



Nagaland State Rural Livelihood Mission (SRLM) team led by Mr. Menuo (COO-Skills, SRLM, Nagaland) visited DB Tech (Rangarh, J&K) on July 16, 2014. The objective of Himayat centre visit was to have an in-depth understanding about the project so that they can implement the same model in Nagaland. They enquired about the procedure of batch initiation and strategies of

An in-depth understanding about Himayat project

mobilization, induction, training, placement, placement tracking, etc. They were also eager to know about the whole process of domain allocation and batch freezing. The group was willing to understand the use of PEP (Performance Evaluation Plan) in the assessment tests. DB Tech team justified the importance of assessment and archiving the assessment records to ensure individual's development in technical and life skills. They were also keen to know about the requirement of consequential offer letters and the importance of sharing job details with parents. Answering to this query, DB Tech team shared that it helps in retention of trainees at their workplace. They wanted to know about the process of entitlement disbursement upon which team replied it is transferred directly in trainees' bank account through NEFT ensuring transparency. Guests also took the initiative of checking all the documentation maintained at the training centre. The group even visited the State Office to enquire about the monitoring of the project and maintenance of MIS. The guests were immensely happy to see smooth functioning of the DB Tech activities. At last they expressed that the purpose of their visit was completely served.

An endeavour of World Vision for skilling the deprived youth

To achieve the shared vision of DB Tech, World Vision – a humanitarian organisation working to create lasting change in the lives of children, families and communities – assisted in the outreach activities for BASE program. With its grass root level reach, World Vision helps the needy and poor youngsters to empower them for their welfare, growth and a bright future ahead. With an intention to impart skill training, the team from World Vision mobilized 75 candidates from the slum areas. An orientation session was organized to welcome these youngsters at DB Tech (Hatia, Jharkhand) on July 11, 2014. Ms. Shipi Mundu (Programme Development & Information Coordinator, World Vision) and Mr. Norbert Hembram (Community Development Coordinator, World Vision) were invited to the orientation program.

The session started with an inaugural speech by Fr. Vincent (Centre Head, DB Tech, Hatia). He helped the candidates to understand the importance of the entire program and how it will help them to secure a better future ahead. Later, Mr. Sunny Omen Ekka (Alumnus, DB Tech, Hatia) interacted with the candidates sharing the changes in his personal and professional level after joining DB Tech. The session ended with the candidates visiting to the



classrooms, where the domain trainers described them about the future prospects of the courses conducted by DB Tech. The World Vision team appreciated the system. The candidates were of the view that such an orientation session has introduced them more towards vocational training; and they are waiting eagerly to be a part of DB Tech family.



An event was organised to welcome new students and to send off the current batch students at DB Tech (BREADS, Bangalore) on July 16, 2014. Mr. N. Ramesh (President, Residents' Welfare Association, Bangalore East) was invited as the Chief Guest for the programme. Fr. Jeemon (Regional Coordinator, DB Tech, Bangalore), Ms. Felicitia (HR Manager, TAJ), Ms. Tejaswini (Accenture) and Fr.

New aspirants get warm welcome by BASE alumni

Antony Vallatt (Mission Procurator, Bangalore) were the guests of honour.

Fr. Joy Nedumparambil, SDB (Executive Director, BREADS) welcomed the gathering and narrated the success of Hospitality training conducted so far. Fr. Titia Mondoth, SDB (Rector, Don Bosco Provincial House, Bangalore) inaugurated the fifth batch and motivated the trainees to use this platform to excel in life despite of the challenges and limitations that might come up in life. Mr. Ramvish in his address assured the support of his association to BREADS for this noble cause. All guests addressed the gathering wished success to the trainees. Course completion certificates were distributed to fourth batch candidates. The students performed variety of entertaining cultural programmes to add colour to the event. The new batch has strength of 42 trainees while the previous batch had 32 trainees. More than 120 young people of this locality have been trained and placed on jobs in the last four batches under various projects.

Introducing parents about the skilling process

A Parents Meet was organised at DB Tech (Jowai, Meghalaya) on July 5, 2014. Bro. Pascal Dkhar (Director, Don Bosco, Jowai) was invited as Chief Guest for the meeting. The parents were also invited to expose them about the empowering process of their children. There were about 45 parents present at the parents' meeting. The meeting started with a welcome song and introduction speech by Mr. Charemi Laloo (Trainer, DB Tech, Jowai). He briefed the gathering about the objectives of the MSSDS and ABF projects, placement and retention of the placed trainees. The purpose of the parents meeting was to explain the parents related to their children's development. Bro. Pascal Dkhar shared about Don Bosco Tech and importance of the training. The trainees performed various dance performances on this



occasion. The parents were really happy to see how their children are progressing at DB Tech. At the end of the program, an open discussion was held where in parents were invited to clarify their doubts regarding the training and placement.



Humming Birds: An English club offering soft skills

Fr. Shibu Davis in his inaugural address emphasized the importance of English in one's personal and professional life. The real idea behind 'Humming Birds' is to help students improve their communication skills. The trainees will also be allowed to perform extracurricular activities that enable them to improve their spoken English. The club meeting will be held on every Saturday, which is intended to assist students with soft and life skills. At each meeting of English club, the students will present a talk on a topic in English and thereafter a debate will be conducted on the same topic.

DB Tech (Mampetta, Kerala) conducted English club named 'Humming Birds' for DB Tech trainees undertaking training under Accenture project. The English club 'Humming Birds' was inaugurated on July 14, 2014. The inaugural function was presided over by Mr. Shibu (Centre Coordinator, DB Tech Mampetta); and Fr. Shibu Davis (Rector, Don Bosco, Mampetta) inaugurated the English club.



Enhancing trainees' knowledge through exposure visits

The students visited Big Bazar (Patna, Bihar), which is located inside P&M Mall. It gave a good exposure to the Retail & Sales students. The trainees visited different departments and observed the way sales representatives perform their roles and responsibilities. The students got the opportunity to learn how to interact with customers and how to sell the products. They even met the DB Tech alumnus, who is already employed at the mall after successfully completing their training from DB Tech. They even discovered the difference between Sales and Marketing. The trainees were really happy with such exposure visits.

An exposure visit was arranged for the Retail and Sales domain trainees of DB Tech (Jehanabad, Bihar) on July 18, 2014. A number of 20 trainees being properly dressed in the uniform were taken for an industrial visit along with Mr. Anil Kumar Singh (IT & Communicative English Trainer, DB Tech, Jehanabad), Mr. Anuj Kumar (Retail & Sales Trainer, DB Tech, Jehanabad) and Mr. Rakesh Kumar (Cluster Placement Co-coordinator, PACS Project, DB Tech).

Preparing the students for entering the job market

Retail & Sales aspirants of DB Tech (Bilaspur, Chhattisgarh) were taken for a field visit with an objective of live mock interview on July 9, 2014. Under the guidance of trainer, aspirants attended the mock interview at Westside. The session was taken by Mr. Pradosh (HR Personnel, Westside), who was present at the outlet for the mock interview. Students were asked to perform several activities, which a sales representative is entitled to perform at a retail outlet. They were offered job placement as per their performance. It was a great learning for DB Tech trainees. Mr. Pradosh gave some tips to the students and had a one-to-one



interaction with the aspirants making them aware of their strengths and weaknesses. After the lively discussion and interview, the trainees visited different sections and stores of the mall to gain practical knowledge of Retail & Sales. At the end, Mr. Pawan (Retail Trainer, DB Tech, Bilaspur) thanked Mr. Pradosh for his kind cooperation and delivered a brief note on the collaboration of DB Tech and Axis Bank Foundation to empower the youth.

Sononmita Siangshai is one of the simple and quiet trainees of DB Tech (Jowai), which is situated in West Jaintia Hills district of Meghalaya. Her father has been sick for years and has now been completely bed-ridden. Her mother runs a small shop in the village. She has five brothers and two sisters. Being the eldest child of the family, she has to look after her younger brothers and sisters. Therefore, she sacrificed her future by discontinuing her studies for her siblings.

Let's hear Sononmita's complete story in her own words: "When I heard about DB Tech offering skill training programme for the needy youth with a support from Ministry of Rural Development (Govt of India), I visited the training centre straight away to enquire about further details. After knowing about this placement oriented 3-month skill training programme, I was truly happy because I was foreseeing a bright future ahead. I decided to join the training and thereby appeared the Interest Inventory Test, which is an essential step before taking admission. On the basis of the results of the test, I was counseled to join the Hospitality domain. With the permission of my parents I enrolled in the Hospitality domain. The 3-month training was quite interesting, enjoyable and most importantly very helpful in gaining a job and to earn a decent livelihood for the family. Beside theory classes, my trainers also conducted practical sessions that give the real idea of domain related activities. Apart from gaining domain specific knowledge, I got myself groomed, learned life skills and soft skills. My confidence got improved with my personality and attitude.

After three months of training, I attended a telephonic interview for Grande Bay Resort (Chennai, Tamil Nadu). Fortunately, I was selected for the job; and that was the happiest day of my life. I was really excited to work. When I reached Grande Bay Resort, I was shocked to see such a grand hotel. My heart was full of joy. I was appointed for the Housekeeping department. Right from the first day, I started working with complete dedication. After three months, I was shifted to F&B Services department because of my good performance as said by my Manager. Today, I am drawing a salary of Rs. 7000/- per month along with food and accommodation. I will continue to give my best. I am very grateful to DB Tech and to my trainers, who have helped me in developing my career and made my future bright."



Sononmita Siangshai RISING STAR

The Training of Trainers (ToT) workshop was conducted at DB Tech (Vaduthala, Kerala) on July 7-10, 2014. The training was attended by the Regional Coordinators, State Coordinators and the newly appointed trainers across Kerala and Karnataka region. The objective of the 4-day training was to strengthen and improve the facilitation skills, to know each other and to get a fair idea about the DB Tech. Fr. Jeemon (Regional Coordinator, DB Tech, Bangalore) introduced the dignitaries and delivered a short speech on importance of training programme and gave brief note on projects. Fr. Anree K. A. (Principal, Don Bosco ITC, Vaduthala) also talked about the importance of skill training among the youth and wished the trainers to utilize the platform for institutionalizing better human values along with professional knowledge.

First day began with the morning prayer and lighting of the lamp. Mr. Sarath Menon (State Coordinator, DB Tech, Kerala) welcomed the guests and new trainers. Fr. Paulson (Rector, Don Bosco, Vaduthala) delivered the inaugural address and shared DB Tech's vision, mission and objectives of four days training programme. He even appealed the youth to commit themselves in eliminating the evils of the society.

Mr. Anwar (Resource Person, L&D, DB Tech) started the training with an ice breaker. Next session focused on vision, mission, values and organizational structure of DB Tech. Later the skill development programme was introduced to the trainers with a brief note on importance and challenges of mobilization. Second day was full of activities in which there were sessions on Bosco Academy for Skills and Employment (BASE), curriculum development, implementation, soft skill evaluation, WRM (Work Readiness Module),



Strengthening the facilitation skills of trainers

placements, batch completion, post placement follow up and tracking system.

On the third day, the focus was on facilitation. A video presentation on the success stories was shown. In the following session, the resource person explained how to conduct the class and how to make the class activity-oriented. He performed an activity in which the participants were asked to form a circle. The purpose of the activity was how to manage each student with different characters and diversified educational qualifications. Later each group was assigned a topic based on life skills such as money management, time management, goal setting and decision making to speak up. Fourth day sessions explained the importance of life skills, team building, communication skills and decision making. There were also some topics discussed at ToT, which dealt with handling emotions. The workshop ended with a recap of all the sessions and feedback from the trainers.