited to share their insights on this topic. Ms Prema said, "In the Hospitality sector. Attitude plays a major role not only in professional career but personal life. It is also the readiness of your work. Your attitude should be very positive towards your work which is supplemented by passion. Passion should not be killed in you at any point of time whether it is a high or low time of your career." She highlighted also other skills like leadership, communications, guest relations, etc. to prosper in the career.



Sharing his firsthand experience and interventions of Don Bosco Tech, Mr Kannan appreciated, "I can vouch for Don Bosco Tech because the training and infrastructure are extremely good because I visited many centres Don Bosco Tech in Madhya Pradesh. The dedication of staff members who are imparting skills is amazing." Stressing on the future context of readiness for work, Mr Daniel mentioned, "65 per cent of children who are starting the school today will hold a job that does not exist today. Technology plays a vital role in this regard. Everyone should acquire and enhance your skills related to technology." He advised the alumni to become inter-dependent and have social intelligence skills which will help them to become future-ready. Being an alumnus of Don Bosco Tech, Mr Anil shared his story of transformation

from a ninth school dropout to a boxing coach. The Chief Guest Smt. Soumya Reddy addressed the alumni with an inspirational speech to become independent and responsible citizens.

The Alumni Meet witnessed an active involvement of the alumni and a number of commendable suggestions and proposals were put forth by the participants. Many suggestions like upskilling, practical oriented training, longer duration training, etc. were suggested by the alumni. It was decided to strengthen the link between the alma mater and the alumni to facilitate alumni support in varied spheres like training, placement and career counselling. Various cultural programs performed by the students of alumni, trainees and staff members made the day vibrant and colourful. The Oratory ended with a promise to meet again and everyone bid an emotional farewell to each other.

## Inauguration of Training in Airline Cabin Crew and Airline Customer Service Executive

Don Bosco Tech introduced the market-driven courses of the Aerospace and Aviation Sector at Don Bosco Skill Mission (DBSM), Bangalore on September 21, 2019. Don Bosco Tech Society in partnership with Meghalaya State Skills Development Society (MSSDS) and SpeedWings Aviation launched the Airline Cabin Crew and Airline Customer Service Executive Training. A batch of 70 proud youngsters filled with their dreams and aspirations witnessed the ceremony with pride and their heads held high.

The occasion was graced by the dignitaries like Mr Chetan S (Manager, Standards Accreditation & Certification, Aerospace Aviation Sector Skill Council) as Chief Guest, Mr Biji Eapen (Chairman & CEO, SpeedWings Aviation) as Guest of Honour, Fr. George Matthew, SDB (Director, Don Bosco Tech Society) and Fr. Joseph Elavanal, SDB (Director, DBSM).

The program commenced with a mesmerizing prayer song entitled 'How Great Thou Art'. Mr Stanley Jones (Chief Operating Officer, Don Bosco Tech) welcomed the guests and the participants, who were present on the occasion saying, "You are fortunate to avail such training programs, which are giving opportunities to the youth of today and having a lifelong dream to join the aviation industry. However, it all shattered due to exorbitant training fees. But the day has dawned and the goal is never afar with a free training program in the aviation sector." The meaningful welcome song titled "10,000 Reasons" was enchanted by the aviation trainees. It was followed by lighting of the lamp by dignitaries on the dais and presentation of flower bouquets by the aviation trainees.

Ms Binita Das, on behalf of the trainees, presented their expectations from the training program and the career growth prospective on completion. She asserted that all the trainees have come with a dream and a purpose in life. They would like to become professionals in their own respective areas and be able to stand on their own feet to be an independent person, she said.

Mr Eapen, in his speech, stated that India's aviation industry is expected to grow by leaps and bounds and therefore a skilled workforce is needed of the hour. He said, "The designed course will make you the perfect one and mould you to be 100% proficient for the airline service." You will be trained by the veterans from the industry, two Air India persons, retired as cabin crew managers. Mr Eapen also highlighted that the industry is growing rapidly, thus creating skilled job opportunities on a large scale. He mentioned that the core competencies of Airline Cabin Crews and Airline Customer Service are "Safety, Security and Satisfaction" of the customers. "Smile from your heart and keep all personal differences aside while providing the best possible service to your customers," he said. While elaborating on job roles he said, 'Assisting, guiding, facilitating and giving the best flying experience to your customers is your

prime focus.' Reminding the trainees of the privilege to be the first persons in India, under such courses to get a DGR (Dangerous Goods Regulations) Certified Certificate given by IATA and approved by the Government of India. Before closing his speech, he encouraged the trainees to "Never Say No" to any job opportunity that comes their way even if the salary isn't as per their expectations as this would give them the much-needed opportunity to kick start their career in the Aviation sector.

While addressing the gathering, Mr Chetan explained how they operate connecting the industry, government, and the skilling sector. He said, "Non-availability of skilled workforce is a major constraint to the growth of the industry." This particular training will qualify these aspirants for a quality skilled workforce. He displayed a graphical representation of the future growth of the market by 2025. It is estimated that there would be five lakh direct employment and indirect employment will be six times higher than this. They provide work under 72 job roles, and our trainees would be within two of the sub-sectors (Airline Cabin Crew and Airline Customer Services Executive).

The program came to its closure with a vote of thanks by Mr Kishor Dass (Regional Manager-North East, Don Bosco Tech). He thanked the organizers for making the program a grand success. He also extended his gratitude to all distinguished guests and participants for being present on the occasion. As singing of the National Anthem began the inaugural function drew to a close.



### **The ToT for Don Bosco Tech- North- East team**

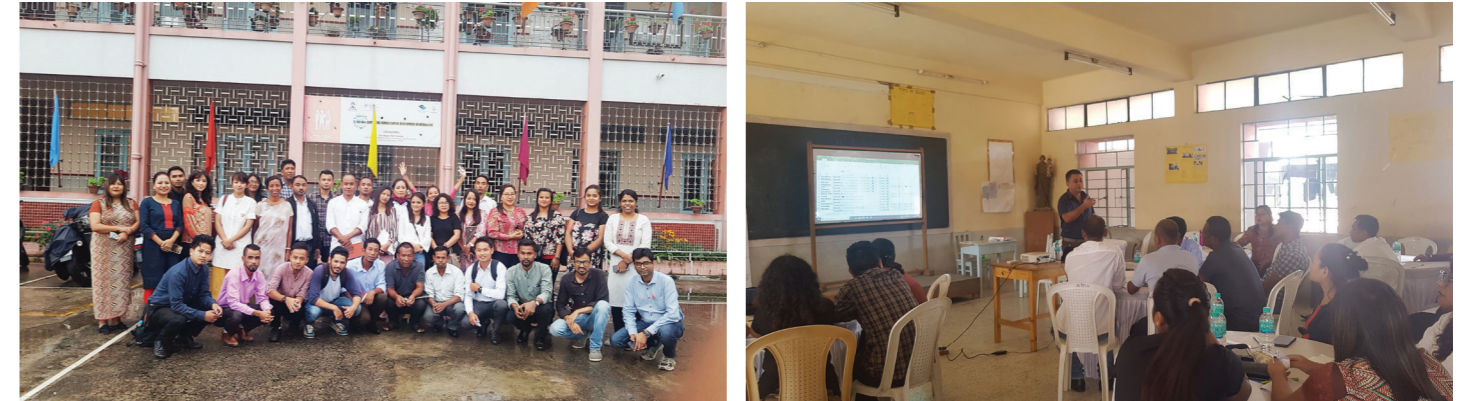
The event was held on the 21st/Aug/2019 and ended on the 22nd/Aug/2019. The program was successfully conducted with the presence of the Regional Managers, State Coordinators, Trainers and Mobilizers. The State Coordinator of Meghalaya welcomed all participants and this was followed by a prayer from the centre head of Shillong Fr. Cyril Tirkey. A round of introduction was held by all the team members from Meghalaya, Nagaland, Assam & Manipur. The main objective of the training was to make the team aware of Don Bosco Tech program and how it functions.

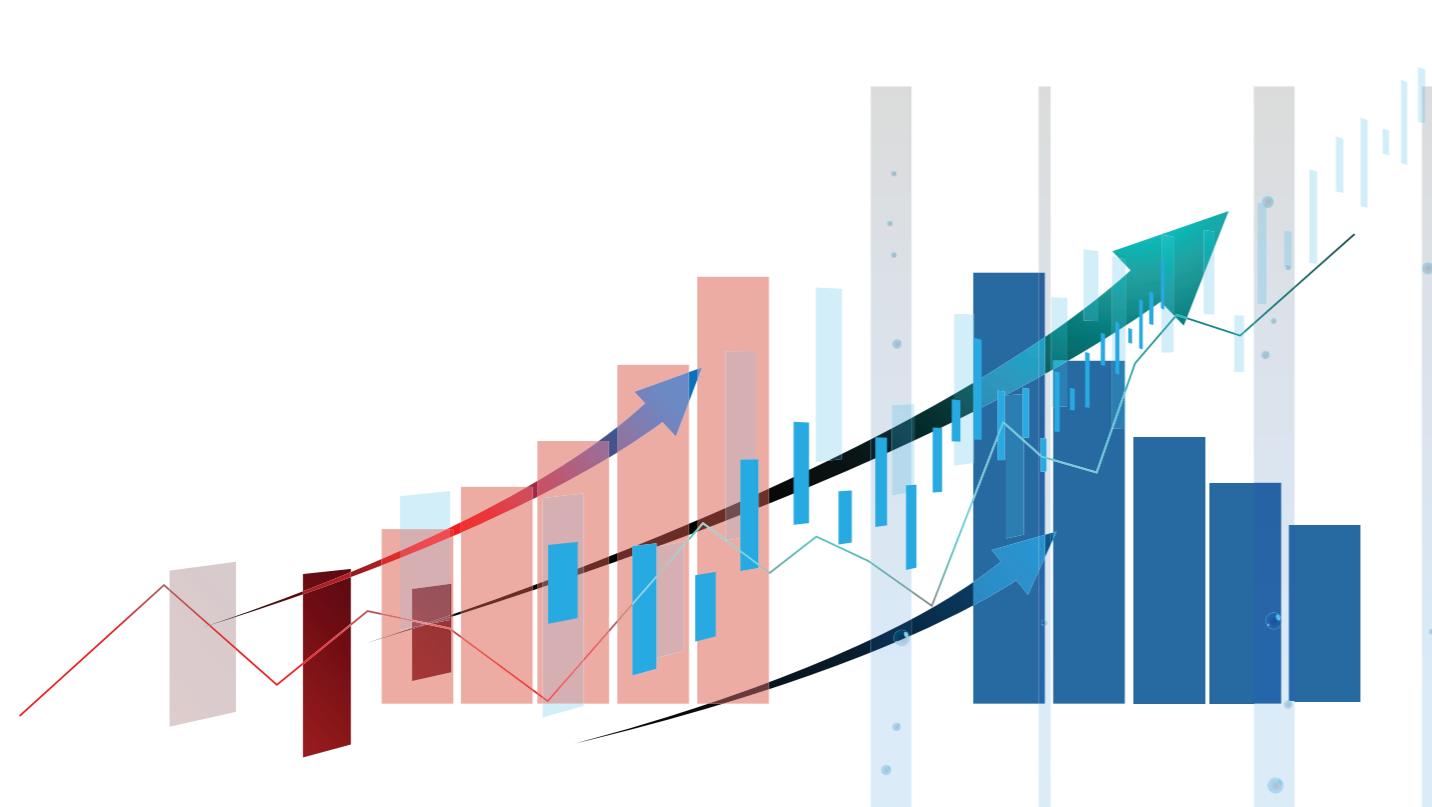
On the 21st of August, the first session was taken by Mr Kunal Shaw (Regional Manager) introducing about Don Bosco Tech Society, the Purpose, Mission, Vision, Goal and Guiding Principles. He further discussed the way forward, the commitment of the organization and the Robust Quality Assurance Mechanism. The second session was on the BASE process- Don Bosco Tech approach starting from the Pre-Implementation, Implementation stage which was taken by Miss. Grecia Blah (State Coordinator). She explained the process steps from Mobilization, Induction, Classroom Training, placement and other activities conducted during the program. The last process of the BASE which is the Post-Implementation was taken over by Miss Rhiedolcy Diengdoh (Placement Coordinator) whereby she explained about the Batch Review, Placement Tracking, survey, Project Evaluation and Social Audit. The afternoon session or the third session was taken by Mr Arif Ahmed (Regional Manager) on National Skill Development Corporation explaining that it acts as the catalyst in skill development by providing funding to enterprises, companies and organizations that provide skill training and one of its partners is Don Bosco Tech. He further explained about the Sector Skill Council which is one of the pillars of NSDC which play a vital role in bridging the gap between what the industry demands and what the skilling requirements ought to be.

The fourth session was taken by Miss Antony Niveditha where she discussed at length about the Qualification Pack, National Occupational Standard and National Skill Qualifications Framework. The last session on Assessment and Certification was taken by Mr Kunal Shaw which was ended by Q & A session.

The 2nd-day training started with a recap and was followed by the session from Mr Kishor Dass on Project Deliverables of Support Human Capital Development of Meghalaya project. He thoroughly explained the project, the current status and how to move forward with the new strategic plan of action. He further explained the action plan for the mobilizers and how to go about with it-. He shared some hints and tips as well as enriched them with various life lessons needed to sustain them as they go out into an unfamiliar environment, especially for the new team member. It was a session that incorporated a lot of responses from the participants. The next session was on BOONFACE taken over by Miss Niveditha followed by the placement strategic plan by Miss Rhiedolcy and lastly the feedback session.

The training gave all the team members a good chance to learn about the various processes that take place within the organization. The session was an overall successful one as it gave exposure to the team and helped in broadening their mindset. The training program ended with a note of thanks from the Placement Coordinator.





## FINANCIAL STATEMENTS

### DON BOSCO TECH SOCIETY

Balance Sheet as at 31st March 2020

(Cons.)		
Particulars	Sch No.	Amount (Rs.)
<b><u>FUNDS EMPLOYED</u></b>		
Reserves	1	(34,18,43,482.08)
Designated Funds	2	12,84,466.00
Vocational Education Skills Programme Balance	3	2,35,58,910.73
Current Liabilities	4	68,53,93,765.88
Fixed Assets Control Account (As per Contra)	5	36,57,20,315.68
<b>Total</b>		<b>73,41,13,976.21</b>
<b><u>ASSETS</u></b>		
<b><u>Fixed Assets :</u></b>		
Gross Block	6	60,40,22,878.10
Less : Accumulated Depreciation		23,83,02,562.42
<b>Net Block</b>		<b>36,57,20,315.68</b>
Capital Work in Progress		-
		36,57,20,315.68
Current Assets	7	36,83,93,660.53
		36,83,93,660.53
<b>Total</b>		<b>73,41,13,976.21</b>

For & on behalf of Management

As per our Report of even date

*Geeta Daryel*



*J. A. Martins*

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

Place : New Delhi  
Date : 21-12-2020

DON BOSCO TECH SOCIETY

Income & Expenditure Account for the year ended 31st March 2020

(Cons.)		
Particulars	Sch No.	Amount (Rs.)
<b>INCOME</b>		
Contributions/Donations	8	12,34,92,197.58
Vocational Education Skills Training & Other Receipts	9	6,46,16,978.47
Voc. Edn.Grants Allocated towards Expenses (From Sch 3)		25,94,14,646.54
NSDC Loan to extent Utilized - Recognized as Income		1,80,270.00
South Indian Bank Loan to Extent Utilized - Recognized as Income		5,10,57,112.00
<b>Total</b>		<b>49,87,61,204.59</b>
<b>EXPENDITURE</b>		
Personnel	10	17,40,36,902.00
Skill Development Training Expenses	11	16,27,87,114.87
Placement	12	55,30,234.00
Contributions & Donations		9,90,707.00
Administration	13	3,66,72,644.53
Repayment of NSDC Loan		4,37,52,015.00
NSDC - Interest Payment		1,23,25,002.00
Repayment of Loan - South Indian Bank		3,14,51,568.05
		46,75,46,187.45
Depreciation		4,76,89,164.34
Less: Allocation from Fixed Assets Control Account (As per contra)		(4,76,89,164.34)
		46,75,46,187.45
Excess of Income over Expenditure transferred to Income & Expenditure		3,12,15,017.14
<b>Total</b>		<b>49,87,61,204.59</b>

For & on behalf of Management

is per our Report of even date

*George Spiller*



*J.A. Martins*

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

Place : New Delhi  
Date : 21-12-2020

Conclusion

One cannot but remember the saying “For all that has been thanks – and for all that will be yes” at this juncture. A lot has been achieved not only in numbers but in the quality of the work and I would like to acknowledge the contribution of all concerned and in a special way the staff at all levels who have made this possible.

Let us hope that we can make our network stronger and our interventions more beneficial to the youth thus making the Don Bosco Mission for the youth experiential for many more across the country.



Don Bosco Tech Society  
B - 32, Gali No.7, Dashrath Puri, New Delhi - 110 045  
[www.dbtech.in](http://www.dbtech.in)

 [linkedin.com/company/don-bosco-tech](https://linkedin.com/company/don-bosco-tech)

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