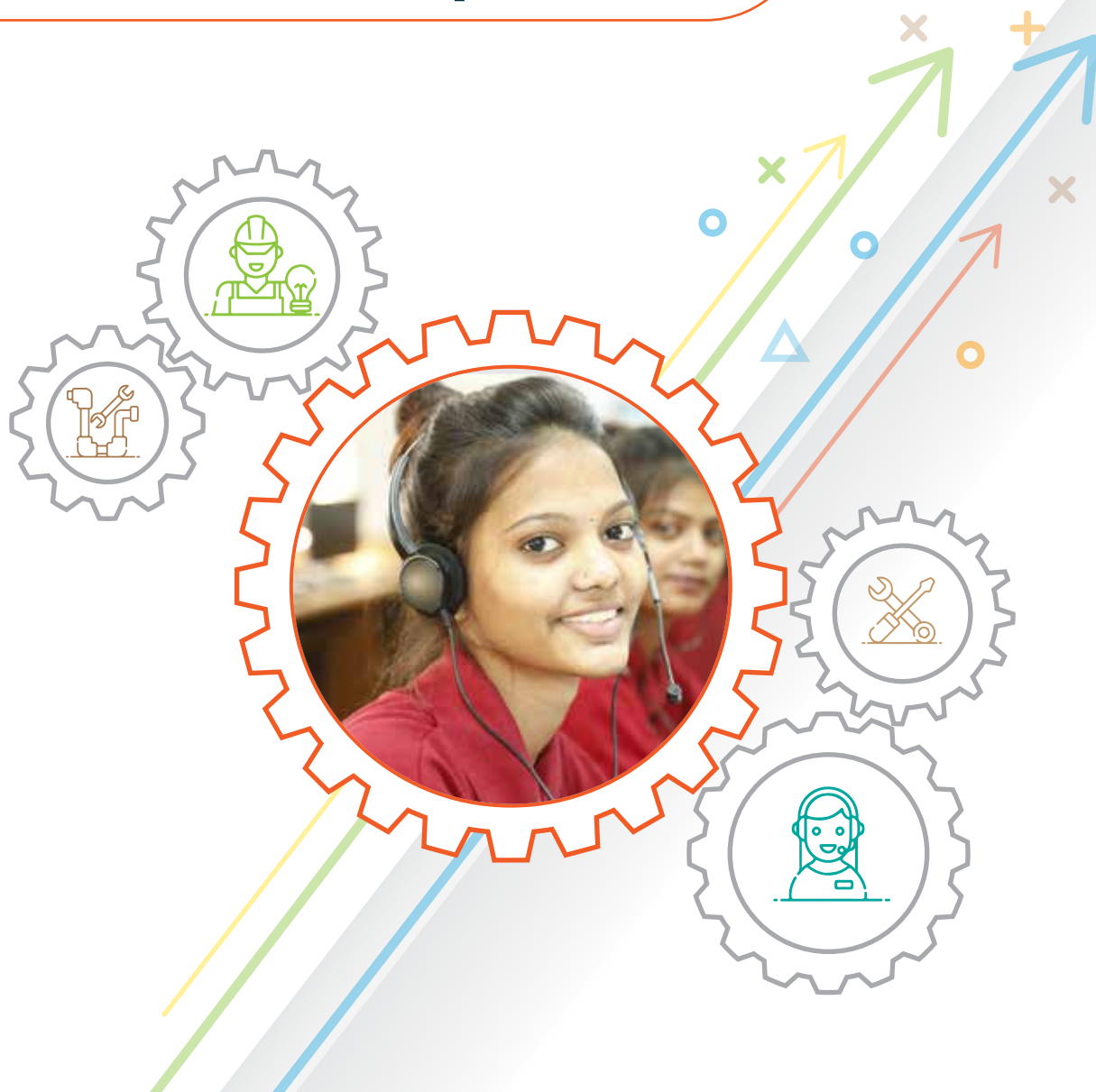


2021-22
Annual Report



REINVENTING THE SKILLING WHEEL

A YOUTH-CENTRED APPROACH



REINVENTING THE SKILLING WHEEL

A YOUTH-CENTRED APPROACH



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Abbreviations

CII	Confederation of Indian Industry
DDUGKY	Deen Dayal Upadhyaya Grameen Kaushalya Yojana
FY	Financial Year
Gol	Government of India
ILO	International Labour Organisation
J&K	Jammu & Kashmir
NGO	Non-governmental Organisation
SDB	Salesians of Don Bosco
SDG	Sustainable Development Goal
SOP	Standard Operating Procedure
TLM	Teaching Learning Materials



Highlights of the Year

Don Bosco Tech Society
Demonstrated its youth-centred
and compassionate approach by
reaching out to alumni youth,
providing social support and
creating re-skilling and placement
opportunities after the severe
COVID-19 waves.

Don Bosco Tech Society
completed 16 years of its
dedicated and compassionate
service to the marginalised
youth of the nation through
skills and employment.



Through multi-stakeholder
funding and knowledge
partnerships, we have trained
and impacted over 4 lakh
candidates in our 400+ skill
training centres across 29
states of India till date.

In FY 2021-22, Don Bosco Tech partnered with 17 organisations (11 corporates and 6 government bodies), enrolled 21,090 youth, trained 19,835, and placed 14139; achieving an overall 71 percent of placement.

Trained
19,835



Placed
14139



Placement
71%



Don Bosco Tech Society confronted the never-seen-before pandemic challenges of the training and business sectors as one team, innovating, reinventing, and co-learning.

Don Bosco Tech Society reinvented itself by exploring newer sectors under Healthcare and Agriculture to directly confront the pandemic, counter reverse Migration, focusing on rural-female youth.



Message from the President

‘Engaging with Youth’s Potential in the Pandemic Times’



India has aligned its National Youth Policy with the Sustainable Development Goals (SDGs) to achieve the 2030 Agenda. India launched the National Skill Development Mission in 2015

focusing on key priority areas for youth development such as skill training, employment, and entrepreneurship, amongst others. Don Bosco Tech, established in 2006, has a nation-wide network of skill training infrastructure with an established intervention model to work on skilling the vulnerable and marginalised youth of India in tandem with the government’s mission. Amidst the budding skill training sector and the highly market-driven economy, the youth-centred approach of Don Bosco Tech sets it apart. The

steadfast focus on the disadvantaged youth comes from its founders, the Salesians of Don Bosco, dedicated to working with the needy youth, based on principles of Saint John Bosco.

As Don Bosco Tech enters its 16th year of quality skill training, it is important to analyse and consolidate our efforts. The COVID-19 pandemic provided us an opportunity of relooking at our strategies, as it continued in the year 2021-22. The Don Bosco Tech team overcame the hurdles standing strongly together and motivating each other. From online classroom training, social and re-skilling support to alumni, and stepping into new sectors and courses, Don Bosco Tech reinvented itself, rooted in its youth-centred and humane approach. Don Bosco Tech is looking forward to building sustainable long-term partnerships with government, private, and other organisations to skill the marginalised youth for a better future.

— Fr. Davis MJ, SDB

Message from the Executive Director

'Rethinking, Reinventing,
Repositioning the Skilling
Ecosystem'



The COVID-19 pandemic created an unprecedented crisis for people, businesses, and countries across the world, likely to leave a long-term impact. The youth, in particular,

experienced job losses and disruptions in education and training. Despite these challenges, Don Bosco Tech was able to train 19,835 youth and place 71% of them on the whole in FY 2021-22. This year we gave a special emphasis to improve the minimum salary range following the minimum wage standards, through continuous efforts. The global pandemic crisis led Don Bosco Tech to 'Reinventing the Skilling Wheel'. This involved reiterating our youth-centred model, exploring new sectors of skilling and livelihood generation, and networking with other organisations in the skilling ecosystem.

We responded to the pandemic through a humane and youth-caring approach, by

identifying needs and problems faced by the youth. The youth's concerns such as job losses, need for newly-relevant digital skills, and reverse migration to rural areas were addressed through a systematic approach. New digital and agro-based skill sectors were added, alumni were re-skilled and re-placed, and entrepreneurship models were initiated in the rural areas. Not only did we demonstrate quantifiable results in trained and placed numbers in these new areas, but we also witnessed the quality changes it brought to the lives of the vulnerable youth who were hit by the pandemic-affected markets.

The pandemic has taught us the hard way that the future to building sustainable societies is through collaboration, reflection, and reinvention. Multi-stakeholder, participatory projects between skill training organisations, governments, and funding agencies, keeping youth development at the centre need to be created. Greater impetus needs to be given to digital skills development, forging into newly relevant sectors, up-skilling and re-skilling the alumni, and creating entrepreneurship opportunities. With these steps, we will enable the youth and take India's skilling mission forward.

— Fr. George Mathew, SDB

Preface

‘Reinventing the Skilling Wheel:
A Youth-centred Approach’

The developing nations are home to 90 percent of the world’s young people (aged 10-24), which are expected to increase by 2030 . India has nearly one out of four persons in the ages 15-29, held up as the demographic dividend of India . Confederation of Indian Industry presented in a report that ‘our economy can grow from the current \$3 trillion to \$9 trillion and \$40 trillion by 2030 and 2047, respectively, if the working-age population, (expected to increase), is productively employed.’ Evolving demographics unambiguously point out that India will remain a young nation and the largest contributor to the global workforce over the next few decades, provided they are provided quality education and skills.

Indian youth particularly from rural and small cities continue to face problems related to employment, education and future prospects. Faced with challenges of access, quality, and opportunities related to education, vocational and life skills, and information, these youngsters face the globalised world. The realization of this demographic dividend and the need to skill youth led to the formulation of the ‘National Skills Policy’ in 2009 which set a target of imparting skills training to 500 million by 2022. To achieve this, there is a need to understand and address the challenges in an interconnected manner. These are presented here based on Don Bosco Tech’s fifteen-years-long experience in the skill training sector:

1. Disconnect between the industries and the skilling ecosystem.

There is lack of industry ownership in creating a skilled workforce through well-paying, quality jobs. Skilling ecosystem requires aggressive industry’s involvement in designing skill courses and further employing candidates trained through short-term skill training courses

2. Disconnect between the skill ecosystem and the youth’s aspirations.

The dominant industry ecosystem, presently, caters to industry, production, and profits. Industry-jobs need to keep up with the changing aspirations of the youth with each passing generation. Skilling ecosystem needs to set ‘youth-focused’ approach along with ‘industry-focused’ approach to create a mutual space of growth and profits.

These challenges have existed much before the pandemic, but have been exacerbated by the global pandemic crisis. During this crisis period, Don Bosco Tech reconnected with its alumni and found many of them working in the Service Sector had lost their jobs, as the sector was shut and facing losses. Don Bosco Tech responded by re-skilling and re-placing these alumni by venturing into new digital-skill-based job roles with better scope: Social Media Executive, with 80% placed and E-commerce Executive, with 69% placed (in FY 2021-22), with substantial increase in their salaries as compared to their pre-pandemic job roles. Similarly, future skills or next-level skills like IOT and Cloud computing are now gaining relevance and have significant scope.

Secondly, the organisation attempted to address reverse migration and unemployment by reaching out to rural women. These were young women who, either themselves or their husbands, had lost jobs in cities and migrated back to their villages. Here, too, Don Bosco Tech changed its sector approach to provide training for entrepreneurship in the Agro-based sector with Beekeeper and Mushroom Grower job roles and placed nearly 80% of them in FY 2021-22. In the context of the pandemic, Don Bosco Tech also explored the Healthcare sector with job roles like Blood Bank Technician, Dialysis Technician, and General Duty Assistant. With 1504 youth trained in these skills, over 64% were placed in this financial year and continued to be placed.

The challenges of online classroom delivery were mitigated and minimized on the field. Trainers were supported by the State teams by guiding, motivating, and regularly connecting with them to troubleshoot and innovate in conducting e-sessions. The National team backed the State teams by creating an SOP for online classroom delivery on immediate basis and additionally supported them through online meetings and mobile reimbursements to trainers. Trainers countered online transitioning and resource challenges by coming up with innovative e-learning solutions. In remote areas with poor internet connectivity and lack of mobile phones in case of some trainees, the trainees made small groups and assembled in one place and attended the online training with shared mobile and internet.

At each step, the Don Bosco Tech staff demonstrated team spirit and youth-caring approach to continue on its mission to skill the marginalised youth, reinventing along the way despite the new challenges.



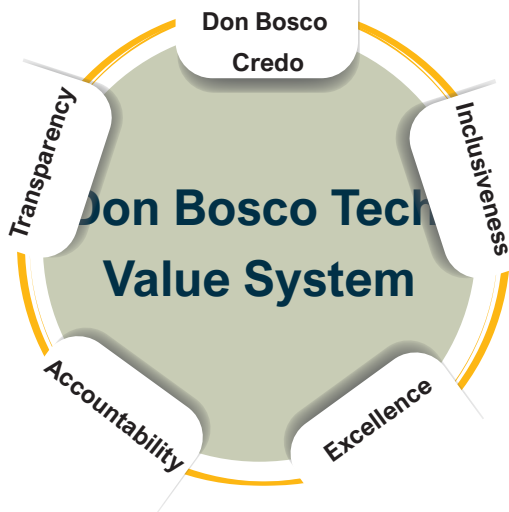


About

Don Bosco Tech Society

Don Bosco Tech Society (Don Bosco Tech) was set up in 2006 with the sole objective to provide quality vocational training to the disadvantaged youth of India. The organisation was founded by the Salesians of Don Bosco, an international society that was founded by Saint John Bosco, a saint-educator, in 19th Century Italy. Popularly known as Don Bosco, he dedicated himself to transforming the lives of homeless boys through love, compassion, values, and livelihood skills. His legacy and foundational principles are clearly reflected in the foundational values and the 'Skilling India' mission of Don Bosco Tech.

Don Bosco Tech aims to empower the marginalised youth population by imparting market-driven skills linked to employment. This is done through a multi-pronged approach of skilling the youth, making them employable, placing them in jobs, and ultimately transforming the youth and their family's socio-economic status. . Don Bosco Tech is a network of 440+ skill training centres and has arguably the largest spread across 29 states of India with trained and experienced employees.



Vision of the Organisation

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



Skilling India

Mission of the Organisation

Don Bosco Tech, a network of Don Bosco skill training centres spread across India (covering remote parts), focuses on the youth who are getting severely marginalised in the new economy which is capital-intensive and getting upgraded with each passing day. To achieve this feat, Don Bosco Tech works through the standard skill training centres, providing space for theoretical classes and sector-specific practical labs to enable the youth to gain a foothold in the competitive job market. Don Bosco Tech maintains the track record of providing a pool of quality manpower required by industry, making it the preferred organisation for more than **347 leading companies** employing candidates trained by the organisation.

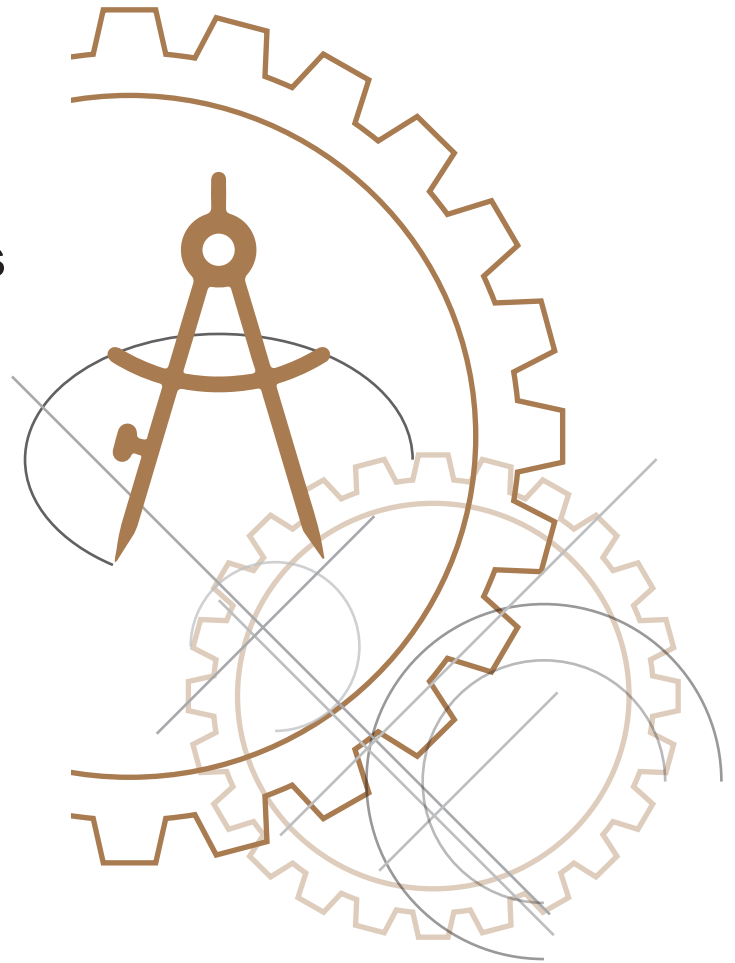
Don Bosco Tech's Youth-centred Approach

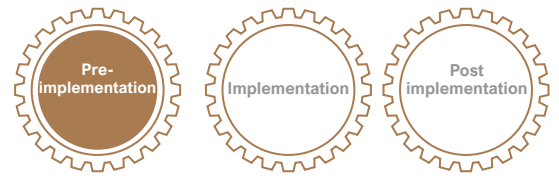


BASE

Design of Don Bosco Tech's Interventions

Don Bosco Tech's skilling model is focused on youth development and based on ground realities, which establishes it as an organisation with a difference in India. Don Bosco Tech implements its projects through its designed, tested, and standardised model developed over the years, covering pre-implementation, implementation, and post-implementation stages of a skill-training programme. The USP of the design is tapping the aspirations of the youth, imparting industry-relevant skills, and connecting them with the market.

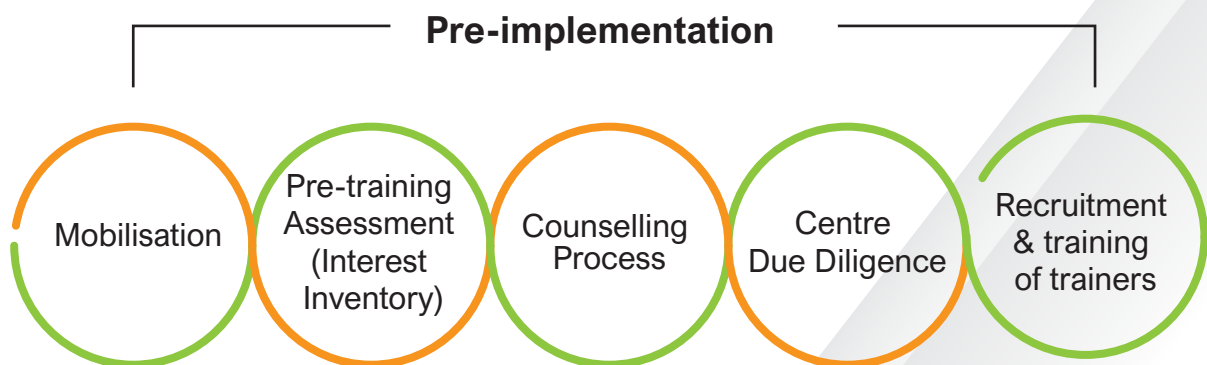


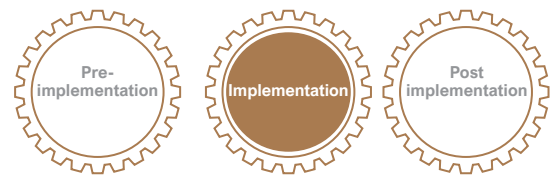


Pre-implementation

The pre-implementation stage has components of mobilisation, pre-training assessment, counselling process, centre due-diligence, and recruitment and training of required staff. The aim of the mobilisation drive is to reach out to needy youth interested in skilling and earning livelihoods. Don Bosco Tech's skill training programmes are successful due to the grassroots level reach of the Don Bosco centres in poverty-stricken pockets with a youth-centred approach, since decades. The mobilisation drive is conducted using different methods such as door-to-door campaigning, engaging local leaders, community members and alumni, and camps at public places with pamphlets distribution. The pre-training assessment is conducted after the mobilisation through an interest inventory. Interest inventory is a scientifically developed tool that captures the aptitude and inclination of the youth to ensure better results, retention, and growth. Based on the interest inventory and the candidate's background, the trainers conduct counselling and guide the youth, informing them about all the available courses at the centre and the best-suited course for each of them.

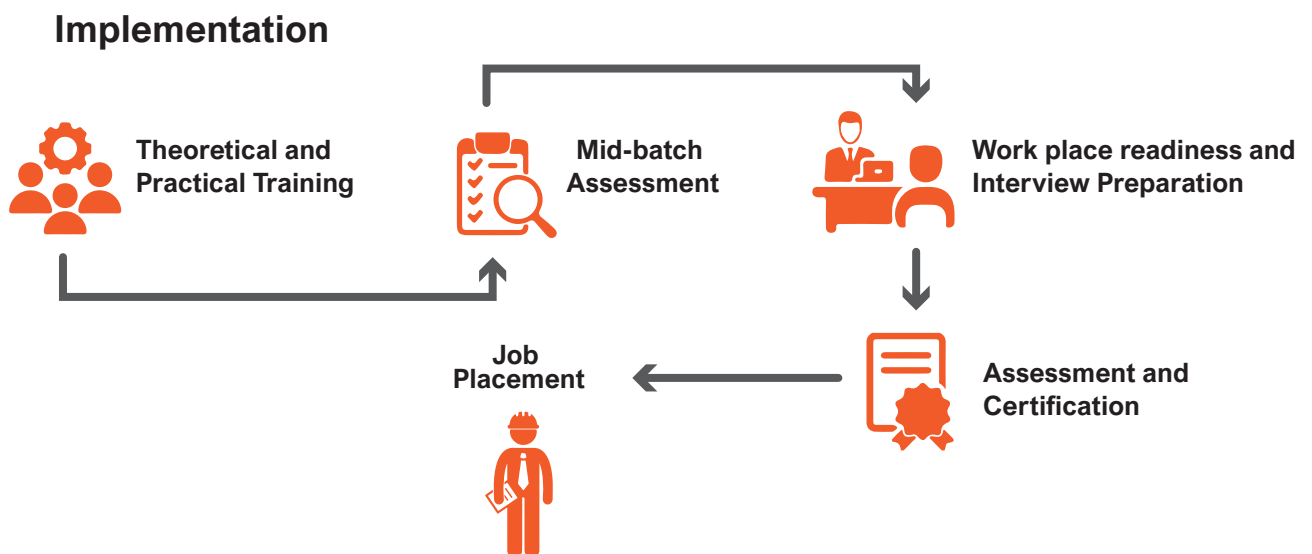
Further steps are centre due-diligence where the centre is checked and equipped with all the required infrastructure and material for the new batch. This includes hiring the trainers, specifically from local areas who understand the contexts and challenges of the trainees.

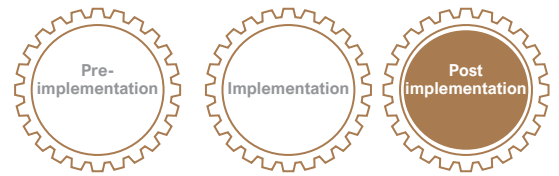




Implementation

Implementation of the programme includes the core component of theoretical and practical training. Considering the background of the youth and the duration of these trainings, a balance of theory and practical is provided so that youth are job-ready after a short-term training. Don Bosco Tech provides standardised and certified training to its youth trainees in affiliation with several Sector Skills Councils (SSCs). Apart from the course training, dedicated hours and trainers for soft skill modules of Communicative English and basic computer knowledge are also included. Don Bosco Tech is stringent in its quality processes and conducts mid-batch assessments, an internal quality assurance exercise, to check the implementation. The later part of the implementation leads to workplace readiness imparted through a dedicated module through mock interviews and interactions with company officials. This instils confidence in trainees to face and adapt to the new workplace environment. The last 10-15 days are dedicated for on-the-job training, which support their transition from being trainees to employees and lead them to the last part of the program, i.e. job placement. Don Bosco Tech conducts final assessments (internal and/or third-party) and provide certificates to the candidates as per their scores. Don Bosco Tech aims to place trainees as per their interest and choices through a thorough network of employers preferring candidates from Don Bosco Tech.

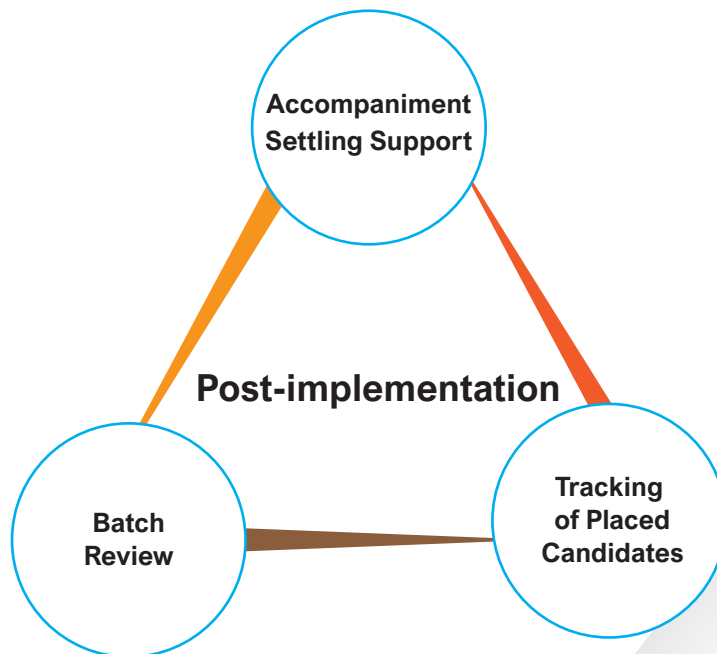




Post-implementation

The programme culminates in job placement. This post-implementation stage involves remaining in touch with candidates for settling-in support by the way of counselling, guidance, and addressing concerns with the employer, if any. Don Bosco Tech verifies the employers, negotiates for better salaries, perks, accommodation, food, and other amenities. Don Bosco Tech has also devised a robust mechanism to **track the placed candidates** through connecting over phone, visiting them at their workplaces, and conducting home-visits for those candidates who are not traceable.

Batch review in post-placement stage is an end-term monitoring exercise, where Don Bosco Tech State Team conducts review of every completed batch. The centre team presents the data of trained, placed, and dropped out candidates and also share the challenges and good practices in conducting the training. This is a reflection and review exercise for cross-sharing and group-learning for all the centres and state team.





A Panoramic View of Don Bosco Tech's Work



Don Bosco Tech has completed fifteen years of its existence and has skilled 4,15,035 youth in 107 trade domains and placed them in quality jobs. The trainings have not only made the youth employable, but have developed a character through their interactions with their peers, trainers, industry representatives, and Don Bosco staff. This is based on the Don Bosco credo promoting value of love and guidance for youth, transparency, accountability, excellence, and inclusiveness. This has positively affected their lives and guided them to choose a well-informed path.

The data of last three years substantiates how severely the pandemic year - FY 2020-21 affected Don Bosco Tech's reach. Despite this crisis, the organisation's sincere efforts were fruitful in this year FY 2021-22, where we could rebuild and regained the lost ground. The organisation initiated and increased its focus on specific market-relevant sectors in this year, like agriculture and allied, banking and finance, entrepreneurship, food processing, handicrafts, healthcare, IT/ITeS, and media & entertainment. A much higher number of youth could be reached and skilled through this approach as seen in the following table

Sector	FY 2021-2022		FY 2020-2021		FY 2019-2020	
	Trained	Placed	Trained	Placed	Trained	Placed
Aerospace And Aviation			0	0	123	20
Agriculture and Allied	964	767	500	280		
Apparel, Made Ups and Home Furnishing	672	579	409	296	1462	1098
Automotive	675	471	644	450	897	702
Banking and Finance	358	226	77	69	89	46
Beauty & Wellness	346	227	547	404	2029	1429
Capital Goods	14	0	18	14	77	51
Construction	277	212	1361	981	5174	3187
Consumer Electronics	22	1			1084	1013
Entrepreneurship	48	2	289	105		
Food Processing	53	0				
Green Jobs			1250	854	2443	1734
Handicrafts and Carpet	25	0				
Healthcare	1504	968	638	484	1424	995
Infrastructure Equipment	80	66				
IT-ITES	3656	2654	1861	1340	3435	2224
Logistics	687	477	42	25		
Management & Entrepreneurship and Professional			5	0	678	374
Media and Entertainment	144	77	38	29		
Office Management	248	185	209	166	183	163
Other	3567	2451	57	57	6021	6006
Plumbing industry					42	9
Power	2379	1739	593	482	107	92
Retail	1737	1281	1466	1067	3416	2447
Tourism and Hospitality	2379	1756	1936	1336	5507	4116
Total	19835	14139	11940	8439	34191	25706

Impact and Achievements of FY 2021-22



The year 2021-22 was a challenging one with second and third wave of Covid-19 pandemic and its multi-dimensional impact primarily on health, and on livelihoods, economy, and education. The pandemic has affected every aspect of the functioning of government, private, and non-governmental organisations. Don Bosco Tech also faced challenges, however, support from responsible partners helped Don Bosco Tech move forward in providing services to the young. Even with limited resources and restricted circumstances, Don Bosco Tech could train 19,835 and place 14139 youth located in 21 states of India in FY 2021-22. The highest numbers were achieved in the states of Bihar, West Bengal, and Madhya Pradesh. The top sectors were IT, Tourism & Hospitality, Power, Retail, Healthcare, and Agriculture. The overall placement achieved by the organisation is 71 percent, which is a remarkable feat for the organisation given the pandemic times. The data presented in this section shows the quantitative impact in terms of training and placement across projects, sectors, and job roles.

Project	Enrolled	Trained	Placed	PL%
Accenture Solutions Pvt. Ltd.	9217	8538	6325	74%
Aditya Birla Capital Foundation	1128	1107	897	81%
Others	574	544	35	6%
Federation of Indian Chambers of Commerce & Industry (FICCI)	48	48	2	4%
Internatioanl Organization of Migration	3411	3411	2295	67%
ITC Limited	3294	3109	2354	76%
J&K State Rural Livelihoods Mission (JKSRLM)	310	182	54	30%
JEEViKA, Government of Bihar	472	418	131	31%
Meghalaya Urban Development Agency	52	47	10	21%
Mission Swaraj, Govt of NCT of Delhi	26	25	18	72%
National SKill Development Corporation (NSDC)	924	817	570	70%
RMSA (Govt. of Andhra Pradesh)	1187	1187	1187	100%
Sarvagna Skill Development Center	56	52	10	19%
Sasakawa India Leprosy Foundation	11	10	9	90%
STT Global Data Center PVT Ltd	23	23	12	52%
Sustainable Hospitality Alliance	238	210	173	82%
Swades Foundation	119	107	57	53%
Total	21090	19835	14139	71%

RE SKILLING & INVENTING

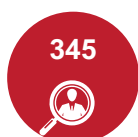
Given the challenges of the alumni (placed youth) after the severe pandemic waves, Don Bosco Tech re-skilled and re-placed them in new domains of ecommerce executive, mechanic, and social media executive, with partnership support. This demonstrated encouraging results in percentage of youth who completed training, were placed, and the increase in their salary from the previously drawn one. This indicates the qualitative impact this would have had in the income and satisfaction of the re-skilled youth.



Previous Domain	Reskill Domain	Trained	Placed	Average Salary New	Average Salary Last
Assistant Beauty Therapist	Ecommerce Executive	14	5	4700	10000
Assistant Electrician		3	2	7000	9300
CRM Domestic Non Voice		57	40	9032	11988
CRM Domestic Voice		28	16	11733	9787
Domestic Data Entry Operator		23	15	9800	10867
Electrician Domestic Solutions		2	2	10650	12150
Field Engineer – RACW		1	1	9000	9300
Food and Beverage Service-Steward		211	141	8715	11191
Front Office Executive		6	3	11491	9333
General Duty Assistant		1			
Helper Electrician		4	4	8500	10500
Housekeeping Attendant - (Manual Cleaning)		6	3	8833	10750
Office Assistant		5	1	9000	9000
Sales Associate		35	12	9700	9817
Trainee Associate		30	23	9972	10830
Advance Welding		Mechanic (Electrical/Electronics/Instrumentation)	4	3	
Assistant Electrician	5		3	8000	10000
Automotive Service Technician Level 3	9		6	8000	10500
Helper Electrician	16		10	8000	10300
Manual Metal Arc Welding/Shielded Metal Arc Welding	11		10	8910	10150
Sales Associate	2		1		10000
Trainee Associate	2		1	7500	10000
Agri Warehouse Supervisor	Social Media Executive	1			
Assistant Electrician		2	2	11000	11588
CRM Domestic Non Voice		1	1	9500	9000
Domestic Data Entry Operator		14	10	8150	12000
Electrician Domestic Solutions		6	6	10450	10033
Food and Beverage Service-Steward		11	6	10000	11750
Housekeeping Attendant - (Manual Cleaning)		3	2	8250	10777
Multi-cuisine Cook		1	1		11000
Office Assistant		3	1	7750	9000
Sales Associate		17	13	8440	11692
Trainee Associate		4	1	7000	9000



Trained



Place



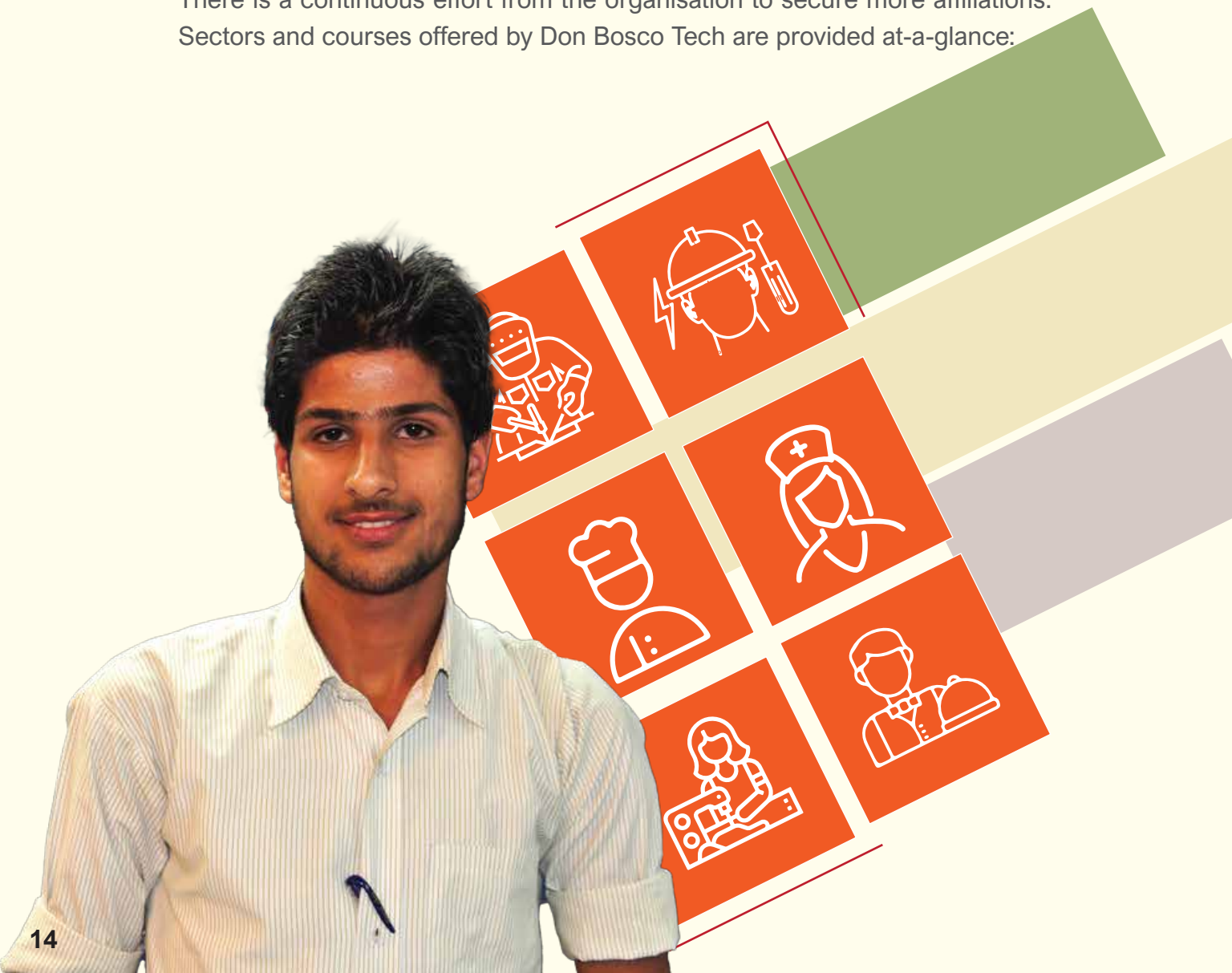
Average Salary New



Average Salary Last

Foray into New Sectors & Courses

With a greater rigour, Don Bosco Tech reinvented itself and entered into new domains, while offering re-skilling and advanced levels in the existing domains. A major push was given in rural areas in sectors such as Healthcare and Agriculture to tackle the problems of skilled healthcare workforce and reverse migration from cities to villages. Don Bosco Tech is a long-term partner of NSDC and has secured affiliations of several Sector Skills Councils (SSCs) to provide standardised and certified training to its youth candidates. There is a continuous effort from the organisation to secure more affiliations. Sectors and courses offered by Don Bosco Tech are provided at-a-glance:



Agriculture and Allied

Beekeeper
Mushroom Grower

Apparel

Sewing Machine Operator

Automotive

Auto Body Technician Level 3
Auto Service Technician (Two & Three Wheeler)
Automotive Service Technician Level 3
Automotive Service Technician Level 4

Banking and Finance

Debt Recovery Agent

Beauty & Wellness

Assistant Beauty Therapist

Capital Goods

Senior Manual Metal Arc Welding/
Shielded Metal Arc Welding

Construction

Assistant Electrician

Consumer Electronics

Field Engineer – RACW

Entrepreneurship

Plan for Basic Entrepreneurial
Activity – Bamboo Crafting

Entrepreneurship

Plan for Basic Entrepreneurial
Activity – Bamboo Crafting

Tourism and Hospitality

Food and Beverage Service-Steward
Housekeeping Attendant - (Manual Cleaning)
Housekeeping Executive - Level 5
Multi-cuisine Cook
Trainee Chef
Street Food Vendor - Standalone

Healthcare

Blood Bank Technician
Dialysis Technician
General Duty Assistant
General Duty Assistant Advanced

Infrastructure Equipment

Mechanic (Electrical/Electronics/Instrumentation)

IT-ITES

AI Data Quality Analyst
Cloud Application Developer
CRM Domestic Non Voice
CRM Domestic Voice
Data Center Operation Management
Domestic Data Entry Operator
IoT - Security Specialist
Mobile Phone Hardware Repair Technician

Logistics

Ecommerce Executive

Media and Entertainment Animator

Graphic Designer
Social Media Executive

Office Management

Office Assistant

PDOT

PDOT International

Power

Electrician Domestic Solutions

Retail

Sales Associate
Trainee Associate

Food Processing

Craft Baker

Handicrafts and Carpet

Hand Embroidery

An Inclusive Coverage across Genders & Geographies

Don Bosco Tech works on the principle of diversity, equity, and inclusion. Substantial efforts go into making a classroom diverse at basic level with gender representation. Girls are doubly marginalised in communities and Don Bosco Tech attempts to double its impact by empowering women by skilling them to secure financial independence. This year over 47 percent of the trainees were females with a placement percentage of over 68 percent. This was marginally lower than their male counterparts due to various reasons such as readiness for migration, familial issues, and preference of employers. Skilling does not end with the trainees, holistic work is required to sensitise employers as well to employ female candidates and make safe and productive workplace arrangements for them.

Further, Don Bosco Tech has a nation-wide coverage that is reflected in the trained and placed youth across 21 states and union territories of India, through the Don Bosco centres located and experienced in nearly every geographical context of India.





Female



Male

Trained	9341	10494	19835
Placed	6395	7744	14139
			Total

State	Enrolled	Trained	Placed	PL%
Andhra Pradesh	1814	1782	1630	91%
Assam	696	685	451	66%
Bihar	3308	3051	1924	63%
Chhattisgarh	480	475	353	74%
Delhi	928	872	720	83%
Himachal Pradesh	340	336	269	80%
Jammu & Kashmir	771	625	384	61%
Jharkhand	419	408	254	62%
Karnataka	1148	1004	544	54%
Kerala	940	826	633	77%
Madhya Pradesh	2120	2083	1546	74%
Maharashtra	361	361	169	47%
Manipur	26	22	14	64%
Meghalaya	476	432	168	39%
Odisha	713	713	573	80%
Punjab	1288	1226	920	75%
Rajasthan	150	150	118	79%
Tamil nadu	1597	1495	1152	77%
Telangana	370	355	214	60%
Uttarakhand	567	557	304	55%
West Bengal	2578	2377	1799	76%

Total	Enrolled 21090	Trained 19835	Placed 14139	PL% 71%
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Sector-wise Impact

This year Don Bosco Tech's skilling programmes made significant impact across various sectors. Notable sector-wise placement was seen in apparel (86.2%), infrastructure equipment (82.5%), agriculture and allied (79.6%), and construction (76.5%). Tourism and hospitality, retail, power, and IT-ITES had some of the highest number of trained candidates among all the sectors and showed substantial impact with placement of over 70% of the candidates. New courses in sectors like agriculture, healthcare, and media and entertainment showed an encouraging response, with placement process underway after the financial year came to a close.

Sector	Enrolled	Trained	Placed	PL%
Agriculture and Allied	1000	964	767	80%
Apparel, Made Ups & Home Furnishing	686	672	579	86%
Automotive	720	675	471	70%
Banking and Finance	389	358	226	63%
Beauty & Wellness	357	346	227	66%
Capital Goods	14	14	0	0%
Construction	307	277	212	77%
Consumer Electronics	22	22	1	5%
Entrepreneurship	48	48	2	4%
Food Processing	53	53	0	0%
Handicrafts and Carpet	25	25	0	0%
Healthcare	1665	1504	968	64%
Infrastructure Equipment	92	80	66	83%
IT-ITES	3914	3656	2654	73%
Logistics	755	687	477	69%
Media and Entertainment	152	144	77	53%
Office Management	260	248	185	75%
Other	3567	3567	2451	69%
Power	2589	2379	1739	73%
Retail	1850	1737	1281	74%
Tourism and Hospitality	2625	2379	1756	74%
Grand Total	21090	19835	14116	71.2%

Job Role-wise Impact

The following table shows the impact of Don Bosco Tech's skill training initiative in various job roles. More than 70% trainees were placed across the new job roles, such as Beekeeper, Mushroom Grower, Blood Bank and Dialysis Technician, Cloud Application Developer. With over 80% placements, the high performing job roles were Sewing Machine Operator and Housekeeping Executive – Level 5, Blood Bank Technician and Domestic Data Entry Operator, and Mechanic (Electrical/Electronics/Instrumentation).




Sector	Enrolled	Trained	Placed	PL%
Beekeeper	150	150	118	79%
Mushroom Grower	850	814	649	80%
Sewing Machine Operator	686	672	579	86%
Auto Body Technician Level 3	28	24	18	75%
Auto Service Technician (Two and Three Wheeler)	85	82	39	48%
Automotive Service Technician Level 3	600	562	414	74%
Automotive Service Technician Level 4	7	7	0	0%
Debt Recovery Agent	389	358	226	63%
Assistant Beauty Therapist	357	346	227	66%
Senior Manual Metal Arc Welding/ Shielded Metal Arc Welding	14	14	0	0%
Assistant Electrician	307	277	212	77%
Field Engineer – RACW	22	22	1	5%
Plan for Basic Entrepreneurial Activity – Bamboo Crafting	48	48	2	4%
Blood Bank Technician	57	53	45	85%
Dialysis Technician	163	137	96	70%
General Duty Assistant	623	576	350	61%
General Duty Assistant Advanced	822	738	477	65%
Mechanic (Electrical/Electronics/Instrumentation)	92	80	66	83%
AI - Data Quality Analyst	413	377	210	56%
Cloud Application Developer	101	94	67	71%
CRM Domestic Non Voice	1213	1168	820	70%
CRM Domestic Voice	624	519	362	70%
Data Center Operation Management	23	23	12	52%
Domestic Data Entry Operator	1263	1231	1051	85%
IoT - Security Specialist	254	221	132	60%
Mobile Phone Hardware Repair Technician	23	23	0	0%
Ecommerce Executive	755	687	477	69%
Animator	10	10	0	0%
Graphic Designer	38	38	0	0%
Social Media Executive	104	96	77	80%
Office Assistant	260	248	185	74%
PDOT	3352	3352	2236	66%
PDOT International	215	215	215	100%
Electrician Domestic Solutions	2589	2379	1739	73%
Sales Associate	1765	1686	1254	74%
Trainee Associate	85	51	27	53%
Food and Beverage Service-Steward	1354	1197	788	66%
Housekeeping Attendant - (Manual Cleaning)	310	293	241	82%
Housekeeping Executive - Level 5	630	589	505	86%
Multi-cuisine Cook	308	277	222	80%
Trainee Chef	14	14	0	0%
Street Food Vendor – Standalone	9	9	0	0%
Craft Baker	53	53	0	0%
Hand Embroidery	25	25	0	0%
	21090	19835	14139	71%



Highest & Average Salaries by Job Roles

Don Bosco Tech aims at improving the socio-economic status of its trainees through the market-oriented skill training and placement. This is demonstrated through the salary of trainees placed after the successful completion of the training. Job roles of Bamboo Crafting, Debt Recovery Agent, Data Center Operation Management, AI Data Quality Analyst, and Cloud Application Developer were on the top for their average salaries. Further, highest monthly earning was seen in Ecommerce Executive, Automotive Service Technician Level 3, Mushroom Grower, Bamboo Crafting, AI – Data Quality Analyst, and CRM Domestic Non Voice. This shows an encouraging result for Don Bosco Tech's foray into new sectors and re-skilling and re-placement initiatives related to digital and entrepreneurial skills.

Job Role	Average Salary (INR)	Highest Salary (INR)
Beekeeper	5864	6500
Mushroom Grower	12255	35000
Sewing Machine Operator	9406	12500
Auto Body Technician Level 3	10278	13000
Auto Service Technician (Two and Three Wheeler)	11258	12000
Automotive Service Technician Level 3	11074	46000
Debt Recovery Agent	14313	19600
Assistant Beauty Therapist	8906	13000
Assistant Electrician	10105	16348
Field Engineer – RACW	10000	10000
Plan for Basic Entrepreneurial Activity	30000	30000
– Bamboo Crafting	10000	10000
Blood Bank Technician	10817	19601
Dialysis Technician	11037	17000
General Duty Assistant	11308	20000
General Duty Assistant Advanced	10114	13000
Mechanic (Electrical/Electronics/Instrumentation)	13781	40000
AI - Data Quality Analyst	13134	16000
Cloud Application Developer	11188	34667
CRM Domestic Non Voice	10288	18536
CRM Domestic Voice	14628	26000
Data Center Operation Management	9090	15000
Domestic Data Entry Operator	12024	35833
IoT - Security Specialist	11408	130000
Ecommerce Executive	12486	17000
Social Media Executive	9487	13600
Office Assistant	9868	85000
PDOT	19637	22000
PDOT International	11198	50000
Electrician Domestic Solutions	9978	15000
Sales Associate	8341	9100
Trainee Associate	11089	30000
Food and Beverage Service-Steward	11742	16000
Housekeeping Attendant - (Manual Cleaning)	11601	17500
Housekeeping Executive - Level 5	11595	17000
Multi-cuisine Cook		



Strengthening the Arms of Don Bosco Tech



The training or skilling is not only required by the youth, but it is crucial for those also who are training them and making arrangements for their training, i.e. trainers and staff members.

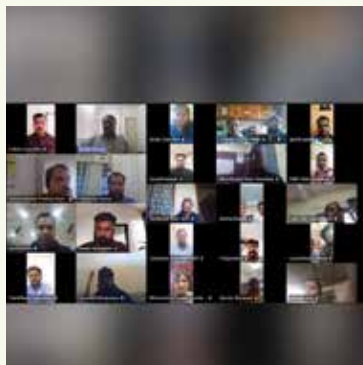
Don Bosco Tech understands the need and importance of upskilling its staff, essential for their personal and the organisation's growth. It was a monumental task for Don Bosco Tech to conduct its regular functioning amidst the pandemic, but, keeping its mission intact, Don Bosco Tech organised trainings and workshops to strengthen its workforce as per the newer requirements. Apart from strengthening the organisation, Don Bosco Tech expanded its focus to strengthening the skilling ecosystem, creating training and co-learning opportunities in technology and digital skills as per the current context. Refresher trainings were also conducted for staff and partners of Don Bosco Tech to strengthen its existing project implementation and adopt standardised practices. These trainings were conducted in virtual and physical mode as per the prevalent situation.

Communication workshop

12 state communications' team members

Content writing, photography, videography, image editing, tech apps & techniques, social media & dissemination

March, 2022 | Don Bosco Skill Mission, Bangalore



BOONFACE-ITI Software Solutions

97 participants – 45 staff & heads from 28 ITIs + 12 National & State MIS Don Bosco Tech staff from all over India

Significance & use of automation in the management of ITIs through the Boonface portal

February, 2022 | Virtual

TVET Networking Meet

18 participants from Karnataka & Kerala

Long-term collaboration with the centre-heads – information on skill training policies, schemes & plan actions in attaining the common goal of skilling the youth

October 2021 | Don Bosco Skill Mission, Bangalore



Training of Trainers on MOODLE web programme

40 state team members & trainers participants

Accessing & using MOODLE for training-learning – hands-on workshop on uploading course plans, enrolling trainees, grading, certification, etc.

March, 2022 | Don Bosco College, Sultan Bathery

Refresher ToTs

Centres in Kerala (23), trainers serving in ITC project in West Bengal (14) and Bihar (23), trainers of Delhi (...), and trainers of KVTC, Balasaur, Uttarakhand (...)

Scaling up the Skilling Ecosystem: Understanding NSQF, NCVET, SSC, NSDC regulations, processes, growth opportunities; MIS and data management in Skill India Portal; quality training; project cycle management



September 2021 | Kerala, West Bengal, Delhi, Uttarakhand



NSQF in-service training programme

30 Vocational Trainers of NSQF Model Schools

In-service training under 'Samagra Shiksha' - scheme of vocationalisation of school education, MHRD to maintain/upgrade professional qualifications and skills of staff

November 2021 | NSQF Model School, Andhra Pradesh

Don Bosco Tech's

Multi-Stakeholder Partnerships



The skilling ecosystem requires multiple entities to come together and play a crucial role in realising the potential of youth, train the workforce in industry-relevant skills, and place them in jobs. The two sectors – government and private have the potential and resources to play a crucial role in tackling the demand-supply gap in workforce by supporting the third-sector, i.e. NGOs involved in skill training. Following its philosophy, Don Bosco Tech has partnered with central and state governments and corporates for employment-linked skill training to youth, in a multipronged approach, such as partnering for funds, knowledge, job placement of skilled trainees, curriculum and certification approval, and so on.

In FY 2021-22, the organisation partnered with 17 organisations (11 corporates and 6 governments), enrolled 21,090 youth, trained 19,835, and placed 14139; achieving an overall 71 percent of placement.





Each of the trainees have a success story to tell, because it is not just about earning a big salary. It is also about fighting all odds, never giving up, making the most out of the new skills and values, and earning a dignified living. We bring to you a few such stories from this year...

Sabina Tirki, Mushroom Grower, Don Bosco Tech Rangajan, Assam



Sabina Tirki lives in Chariakhat Gaon, Golaghat district of Assam with her husband and two children, pursuing college education. Her husband is a part-time driver and she was a homemaker. As the sole-earner, her husband's income was not sufficient to cater to household's needs and children's education. Sabina attempted to get some extra income by rearing and selling domestic animals but, the returns were not encouraging.

While looking for income options, she got to know about mushroom cultivation course offered by Don Bosco Tech. After inquiring at the centre, she enrolled herself in the course. She underwent theoretical and practical training of growing mushrooms and learnt other crucial aspects such as communication, marketing, and bookkeeping. As soon as she completed her training, without further ado, she began with mushroom cultivation.

She procured 10 kilograms of mushroom spawns and started her first project. Her family supported her in buying raw materials and making the compost to make mushroom cylinders. With her strong determination, she created a kuccha room adjacent to her home for the cultivation of mushrooms. The first harvest earned her ₹22,500, which brought immense happiness to the family. Sabina displays a knack and a maturity of an entrepreneur at such an initial stage. She used her first income to invest in capital and used the profits to grow more crop. She has an average earning of ₹30,000-35,000 per season. She shares:

"I never thought that I could earn this much money. It is not difficult to grow mushrooms as I learned how to take care from spawn to harvesting. And there is no problem with marketing as there are local buyers and I sell to the wholesalers who come directly to the village to buy in bulk."

Puja Kumari, General Duty Assistant, Don Bosco Tech Khaspur, Bihar



Puja is an 18 years old, a first-generation learner from Kursakanta Araria. She belongs to other backward castes group and her father is engaged in farming work to support their family of six members. Fighting with all the socio-economic hardships, Puja completed her matriculation in 2018. Though Puja was not sure about what she wanted to do further, she was clear that she wanted to support her family financially. She found out about Don Bosco Tech

training and its impact from her friend. She visited the centre located at Khaspur and was informed about the training and facilities she would receive. Puja immediately enrolled herself in General Duty Assistant course, keeping the goal of supporting her family on top priority.

Puja learnt the domain skills as per the sector skills council approved curriculum. Further, she received communicative English, soft skills, and IT knowledge also as per the Don Bosco Tech BASE model. Puja acknowledged that her English was very weak as she could not write and speak basic English. Due to training and support from the trainers, Puja can now introduce herself confidently in English. Other lifelong learnings she gained are discipline and punctuality. She has joined H.N. Reliance Hospital in Mumbai as patient-care attendant at a salary of ₹11,340 and accommodation facility. She acknowledges the role of trainers in changing her life-course:

“The commitment of Don Bosco Tech Trainers towards the trainees’ betterment was immense. I will always cherish the memories that I had with Don Bosco Tech.”

“

Bilal, AI-Data Quality Analyst, Don Bosco Tech Najafgarh, Delhi



Bilal resides with his family in the capital city of Delhi, Najafgarh area. He studied till 18 years of age, dropped out to earn. It was a difficult phase for the family as they were five members and the earnings were not sufficient for basic sustenance.

During his struggling days, he got to know about employment-linked skill training in AI-Data Quality Analyst course by Don Bosco Tech in Najafgarh, Delhi. He visited the centre, understood the course details, and enrolled himself. He attended the course with full enthusiasm, to make a change in his and his family's life, and completed the training. The next stage was placement, for which Bilal had joined the course.

Bilal gave interview and got selected in Cars24 at a salary of ₹25,000. Bilal shares his joy with Don Bosco Tech and gives complete credit to the organisation for turn of events. He is happy that he is now able to attend to all the basic needs of his family. Bilal strongly feels that young people like him should take the benefits of the trainings provided by Don Bosco Tech. He adds:

“I am very thankful to Don Bosco Tech for making me a skilled person because of which I am able to support my parents.”

“

Afila Nazar, Sales Associate, Don Bosco Tech Punalur, Kerala



Afila means intelligent, that is what Afila Nazar represents in reality. A young girl who understands her capabilities to meet her responsibilities towards her family. Her father's medical condition limited her from studying beyond the higher secondary level. Afila did not get bogged down and used the opportunity of employment-linked skill training to make herself skilled and support her family.

Afila, aged 18 years, is a resident of Punnala, a small village in Kollam district of Kerala and has five members in her family. After dropping out from formal education, she searched for jobs but could not make it due to lack of trade skills. She got to know about Sales Associate course offered by Don Bosco Tech and enrolled herself. Afila had a strong zeal to learn about all aspects of the training, so that she could perform better in interviews and secure a position at a reputed company. With her great eagerness and focused approach, she learnt computer as well English skills.

After completing her training and assessments, Afila attended the interviews organised by Don Bosco Tech and secured a job as Customer Care Executive at Carnival Cinemas at D Mall. Afila is an example for young people to not give up easily. Rather she confronted the challenges and made them stepping stones for writing her own success story. Afila shares:

“Success is not just about what you accomplish in your life. It's about how you support and inspire others to do. A strong person will not be nervous and will not express aggression towards opponent. I will be confident in my abilities and the training and I will face the difficulties calmly.”

“

Gayatri Sahu, Housekeeping Executive Level – 5, Don Bosco Tech centre, Odisha



Gayatri Sahu’s story is not any less inspiring. Gayatri came from a remote village of Nadikhandisahi, Kandhamal district of Odisha, living in a family of four. Due to poor economic status of the family she had to drop out of formal schooling and started helping her family by doing domestic work in other households. She wanted to study but could not. She decided that her brother, who was still pursuing his education, would not meet the same fate.

Gayatri started exploring what she could do and got to know about Don Bosco Tech’s employment-linked skill training courses for the poor and needy youth. She underwent counselling and registered herself in Housekeeping Executive Level – 5. Her dedication and seriousness was clearly visible in the training period as she was regular, interested, inquisitive, and learnt the core skills along with English, computer, and soft skills with a commitment to achieve her goal.

There was a transformation in her personality after the completion of training. She was confident and fearless. With clarity in her mind, she gave interviews and was selected as Housekeeping Executive with a CTC of ₹10,000 at Rentex Hospitality Service located in Bhubaneswar. With strong determination as her strength, she is now working as Senior Associate at Hotel Sterling, at Puri, Odisha with a CTC of ₹15,000. She is happy with her personal growth and satisfied with the way she is able to support her family financially.

“I have never thought of working in such a beautiful organised sector in my life. Breaking all the barriers and overcoming the fear was not a story of one day, it took months.”

“

Employees of

Don Bosco Tech



Don Bosco Tech strives towards an inclusive and diverse work culture. The organisation has a dedicated team of 347 employees spread across the regions of India. The staff (centre, state, and national teams) are committed to the skilling mission of the organisation. Don Bosco Tech promotes diversity, seen through its employee composition: Female employees make up 32% and male employees are around 68% of the total staff. Religious minorities are represented in the nearly 37% of employee population. More than half of the employees belong to marginalised social groups. The diversity and long-standing relationships are seen through these numbers and the staff's experiences in their own words:



I began my journey with Don Bosco Tech, Dimapur (AIDA) centre in May 2011 as a support domain trainer, training the youth in Communicative English, Soft Skills, and IT skills. I take pride in the fact that thousands of young people's lives have been transformed through our interventions. This has benefitted them and their families in terms of improving their socioeconomic and living standards and that is our reward.

***Anita Kapuh, State Placement Coordinator, Don Bosco Tech
- Dimapur (AIDA), Nagaland***



With Don Bosco Tech, I discovered that teaching youth, being with and for the young people brought joy and meaning to my life. So far, I have trained and skilled around 1200 youth and their upward movement in their work-life satisfies me. The organisation has impacted my professional growth and shaped my personality through its core values of transparency, accountability, excellence, and inclusiveness.

***- Sarat Chandra Dash, Trainer Retail Sales, Don Bosco Tech
Sambalpur, Odisha***



My journey with Don Bosco Tech Society started 11 years back and I would describe the organisation's culture as exciting, stimulating, professional and motivating, which drives employees to go an extra mile. It has a very positive impact that creates camaraderie among the team. The organisation practices and prioritizes making employees from all walks of life feel welcome. I love the fact that Don Bosco Tech is forward thinking and puts the visions and values at the forefront.

- Rhiedolcy Diengdoh, State Placement Coordinator, Don Bosco Tech - Shillong, Meghalaya



I have been a part of Don Bosco Tech since 2010 and it has been a rewarding experience from all points of view. I have been involved in multiple technical and IT support services for various projects in the organisation and that has made my work very diverse and has provided opportunities for self-development. The thing I appreciate most about the organisation is that it has enabled an atmosphere to maintain a healthy work-life balance.

- Sunil Dewangan, Senior Executive, Information Technology, National Office - Delhi



In 2011, I secured the role of M&E/MIS coordinator, Jammu & Kashmir region. This role was full of learning and provided me opportunities to tackle challenges and learn new aspects of the skill training arena. The initial years of my engagement with Don Bosco Tech were so inspiring that I invested myself to make a career in the skilling ecosystem. One of the things I've always loved about this organisation is that it is a great place to learn and grow with an inclusive work culture and supportive

- Wajid Bashir, Manager Operations, Don Bosco Tech - Srinagar, Jammu & Kashmir



I joined Don Bosco Tech in 2010 and got the space to learn and grow from Executive in the HR & Administration department to M&E and MIS coordinator for the states of Jharkhand and Bihar. Don Bosco Tech is a humane organisation that values its employees and does not leave them in their difficult times.

- Mukta Mariam Kujur, State M&E, MIS Coordinator, Don Bosco Tech – Kokar, Jharkhand

Placement Partners



CRM Domestic Voice



Data Centre Operation



F&B



Future Skills



Solar PV Installer





Success Stories



Amit Kumar Sarkar

Amit Kumar Sarkar is from Bion Chberia in West Bengal. He is 33 years old. In his family there are six members who include his father, mother brother and sister and his wife. He studied till 12th standard. His father worked in a private company, an expected income of his family was from his father.

But Amit was undaunted. He believed he had what it takes and that there somewhere. He started searching for a way to his bright future. Once he came to know about Don Bosco Tech and its facilities from one of the staff while they were mobilising, he found it very interesting knowing that Don Bosco Tech is giving 3 months of course and also the job placement, he is happy enough and joined as a F&B Service Steward. He was very much active in class. He started learning new basic skills. He was a quick learner. He had a high hopes as far as getting in a new way of life.

He was able to learn a bit more. He always wanted to advance his skills and got his first placement in Kerala, he know it was the chance he'd been dreaming of. His work ethic has impressed everyone and he has earned a reputation as being one of the most active employees. His journey started from Rs.5500 and now he is earning around Rs. 35,000 per month. He believed in himself and was determined to find a way to build a career for himself. Today Amit is already in a post of Restaurant Manager in Mayura Bar & Kitchen at Bangalore. He loved what he was learning and kept his eyes out for new opportunities. He felt proud to say that he was a student of Don Bosco Tech Society through which he can make his dream come true. Amit is now giving a well support to his family.

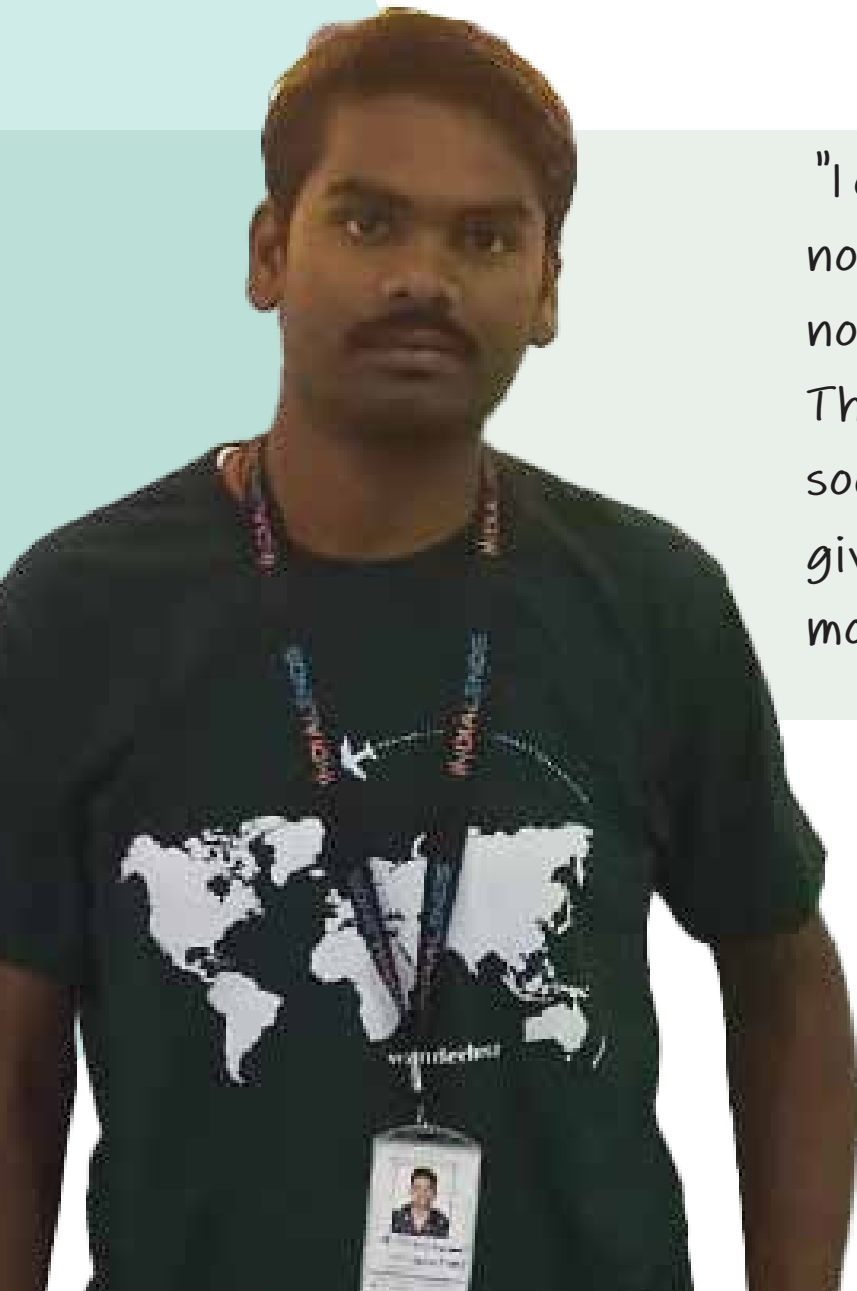
He says "It is an honour to be a part of the wonderful journey with Don Bosco Tech family. It is a means for people to achieve their dreams, regardless of their background with their passion and determination." "Success is possible when you face your fears, just refuse to give up".

Bittoo Kumar

Bittoo Kumar, 20 Years old, living in Najafgarh New Delhi with family. As far as academics are concerned, his grades and performances were quite low but he managed to complete his 12th standard. His friend brother suggests him to join Don Bosco Tech Society. He refers to him for Skill India courses. he revisited the training center and enrolled himself in the IT sector. He chose CRM Non-Voice as his domain after evaluating the quality interest test. During the training, he has improved his study skills and time management. The push by the trainer each week was very beneficial. He was not confident to engage in group assignments and discussions. When the trainers noticed this, they handhold him and made him confident. After a few weeks He led a performance in the inauguration program me.

After, He was interviewed by GC WEB VENTURES PRIVATE LIMITED. It was the great opportunity for his to work and earn a better living to support my poor family. Luckily, He got selected for the job. He is presently earning a monthly salary of 15000 INR with allowance.

Bittoo Kumar said "Those who work hard will never face any failure in their lives." He was grateful to all trainers who helped him to complete his training at Don Bosco Tech.



"I cannot imagine where I am now, but I am thankful for not being where I use to be. Thanks to Don Bosco Tech society and the trainers for giving me the confidence to move ahead in life."

Bittoo Kumar

Pushpalatha

Family Background

Ms. Pushpalatha is a trainee from Accenture Phase-9, Batch-4, of Don Bosco Tech (Karunapuram, Telangana). She belongs to Adilabad district, living in a far off villages where neither road connectivity, not bus service can be found. Her family consists of six members; including her mother, father, one elder sister and two elder brothers. She is the youngest in the family. Her father is a farmer and two brothers also helping her father in the field. Her sisters are married off. She manages to study till +2 in spite of severe financial difficulties. Her dream of further study vanished in the dark because of her poor family condition.

Struggles

As she is the youngest daughter to her parents, all were loving her so much. The family members don't like to send her out of the village to study, placing the safety first. But she wants to come out of the backward village to fulfill her family's dire need.

Education

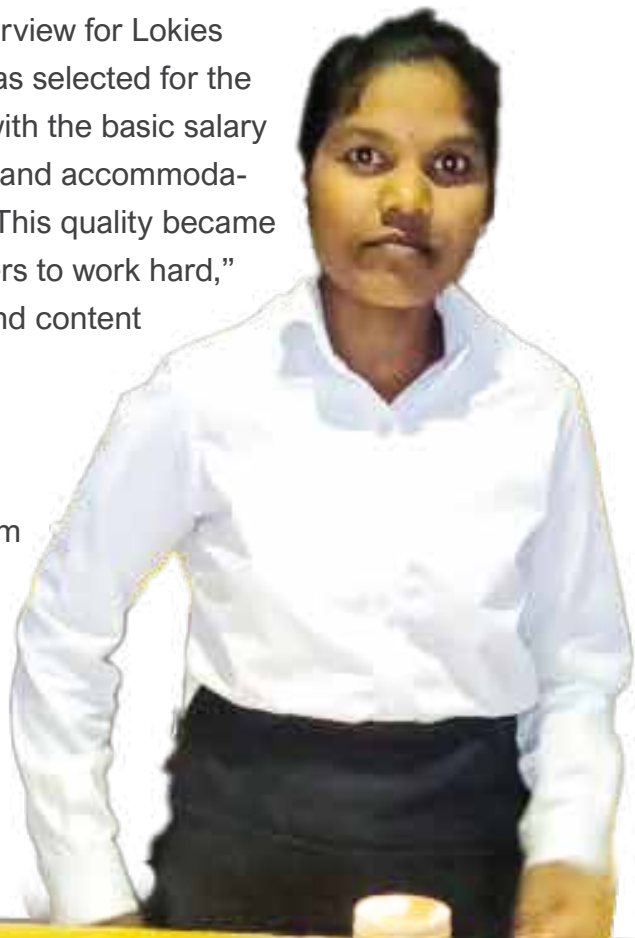
Fortunately, one day, she came to know about the supporting skill development training center called Don Bosco Tech (karunapuram) from her parish priest. Immediately she collected details about the Skill training. With the permission of her family members, she joined in the skill training program to reach her yearning to change the position of her family.

"Pushpalatha is a good and a quick learner. She is regular to the classes and showed keen interest in all the activities. She learned to communicate in English. Ms. Pushpalata was happy about the skill training opportunity to help many youth who are facing difficulties the same as her in society," said Mr. Vijay Kumar (Trainer, F&B).

Success

After completion of skill training at Don Bosco Tech (karunapuram) center, she gave an interview for Lokies Forest (Hyderabad). To her luck, she was selected for the job with the first attempt as a steward with the basic salary of Rs. 9,500/- per month with free food and accommodation. "She is sincere and hardworking. This quality became a source of inspiration for her co-workers to work hard," said the employer. She is very happy and content with her job in that Hotel.

"I am always being indebted to the Don Bosco Tech Society for skilling and for handholding support for placement. I am very happy that I was able to fulfill my heartfelt desires through Don Bosco Tech Society and its facilitators. Thank you," said Ms. Pushpalatha.



Manju Bharathi

She is Manju Bharathi S. She lives in Heart of the city of Pondicherry in India. Her education is Bachelor degree. One fine day while doing mobilization we met her and gave her handout and explained about Hospitality programme. She was kindled by the explanation, and to some extent she decided to join the course too, so she discussed with her parents, they gave her permission to join the course.

On 03rd June 2017, she joined the course. The course duration was 3 months. The course ended on 31st August 2017. The name of the course was Hospitality. The center is located in Thattanchavadi. The center name is Don Bosco Tech. Address of the center is Don Bosco Tech, No 91, Kamarajar salai, Thattanchavadi, Pondicherry -605009.

She belongs to Pondicherry and her family Background is very poor, she lives in karayanchavadi. She has two younger sisters studying in 8th and 9th standard. Her father is a coolie and he earns 400 Rupees per Day. Due to Poverty Unable to continue her studies, but she doesn't want to waste her time so she made use of this opportunity to join the course.

As a trainer I found that this trainee was interested in learning various subjects what we use to teach. She was regular for class. Initially she was not interested to go for a job since she was thinking that she cannot go for a job not hoping to go, and due to family problems and to develop her career this training gave her an opportunity to develop herself with her career now. This trainee is always ready to face the challenges. She was keen participant in joining all the activities such as cook without fire, best out of waste, activities in the classes. During our trainee parents meet, particularly Manju Bharathi's mother was so happy, she said that "her daughter can make decisions for herself".

After successful completion of the course, she moved to DBSM at Bangalore and attended the Advance training course. For placement we invited different companies to come and gave orientation to our trainees. So Miss Manju Bharathy chosen Wind flower prakurathi Resort & SPA Bangalore. Initially the company offered her annual salary, 1,80,000/-. To attain more Experience, she was working in different states and Now she returned to Native place and working in SPA resorts in Pondicherry.

Regularly we use to call her and ask about her life and work, she use to share her personal life too, sometimes we guide her to make proper decision. She said that she is happy to continue with her work, at the same time she wants to do her higher studies. So we advised her to continue her work, simultaneously look for Alternative way to do her higher studies. Now she continues in her job due to Family back ground and she will decide later about her studies.

Overall all as trainer analyzing her Achievements, I can see many development and improvement in Miss Manju Bharathi. Going through the English toolkit, she really learned and able to practice, which boosted her confident, with the confident she got job and happiness flow in her life. She was the trainee always ask question and clarification. I hope that made her to hit the nail on head.

Manju Bharathi said herself that “how my life is going to be?” recent achievements gave me a huge confident on life.



Toufeeq Ahmad Kumar

Like every responsible young man, willing to shoulder the liabilities of his family, Toufeeq Ahmad Kumar too had a goal to achieve. His father, Gulam Qadir Kumar baker by profession, was adamant about his son turning away from their ancestral occupation and pursue after well-paying and respectable job in life. Toufeeq on passing his Intermediate chose to specialize in a job-oriented course instead of a conventional bachelor's degree. But his financial conditions kept on posing a challenge to secure an admission in an institute where he could train himself in a job-oriented course.

One fine day, he got to know about Don Bosco Tech's Himayat program. He was lucky enough to be a part of the first batch of Hospitality trainees at Don Bosco Tech (Ganderbal). He was an efficient trainee, who from the very beginning impressed his trainers with his sense of inquisition. He left no opportunity to miss the chance to learn and acquire all the necessary skills taught in the center. Everyone in the center vouches for his brilliance.

"I have never seen a trainee as studious and diligent as Toufeeq. His passion to learn and execute what he learned was remarkable", says the Rukaya Fayaz (Centre Coordinator).

One of his trainers Murtaza Shah said, "He actually showed us how to transform our life from better to much better,".

After completing his training at Don Bosco Tech, Toufeeq got his placement in the Hospitality section of Taj Vivanta, India's topmost chain of hotels. During his three months at Taj Vivanta, his efficiency and hard work had left an infallible impression upon his bosses. From there he set out on another journey—a journey to work in the world's most lucrative and extravagant Hotel. Toufeeq very skillfully secured a job in the Housekeeping section of the Middle East's most well-known Hotel AL Haram in Saudi Arabia. From the last one and half years, he has been offering his services at Al-Haram.



Today his life stands transformed, and he says that he owes it to Don Bosco Tech's Himayat center. Toufeeq himself acknowledges the role that Himayat played in his journey of success. "I had never imagined that I would be rubbing my shoulders with such a talented pool of people. All it was made possible by Himayat. I shall treasure the skills that I learned at Himayat. Thank you Himayat!" says jubilant Toufeeq.

Toufeeq who at a point of time was unable to pay the fee of his school is now earning a handsome salary of Rs. 25000/- per month. Don Bosco Tech not only changed his life but also stood as savior and protector of his family. Toufeeq's success story is just another glaring example of the change, which Himayat is bringing to the lives of people through its much-needed skill development programs.





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