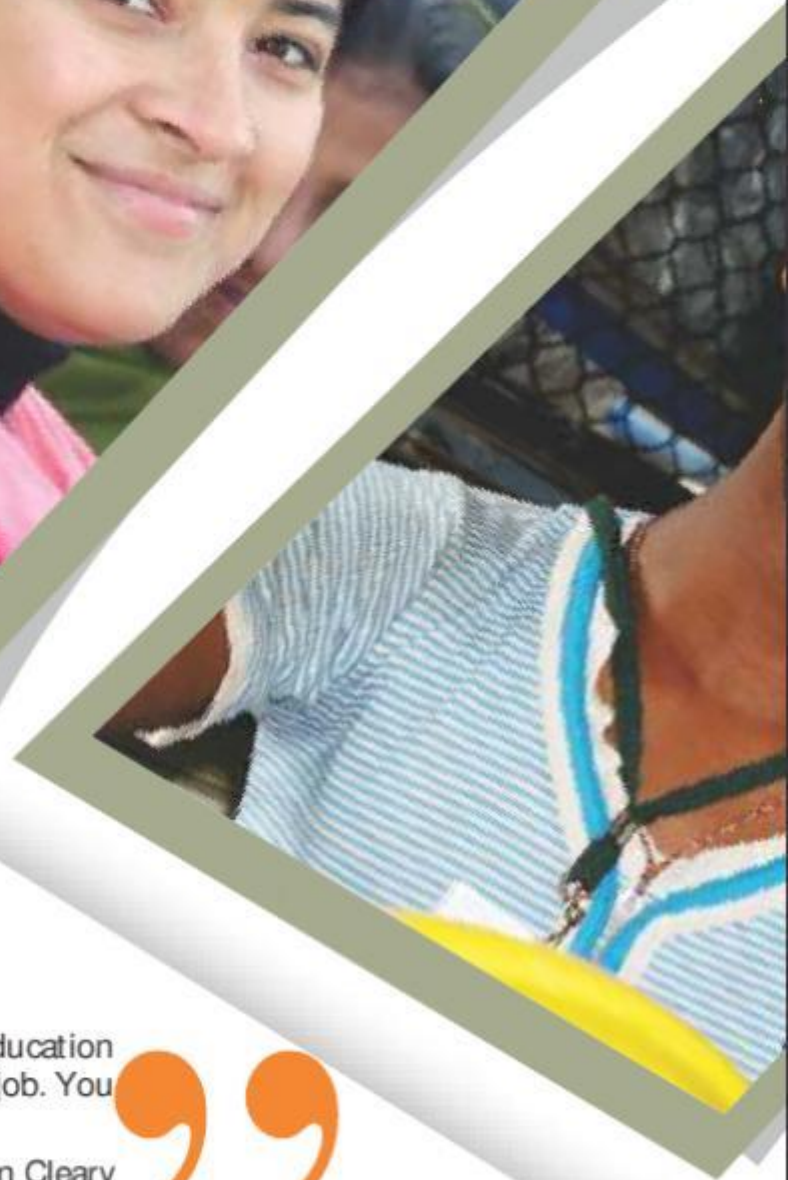


2010-11

# Annual Report



Enabling Self-reliance



“

If you want to see a world crisis, don't talk about young people with 4-years of education without a job, but young people with 12 or more years of education, without a job. You will have crisis, anywhere throughout the world.

”

Sean Cleary  
Founder, Chairman and CEO  
Operation HOPE

# Acknowledgements

We take this as a great opportunity to share with you the Annual Report of our organization for the period April, 2010 to March, 2011. The Annual Report of Don Bosco Tech Society highlights its various interventions in the field of skill development during the year, and places on record various public perceptions on the quality and impact of these interventions.

We are extremely grateful to our funders and other stakeholders who have been instrumental to our success in the entire year. Particularly, we are thankful to Ministry of Rural Development DMOS COMIDE, Accenture and Schneider for providing the financial assistance to carry out the skill development program across India. We are also thankful to ITC Welcomgroup, Sobha Developers and ASSOCHAM for their significant contribution and guidance during the year. We appreciate the contribution made by the concerned Govt. officials from state to district and block level for providing support in execution of various field level trainings and programmes.

Our acknowledgment will not be completed without the heartiest thanks to Salesians, Executive Director, Program Director, Advisory Board and particularly our operations staff for being with us as a support in order to execute the project successfully. We would like

to thank all those who extended their support in producing this report, particularly the members of Finance, Learning & Development and Monitoring & Evaluation departments for their contributions.

The organisation has built stronger relationships in the space of skill development and expects several of these to come to fruition within the coming financial year. Most of skill development projects are being implemented under the banner of BOSCO, which is the parent organisation of DBTech. In this year, DBTech as the social arm of BOSCO and also as a different entity partnered with various organisations to realise the mission of St. John Bosco. As you glance through the pages and reach to the financial statements, it would come to your notice that the audited financial transactions are very less as compare to our operations. Because four major projects are reflected on the BOSCO account.

Hope you enjoy our last year's journey in this livelihood sector. If you have completed reading this report and no longer wish to retain it, please pass it on to other interested readers. An online version of this report is available on our website at [www.dbtech.in](http://www.dbtech.in).

Designed and produced by Communications Department.



## Message from the Provincial



The year 2012 marked the 150<sup>th</sup> anniversary of the Unification of the Italian Peninsula and the formation of the Italian Republic. On that occasion, the Minister of the Interior of Italy made a special mention of the contribution made by Don Bosco and the Salesians to the consolidation of the nation by imparting education to thousands of youngsters and skilling them in various trades especially during the nascent years of the Republic. In particular it was pointed out that Don Bosco recognized the importance of the young in the cause of nation-building and set about making them competent and contributing citizens.

Don Bosco was prophetically aware of the fact that the future of a nation is formed in her classrooms and in her workshops and set out to teach them in the classrooms and to skill them in the workshops.

In a country where nearly 300 million are unemployed because of the lack of job-oriented skills, DB Tech through its 156 centres, and drawing inspiration from Don Bosco, the nineteenth century priest-educator, has been engaged in helping to rewrite the skillscape of India and thus seeking to ensure the future of millions of youngsters and with it the future of the nation itself. I am sure that in the years to come the country will look back with appreciation at the contributions of DB Tech to nation-building by shaping the future of the youth of this country through the relevant medium of skill-training.

May the achievements of the past year give further impetus to the reach and the effectiveness of all the meaningful interventions of DB Tech on behalf of the young and on behalf of the nation.

My personal appreciation to the DB Tech Team and I pray that God continue give success to the work of their hands.

Fr. Thomas Anchukandam sdb



## REWRITING INDIA'S SKILLS Message from the Executive Director

Don Bosco Tech has taken up several path breaking initiatives to empower the young people of our nation. Today we are operating in 24 states and union territories of India making its presence felt as one of significant NGOs with Pan India presence in the skill training arena. Our dreams became a reality due to the tireless efforts of Don Bosco Tech Management and our collaborators in the field. A word of congratulations to our Governing Body, Core Team, Technical Commissions, Provincial Resource Teams, Senior Management Team, National, State and Local Teams whose efforts translated our dreams into reality.

Being part of the growth process of our nation is a great honor for all of us. We are doubly proud because we are catering to the most deserving youth of our country particularly the youngsters from below poverty level. Our efforts have brought light to the lives of many young people and their families. This annual report is an effort to highlight some of our efforts to build up our nation.

The average age in India is only 24. By 2020, our average age will be 29, while China and US's average age will be 37 and 38 years respectively. To 'encash' such a demographic dividend, India will have to put education and skill development in right order.

Govt. of India took a significant step towards making people more employable and plugging a looming skills deficit by announcing the creation of a vocational education framework and integrating this with its mainstream education system. The Central Govt's plans to create a National Vocational Education Qualification Framework to integrate skill development programmes in school education is a welcome move to prepare the nation to take up the challenges ahead of us.

May our efforts in the area of skill training bring sustainable livelihoods to many more young people in our country and we hope to reach the unreached areas of our country and bring out the hidden talents of our youth to build up their future.

"That you are young is enough for me to love you," said Don Bosco and our efforts to empower young people will continue as long as there are young people in this world.

Fr. A. M. Joseph sdb



# Advisory Board



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## Mission

Skilling India.

## Vision

Bridge digital, social and economic divide in India by significantly contributing to the development of marginalized youth by enhancing the employability and life management skills.



# Values

## Don Bosco Credo

We believe that education is a 'matter of the heart' and with this belief, not only we love the needy youngsters, but also guide them properly for a sustainable future.

## Transparency

We make every step of our operations as transparent as possible by communicating and involving all stakeholders to ensure maximum buy in.

## Accountability

We are committed to being fully accountable to all our stakeholders, from our donors and partners to our nationwide staff to our beneficiaries.

## Excellence

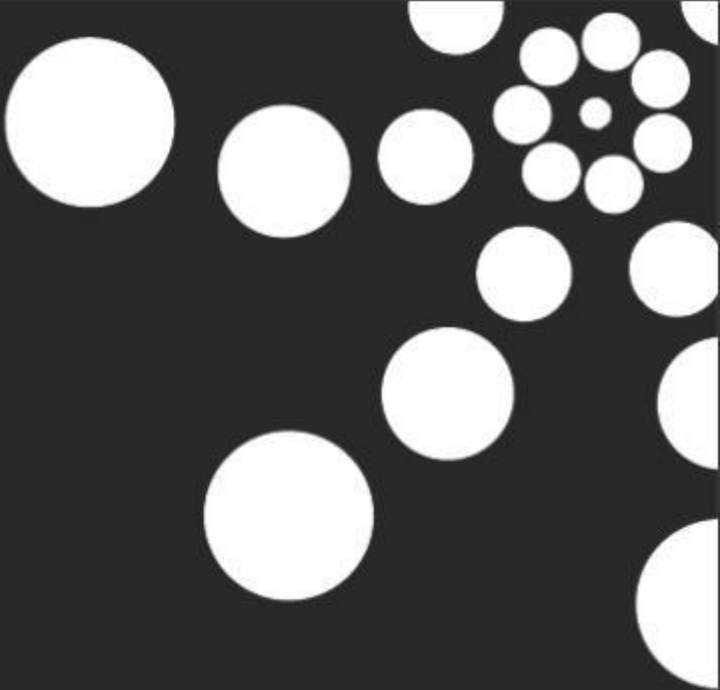
We strive for excellence in everything that we do. This culture of excellence reflects in all aspects of our operation and its impact.

## Inclusiveness

We understand that inclusiveness enriches our programs, and we strive to serve for like minded organizations, as well as reach out to marginalized youth.

Nearly 300 million in the age group of 18 to 50 are unemployed because of the lack of job-related skills.





## DB Tech: Rewriting India's Skillscape

India has now become the cynosure of world economic development. Liberalisation, structural reforms and trade policies of the past two decades have spurred the economy on a healthy growth rate. Industry experts predict magnified growth rates for India in the services sectors supported by the demographic dividend and becoming the capital of globalisation. But while we speak of harnessing this advantage, a probe into the situation reveals startling gaps in the supply of manpower necessary to leverage this potential. India possesses a large and growing labour force but recent studies state that nearly 300 million in the age group of 18 to 50 are unemployed because of the lack of job-related skills. On the other hand, the industry faces an acute shortage of skilled and sufficiently trained personnel, primarily in the manufacturing and service sectors. The most effective solution for this situation is to facilitate employment and enhance the employability of the workforce by ensuring job-oriented professional skills training. Professional skills training has emerged as the panacea for all woes—it can skill raw labour, provide training at school level to make students employable, reduce dependency on higher education by acting as a low cost option for economically backward students, etc. The Salesians of Don Bosco – an international organization dedicated full time to the service of young people, especially those who are poorer and disadvantaged. The society is founded by St. John Bosco, an Italian saint educator who has left posterity in his unique way of educating the homeless boys with opportunities for livelihood skills. Today the society works



for the development and education of the young especially those most at risk. Through its 3000 Schools, Colleges, Technical schools and youth centers in 132 countries, the Salesians of Don Bosco serve all young people irrespective of religious differences or social inequalities.

The need for skill based training for the disadvantaged youth is always felt by the Salesians. A forum was created to strengthen the vocational training program in India which was approved by the Salesian Provincial Conference of South Asia (SPCSA), the apex body of the Don Bosco in India. DB Tech was set up in 2006 with an objective to provide quality vocational training to the disadvantaged youth. DB Tech provides employment-linked, market-driven vocational courses of short and long duration to the economically and socially marginalized youth. A network of 156 skill training centres, DB Tech is arguably the largest spread across 25 states of India.

DB Tech attempts to bridge this widening divide between those who have access to opportunities and those who are increasingly being marginalized from the 'new economy' jobs. DB Tech addresses this endemic problem with a market-based approach that is sensitive to the socio-economic needs of youth in the 18-35 years age group. DB Tech is an example of synchronous social action of various stakeholders, which is aimed at mainstreaming and ensuring economic security for youth who could be victimized by poverty. To enable them to gain a foothold in the competitive job market, DB Tech helps them acquire the required livelihood and soft skills in an environment of learning and mentoring that is responsive to the individual's emotional and developmental needs.

DB Tech provides different types of formal technical and vocational education and training through over 90 institutions spreader all over the country. It is a system for youngsters who drop out of the school system to learn a trade to re-enter the formal vocational school system to upgrade their skills, either on part-time or full-time basis. These institutions have been imparting specialized skills and knowledge, instilling social and behaviour patterns for successful economic activities by people engaged in dependent employment, self-employment. DB Tech offers a wide range of technical training courses like, Automobile, Civil Engineering, Computer Application, Computer Hardware, Refrigeration & Air Conditioning, Electrical, Electronics & Telecommunication, Welding & Fabrication, etc. Besides the formal

## Don Bosco Tech at a Glance

|                                 |    |
|---------------------------------|----|
| Formal training centres         | 27 |
| Non-formal training centres     | 60 |
| Short-term training centres     | 25 |
| Engineering and diploma centres | 7  |
| Network centres                 | 37 |

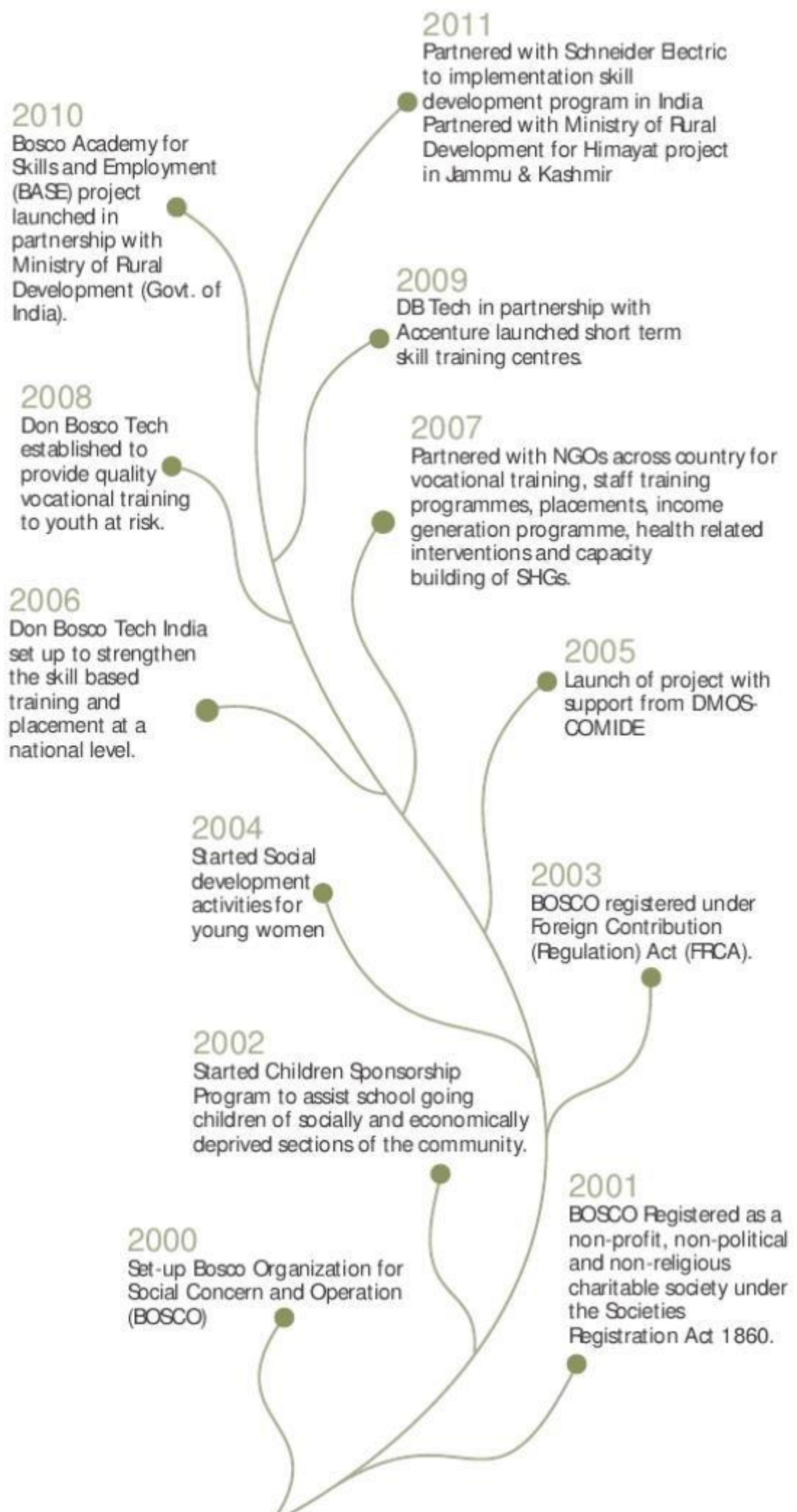
# 156 Centres

technical training, the DB Tech also has non-formal training in various demand driven courses in service and manufacturing sectors.

To have a structured administration, DB Tech decentralized the operations through 10 provinces. Each province is led by a team of professionals to implement vocational training in service and technical domains across India. The team is guided by Provincial Technical Commission. The vocational training activities in the province are planned and implemented by the Province Resource Team. Currently there are 10 such teams functioning across India.

## Milestones

BOSCO is a society that dreams and dares to reach out to millions of marginalized youth. Let's have a glance at the colossal growth of this NGO in a sequential order ever since its inception.





The high school dropout rate standing at 40%, the rural unemployment rate at 10.1% and urban unemployment at 7.3% highlights the scale of raw unskilled and unemployed labour force that is in search of better opportunities.



## Bosco Academy for Skills and Employment: Providing Worthwhile Future to Youth

The inability to read or write prevents a poor person from changing his / her life for the better. It is saddening to note that India has millions of poor young people who are condemned to remain economically disadvantaged due to lack of access to good education. They have no say in the decisions that affect their lives, and no power to change things. Poverty is a morally indefensible injustice which must and can be overcome.

With the right resources, support, and training, people can be enabled to solve their own problems. One expedient way to take them quickly out of poverty is to equip them with means to acquire vocational skills that will at least give them a basic chance to improve their lot. DB Tech attempts to bridge this widening divide between those who have access to opportunities and those who are increasingly being marginalized from the 'new economy' jobs. While on the one hand there is the ever-growing and constantly changing need of the various sectors in the new market economy for a skilled workforce, on the other there is the very serious problem businesses face in terms of high employee turnover, leading to escalating investments in human resources.

DB Tech addresses youth who are constrained by low income levels, inadequate skills, irregular employment, absence of opportunities for training and development, family indebtedness and little bargaining power at the economic or social level. These youth have no access to information on jobs, opportunities, trends and means of improving their situation. These conditions adversely undermine their status as workers, compromise their relations with their employers, and lead to emotionally crippling income insecurity. As the aspirations of these

disadvantaged youth are determined by their living / work environment, DB Tech has created a platform that enables them to develop their inherent capabilities, imbibe new learning and use them to their benefit at the workplace.

Unlike inflexible, conventional training courses that do not keep pace with the ever-changing job markets, DB Tech goes beyond rigid curriculum-based learning and adopts flexible, market-oriented learning modules, which are administered by appropriate trainer. The trainers encourage the students to develop their inherent capabilities, identify and articulate their strengths and constraints, and develop solutions to solve them in a self-directed manner. Engaging in one-to-one dialogue with the students, the trainers guide them to learn from their life experiences and take responsibility for their own advancement, as well as that of their families and communities.





The training programs run by DB Tech are marked by several distinctive features that set them apart from other run-of-the-mill vocational courses:

- 1 A typical training program comprises 3 months' classroom training, which covers academic inputs, theoretical concepts and subject knowledge. The curriculum is constantly upgraded and improved with feedback and inputs from industry professionals, in tune with actual industry requirements.
- 2 To reinforce the students' learning further, classroom teaching is supplemented with practical training, for which DB Tech provides excellent infrastructural support, in the form of state-of-the-art equipment and teaching software.
- 3 As communication is essential to becoming work-ready, the trainees are put through intensive spoken English and work-readiness modules, which help them understand the pulse of the industry they are getting into, and exhorts them to constantly strive for advanced learning opportunities.
- 4 The classroom training is followed up with on-the-job apprentice training, which confers a two-fold benefit – the students gain useful work experience by honing their untapped potential / skills, while the employers can mould the trainees to their organizational job requirements before absorption.
- 5 DB Tech facilitates self-exploration by the trainee of his / her inner potential, by devoting exclusive life-skill sessions that include self-evaluation exercises and group / industry interactions that are aimed at better equipping the trainees to face life's practical aspects.

# BASE Process

DB Tech had initiated a fine tuned the operating model depicted in the flow chart below. This has been tested on all our skill development programs irrespective of the course duration or contents and evolved to address the versatility, decentralised nature, range and spread of the training centers. The program model is adaptable and can be modified to suit the local requirements after mutual discussion with the respective funding partner, the local industry and the aptitude and existing skill-sets of the beneficiary. The process model has three stages: Pre-Implementation, Implementation and Post-Implementation

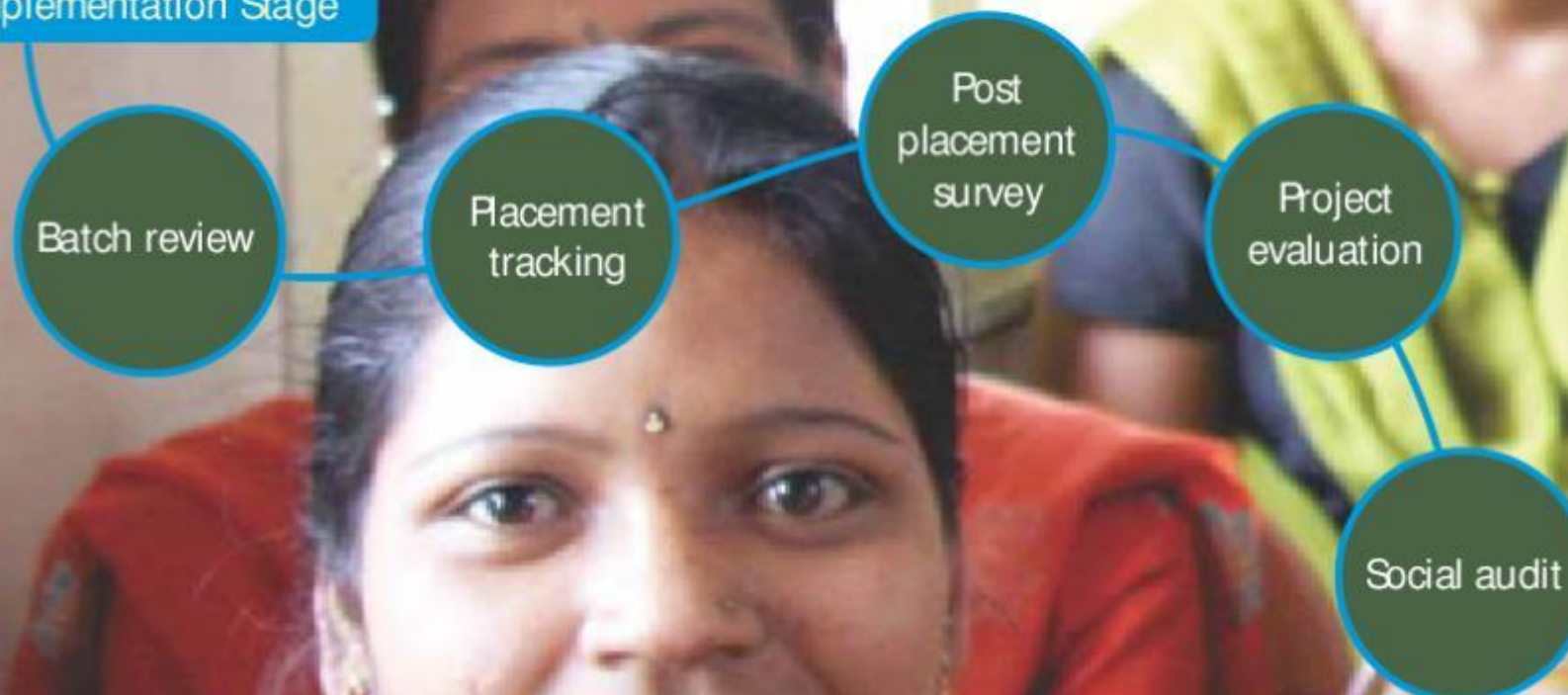
## Pre-Implementation Stage



## Implementation Stage



## Post Implementation Stage





## Implementation stage

The BASE process is a series of carefully executed steps that take a livelihood program from conception to completion in a structured manner. The process begins with a youth survey exercise, which is an attempt to access to get the buy-in of the BPL youth and sound them off on mainstream options available to them through short term skill development programs. The study involves a series of interviews with youth from BPL category to understand the choices made by young adults as they make decisions related to interests, aspirations, skill sets desired, preferred employment and location.

To mobilize students for the courses, outreach programs are held with the assistance of local partners/ communities, municipal bodies, self-help groups and BASE alumni. The candidates are administered an 'interest inventory', which is designed to assess the category (realistic / investigative / artistic / social / enterprising / conventional) they fit into, so that they can be put through appropriate courses. The candidates are then counselled and put through an induction program to align them with the BASE process and help them articulate their aspirations. This is followed by classroom training, which includes life skills sessions, on-the-job training, assignments and field visits.

The students are assisted in realizing their aspirations by working on their strengths and constraints. They are finally put through a 'Work Readiness Module', which teaches them to prepare their resumes, face interviews, cope with workplace-related issues, and balance their personal and professional lives. Entry-level jobs are made available to the aspirants in various sectors. Those with entrepreneurial aptitude are also assisted in setting up micro-enterprises of their own.

DB Tech has associated with likeminded partners from the government as well as the private sector. Operating in several states across India, DB Tech has drawn up programs on the basis of creating a targeted number of sustainable livelihoods in each state. Profiles of our partnerships in 2010-11 are given below.

#### Ministry of Rural Development, Govt. of India

With funding from the Ministry of Rural Development, Government of India, under the Swarnajayanti Gram Swarozgar Yojana (SGSY), DB Tech aims at empowering youth from below poverty line through the Bosco Academy for Skills and Employment (BASE) project. Under this project, around 46000 underprivileged youth from 24 states will be trained in market-driven course and placed in entry level opportunities in various sectors. The Swarnajayanti Gram Swarozgar Yojana (SGSY) of the Ministry of Rural Development, Govt of India, functions with the sole objective of providing employment linked, market-oriented training to youngsters from below poverty line sections of the country.

In this financial year, 9476 youth trained in Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Gujarat, Jharkhand, Karnataka, Kerala, Maharashtra, Meghalaya, Madhya Pradesh, Nagaland, Orissa, Tamil Nadu, Uttar Pradesh and West Bengal under four projects (North central, East & North East, South and South West). Out of which 79 percent trained youth placed various entry level opportunities in service and manufacturing sector.

#### DMOS-COMIDE

In partnership with DMOS-COMIDE, DB Tech aims at imparting quality skill training to the unemployed youth especially from tribal communities in the remote villages and slum dwellers in the cities, which will make them employable thus improving their quality of their lives. DMOS-COMIDE, a Belgium based NGO works for the human and social development of poor, marginalized youth and adolescents worldwide and strives towards social transformation, human empowerment and economical development of underprivileged target groups especially the youngsters.

The role of DMOS-COMIDE is to support DB Tech for achieving the educational activities at the technical institutions through improving quality of the training programs, developing market driven curricula, incorporating innovations into the training, accessing to jobs and linkage with the labour market for quality employment and coordinating bodies and local partners to deliver quality services.

#### Don Bosco JUGEND DRITTE WELT (JDW)

In collaboration with JDW, DB Tech provides vocational training to the youngsters from poverty pockets, where poverty drives children and teenagers to the streets and where schooling is not easily available for everybody. As a NGO, JDW is being involved in human, social and sustainable economic development and the elimination of poverty with special regard to children and adolescents.

JDW maintains the pedagogical heritage of Don Bosco as a extremely effective means for development. In regards to this, the partnership aims at a structural and durable improvement in the social and economic position of the target group, which is the 'underprivileged, disadvantaged and abandoned youth' across the country. This joint venture also helps to upgrade the centres with equipments and tools for facilitating good training as per the market need and handholds the youth after the training through placement coordination.

#### Schneider Electric India Foundation (SEIF)

A MoU has been drawn up by the DB Tech and Schneider Electric India Foundation (SEIF) to impart vocational training in Electrical sector to the underprivileged youth and to assist them in self and wage employment efforts in the same domain. Schneider Electric

# Powered by Partnership



सत्यमेव जयते

Ministry of Rural Development



PASSION AT WORK



ITC HOTELS  
RESPONSIBLE LUXURY



Accenture

High performance. Delivered.

DON BOSCO  
JUGEND DRITTE WELT

India Foundation is the social arm of Schneider Electric India (SEI) which is a subsidiary of Schneider Electric Industries SAS recognised as global specialist in energy management.

Funded by SEIF, this four months skill based training will impart technical skill in Electrical domain, basics of computer, spoken and written English, customer interactions training, soft skills and on-the-job training to school/college dropouts (18-25 years) from lower economic strata. In the first phase, seven centres will be set up in Patna (Bihar), Lucknow (Uttar Pradesh), Ranchi (Jharkhand), Jumaikela (Chhattisgarh), Chinchwad (Pune), Kolkata (West Bengal) and Shillong (Meghalaya). After completion of the training, successful trainees in the evaluation will be co-certified by SEIF and DB Tech. In this financial year, 193 youngsters were trained out of which 141 were placed in different organisation in Electrical sector.

#### Shoba Developers

Don Bosco Tech has entered into a training partnership with Shoba Developers, one of the largest companies in the construction arena, for providing functional vocational training in carpentry, masonry, tiling, plumbing and other trades to youth from the weaker sections of the society. As per the partnership agreement, Shoba has agreed to train the students mobilized from different Don Bosco communities in the trades of masonry, plumbing, tiling and general work supervision. Besides the training, Shoba will offer them stipend, food and accommodation at subsidized rates, and finally in placement.

#### Accenture Services Pvt. Ltd

Don Bosco Tech (DB Tech) in partnership with Accenture Services Pvt. Ltd and ITC Welcome Group of Hotels launched skill based training programme in Hospitality and Facilities Management for youth (18-29 years) belonging to economically impoverished backgrounds. Accenture, the global management consulting, technology services and outsourcing company, will be the funding partner for the project, whereas ITC Welcome Group will be the knowledge partner who will support soft infrastructure, training curriculum, training of Trainers, guest lectures, on-the-job training, assessment, certification and placement assistance for trainees.

This three months' training programme will be started in New Delhi, Bangalore, Hyderabad, Chennai and Kolkata. DB Tech will identify, train and provide potential livelihood options for 120 marginalized youth from urban slums in this financial year 2010-11.

#### Associated Chambers of Commerce and Industry of India (ASSOCHAM)

DB Tech and the Associated Chambers of Commerce and Industry of India (ASSOCHAM) entered into a MoU for best practicing and knowledge sharing in skill development training on August 20, 2010. ASSOCHAM is India's premier apex chamber that covers a membership of over 2 lakh companies and professionals across the country.

The objective of this partnership is to build a repository of initiatives and best practices in the area of vocational training and skill development. Under this partnership, ASSOCHAM will help to develop the curriculum keeping in view the industry requirement for entry level opportunities, design competency based assessment standards for industry certification and arrange assignments, guest lectures, on-the-job training and placement support for the trainees of Bosco Academy for Skills and Employment (BASE) through its member firms and organisations. 2862 certificates were issued to the BASE students certified by ASSOCHAM in the year 2010-11.

# Honing the Facilitation Skills

The Learning & Development (L&D) department supports the DB Tech's mission by increasing the capability of the employees to build a motivated, engaged and high-performing workforce. L&D provides holistic learning and development opportunities and solutions at individual, team and organizational levels. The L&D focuses on designing and executing of various training programs like induction, refresher training, domain workshops, management training, outbound training, etc. as per the requirement. Besides that L&D conceptualizes, coordinates and develops curriculums for training the youth in different domains in the services and manufacturing sector in coordination with the industry for updated and relevant handbook for different market-driven courses.

## Induction training program

The induction program is conducted to welcome new employees to the organization and prepare them for their new role at DB Tech. A five days' module is administered to orient and induct the trainers taking into consideration the varied background they come from. The objective is to introduce the unique BASE process to the newly recruited trainers among the new employees. In the induction program, the trainers cover facilitation skills, adult learning methodology, life skills, soft skills, MoFD & MES process and BASE process. The trainers add vigor and enthusiasm with their active participation in the training programme. Each trainer is given the opportunity to conduct mock classes related to their respective trades and professions. The Induction Programs conducted by the dept in 2010-11 are as follows:





| S. No | Date                  | Place     | No. of Participants |
|-------|-----------------------|-----------|---------------------|
| 1     | April 12-16, 2010     | Delhi     | 40                  |
| 2     | April 19-23, 2010     | Lucknow   | 42                  |
| 3     | May 10-12, 2010       | Delhi     | 40                  |
| 4     | May 17-21, 2010       | Kolkata   | 42                  |
| 5     | May 25-28, 2010       | Bangalore | 20                  |
| 6     | May 24-28, 2010       | Guwahati  | 46                  |
| 7     | June 14-18, 2010      | Mumbai    | 40                  |
| 8     | July 4-7, 2010        | Chennai   | 20                  |
| 9     | July 5-8, 2010        | Bangalore | 35                  |
| 10    | August 3-6, 2010      | Hyderabad | 45                  |
| 11    | September 6-10, 2010  | Guwahati  | 25                  |
| 12    | September 18-23, 2010 | Bangalore | 30                  |
| 13    | November 8-12, 2010   | Delhi     | 30                  |
| 14    | December 13-17, 2010  | Kolkata   | 23                  |
| 15    | January 16-20, 2011   | Bangalore | 20                  |
| 16    | January 17-21, 2011   | Ranchi    | 29                  |
| 17    | January 17-21, 2011   | Bangalore | 26                  |
| 18    | January 24-27, 2011   | Oros      | 5                   |
| 19    | February 16-19, 2011  | Hyderabad | 22                  |
| 20    | February 21-25, 2011  | Chennai   | 40                  |
| 21    | March 1-5, 2011       | Delhi     | 19                  |
| 22    | March 4-7, 2011       | Amravati  | 3                   |
| 23    | March 7-10, 2011      | Delhi     | 8                   |
| 24    | March 14-18, 2011     | Kolkata   | 15                  |
| 25    | March 15-19, 2011     | Delhi     | 7                   |
| 26    | March 28-31, 2011     | Raipur    | 22                  |

### Refresher training program

The refresher training program is conducted at the end of every batch of 90 days training program. The refresher program is conducted for a period of three days. In this program, trainers from various centres from different states come together and discuss various issues as well as success stories. The trainers are also given certain inputs to achieve a higher level and to have better team coordination. The Refresher Training Programs conducted by the dept in 2010-11 are as follows:

| Sl No | Date                 | Place     | No of Participants |
|-------|----------------------|-----------|--------------------|
| 1     | October 13-16, 2010  | Delhi     | 39                 |
| 2     | October 26-29, 2010  | Cochin    | 23                 |
| 3     | November 10-13, 2010 | Kolkata   | 29                 |
| 4     | November 14-17, 2010 | Bangalore | 35                 |
| 5     | December 19-21, 2010 | Guwahati  | 21                 |
| 6     | March 23-24, 2011    | Bangalore | 17                 |

### Domain workshop

The domain workshop is organized for the trainers of a particular domain from all DB Tech centres across India. It is organized at different dates for different domains and is conducted for three days. The workshop brings together trainers from different centres, get to know each other and help each other in making the training more effective and beneficial for the trainees. The domain workshops conducted by the dept in 2010-11 are as follows:

| Sl. No | Domain     | Date                 | Place | No. of Participants |
|--------|------------|----------------------|-------|---------------------|
| 1      | Electrical | February 15-17, 2011 | Delhi | 17                  |
| 2      | Automobile | February 22-24, 2011 | Delhi | 9                   |

### Orientation program for Construction domain

A two days orientation program was organized for the students, who have enrolled to undergo training on construction at the Sobha Academy (Bangalore) on October 27-28, 2010. A group of 24 boys between the age group of 18-35 years, from the states of Jharkhand and Bihar were mobilized to undergo training on construction. Since these youths come from the rural areas with less exposure to the cities and are new to the workforce, they have lots of fears and anxieties. The orientation is conducted with the aim to reduce these fears and help them to have a positive outlook towards life.







#### Orientation programs for ISMO domain

Rural BPL women were mobilized and identified to be trained at Kitex Garment Limited, Kochin. Orientation-Cum-Basic Soft skill development programme for each batch of the students at the respective state training centers were conducted. The soft skills module comprises of workplace readiness, basic communicative English, and orientation on health, hygiene, migration etc.



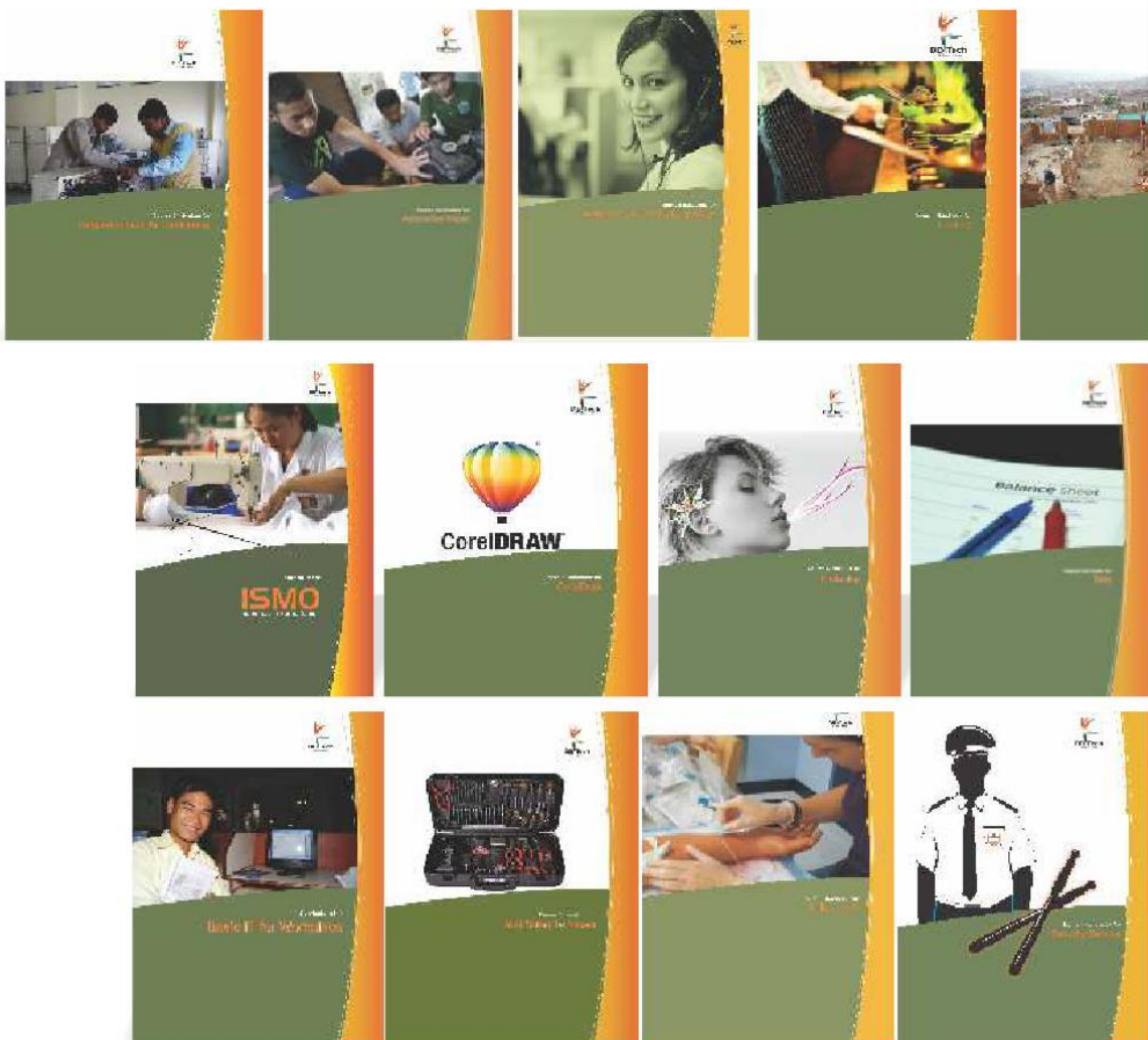


| S. No | Date                       | Centre / State              |
|-------|----------------------------|-----------------------------|
| 1     | January 24-28, 2011        | Dumka (Jharkhand)           |
| 2     | January 25-27, 2011        | Krishna Nagar (West Bengal) |
| 3     | February 22-23, 2011       | Mirpara (West Bengal)       |
| 4     | February 24-26, 2011       | Kalyani (West Bengal)       |
| 5     | February 26- March 1, 2011 | Dumka (Jharkhand)           |



## Curriculum design

The Learning & Development department is also responsible for developing the curricula that are taught in the centers across India keeping in the demands of the market. It takes up most care that the curricula are upto date and meet the demands of the market, so that by the end the training program, the trainees are employable. The assessment papers are developed and sent to all the centers which can be used by the respective domain trainers. It acts as a tool to understand the learning level of the trainees. The Performance Evaluation Plan is a tool to measure the trainees' progress towards a specific objective. It captures the skills, attitudes and knowledge of a trainee from first month to the third month. The following curriculum handbooks are developed by L&D Department:



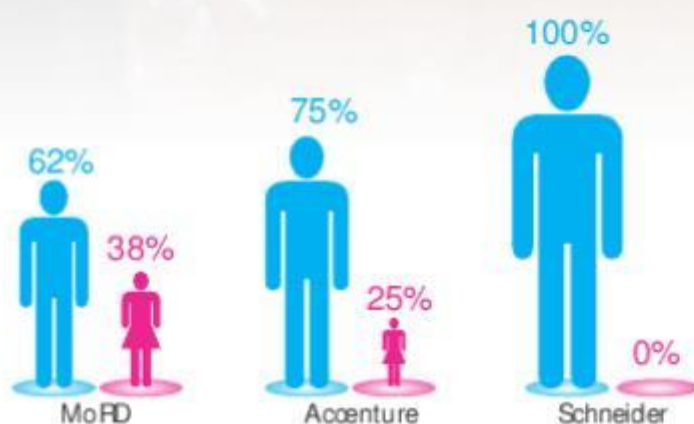
- |                                |                                 |
|--------------------------------|---------------------------------|
| 1 AC Refrigeration             | 14 IT at workplace              |
| 2 Automobile Repairs           | 15 Hospitality (F&B)            |
| 3 Business Process Outsourcing | 16 Housekeeping                 |
| 4 Cookery                      | 17 Multi Skill Technician (MST) |
| 5 Construction                 | 18 Nursing                      |
| 6 Electrical sector            | 19 Plumbing                     |
| 7 Electrical-Industrial Wiring | 20 Retail Sales                 |
| 8 Electrical-Schneider         | 21 Sales and Marketing          |
| 9 Hardware & Networking        | 22 Security Service             |
| 10 ISMO                        | 23 Welding                      |
| 11 IT – CorelDraw              | 24 Work Place English           |
| 12 IT – Photoshop              | 25 Work Place Readiness         |
| 13 IT – Tally                  |                                 |



## Socio-Economic Profile

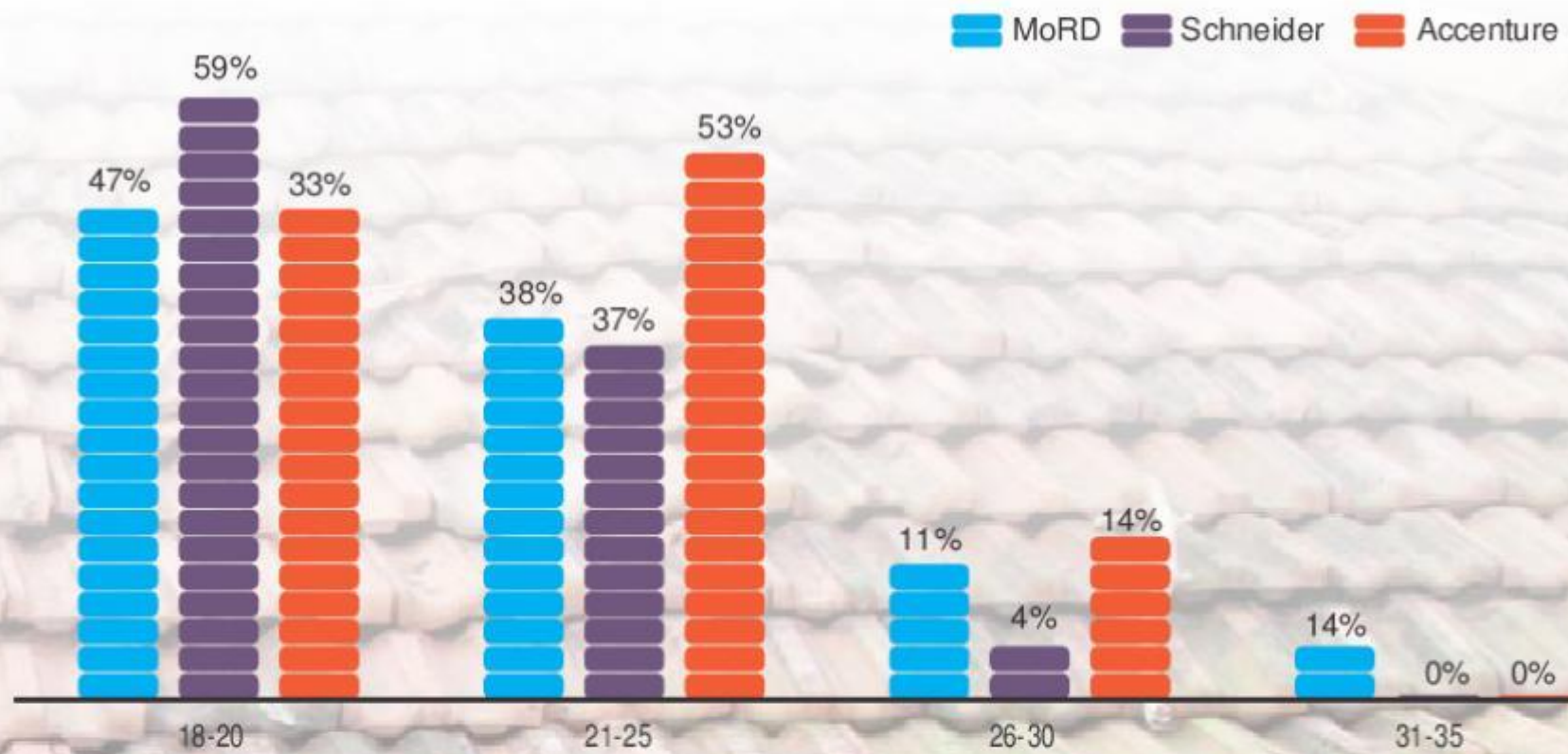
### Gender Ratio

The male and female ratio was 63:37, indicating that due consideration is being given to this aspect right from enrolment. 9789 youth were trained by BD Tech till end of March 2011. 9476 youth were trained under the MoFD projects out of which 62% were male and 38% were female. Under Accenture project, 120 youth were trained out of which 75% of them were male and 25% were female. In Schneider project, vocational training is given on electrical domain in which 193 male youngsters were trained.



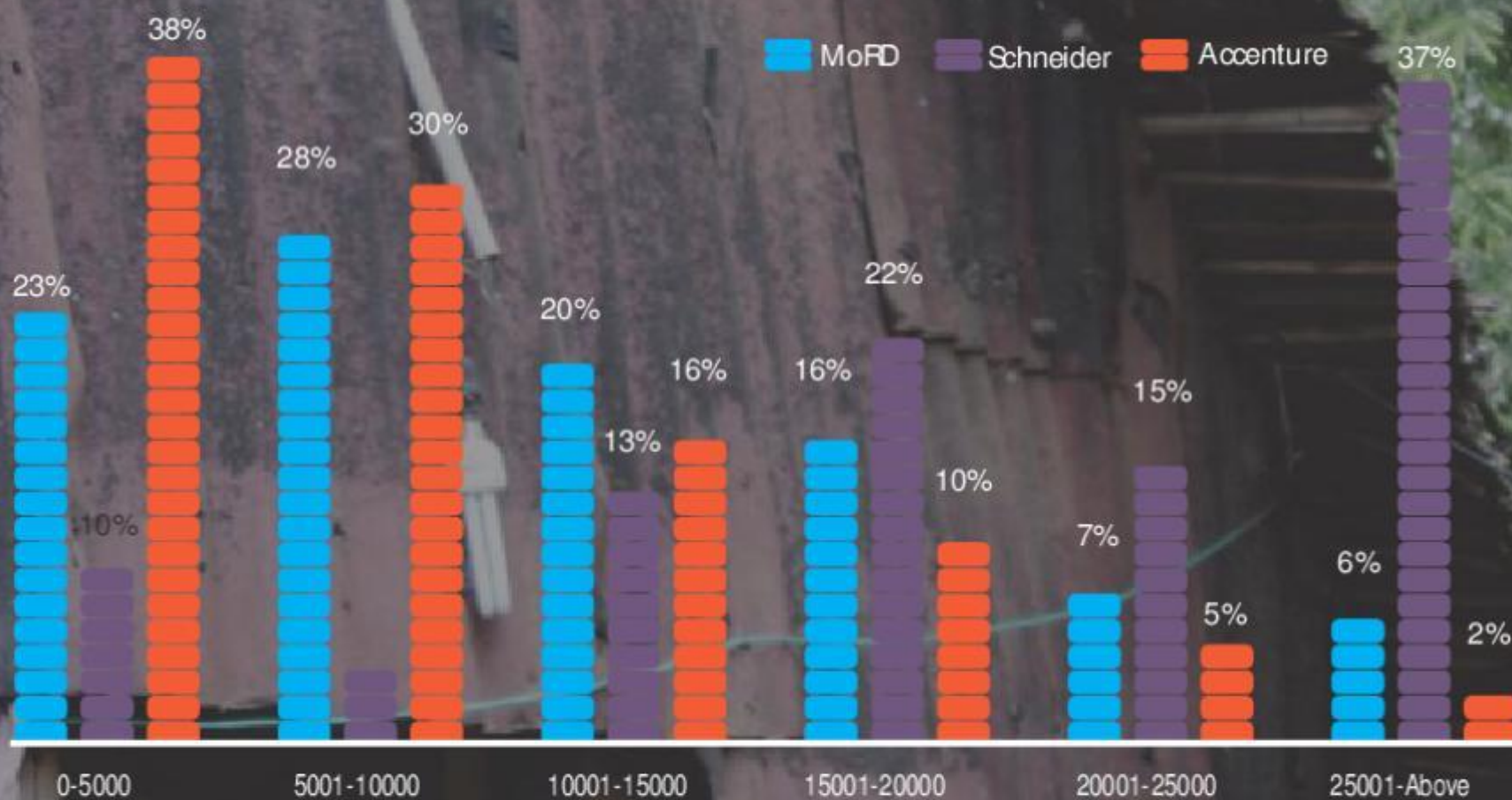
### Students' Age Profile

In MoRD project, 4444 students are under the age bracket 18-20 years which is the maximum as compare to other age bracket. But in Accenture project, 53 percent of students are under the age group 21-25 years whereas almost equal percent of students are enrolled in MoRD and Schneider projects. Hardly any student having age group 31-35 years joined Hospitality and Electrical domains in Accenture and Schneider respectively.



### Students' Family Income

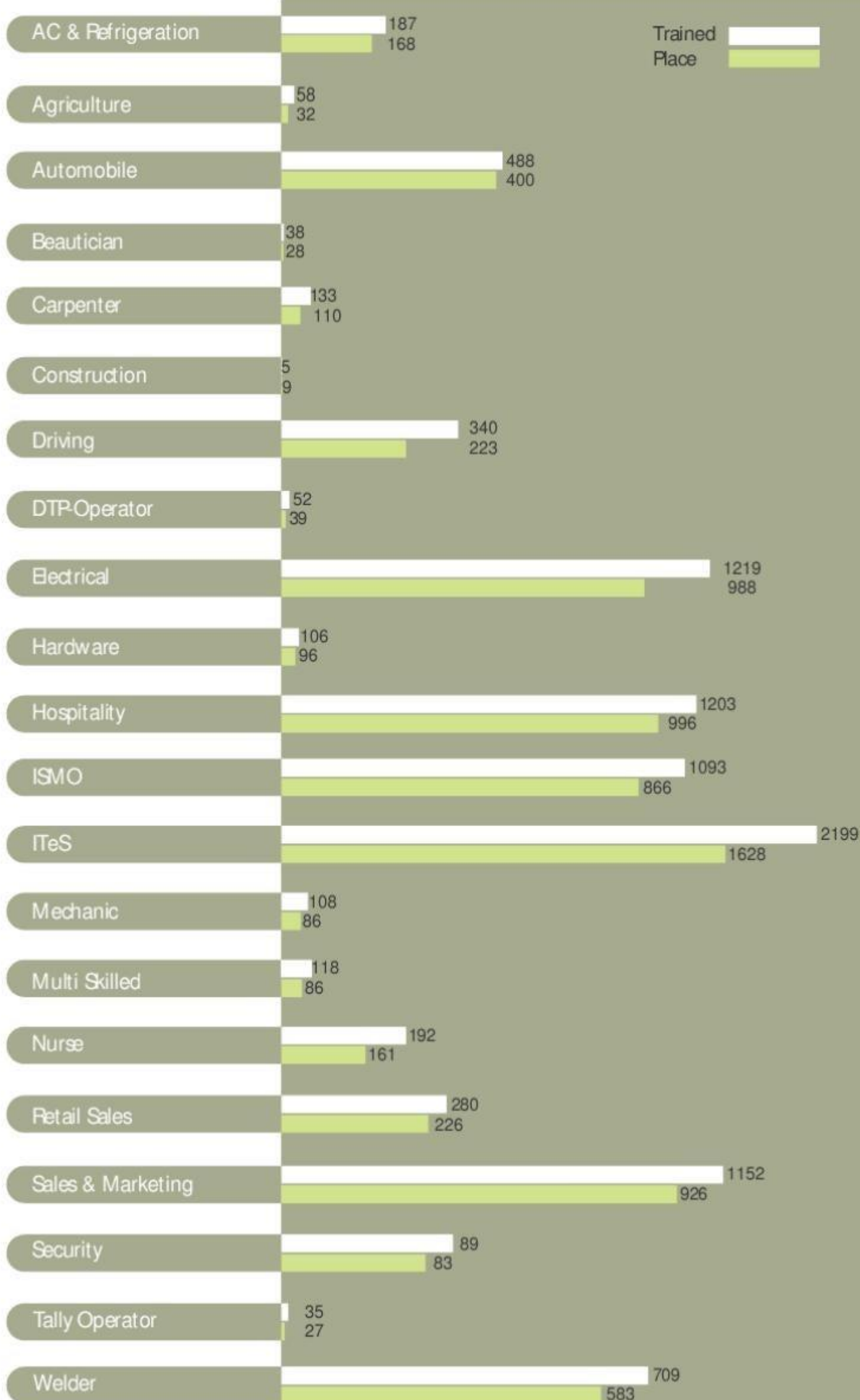
Before joining BASE program, the family income of 37 percent of youth in Schneider project is having annual income more than Rs 25000. 38 percent of students in Accenture are having annual income less than Rs 5000 whereas in MoRD 28 percent having annual income Rs5001 – Rs10000.



# Impact Assessment

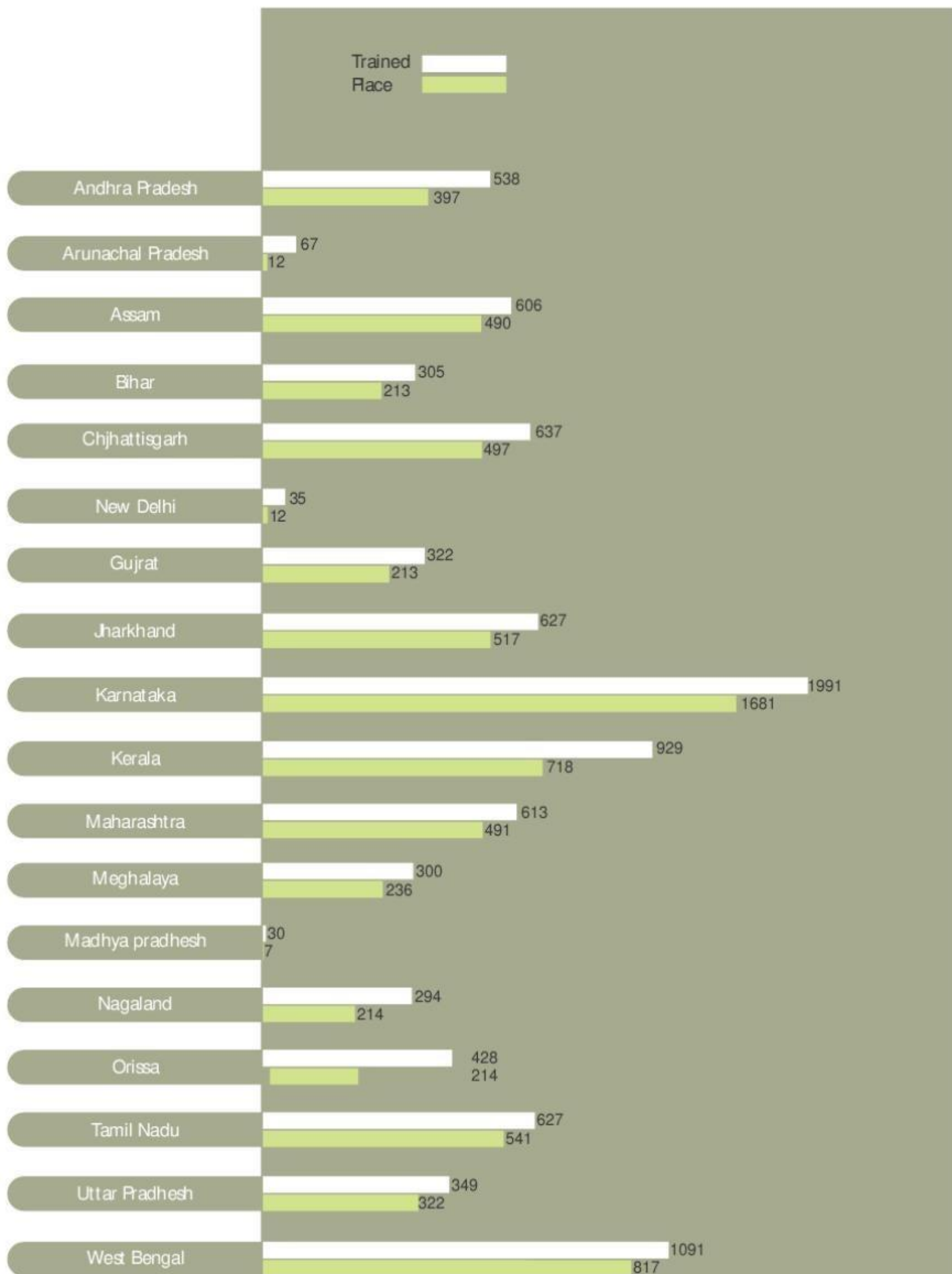
Among other domains, ITeS is the most demand domain in which maximum numbers of students (2199) were trained and 74 percent of them were placed. This is closely followed by electrical trade in which 1219 youths have been trained with 81 percent placement; and in Hospitality, 1203 youth have been trained and 82 percent of them have been placed. Sales and Marketing is another service sector or trade, in which 1152 youngsters have been trained and 80 percent have been placed. Out of these four most popular trades, hospitality has the maximum number of youth who are placed in places of wage employment.

## Domain-wise details



In this financial year, DB Tech trained maximum number of students (1991) in Karnataka out of which 84 percent were placed in various sectors. Karnataka is closely followed by West Bengal, where 1091 youth have been trained out of which 74 percent of the youth have been placed. Kerala has trained the third largest number (929 youth) out of which 77 percent has been placed. Karnataka leads the country in training the maximum number of students and placing the maximum number of youngsters.

## Placement details



# Snapshots of 2010-11

## Don Bosco – MoRD Livelihood Project Launched

New Delhi, March 20: BASE – Bosco Academy for Skills and Employment – a livelihood project funded by the Ministry of Rural Development (MoRD), Govt of India, was launched by Dr. B. K. Sinha, IAS (Secretary, MoRD, Govt. of India) at Don Bosco Technical Institute, New Delhi. Other dignitaries who attended the inaugural function included Mr. Rajan Kohli (Advisor, FICCI), Dr. Vimal Kishore (DGM, NABARD Consultancy Services), Rev. Fr. Maria Arokia Kanaga (South Asian Regional Head, Don Bosco), Fr. Michael Peedikayil (Provincial, Don Bosco) and heads of various Don Bosco educational institutes.

“The tie up with Don Bosco will ensure the Ministry programmes reach out to the rural hinterlands of India,” said Mr. Sinha as he inaugurated the project. “Don Bosco with its 125 training centres spread across most of the states in the country is the largest NGO operating in India at the moment,” he added.

After the formal inauguration of the function, Fr. Michael, on behalf of the Don Bosco family, welcomed all the dignitaries as well as the members present for this inaugural function. This was followed by an inspiring and motivating speech by Rev. Fr. Arokia praising and blessing the DB Tech Team for its wonderful efforts to this Herculean venture. Fr. A.M. Jose (Executive Director, DB Tech) in his introductory speech, expressed his heartfelt gratitude towards MoRD, FICCI and NABCON for their support. Mr. Rajan Kohli reaffirmed the



credibility of Don Bosco by stating that the MoRD has made a good selection in partnering their mission of Rural Empowerment. On behalf of FICCI, he offered Don Bosco the support of its wide network for better placement and better exposure required by the beneficiaries of this project. Ms. Minu Thommen (Project Director, DB Tech) presented the findings of Youth Survey having huge sample size of 30000 questionnaires conducted in eight states of North and Central India. The objective of the first of its kind of survey is to assess the attitude of youth towards various aspects of the skill based training. The occasion also witnessed the launching of the brand new website of 'Don Bosco Skills Bank' by Dr. Vimal Kishore. The web based application connects institutions, job seekers and employers across the country. The portal also eases the placement process by directly linking alumni to employers and vice versa.

## Igniting the Leadership Quality

DB Tech National Office organised a Management Training Programme in the Don Bosco Provincial House, Okhla, on 18-19 March 2010. It was a two day training programme on Leadership led by the renowned trainers, Mr. Raja Krishnamoorthy and Mr. Shekar Rajan. There were 46 participants including the principals and managers of some of the Don Bosco Technical Institutes across the country, Project Heads & Province Resource Team members.

Mr. Raja Krishnamoorthy, the human resource specialist, has been a guide, coach and advisor to CEOs and HR Heads of corporate organizations. With his unique strength of conceptual frameworks and organizational models, he has supported a wide range of organizations in various areas of organizational development. Mr. Shekar Rajan has more than a decade of experience in handling training programs in organizational development and leadership development. He has wide exposure to a range of training programs and



workshops for various industries like IT, manufacturing, services, and education.

The training was well conducted with discussions, personal works, sharing, and other dynamics of training workshops. Personal experiences, and illustrations and imagery, and challenges enriched the entire training workshop.

### Creating Team Synergy

A training program 'Team Synergy' was organized for senior and middle level executives of DB Tech in Nainital from 1-3 June 2010. The three days training program was conducted by eminent trainers Mr Raja Krishnamoorthy and Mr Sekhar Rajan of the famed training organization Talent Maximus. The objectives of the training program were to understand the stages of team effectiveness, pinpoint the team's current level of development, recognize and eliminate blockages to maximum performance, enhance the communication flow vertically and horizontally, and defining mission, vision and values.

The training programme was attended by 25 participants from the National and Regional offices. Team synergy is a complete training program that revolves around key issues that can block team effectiveness. Using learning instruments, hands-on



activities, and an interactive team simulation, teams gain a clearer sense of direction, clarify roles and responsibilities, improve operating processes, and bolster both interpersonal and inter-team relationships.

### Sixth National Convention

New Delhi: The sixth National Convention of Don Bosco Tech (DB Tech) was organized at Don Bosco Technical Institute (Okhla, New Delhi) on November 30 – December 2, 2010. To address the recent needs of the hour in the skill development sector, the leaders from industry, social sector and government gathered in one platform to have an exhaustive discussion on the concerns, opportunities and challenges in 'Industry Interface in Bridging the Skills Gap'. Mr. T. Vijay Kumar (Joint Secretary, Ministry of Rural Development, Govt. of India) was invited as the Chief Guest for the convention. Other dignitaries who attended the opening session of National Convention included Mr. Danny Van De Rutte (Program Coordinator – DIOS COMIDE), Ms. Kshitija Krishnaswamy (Lead Corporate Citizenship, Accenture India), Mr. Niranjan Khatri (General Manager –Welcome Environ Initiatives, ITC Welcomegroup), Mr. Ravi Bhusan (Head, Training – BIP BOP, Schneider Electric) and Fr. Thomas Anjukandam, SDB (Provincial, Bangalore Province). Over 142 representatives from Don Bosco skills training institutions and decision makers from different regions unite at this platform to have a discussion on the industry partnership in the skill development sector.

The three days National Convention consisted of panel discussions in Retail, Automobile, Construction and Apparel sectors. The panel discussion was a deliberation on industry involvement in these sectors. The noted leaders in industries,



academicians and training experts invited to have a detailed discussion on requirement of skill based training, involvement of industry in curriculum design and industry ratification, establishing centres of excellence, assessments, certification, grading and retention. The group has picked up lots of inspiration, information and ideas for further reflection, discussion and action. Many industries were keen to tie up with Don Bosco Tech for supporting on training, exposure visits and placement at their various facilities. DB Tech looks forward to establish industry led partnerships in skill development for construction, healthcare, retail and automobile trades, to reach out to large numbers of youth. This annual event ended after further deliberations for internal cooperation to achieve the mission of DB Tech 'Skilling India'.

## BASE stepping into Meghalaya & Nagaland

Tura (Meghalaya): BASE – Bosco Academy for Skills and Employment – a livelihood project funded by the Ministry of Rural Development (MoRD), Govt. of India was launched in Meghalaya and Nagaland. The inaugural function was organized at Bosco Youth Centre in Tura on March 13, 2011. Hon'ble Union Minister of State for Rural Development, Ms Agatha K Sangma was invited as Chief Guest for the function. Other dignitaries present at the inaugural function included Mr. Robinhood Luxluy Momin(MDC, Tura), Mr. S. Sangma (BDO, Pongram Block), Fr. V. A. Cyriac (Ex Principal, Don Bosco College), Fr. Janurius Sangma (Rector, Don Bosco School, Tura), Fr. Johnson Parackal (Director, Bosco Reach Out), Fr. Anthony Abong Marak (Director, Don Bosco Youth Center), Fr. Raju Philip (Assist. Director, DB Tech), Sunil Sharma (Head-Operations, DB Tech) and Stanley Jones (Sr. Manager-L&D, DB Tech).

Addressing the gathering, Ms. Agatha K Sangma mentioned, "To bring a sustainable and holistic development in rural areas, Ministry of Rural Development has been collaborating with different implementing agencies to supplement the wage employment through various skill development opportunities. Considering the presence, infrastructure and quality training, MoRD partnered with DB Tech under the Swarnajayanti Gram Swarozgar Yojana (SGSY) for empowering the youngsters from Meghalaya and Nagaland through short term vocational training. BASE is the only programme in North East to ensure the youth, especially the BPL youth, to get into the mainstream, she added. She urged the youth to take full advantage of the



project."

Under this project, 7800 rural BPL youth in the preferable age group (18-35 years) from Meghalaya and Nagaland will be trained in employment linked courses and placed in entry level opportunities in various sectors. DB Tech will provide the required skills that suit to the market requirements and will also ensure placements of the trainees. Ms Sangma also exhorted the youth of North East India to make use of the training facilities available in Don Bosco to qualify themselves, get employed and become self-reliant so that they can face the future with courage and confidence. Giving a brief update about the project, Fr Raju Philip said, "Since its (BASE) inception in May, last year, over 8,000 youngsters have been trained with 85 per cent of them getting employment through placements. The project will target the marginalised youth, the downtrodden who do not get an opportunity to avail any employment generation training."

## Shilpangon 2011: Exclusive career fair

Shilpangon 2011 - a job fair organized by Don Bosco Tech (Kolkata) for formal and non-formal students of Don Bosco at DBS (Park Circus) on May 20, 2011. This is the first of its kind expo, where prospective students from DB Tech meet, interact and interview with several top employers under one roof. This job fair was planned in two-tier format, where the first half consisted of inauguration and conducting symposium on the topic 'Bridging Gaps' and the second part involved recruitment and interview sessions for the aspirants. Mr R. J. Amalan (Regional Director, FDAT, Eastern Region, Govt of India) was invited as Chief Guest for the symposium. Other dignitaries present at the function included Mr. Sankar Goswami (Regional Head-East, Siemens), Fr. A. M. Joseph, sdb (Executive Director, DB Tech), Fr. E. A. Thomas, sdb (Provincial, Don Bosco, Kolkata), Fr. Jose Podimattam, sdb (Technical Head, Don Bosco, Kolkata) and Fr. Sby Vadakel, sdb (Rector and Principal, Don Bosco School, Park Circus).

21 companies (8 companies from mechanical domains, 10 companies from Hospitality domain and 3 business houses)



attended the job fair to recruit quality candidates for their organizations. A total of 1069 candidates from various Don Bosco Technical Institutes attended the recruitment and interview sessions. Out of which 150 candidates were absorbed on-the-spot by different companies. This initiative was appreciated by the Heads of the Don Bosco institutions and corporate houses. Shilpangon brings together job seekers and employers thereby linking demand and supply of manpower and bridging the gap across industries.

# Reports & Publications

## Youth Survey

Don Bosco Tech conducted 'Youth Survey' to assess the employability of rural youngsters from 'Below Poverty Line' across the country. DB Tech administered over 55,000 questionnaires in four regions to assess caste distribution, educational status, employment status, the youths' willingness to migrate for employment and other correlation amongst these variables. To assess the demography and the current socio-economic status of the community, DB Tech conducted this survey in the pre-implementation phase of the project.

Five Youth Survey Reports for National, North-Central, East & North-East, South, South West regions were released by Don Bosco Tech during this financial year. The findings highlight that there is a pool of unskilled or semiskilled youth waiting for right opportunity for vocational training which in turn gives the youth a chance for better productive life. On the basis of the findings, the strategies will be designed for effective implementation of the project.

## Post Placement Survey

The Post Placement Survey (PPS) is conducted after three months of completion of a batch. DB Tech commits to track the youth for a period of one year after placing them in the industry. The main purpose of tracking the youth is to ensure that the trained youth do not leave jobs and go back to villages being unemployed again; to assess the impact on the family of the youth and the neighbourhood and to obtain feedback of employers on quality of training and the career growth of these youth trained and placed with them. PPS is conducted in-house by the Monitoring and Evaluation department of DB Tech. The methodology is designed to get data pertaining to the target beneficiary and is mainly done through one-to-one interaction. The strategy followed is to track 25% trained and placed in every batch over a period of one year and hence covering the entire population of trained and placed. DB Tech released the PPS of North Central, East & North East, South West and South will be released in this year. The process and reports have been hugely applauded by our stakeholders Corporates, Government.

## National Convention Report

The report of sixth National Convention of Don Bosco Tech (DB Tech) was published on December 2010. This report highlights the recent needs of the hour in the skill development sector and briefs about the convention which includes the agenda, knowledge partnership in skill development, case study on knowledge partnership, etc. Besides that the report is also having the panel discussions and presentations of various sectors, like retail, automobile, construction, apparel, etc.

## DB Tech News: The Quarterly Newsletter

DB Tech News is the quarterly newsletter of DB Tech which highlights various activities, new initiatives by liaison with Operations and other functions towards accurate and timely compilation of content for DB Tech News. In this financial year, four issues of newsletters produced and disseminated to various partners, senior government functionaries, advisory board, employees and other stakeholders.

## M&E Manual

Monitoring & Evaluation manual is an acting guideline for the functioning of the program. The document is having all the activities and corrective measures of skill training program, which will be strictly adhered by the DB Tech team across all projects in India. This document facilitates the process for active coordination among all departments to ensure effective project implementation.





DB Tech

Financial Statements



# Statement of Operations

## Revenue

### Programme Grant

|                             |                       |
|-----------------------------|-----------------------|
| East & North East - MoRD    | 27,839,661.00         |
| Northern India - MoRD       | 30,761,612.00         |
| Southern India - MoRD       | 28,100,792.00         |
| South - Western - MoRD      | 28,049,923.00         |
| Meghalaya & Nagaland - MoRD | 27,684,340.00         |
| Accenture                   | 15,793,152.00         |
| DMOS-COMIDE                 | 24,629,462.00         |
| <b>Total</b>                | <b>182,858,942.00</b> |

## Expenses

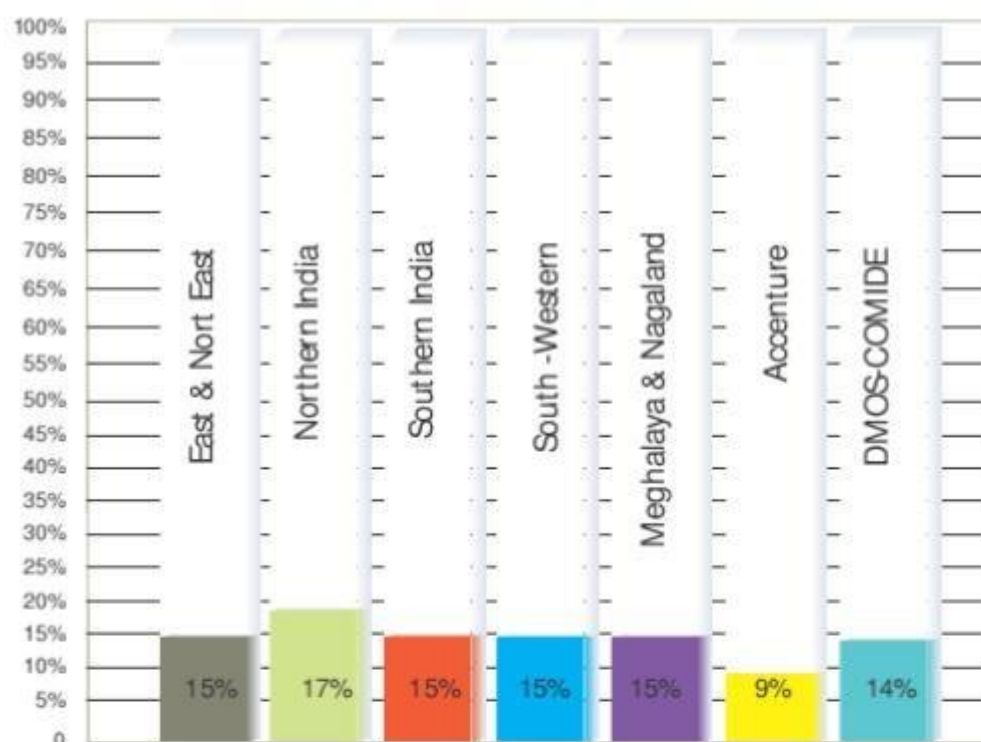
|                             |                       |
|-----------------------------|-----------------------|
| East & North East - MoRD    | 27,817,794.81         |
| Northern India - MoRD       | 30,492,800.00         |
| Southern India - MoRD       | 30,524,485.89         |
| South - Western - MoRD      | 28,178,668.57         |
| Meghalaya & Nagaland - MoRD | 143,300.00            |
| Schneider                   | 1,407,115.00          |
| Accenture                   | 5,046,561.00          |
| DMOS-COMIDE                 | 24,603,201.00         |
| <b>Total</b>                | <b>148,213,926.27</b> |

## Programme Fund Utilize

|                     |                       |
|---------------------|-----------------------|
| Training Cost       | 88,944,228.87         |
| HR Cost             | 41,286,179.00         |
| Placement Cost      | 5,161,212.94          |
| Administration Cost | 12,822,305.46         |
| <b>Total</b>        | <b>148,213,926.27</b> |



## Revenue



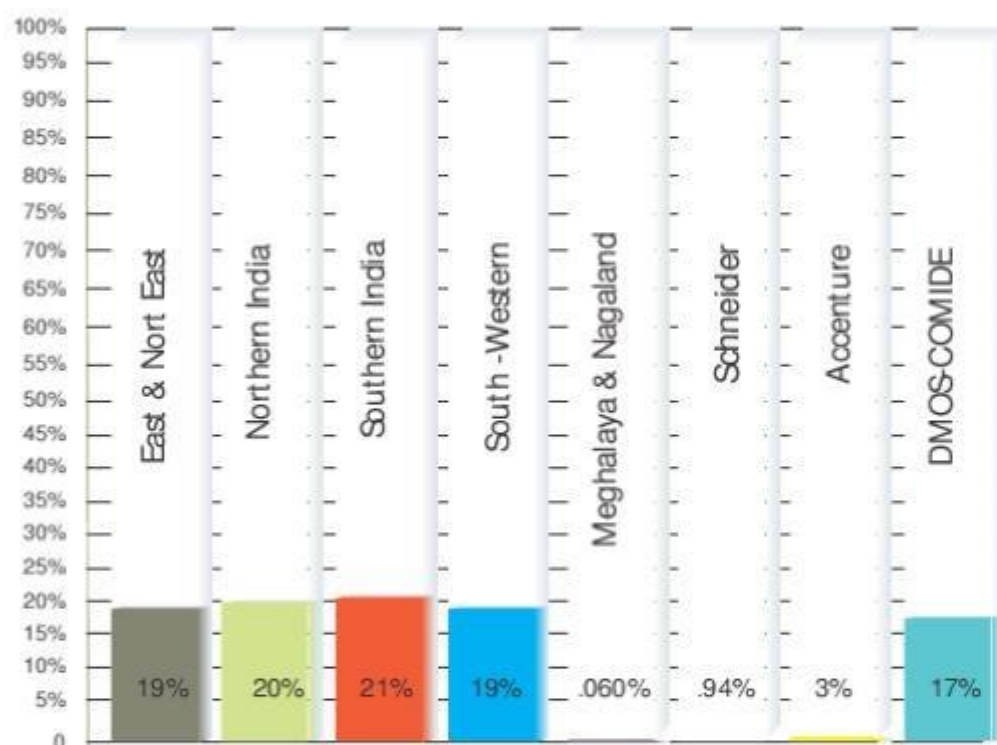
## Income

Grant received during the year 2010-11 reached Rs 182,858,942.00 for skill development for rural youth in various parts of India.

Out of that grant we received major contribution from Ministry of Rural Development, Govt of India under Swarnjayanti Gram Swarajgar Yojan (SGSY) for market driven employment oriented skill development in East & North East, Northern Central India, Southern States, Southern-Western states and Meghalaya & Nagaland Project.

Interest & others contribution included received during the period of Rs 5,136,833.00

## Expense



## Expenses

Rs 148,213,926.27 utilized for skill development training and placement to rural youth in various parts of India.

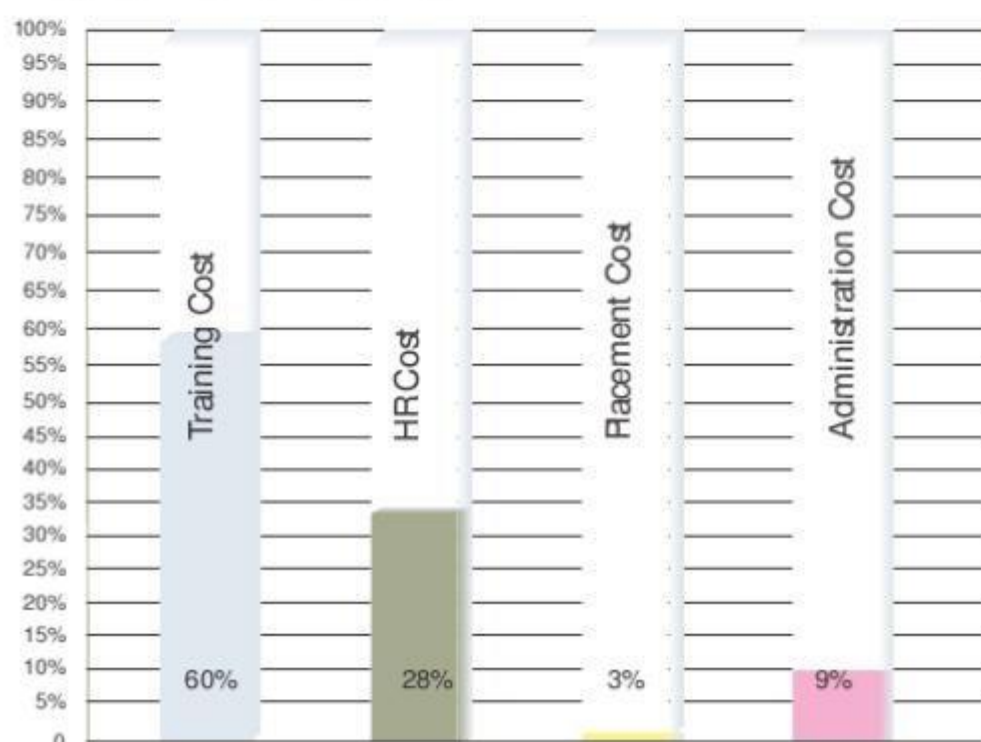
Training cost of Rs 889,442,28.87 is included spend on trained to trainee in different domain i.e. Electrical, ISMO, Welding, Diesel Mechanic, ITeS, Retail, Hospitality, Construction, Security Guard etc.

Placement Cost of Rs 5,161,212.94 is included placement of youth in different companies like, Maruti, Taj Hotel, Kitex Garment, Sobha Developers, Pizza Hut, Mc Donalds, etc.

HR cost includes salary of trainers and admin staff of Rs. 41286179

Administration cost of Rs 12,822,305.46 includes office rent, telephones, administrative staff, and governance.

## Programme Fund Utilize



Programme Fund Utilized  
148,213,926.27

|                   |                            |                 |                   |
|-------------------|----------------------------|-----------------|-------------------|
| Andamans          | Jammu & Kashmir            | Maharashtra     | Tamil Nadu        |
| Port Blair        | Kupwara                    | Kurla           | Kavarapettai      |
| Andhra Pradesh    | Nawshera                   | Latur           | Keela Eral        |
| Guntur            | Pulwama                    | Pinguli         | Kilpauk (DBICA)   |
| Kadappa           | Poonch                     | Vasind          | Kilpauk (SGA)     |
| Kurnool           | Srinagar                   | Manipur         | Kotagiri          |
| Mariapuram        | Jharkhand                  | Maram           | Kuthenkuly        |
| Nalgonda          | Dumka                      | Meghalaya       | Lalgudi           |
| Ongole            | Gumla                      | Barapani        | Madavaram         |
| Ramanthapur       | Hatia                      | Garobadha       | Madurai           |
| Pavulapalem       | Kokar                      | Jowai           | Madurantakam      |
| Vijayawada        | Karnataka                  | Mendal          | Manikandam        |
| Visakhapatnam     | Badravati                  | Nongstoin       | Mannady           |
| Arunachal Pradesh | Bangalore (Ashalaya)       | Ramblang        | Pallithammam      |
| Itanagar          | Bangalore (Lingarajapuram) | Shillong        | Polur             |
| Assam             | Bangalore(Summanahalli)    | Umran           | Sahayathottam     |
| Golaghat          | Bidar                      | Nagaland        | Sogathur          |
| Guwahati          | Chitradurga                | Dimapur (ASSIS) | Talavadi          |
| Maligaon          | Davangere                  | Dimapur (AIDA)  | Thamanagudy       |
| Nalbari           | Hassan                     | Dimapur (DBVTC) | Tharangampadi     |
| Silchar           | Hospet                     | Kohima          | Thirukazhukundram |
| Tinsukia          | Jawalgere                  | Wokha           | Tirupattur        |
| Bihar             | Kakati                     | New Delhi       | Tirupur           |
| Jehanabad         | KGF                        | Najafgarh       | Thiruvannamalai   |
| Muzaffarpur       | Sutgatti                   | Okhla           | Vyasapadi         |
| Purnea            | Trasi                      | Odisha          | Uttar Pradesh     |
| Chhattisgarh      | Yadagiri                   | Baliguda        | Bijnor            |
| Ambikapur         | Kerala                     | Berhampur       | Jhansi            |
| Durg              | Alappuzha                  | Jharsuguda      | Lucknow           |
| Jaria             | Aluva                      | Kaurmunda       | West Bengal       |
| Jumaikela         | Chullikkara                | Kendrapada      | Ajim Ganj         |
| Kunkuri           | Kottiyam                   | Muniguda        | Bandel            |
| Raipur            | Mala                       | Sundargarh      | Berhampore        |
| Goa               | Mampetta                   | Puducherry      | Gayaganga         |
| Loutulim          | Palluruthy                 | Thattanchavady  | Howrah            |
| Quepem            | Sulthan Bathery            | Punjab          | Kalimpong         |
| Gujarat           | Trivandrum                 | Kauli           | Kalyani           |
| Chhotaudepur      | Vaduthala                  | Tamil Nadu      | Krishnanagar      |
| Dakor             | Vennala                    | Amsam           | Liluah            |
| Kapadwanj         | Madhya Pradesh             | Bagalur         | Mirpara           |
| Narukot           | Alirajpur                  | Basin Bridge    | Monsadah          |
| Pansora           | Katni                      | Cuddalore       | Nitika            |
| Jammu & Kashmir   | Maharashtra                | Dindigul        | Park Circus       |
| Baramulla         | Ahmednagar                 | Ennore          | Siliguri          |
| Bishnath          | Borivli                    | Gedilam         |                   |
| Bhalla            | Chinchwad                  | Katpadi         |                   |
|                   | Karjat                     |                 |                   |

“Never doubt that a small group of thoughtful committed citizens can change the world; indeed, it's the only thing that ever has.”  
-Margaret Mead



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