

2012-13

Annual Report



THE POWER of
SKILLING

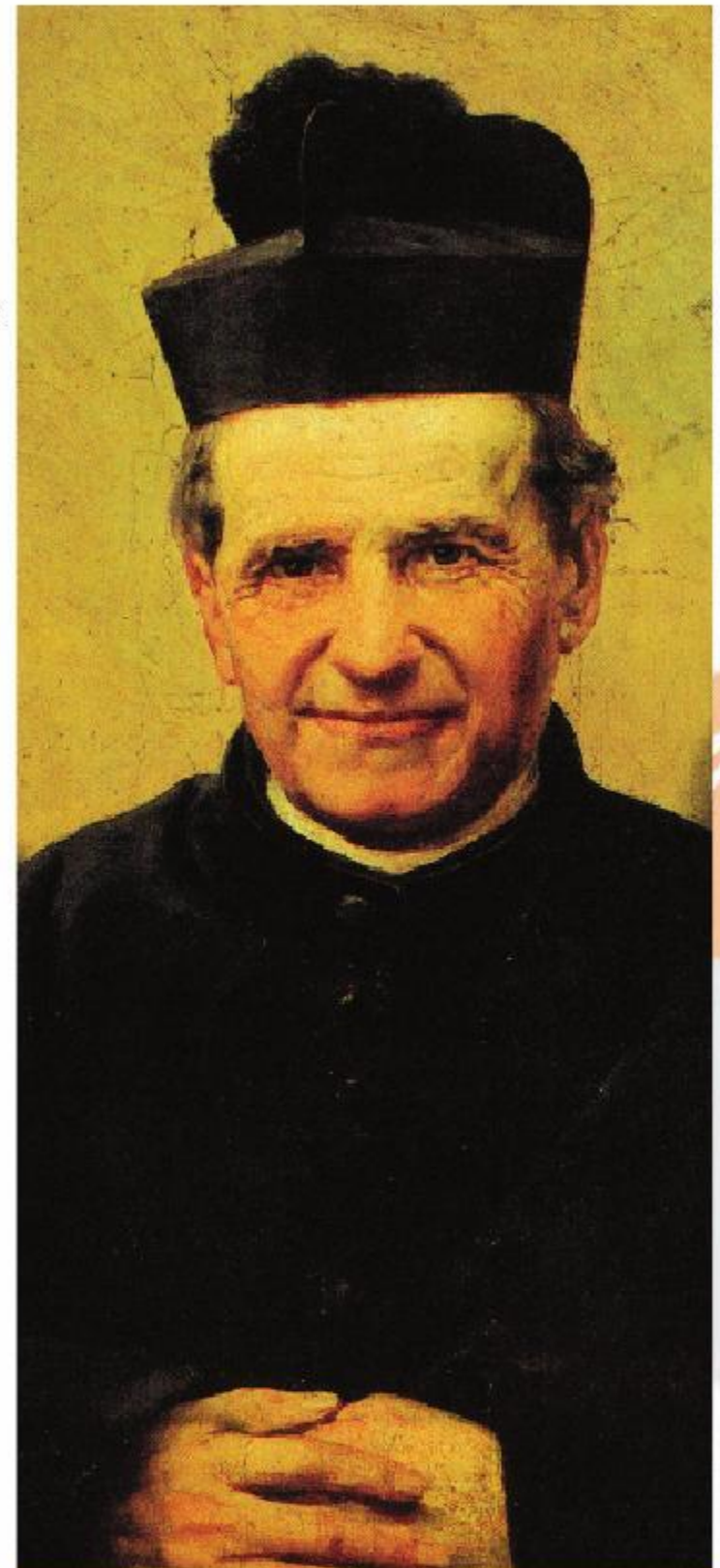
DON BOSCO

St. John Bosco was born in Turin, Italy in 1815. When he was two years old, his father died. This future saint, raised by his mother, experienced the pains of poverty at a very tender age. John's future work was inspired by a dream he had at the age of nine. He wanted to become a priest, especially to assist youth. In order to pursue his dream, John had to leave home at a young age to join the city school. Being bigger than his classmates, he was often the object of much ridicule. Little did they know at what cost John finished his schooling. After school he worked as a tailor, a cobbler or a waiter, often studying by candle light late into the night. On completing his education he began his studies to be a priest.

John Bosco was ordained a priest at the age of twenty-six. He was now called Don [Father] Bosco. He immediately began his work with orphans. He opened a hospice for boys where his mother served as the housekeeper. He not only fed the homeless boys whom he took in but also provided them with opportunities for livelihood skills. He spent long hours teaching them to read and write; he also taught them tailoring and shoemaking and quickly set up a printing press. Above all, he created a family atmosphere of trust and caring. Those who helped him were amazed at the transformation in several

youngsters.

The greatest gift that Don Bosco has left posterity is his unique way of educating, a method that was inspired by his one magnificent obsession: "It is enough to know that you are young and abandoned for me to love you very much." More than a century after the death of Don Bosco, thousands of people have dedicated themselves to the continuation of his apostolic love for young people all over the world. Their mission is to be "signs and bearers of God's love to the young."



A FASCINATING
SAINT



Tsurila



CASE STORY

Tsurila, 23 year old daughter of Mr. Ramji and Ms. Hokiuchi hails from Tuansang District of Nagaland. Being social workers, her parents' meagre income is hardly sufficient to meet all household expenses. After her 12th standard, she chose to work so that her sister can complete her college studies. Before joining the BASE programme at DB Tech, she was looking for a better job opportunity to hone her skills. She discovered about the skill training programme running at DB Tech (ASSISI) through an advertisement published in local daily when she was in Dimapur for holidays. She visited the centre and collected the complete information about the training programme and placement assistance. After the interest inventory test which is used to determine a candidate's domain interest, she was counseled to enroll in Hospitality domain keeping in mind her qualification and personality. With a hope to get a better job, she joined the training in Hospitality. Her expectations from the programme were to learn technical skills to get a highly regarded job that will help her acquire sustainable livelihood not only for her but for the complete family. She even wants to support her sister in her higher education. Being a very pleasant personality, there was no obstacle in her way other than her low qualification.

During the training at DB Tech (ASSISI), all the valuable Hospitality skills were taught through different modes and resources. Besides

imparting skill training, the other components of training programme like communication / spoken English, soft skills, and information technology / computer were also taught to her. Theory and practical classes, mock-interviews, demonstrations, guest lectures, industrial exposure were the different modes applied for imparting training and upgrading skills for a favourable job. After the training, she was helped to get a job as Food & Beverages service member at Niathu Resort located in Chumukedima (Dimapur). She was interviewed by HR and Management of the Resort and cleared the interview successfully in her first attempt. She was hired by Niathu Resort at a monthly salary of Rs. 4000/. The employer is completely satisfied with the performance of Tsurila. The HR Manager says, "We are impressed with the level of her overall professional performance at her workplace. She is really doing a good job."

She was extremely happy after getting a job in Dimapur at one of the reputed Hotel Groups named Niathu. Over her achievement she says, "The ultimate benefit I have received from this training is a steady job in one of the most reputed Hotels and Resorts group in North East and an possibility to earn consistently till today, I am supporting my family financially, which means a lot to me."



DEEPAK

With a negligible income of his father as daily wage labour, the need to earn was acute for Deepak, a 19-year old youngster who hails from Devanahalli Rural Taluka of Bangalore. But owing to his low educational qualification and zero work experience, getting a job seemed like a distant dream. This is when DB Tech mobilizers came to his rescue. They informed about the free skill training program conducted at DB Tech (Ashalaya, Bangalore) funded by Accenture. Without second thought, he asked about the minimum requirement for enrolling the course and course duration. The answers of the community mobilizers impressed him and also built a special respect for the organisations like Accenture who has been engaged themselves for these not-for-profit initiatives.

"Various organisations are implementing such government sponsored programs in the vicinity of metropolitan cities like Bangalore. But they need BPL card to enrol in those programs which I don't have. Fortunately I came across with the program sponsored by Accenture to empower the needy and deserved youth from low socio-economic pyramid," says Deepak. He chose to be trained in the Hospitality sector and is today working as a Customer Service Associate in Pizza Hut in Bangalore with a salary of INR 8,500 per month. Recalling those days in Ashalaya, he says, "After coming to DB Tech, I learned lot of things like computers, English, personality

development and life skills, etc. I am very grateful to my trainers, who imparted this kind of knowledge to a youth from very downtrodden economic background. I had never learnt all these things in my college also. These skills has helped me a lot to get this job." For him and many other youngsters, 'Skill to Succeed' has proved to be a foundation for their dreams. "More organisations like Accenture should involve themselves in skill training so that families, who don't have documents to prove themselves as poor can be benefited. 'Skill to Succeed' is not only a lifesaver for our family but also inculcates moral values in youngsters like my son," says Deepak's mother, Akkaiahmna.



CASE STORY



TANZIN YANGDOL



CASE STORY

Tanzin Yangdol, 24 years old girl hails from a remote village Choglamsar in Leh (Ladakh). She is well known among the batch mates by her nickname 'Tani'. She had to say no to her education because of financial issues. Her parents now wanted her to leave the education and support them in earning the livelihood for the family. Being a school dropout, she used to get only a labourer job, which she did not want to do. She was in the search of some better source of income. One day, her close friend informed her about the BASE training programme being offered by DB Tech centre located at Chuchot Yogma (Choglamsar, Leh, Ladakh). Enquiring more she got to know that there is a project being launched by MoRD (Govt. of India) for the needy youth, under which the poor and marginalized youth get free of cost training along with the placement in the entry level job market. Knowing this, she was happy and convinced about joining the training. Tani joined BASE with a hope that she will be able to overcome the financial issues of the family. Since her father is a farmer and mother is a housewife, the family income is quite less according to their requirement. She opted for the Tourism domain, as Leh is a tourist place and she wants to make her living from this sector. On

the first day at the training, she was found to be really nervous. It was for the first time that she was asked to give her introduction among large number of students in the class room. During the training, she used to be a very shy and quiet girl who was trying to change herself slowly and gradually. Towards the end of the training, she turned out to be one of the brightest students of the class. She learned several things about the tourism along with how to operate computer and speak in English with great interest. She was a keen learner. After completing the training, she was interviewed by Competent Synergy, a well known BPO situated in Mohali, Chandigarh for which she got selected as a Customer Care Executive on a salary of Rs. 5100 per month. Tanzin says, "I am happy to share that my dreams have come alive. This course has helped me a lot, I had never thought I could achieve what actually I have today; this is really unbelievable. Being eldest in the family, I always wanted to look after my family; DB Tech has made it possible for me. This project is a blessing for many youngsters like me who are in the same situation as I was."





DON BOSCO TECH SOCIETY

Don Bosco Tech (DB Tech), a network of 176 Don Bosco skill training centres attempts to bridge the widening digital, financial and social divide between those who have access to opportunities and those who are increasingly being marginalized from the 'new economy' jobs. Set up in 2006 by the Salesians of Don Bosco, DB Tech addresses the issues of unemployment and lack of skilled manpower with a market-based approach that is sensitive to the socio-economic needs of underprivileged youth in the 18-35 years age group. DB Tech offers employment-linked, market-driven vocational courses of short duration to the economically and socially deprived youth.





ACKNOWLEDGEMENTS

We take this as a great opportunity to share with you the Annual Report of our organization for the period April, 2012 to March, 2013. 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 (Govt. of India), Employment Generation and Marketing Mission (Govt. of Andhra Pradesh), MEPMA (Govt. of Andhra Pradesh), VIA Don Bosco, Accenture, Axis Bank Foundation, Tata Housing, Landmark Group, BOSCH India Foundation, Quest Alliance, Godrej and Schneider for providing the financial assistance to carry out the skill development program across India.

Our acknowledgement will not be completed without the heartiest thanks to Executive Director, Asst. 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 organization has built stronger relationships in the space of skill development and expects several of these to come to fruition within the coming financial year.

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



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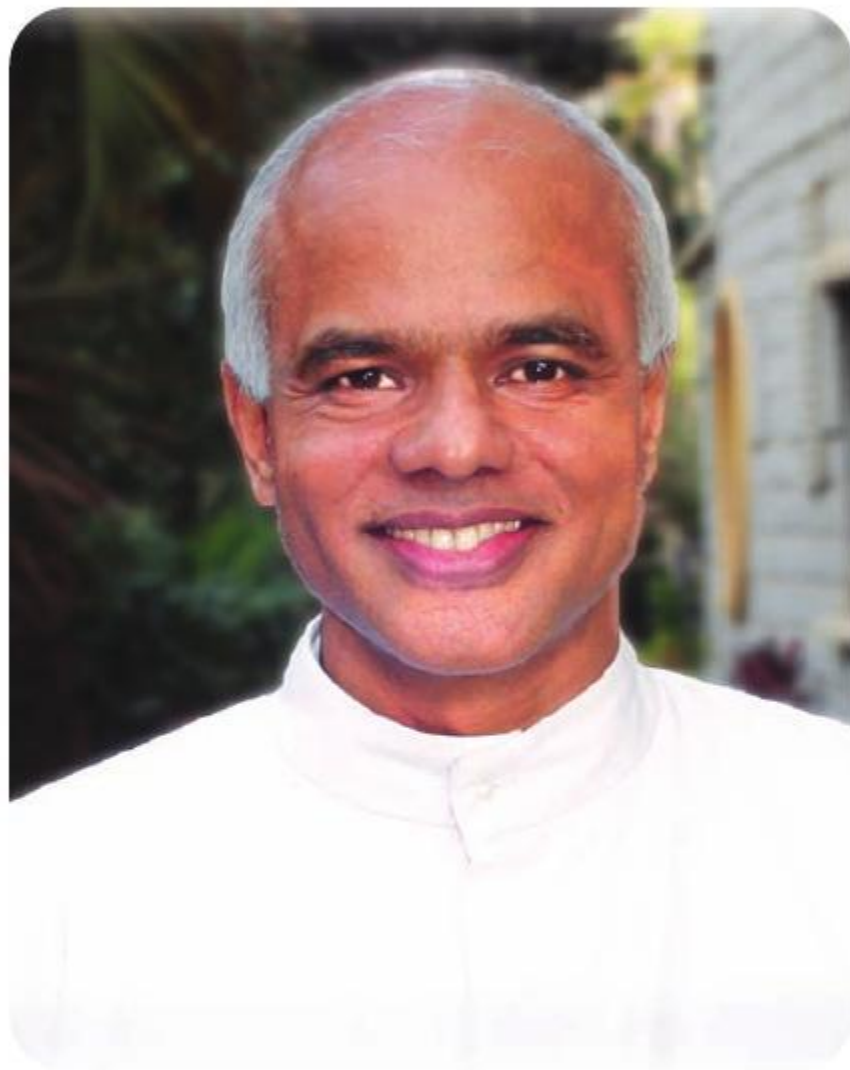


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MESSAGE FROM CHAIRPERSON



I am indeed glad to write these lines for the Annual Report, which catalogues the initiatives, the reach and the achievements of DB Tech during the past year. The progress that DB Tech has been making through its collaboration with the Government, Corporates and like-minded NGOs is indeed most admirable; and I wish DB Tech continued synergy and greater achievements in the years ahead.

The period of history in which Don Bosco, the Italian Catholic priest, the inspiration for DB Tech lived (1815-1888) was one with many socio-economic and moral challenges in the context of the rapid industrialisation of Europe and Italy. These were times filled with hope and possibilities for the privileged, the educated and the skilled yet fraught with the danger of marginalisation for the uneducated and the unskilled. The greatness of Don Bosco was that he took the side of the latter and through his total involvement in their lives helped them to dream of better days for themselves and for their country. In other words he gave them the much needed belief in the possibilities and abilities that they had to progress, the tendency to achieve better social positions and better circumstances in economic, moral, spiritual and civil life. Through his educational institutions, technical and agricultural schools he made many a marginalised youngster, condemned otherwise to struggle and survive on the margins of society, useful and moral citizens of an emerging Italy.

The goal of DB Tech in India too is the same. To make the thousands of youngsters with little hope and living on the margins of a rapidly progressing nation to find their rightful place in society by imparting skills and values and thus to better their social positions as well as their economic, moral and civil life.

I congratulate DB Tech, especially Fr. A.M. Jose SDB (Executive Director, DB Tech), all the staff and every one of its collaborators yet again on its achievements thus far and pray that the Almighty continue to give success to the work of their hands!

Fr. Thomas Anchukandam SDB

MESSAGE FROM EXECUTIVE DIRECTOR

"Our strength in the next few decades lies in the availability of a vast youthful workforce but we cannot simply rest with this advantage of demography. The youth have to be suitably skilled to help realize the demographic dividend" - Shri Pranab Mukherjee (Hon'ble President of India)

Don Bosco Tech's growth in the past six years is precisely getting the rural youth to access the skill training programme. Spread across 25 states in the country, the society provides vocational skills to youth thus take advantage of the employment opportunities in the country. In the last three years, while implementing the SGSY (SP) projects in collaboration with the Ministry of Rural Development, we were able to train nearly 50,000 BPL youngsters and facilitate placement for nearly 78 per cent of them. Thus without compromising with the quality education through our formal and non-formal training centres, we were able to reach many more youth through short term training programs even in remote and challenging locations of the country.

While focusing on training, great emphasis has been put in developing curricula, staff training, MIS, tracking and publicity. New proposals were placed before Government and Corporate houses to reach more and more youth needing skill training.

Since our methodology and system of training and placement proved fruitful and efficacious, so it is being scaled up across the country. Many church based organizations and NGOs have approached us. It provides great opportunity for DB Tech to reach the target group.

The progress that we are able to make in skill training is due to the support and collaboration of the Ministry of Rural Development, State Governments, NSDC, Cooperates, funding partners, Salesians, Network Partners and a team of dedicated staff. I thank you all for being part of DB Tech and sincerely appreciate your contribution to the skilling mission, 2 million by 2022.

The annual report of 2013 highlights some of the major events and programmes of Don Bosco Tech towards Skilling Youth.

My sincere thanks to the Communications team, Mr. Devi Prasad Mahapatra, Ms. Hiteshi Pal and Mr. John Daniel for all the efforts in bringing out this piece of publication.

Fr. A. M. Joseph SDB

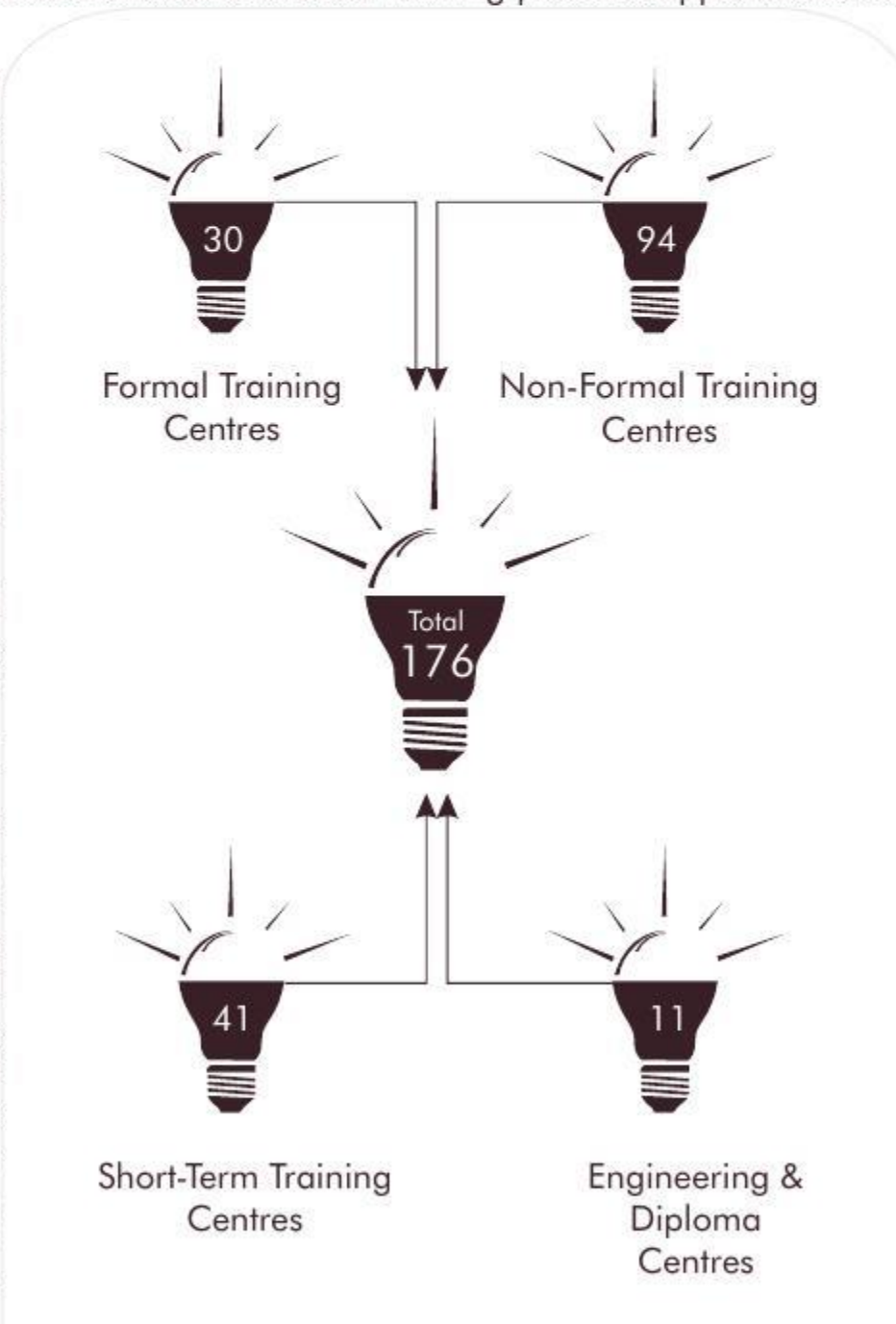




India is one of the youngest countries in the world and has a very large pool of young English-speaking people. Therefore, it has the potential to meet the skill needs of other countries and also cater to its own demand for skilled manpower. As Indian employers compete with the best in the world, they will increasingly demand the best-trained personnel. India's surplus labour will coincide with labour shortages in many parts of the world, giving it a chance to provide the workforce of the world. But the country can do this only if its trained personnel meet the quality standards demanded internationally. Thus, acquisition of skills is the future of the Indian job market and its global economic clout. Therefore skill training is one of the most important sectors for economic development in many developing countries like India. When the youngsters particularly the marginalised and vulnerable will empower with some skills, then they will enable themselves to increase their income through wage based employment. On the other side, the primary sector like agriculture is unable to absorb growing labour forces. In such circumstances, need based and demand driven skill training provides opportunities for employment and income generation.

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 176 skill training centres, DB Tech is arguably the largest spread across 25 states of India.

DB Tech provides different types of formal, non-formal and short term technical and vocational training through its institutions spreader all over the country. It is a system for youngsters who drop out of the school 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. To have a structured administration, DB Tech decentralized the operations through 11 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 11 such teams functioning across India.

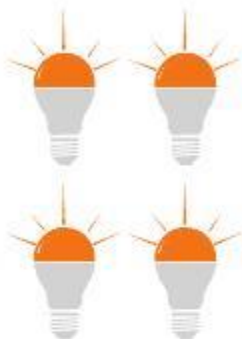




VOCATIONAL QUALITY TRAINING PACK

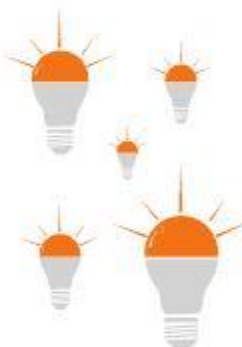
DB Tech provides a variety of vocational training programs as per community mapping and industry requirements to address the issue of unemployment among youth.

Formal Vocational Training



DB Tech follows a structured training program and leads to certificates, diplomas or degrees, recognized by State/Central Government and other autonomous bodies. Under this program, every needy youth is equipped with functional skills in an array of formal courses with duration of one year to three years.

Non-Formal Vocational Training



DB Tech's non-formal vocational training programs help in acquiring some marketable expertise, which enables a youth to learn a skill to earn a livelihood. The duration of non formal vocational training varies from 45 days to 1 year as per the domain.

Short Term Vocational Training



Short term vocational training programs are of 3 months' duration, in which the students are given technical inputs prepared in consultation with industry experts and professionals. The course includes on-the-job training, assignments and field visits. Valuable life skills are also integrated into the curriculum through an interactive teaching process.

Courses offered by DB Tech

- | | | |
|------------------------|---|-------------------------------|
| ✦ Agro Based Training | ✦ Applications | ✦ Medical Transcription |
| ✦ Aluminum Fabrication | ✦ Dress Designing/
Garment Making | ✦ Modern Office
Management |
| ✦ Animal Husbandry | ✦ Driving | ✦ Motor Mechanics |
| ✦ Auto Electrician | ✦ DTP | ✦ Multi Media |
| ✦ Automobile | ✦ Electrical/ House Wiring | ✦ Mushroom |
| ✦ Bakery | ✦ Electronics | ✦ PGDCA |
| ✦ Bamboo Craft | ✦ Embroidery | ✦ Plumber |
| ✦ Band | ✦ Fashion Technology | ✦ Printing |
| ✦ Batik Painting | ✦ Fitter | ✦ Radio TV Electronics |
| ✦ Bead Works | ✦ Graphic Design | ✦ Refrigeration & A.C |
| ✦ Beauty Culture | ✦ Gulf Package | ✦ Screen Printing |
| ✦ Boat Engine Mechanic | ✦ Handicrafts | ✦ Secretarial Course |
| ✦ Book Binding | ✦ Handloom Weaving | ✦ Service Station |
| ✦ Call Centre Training | ✦ Hardware and
Networking | ✦ Soft Toy Making |
| ✦ Card Making | ✦ Home Nursing | ✦ Stenography |
| ✦ Carpentry | ✦ Horticulture | ✦ Tailoring |
| ✦ Catering | ✦ Knitting | ✦ Turners |
| ✦ CCA | ✦ Leather Training | ✦ Two Wheeler Mechanic |
| ✦ CNC | ✦ Machinist | ✦ Typewriting |
| ✦ Coir Processing | ✦ Masonry Training | ✦ Water Pump |
| ✦ Computer | ✦ Mechanical Engineering
Technicians | ✦ Water Service |
| ✦ Diesel Mechanic | | ✦ Welding |
| ✦ Diploma in Computer | | |



Mission

Skilling India.

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.

Vision

Goal

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

Values



Don Bosco Credo

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



Transparency

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



Accountability

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



Excellence

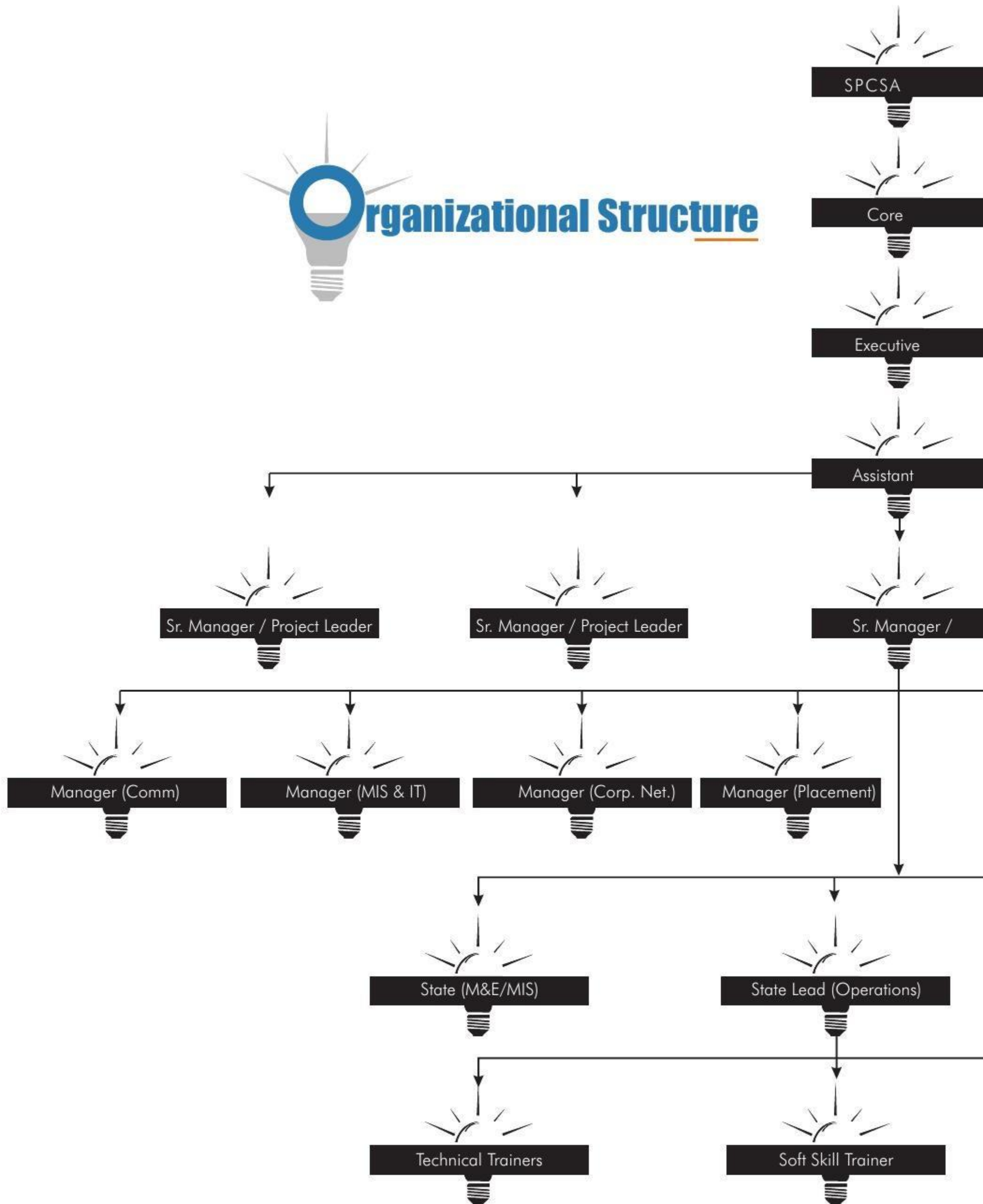
We strive for excellence in everything that we do. This culture of excellence reflects in all aspects of our operation and its impact.

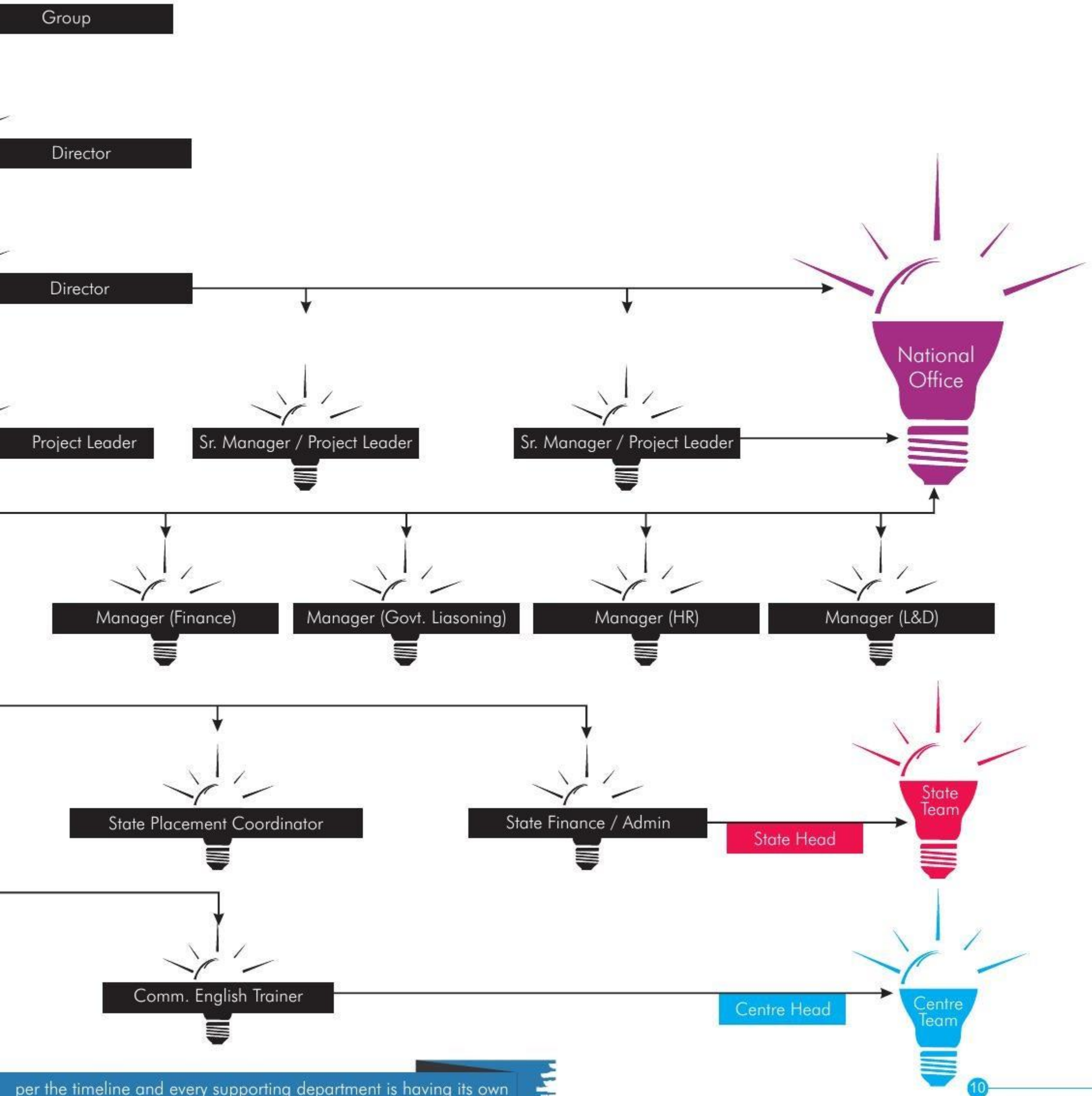


Inclusiveness

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

Organizational Structure





DB TECH TEAM

Abhishek Khanra
Abnish Janardan
Amit Bhat
Andrew Gangmei
Amulya Tirkey
Anil Sen
Anima Brigit Toppo
Arvind Kumar Mishra
B. M. Sahani
Bernard Beck
Bilal Ahmad Bhat
Biren Baghwar
Biseswar Talukdar
Br. Sunny Joseph SDB
Brijesh Bakshi
Brijil K. Mathew
Chandan Pachani
Charu Gaba
D. Revathi
Devi Prasad Mahapatra
Dinesh Chandra Nayak
Fr. Shaiju M Chacko
Fr. A. M. Joseph SDB
Fr. George Quadros SDB
Fr. Jeelson N. K. SDB
George Massey
Hitesh Gupta
Hiteshi pal
John Daniel
K. Sridhar
Md. Raghib Anwer
Meena Sharma
Mridhul Fotedar
Mukta Kujur
Navreen Farooq Raja
Neel Kusum Ekka
Pradosh Kumar Satapathy
Prasun Dutta
Prosenjit Chatterjee
Raghav Khajuria
Rajdip Mitra
Ramesh Kumar Chetri
Ringu Pillai
Rose P. Kujur
Santosh Kumar Gupta
Sarath Menon
Satabdi Roy
Simendra Kumar Singh
Stanley Jones
Subrato Nandy
Sudhir Tirkey
Sunil Kumar Dewangan
Suratha Kumar Jena
Sushil Hansdak
Tony Chacko
Ujjal Paramanik
V. Raja
Vachaspati Bhaskar
Vidya Sagar
Vikato Chishi
Vinay Cleetus
Wajid Bashir



MILESTONES

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

- Partnered with Axis Bank Foundation to train 50,000 youth by 2018 and provide employment opportunities in the way that they can attain a sustainable livelihood.
- DB Tech and Intel Technology India Pvt Ltd signed a partnership agreement to facilitate basic computer skills that are locally relevant and useful, both personally and professionally.
- DB Tech and Govt. of Odisha have come together to provide assistance for skill formation of the rural youth and to enhance their capacity to undertake self-employment as well as access better salaried employment.

2013

2012

2011

2010

2009

2008

2007

2006

- Partnered with Schneider Electric India Foundation to implement skill development program in India.
- Partnered with Ministry of Rural Development for Himayat project in Jammu & Kashmir.

- Partnered with State Governments of Andhra Pradesh and Odisha to impart skill training program to urban youth.
- Partnered with BOSCH India Foundation and Landmark for imparting the vocational training in Karnataka and Kerala.
- Partnered with Tata Housing for providing construction sector related domains.
- Don Bosco Tech entered into an agreement with QUEST Alliance to train BPL youth in Retail Management course and assist them for employment.

- Bosco Academy for Skills and Employment (BASE) project launched in partnership with Ministry of Rural Development (Govt. of India).

- DB Tech in partnership with Accenture launched short term skill training centres.

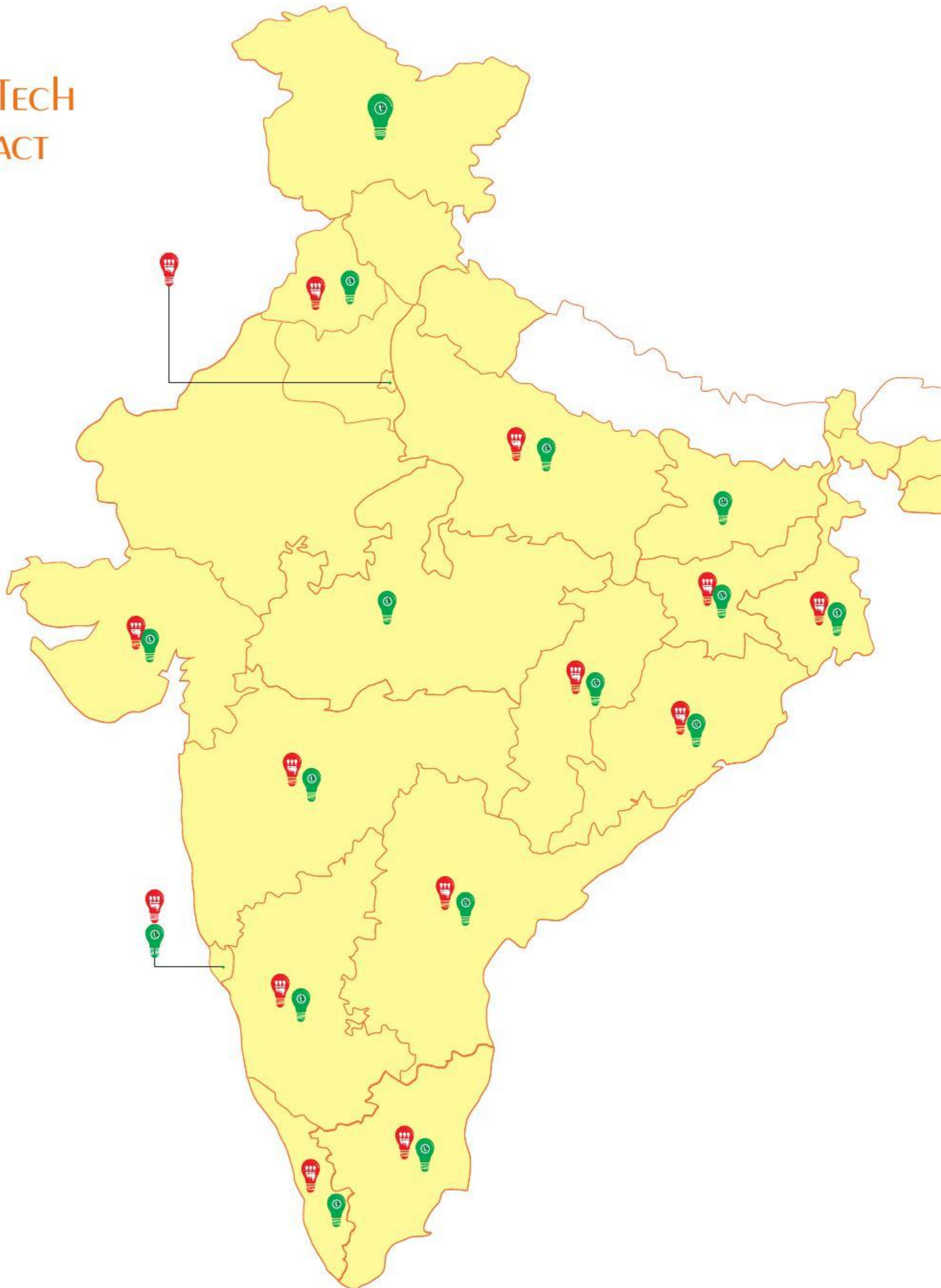
- Don Bosco Tech established to provide quality vocational training to youth at risk.

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

- Don Bosco Tech India set up to strengthen the skill based training and placement at a national level.



DB Tech Impact





Formal + Non Formal Training Programs



Short-Term Training Programs



		
Andhra Pradesh	1036	656
Assam	405	30
Bihar		168
Chhattisgarh	197	561
Delhi	1237	
Goa	126	26
Gujarat	60	62
Jammu & Kashmir		2546
Jharkhand	227	457
Karnataka	720	3788
Kerala	761	1547
Madhya Pradesh		306
Maharashtra	903	437
Manipur	100	
Meghalaya	674	1739
Nagaland	330	868
Odisha	134	780
Punjab	178	106
Tamil Nadu	5197	2034
Uttar Pradesh	290	331
West Bengal	1698	300

No. of Students Trained
in FY 2012-13

$$14273 + 16742 = 31015$$



Rekindling the Spirit: Evaluation & Planning Workshop in New Delhi



A 3-day evaluation and planning (E&P) workshop was organised at Don Bosco Technical Institute (Okhla, New Delhi) on April 12-14, 2012. A team of 40 middle and senior management employees of DB Tech and Salesians, who are being directly involved with the project implementation, participated in the workshop. Dr. Cherian Joseph (HR Consultant, HRA Human Resources Advisory) was invited as resource person for the workshop.

The main objective of the workshop was to reflect on achievements and difficulties to implement the project across the country, brainstorm to enhance the quality and reaffirm the shared vision of DB Tech. The workshop started with a presentation on 'DB Tech: The Journey so Far' by Fr. A. M. Jose sdb (Executive Director, DB Tech). In his presentation, he shared the overview of administrative regions of Don Bosco India and organisation structure. He also briefed the participants about the DB Tech's approach to bridge the skill gap, the initiatives, the presence and the scale-up plan in the coming years to reach the target of 'Mission 2020'. Sharing the goal of this workshop, Fr. Jose said, "This workshop will allow project leaders to discuss skill development programs across India in a mutually respectful atmosphere, so that the participants could learn from each other's experiences. During these three days, we will review and evaluate the results of skill development projects and also provide a forum to share information and ideas on how to further the implementation of the projects in a strategic way."

DB Tech Spreads its Wings to Nepal



The Salesian provincial of Calcutta Fr. Thomas Ellicherail inaugurated Don Bosco Vocational Training Institute at Thecho, a developing suburb of southern Kathmandu in Nepal on March 3, 2012. The Chief Guest for the function was Dr. Ram Hari Lamichhane (Director, Technical and Vocational Education, CTEVT). Various government and Catholic Church dignitaries including Bishop Antony Sharma SJ of Kathmandu, Fr. Raju Philip (Asst. Director, DB Tech), Mr. Roland Strux (Don Bosco Mondo, Germany), Markus Koth (Don Bosco Mondo, Germany), Ms. Anita Leutgeb (Jugend Eine Welt, Austria) were also present at the occasion.

Speaking at the inaugural function, Dr. Lamichaane highlighted the importance of skill training for the youth of Nepal in the present world that is progressing. He also appreciated Don Bosco Tech for the effort made towards the empowerment of the marginalized youth.

"This has been a long awaited project for poor and marginalized youth," said Fr Benjamin Pampackal (Rector, Salesian Community, Kathmandu). The institution currently provides skill training to boys and girls in seven domains, and more market relevant domains will be added soon," said Fr Jijo John (Director, Don Bosco Tech). The seven vocational training areas comprise of modern office management, fashion designing and dressmaking, electronics, electrical maintenance, welding and fabrication and computer training. Some 300 youngsters in the age group of 15-25 years are estimated to be benefitted from the vocational training institute every year.

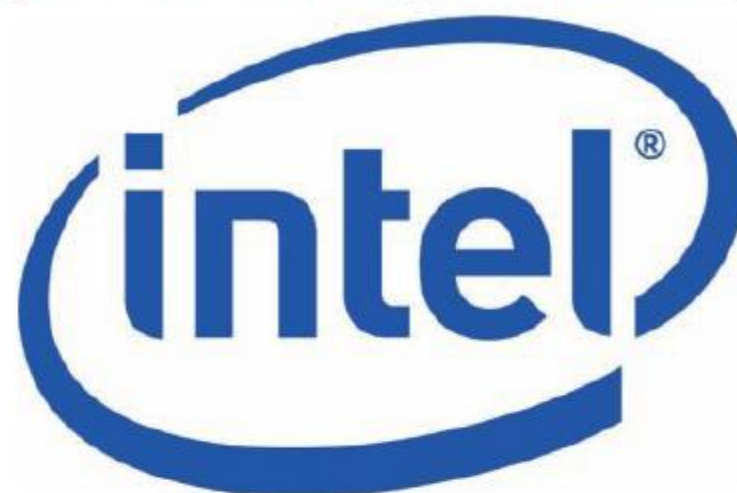


Meeting on 'Skill development way forward' in Chennai



DB Tech conducted planning meeting on 'Skill Development Programme way forward' for its partner members at SIGA (Chennai) on Aug 12, 2012. 25 members especially the Principals and Rectors from Chennai Province participated in the meeting. The meeting emphasized over the importance of skill training and the employability of youth in Tamil Nadu. The session gave a brief introduction to the present situation of DB Tech project and linkages with Government departments and Corporates in promoting skill training for the empowerment of poor youth followed on the various components such as India- The reality, Major concern: Huge skill gap, Reasons of low employability, DB Tech at a glance, Guiding principles, SWOT - Skill training in the Province, DB Tech – Learnings, Challenges, Three pillars of skill development, Good practices, the way forward etc.

DB Tech & Intel signed a partnership agreement on digital literacy



DB Tech and Intel Technology India Pvt Ltd signed a partnership agreement to facilitate the simpler way to solve the digital divide by accelerating access to technology. Intel is a world leader in computing innovation. The company designs and builds the essential technologies that serve as the foundation for the world's computing devices. As a part of corporate social responsibility of Intel, it gives adult learners the opportunity to improve their social and economic self-sufficiency through digital literacy under the Intel® Easy Steps program. The program materials use proven adult learning techniques to teach practical and relevant skills to people with little or no prior computer experience.

Under this partnership, the trainees of DB Tech will learn basic computer skills that are locally relevant and useful, both personally and professionally.

Regional Councillor (South Asia) lays foundation stone of 'Don Bosco-Youth Mission'



Quality is the pillar of Don Bosco Tech Society. To maintain the quality at every step of skill training, DB Tech Society does not leave any stone unturned. Another milestone towards this mission is to set-up an entity for training, research and development which will help to conduct training, innovate different models, and empower other like-minded organisations to implement various skill training programs. The foundation stone of 'Don Bosco-Youth Mission' was laid by Rev. Fr. Maria Arokiam Kanaga SDB (Regional Councillor, South Asia) in the presence of Rev. Fr. Thomas Anchukandam SDB (Provincial, Bangalore Province) on October 30, 2012. Other dignitaries present at the occasion include Fr. Jose Thanickal SDB (Director, Don Bosco Renewable Centre), governing body members of Don Bosco Tech and well-wishers. This laboratory for skill development will be built in an area of 60,000 sqft on Bannerghatta Road (Bangalore) comprising of meeting halls, offices, library, residential facilities, staff quarters, etc. The construction is expected to be completed within 18 months.



Highlights of 2012-13

Partnering for Imparting Skills to Rural Youth of Odisha



DB Tech and ORMAS (Panchayat Raj Department, Government of Odisha) have come together to provide assistance for skill formation of the rural youth and to enhance their capacity to undertake self-employment as well as access better salaried employment through the trades like ISMO Hospitality (F&B), Sales & Marketing, Electrical, Welding, Nursing Assistant, Hospitality (Housekeeping), 2/4 Wheeler Repairing, Retail. Under the National Rural Livelihood Mission (NRLM) scheme, Odisha Livelihood Mission (OLM) program is started to create high-quality skilled work force / entrepreneur relevant to emerging market by providing market-driven skills to rural youth. DB Tech will execute the program in 12 districts of Odisha. Under this project, 1890 rural BPL youth will be trained in various market driven domains.

DB Tech Partners with Siemens PLM Software to Promote Engineering Skill Development

SIEMENS

Don Bosco Tech Society (DB Tech) and Siemens PLM Software, a business unit of the Siemens Industry Automation Division and a leading global provider of product lifecycle management (PLM) software and services, announced a partnership to enable the two organisations to contribute to engineering skill development in India. DB Tech and Siemens PLM Software have signed a Memorandum of Understanding (MOU) that will provide DB Tech access to advanced PLM software from Siemens PLM Software. Each centre of DB Tech covered under the MOU would be provided Solid Edge software and CAM Express software by Siemens PLM Software, at a highly subsidized cost under the GO PLMTM Program. In addition to providing the software tools, Siemens PLM Software would also extend additional support to DB Tech through training of faculty, designing of course content as well as guest lectures on PLM by industry experts. Regarding the partnership, Fr. A. M. Joseph (Executive Director, DB Tech) says, "DB Tech aims at providing quality skills to youngsters, who are economically and socially poor. And this partnership is a step in strengthening our efforts in the same direction. The association with Siemens certainly gives these youngsters a chance to learn the high end PLM software and offers a unique opportunity to raise their levels of competence."

We are proud to be associated with DB Tech in this important initiative and would like to express our gratitude to the DB Tech management for providing us an opportunity to partner with them.

**—Mr Suman Bose
Managing Director, Siemens PLM Software India.**



Conference on Strategic Intervention in Skill Training



A 3-day conference was organised by Don Bosco Tech Society in the premises of Don Bosco Provincial House (Bangalore, India) on December 12-14, 2012. This conference was on 'Strategic Intervention in Skill Training' which finally turned out to be a huge success. The conference was attended by around 50 delegates that include great thinkers, innovators, educationist, change-makers, and development workers.

The conference commenced with the ceremonial lightening of the lamp by Fr. Anchukandam Thomas (Provincial, Bangalore Province, Don Bosco), Mr. Hannes Velik (Senior Development Manager) from Jugend Eine Welt, Mr. Leopold Zerz (Sales Director) from EMCO, and Mr. Gerald Schmitt (Area Sales Manager, India) from Fronius, preceded by a prayer song. In his inaugural speech, Fr. Anchukandam emphasized the prime need to evolve towards a more scientifically managed training in synergy with the market needs and demands. He quoted, "It is terrible for people, who have no eyes to see, but we, who have eyes, are not able to see and act according to what we see." Innovative initiatives need to be taken with courage to move in a new direction having a wider picture in mind in a globalized economy with blessed boundary walls. The DB Tech, the civil society and the corporate world need to enhance and expand the synergy to scale up the 'Skilling India' mission.

Grand Valedictory Function for Himayat Trainees



Training cum placement letter presenting function was organized for Himayat trainees at JKEDI Complex at Pampore on July 23, 2012. Mr Jairam Ramesh (Union Minister, Ministry of Rural Development, Govt. of India) was invited as Chief Guest and Mr Omar Abdullah (Chief Minister, J&K) as Guest of Honor for the valedictory function. The dignitaries present at the function included Mr. T. Vijay Kumar (Joint Secretary, MoRD, Govt. of India), Mr. Madhav Lal (Chief Secretary, Govt. of J&K), Mr. Ali Mohd Sagar (Minister for Rural Dev. and Panchayati Raj, Govt. of J&K), Mr. Abdul. Rahim Rather (Hon'ble Minister for Finance, Govt. of J&K), Mr. Abdul Gani Malik (Minister for Higher Education, Govt. of J&K), Mr. Aijaz Ahmad Khan (Minister of State for Hajj & Aqaf and Fisheries, Govt. of J&K) and Mr. Farooq Ahmad Peer (Commissioner Secretary, Govt. of J&K). Representatives from DB Tech who attended the grand function were Fr. George Quadros (Asst. Director, DB Tech), Mr. Stanley Jones (Project Lead, Himayat), Fr. Thomas Niravathu (Sate Head, Himayat), Fr. Shaiju Chacko (Project Coordinator, Himayat), 44 staff from Jammu & Kashmir (J&K) and National Office. Besides that 600 trainees from Jammu and Srinagar were present at the function to witness the graduation ceremony.

Himayat provides ample chances to youth to upgrade their skills through training programs and obtain jobs in private sector.

– Shri Jairam Ramesh
Hon'ble Union Minister of Rural Development, Govt. of India

BASE

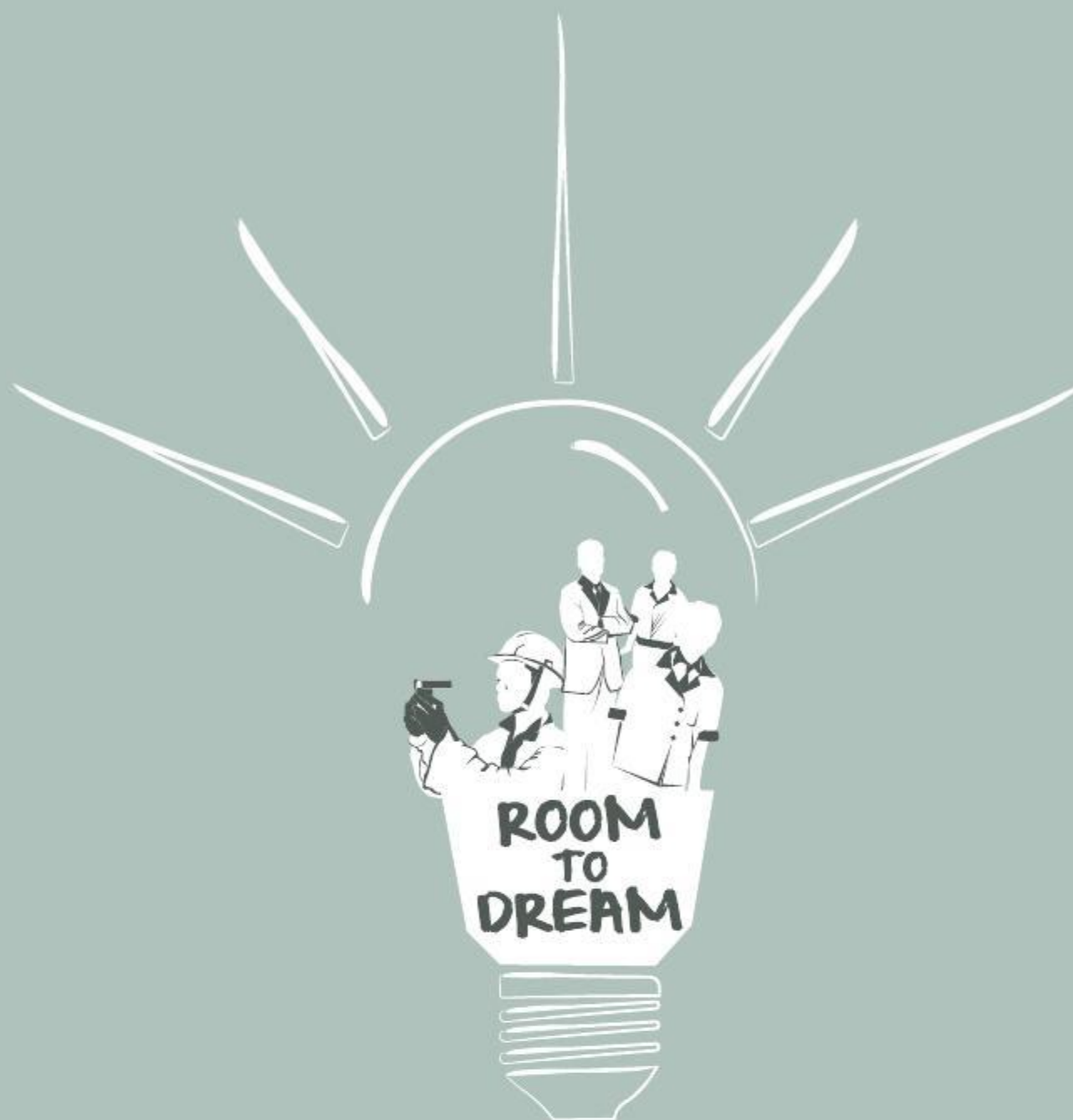
BOSCO ACADEMY FOR
SKILLS AND EMPLOYMENT





As the proportion of working age group will be increasing steadily, India has the advantage of 'demographic dividend'. Harnessing the demographic dividend through appropriate skill development efforts would provide an opportunity to achieve inclusion and productivity within the country and also a reduction in the global skill shortages. While employment avenues are increasing in India's rapidly growing economy, they are not being filled by people with compatible skill-sets. The gap between the living standards of the rich and the poor has also been widening simultaneously. The country has a huge number of financially disadvantaged school dropouts who are largely unfit for sustainable mainstream employment. Training them in job market oriented livelihood skills is an effective way of quickly taking them out of poverty.

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. Short duration skill development is thus an imminent imperative. This initiative also addresses the needs of huge youth population by providing skills in order to make them employable and help them secure 'decent work'. 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 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 technical training, the DB Tech also has non-formal training in various demand driven courses in service and manufacturing sectors.



Unlike many other countries of the world today, India is increasingly growing young as reflected in the population profile of the country. This demographic process will create a large and growing labour force, which is expected to deliver spin-offs in terms of growth and prosperity through a number of routes. People of this young age group are considered to be the most productive class of human resources. Therefore, sustainability of economic development of the country will depend on how this section of people is built up and utilized. Unleashing the power of these youths, given its other endowments, builds the necessary condition, although not sufficient one, for the success history of a nation like India.

In 2006, DB Tech started a movement to help the unmotivated school dropouts to become economically independent by imparting livelihood skills to them. The objective is to effectively instill skills in the youth so they can join the mainstream society and break through the circle of poverty in which their families have been entrenched for generations. Reaching out to the deprived youth and helping them to dream for reality are two major components that DB Tech inherits from its Founder, St. John Bosco. DB Tech focuses on youngsters from the families living in low- and moderate-income and provides them space to dream. Their dreams will be shaped to reality by DB Tech's interventions, which in turn improve their quality of life, promote strength, imagination, self-worth, and self-respect.

Being a major activity, DB Tech reaches out the marginalized youth with the concept of sustainable development in the personal and professional level. All skill training projects implemented by DB Tech are successful because of its social mobilization strategy and grass root level reach at the poverty pockets. At DB Tech, social mobilization attempts to involve the people at the grassroots level through volunteer and various other social interventions means. To ensure that the program reaches those who actually need it, the mobilization is generally done with the assistance of local partners / communities.

The deserving 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 counseled and put through an induction program to align them with the DB Tech process and help them articulate their aspirations. Through a caring staff of professionals, funders and volunteers, DB Tech empowers the youth through its various skill training programs that give adolescents room to dream of a healthier future.

Project Wise enrollment in FY 2012-13

Project	Mobilised
MG & NG	2933
Accenture	3854
Schneider	2111
LIST	2941
BOSCH	563
Himayat Hospitality	918
Himayat Retail	799
Himayat Technical	874
ABF	218
QUEST Alliance	268
Tata Housing	191
North Central Project	2079
EGMM	73
MEPMA	101
Total	17923





Utilizing the valuable time of the youth and harnessing their exuberance and energy for essential activities that leads to livelihood generation are the needs of the hour. Simultaneously and more substantially there is a need to provide opportunities for vocational skill development of the youth so as to motivate them towards self-reliance. This becomes all the more important in the context of shrinking job opportunities in the existing infrastructure which serves the double objective of creating new jobs and thereby supporting economic growth.

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. DB Tech imparts quality training to its trainees that not only provides them an entry level opportunity but also give them a new lease of life.

Project Wise Trained in FY 2012-13

Project	Trained
MG & NG	2451
Accenture	3842
Schneider	2025
LIST	2899
BOSCH	553
Himayat Hospitality	763
Himayat Retail	667
Himayat Technical	751
ABF	200
QUEST Alliance	268
Tata Housing	188
North Central Project	1961
EGMM	73
MEPMA	101
Total	16742





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. 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 exhort them to constantly strive for advanced learning opportunities. The classroom training is followed up with on-the-job apprentice training, which confers a two-fold benefit – the students gain useful work experience by honing their untapped potential / skills, while the employers can mould the trainees to their organizational job requirements before absorption.

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.

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

Project Wise Placed in FY 2012-13

Project	Placed
MG & NG	1668
Accenture	3157
Schneider	1416
LIST	2160
BOSCH	452
Himayat Hospitality	629
Himayat Retail	525
Himayat Technical	605
ABF	153
QUEST Alliance	231
Tata Housing	80
North Central Project	1629
EGMM	63
MEPMA	67
Total	12835



A photograph of an elderly man with grey hair and a mustache, sitting on a light blue plastic chair. He is wearing a blue long-sleeved shirt and a blue and white checkered dhoti. A white shawl is draped over his shoulders. He is barefoot and looking down. The background shows a dark, textured wall and a tiled roof with some hanging items like a basket and some dried leaves. The lighting is natural, coming from the right, casting a shadow on the ground.

Reaching Youth at Risk through Partnership

DB Tech is a leader in networking with likeminded organisations to actualize the mission 'Skilling India'. In this regard, DB Tech works in partnership with all concurring organisations and supports collaborations that are directly inspiring these youngsters to hope and dream. DB Tech operates through network partners, which are church based organizations, community based organizations, local NGOs, multilateral organizations in local implementation partnership structure. Organisations having infrastructure, outreach and willingness are always invited to be part of this mission.

In DB Tech, we believe that every vocational training centre needs to offer the best skills to the needy youth. During the execution of the project, DB Tech plays the role of lead partner because of its expertise in training students and trainers, assessments and a strong brand. DB Tech assists the network partners each step of the way, from choosing the location, planning the courses to be delivered, developing the infrastructure, hiring trainers and developing faculty, acquiring a steady student base, and building the centre's brand. All skill development projects implemented by DB Tech are successful because of its strong relationship with network partners and their grassroot level reach at the poverty pockets. During this journey, DB Tech has been able to build a valuable association with its partners which will be certainly continued for decades. The list of network partners is mentioned below:



Don Bosco Centres:

97 Non- Formal
Training Centres

30 ITI
(Formal Centres)

Network Partners:

4 NGOs

49 Centres in
Collaboration
with Other
Organisations

17 Religious
Congregations

5 Diocesan
Social work centres

We are the Facilitators



Effective group facilitation is an artful dance requiring rigorous discipline. The role of the facilitator offers an opportunity to dance with life on the edge of the sword, to be present and aware, to be with and for people in a way that cuts through to what enhances and facilitates life. A facilitator is a peaceful warrior.

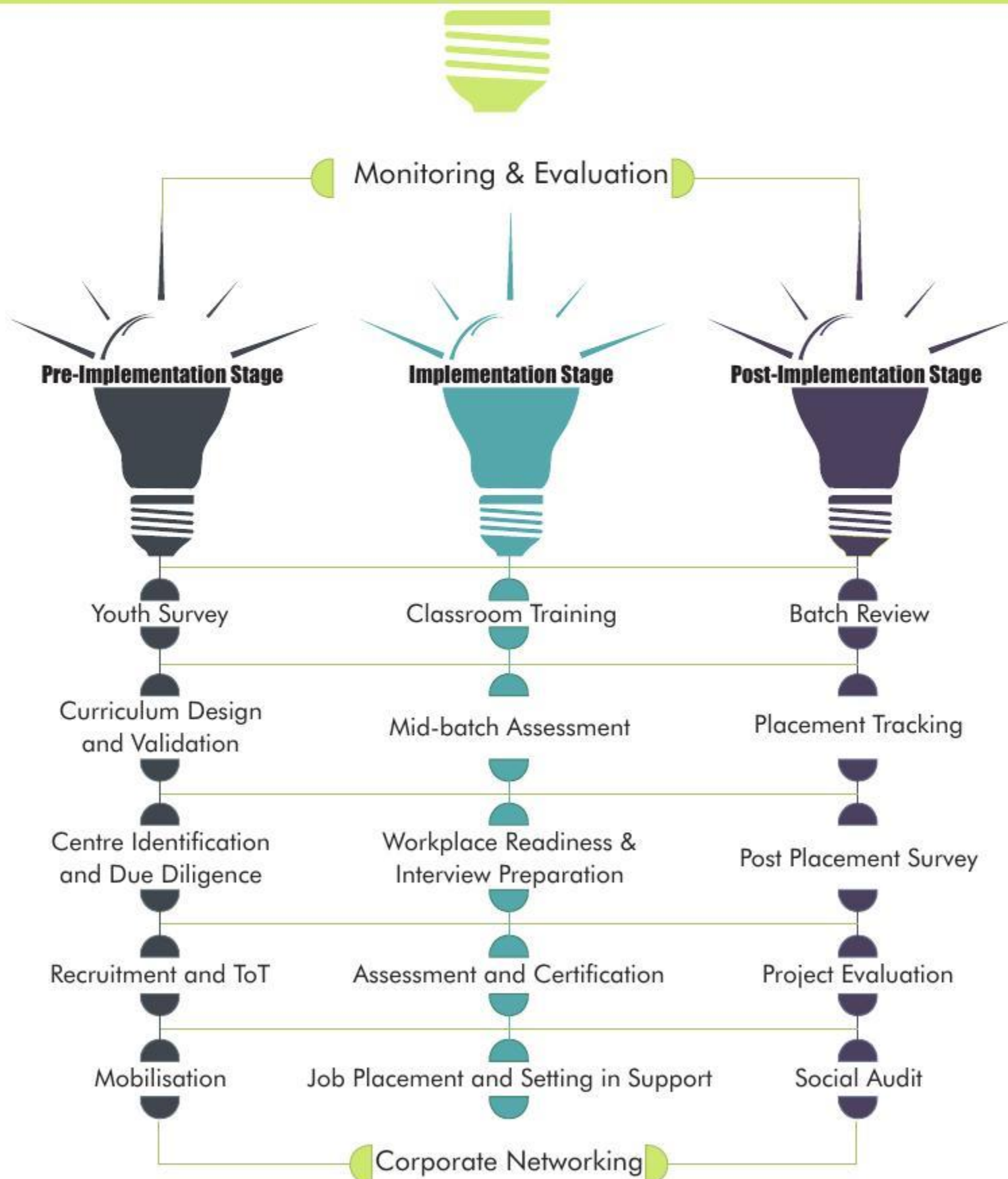
-Hunter, Bailey & Taylor

DB Tech trainers are good facilitators who always use certain techniques to impart training that creates an environment and helps the students learn by themselves. Since different students learn in different ways, DB Tech trainers have different approaches towards individual facilitation of the students. During this period, life skills too are integrated into the course curriculum. Quite often, feedback from employers is also integrated. Integration of life skills in the curriculum refers to an interactive process of teaching and learning that enables students to acquire knowledge, develop attitudes and skills that support the adoption of healthy behaviors to join the job market. "The facilitator's job is to support everyone to do their best thinking and practice. To do this, the facilitator encourages full participation, promotes mutual understanding and cultivates shared responsibility. By supporting everyone to do their best thinking, a facilitator enables group members to search for inclusive solutions and build sustainable agreements," says Mr. Kaner. DB Tech trainers protect the shy and quiet students in the classroom and encourage them to speak out.



BASE PROCESS

DB Tech has been strictly following a tested and fine tuned operating model depicted in the flow chart below. This has been tested on all DB Tech's skill development programs irrespective of the course duration and evolved to address the versatility, decentralised nature, range and spread of the training centres. 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.



Youth Survey



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 assessment to get the buy-in of the BPL youth and the 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.

A Focus Group Discussion (FGD) is organised to develop a detailed modular curricula for each of the identified sectors / trades. After detailed Focus Group Discussions and interactions with industry professionals and potential employers, modular curricula are developed for the specific locality. Effort is made to prepare the curriculum in a manner so as to enable customization based on local requirement, inclusion of innovative approaches and best practices.

Curriculum Design and Validation



Centre Due Diligence



The physical infrastructure in every training centre has to be verified by the representative from Monitoring and Evaluation department, as per a standardized due diligence format. This is the process of assessing the centre for the viability to implement the training program. This includes assessment of infrastructure, practical equipments and also accessibility for the youth to participate in the training.

After centre Due Diligence, recruitment of manpower is conducted to execute the project at the grassroot level which was followed by induction training program / ToT. 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 program model and deliverables.

Recruitment and ToT



Mobilization



Being a major activity, mobilization is carried out as an institutional base for implementing skill training programme activities. Social mobilization attempts to involve the people at the grassroots level through volunteer and various other social interventions means. These outreach programs at DB Tech are conducted with a view to mobilizing and short-listing deserving candidates for the BASE training programs from the bottom 15% of the financial segment, who do not have access and opportunity to get mainstreamed.

Classroom Training



A typical training program comprises 3 months' classroom training, which covers academic inputs, theoretical concepts and subject knowledge. The candidates are then counseled 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 Mid Batch Assessment (MBA) will be conducted between the 45- 50th day from the date of initiation of the centre. This assessment will monitor the various aspects of quality of training being delivered, classroom strength, availability of trainers and other relevant criteria. This will be a mid way assessment to ensure corrective actions are taken. This assessment will be conducted by an executive from the M&E department.

Mid Batch Assessment



Workplace Readiness and Interview Preparation



The combination of emotional readiness and academic abilities will be considered when looking at job readiness. Trainers will complete assessment of job readiness for each student. This module orients the students various types of work culture, coping with workplace-related stress, and balancing personal and professional life. They are also taught how to prepare their resumes and face interviews.

DB Tech conducts assessments which not only includes knowledge and skills in the field of their specialization but also assesses them on their personality, work culture and readiness to face the personal as well as professional challenges. Based on the assessment, third party certification for all the courses is given through in coordination with the major industries and corporate houses.

Assessment and Certification



Job Placement



Planning for placement of candidates starts even before the skill development project was implemented in a state/ region. Once the candidate completes the training and on-the-job training, they are offered an employment with the same company or with a different company. The placement team also ensures that DB Tech alumni can get an offer letter and their salary slip regularly from the employer.

Batch Review



After the successful completion of training and placement of the youth, the M & E team will conduct a batch review of that particular batch. During batch review, the M & E team takes stock of what was right and what went wrong during the training program and also assesses the overall performance of the trainers and the centre.

Placement of candidate is not the end task of the Placement Team. There is always continues effort to track the placed candidates to find out if DB Tech trainees are satisfied with the quality of the employment offered to them. DB Tech ensures that the alumni should retain in his/her job for a minimum period of one year. The main purpose of tracking the youth is to ensure that the trained youth do not leave jobs and go back to villages being unemployed again.

Placement Tracking



Post Placement Survey



The Post Placement Survey (PPS) is conducted after three months after completion of the project. It is designed to get data pertaining to the target beneficiary and is mainly done through one-to-one interaction to obtain feedback on quality of training and the career growth of the youth. The objective is also to assess the impact of the skill training and placement on the family of the youth and the neighborhood.

In the final stage of project implementation, a systematic and objective assessment is conducted of the completed project, its design, implementation and results. The aim is to determine the relevance and fulfillment of objectives, efficiency, effectiveness, impact and sustainability. In general, project evaluation investigates the reasons why certain aspects of a project have or have not been implemented as planned.

Project Evaluation



Social Audit



After the project completion, a social audit is conducted to understand the importance of effectively measuring impact so that they can report on performance, account to stakeholders and make the case for continued investment in their work. The objective is to ensure that lessons learned are lessons shared and to develop common standards that are relevant and appropriate.

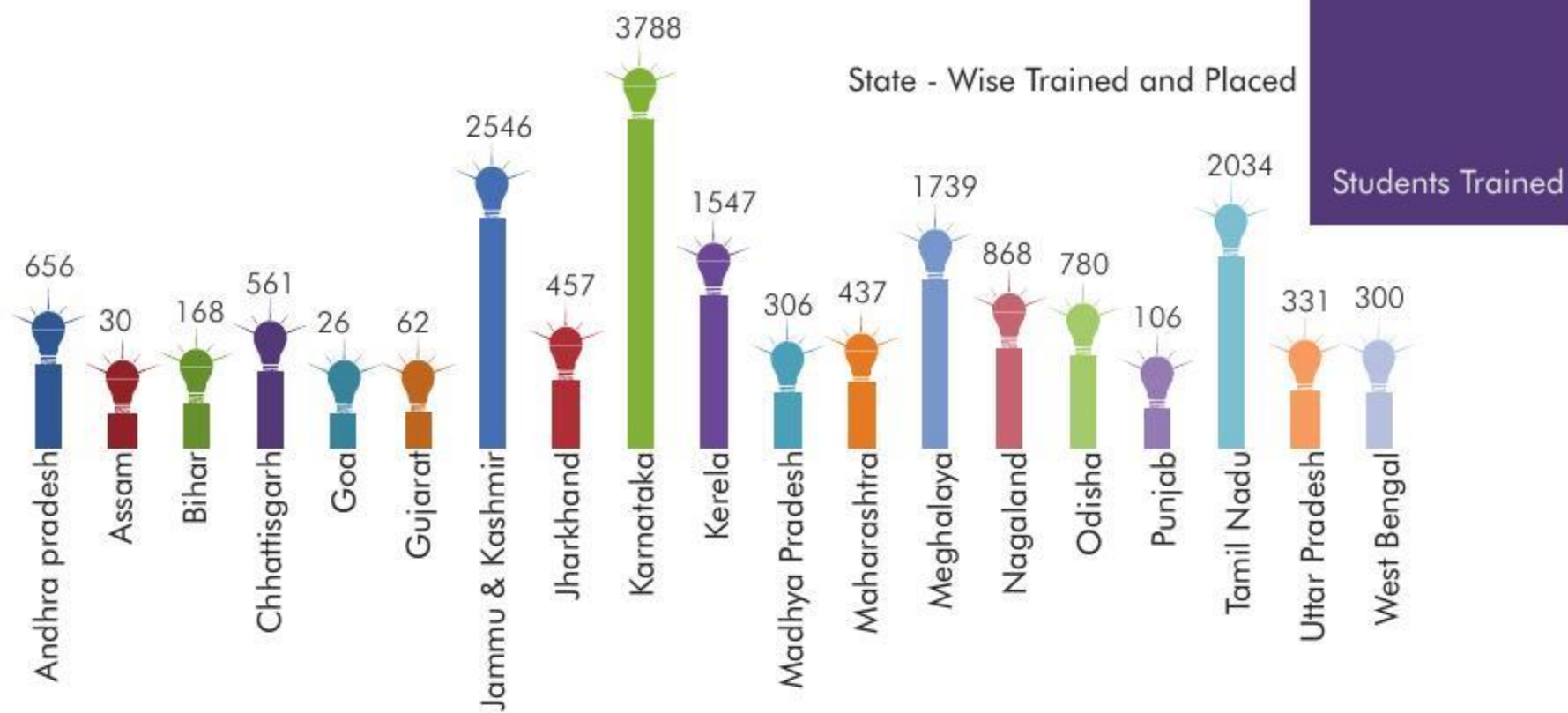
Summary of all Projects

The financial year 2012 -13 has added quite a much to DB Tech's success. In this particular year, DB Tech implemented in around 16 projects, which are Meghalaya & Nagaland (MG & NG), Accenture, Schneider, Landmark Institution for Skills Training (LIST), Bosch India Foundation (BIF), Himayat-Hospitality, Himayat-Retail, Himayat-Technical, Axis Bank Foundation (ABF), QUEST Alliance, Tata Housing, VIA Don Bosco, Godrej, Employment Generation and Marketing Mission (EGMM) and Mission for Elimination of Poverty in Municipal Areas (MEPMA). From all the projects together around 16,742 students has been trained in the financial year 2012-13, out of which 12,835 has been placed successfully in different sectors at an entry-level job.



In this financial year 2012-13, Karnataka is one state where in maximum number of students has been trained i.e. 3788 of which 2849 has got the placement. In Jammu & Kashmir, DB Tech has trained 2546 trainees placing 2045 in various entry level opportunities. One domain which has been demanded much is Electrical domain; in this particular domain 3302 youngsters has been trained out of which 2388 has got the placement. Another domain which was favored by the candidates is Sales & Marketing, over 1885 students has completed training with a 74 per cent placement percentage in this domain.







Project Title:

J&K SEE-Hospitality Project

Source of Funding:

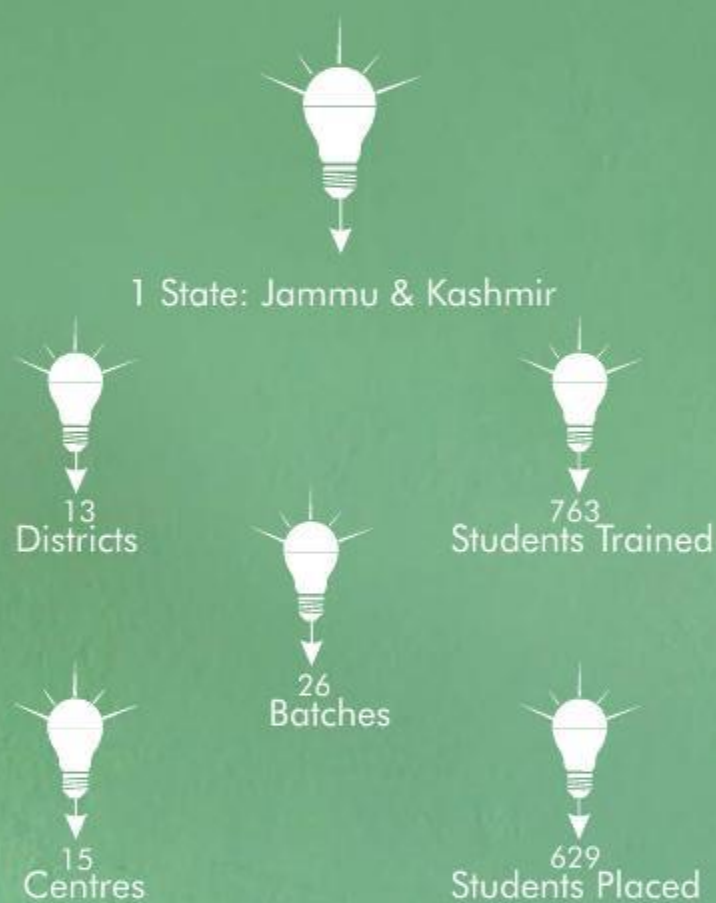
Ministry of Rural Development (Govt. of India)

Project Duration:

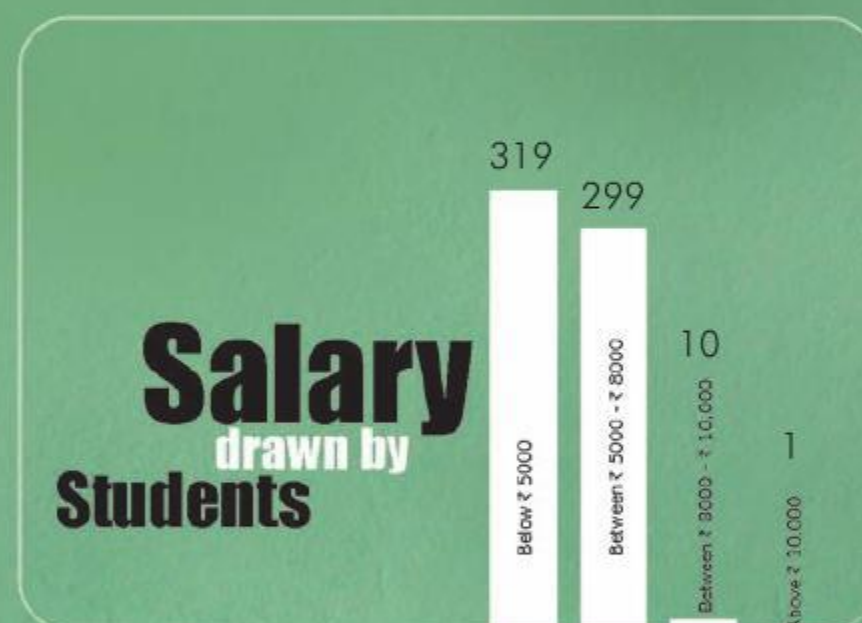
5 Years

With funding from the Ministry of Rural Development (Government of India), under the Himayat project, DB Tech aims at empowering school dropouts to college educated from BPL and non-BPL categories tailor-made crash courses for salaried jobs or self-employment initiatives in Hospitality sector. Under this project, around 5640 youngsters from Jammu & Kashmir will be trained in market-driven course and placed in entry level opportunities in Hospitality sector in five years. Under this project, the third party certification is given by Intel and ASSOCHAM.





Under SEE-Hospitality project, 763 students have received training of which 527 were male and 236 were female. Out of the total trained, 82 per cent has been placed in the job market allowing them to earn a living for themselves. Maximum no. of students (57 per cent) opted for skill training were from the age group 18-21 yrs. Regarding their educational qualification, 569 students have been falling under the category of 10th to 12th pass whereas 157 students have not completed 10th standard. Here comes the salary received by the students placed, out of the total placed students, 319 are earning between Rs. 5000 to Rs. 8000 per month, and 299 are taking home a amount below Rs. 5000 per month. There are 10 students who are receiving between Rs. 8000 to Rs. 10000 per month.





Project Title:

J&K SEE-Retail Project

Source of Funding:

Ministry of Rural Development (Govt. of India)

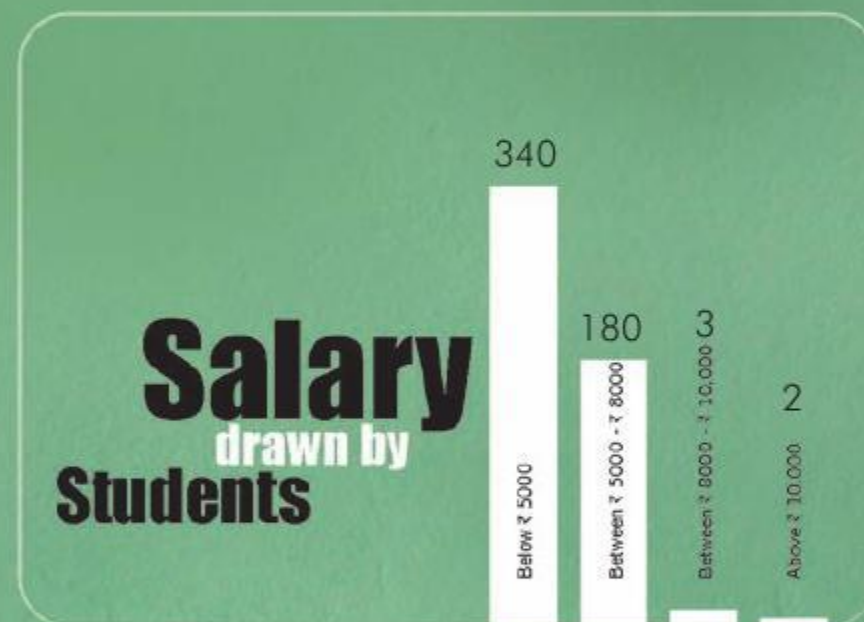
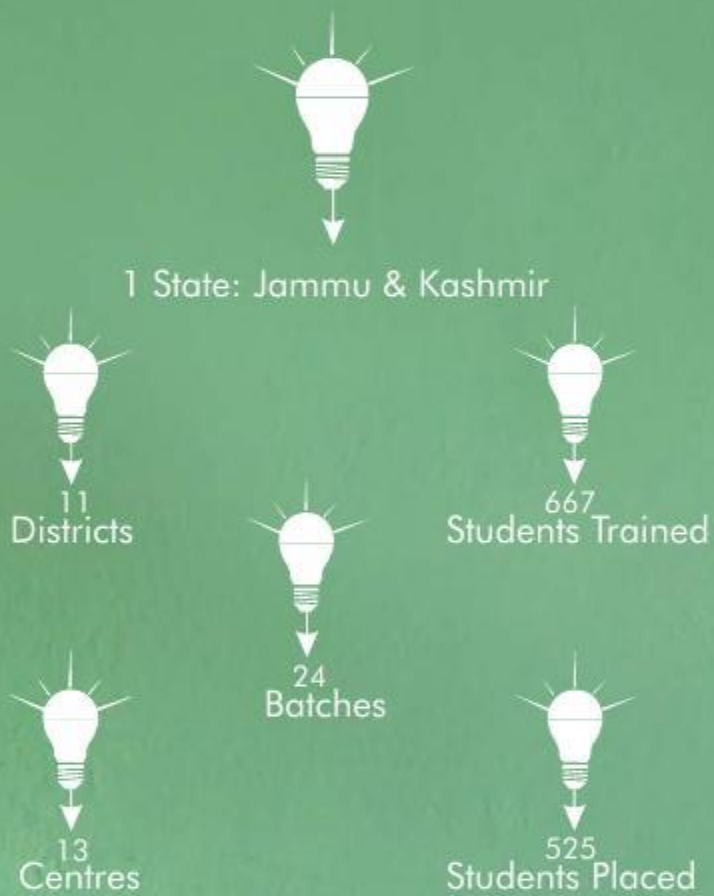
Project Duration:

5 Years

With funding from the Ministry of Rural Development (Government of India), under the Himayat project, DB Tech aims at empowering school dropouts to college educated from BPL and non-BPL categories tailor-made crash courses for salaried jobs or self-employment initiatives in Retail sector. Under this project, around 5640 youngsters from Jammu & Kashmir will be trained in market-driven course and placed in entry level opportunities in Retail sector in five years. Under this project, the third party certification is given by Intel and ASSOCHAM..



Project Himayat-Retail has been successful in training 667 students and in placing 525 in this financial year. Out of the total trained number, 402 belong to the age group 18-21 years and 206 students are in the age bracket of 22-26 years. In terms of education, around 84 per cent of the total trained falls in the category of 10th to 12th pass; 9 per cent of them are having education below 10th; and 7 percent are in the category 12th to graduates. Tracing the salary of the students who are placed, it has been found that about 34 per cent are earning between Rs. 5000 to Rs. 8000 per month and 64 per cent are getting below Rs. 5000 per month.





Project Title:

J&K SEE-Technical Project

Source of Funding:

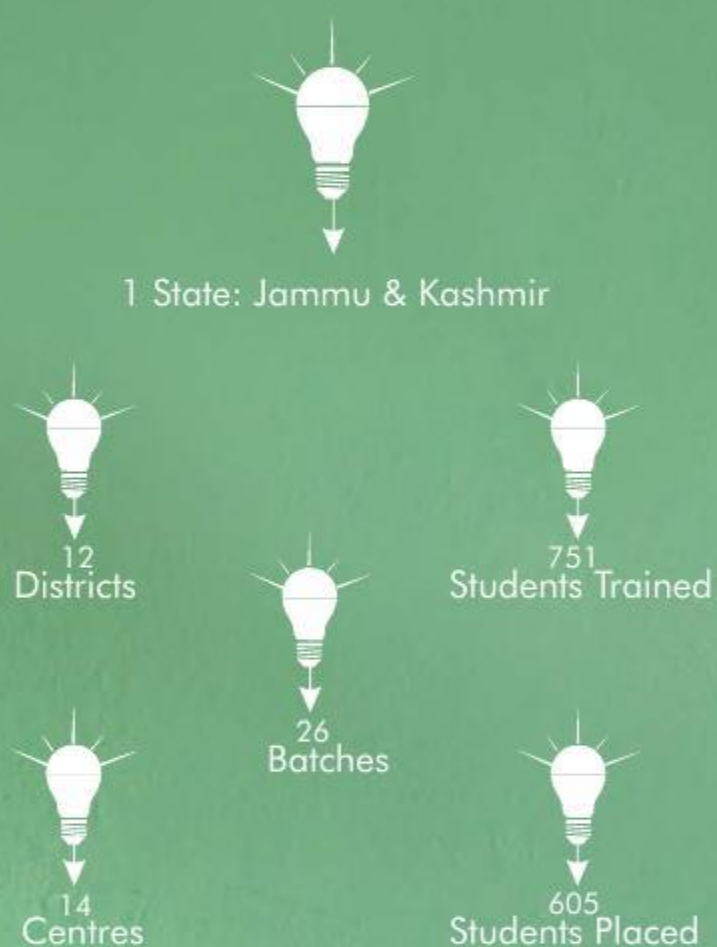
Ministry of Rural Development (Govt. of India)

Project Duration:

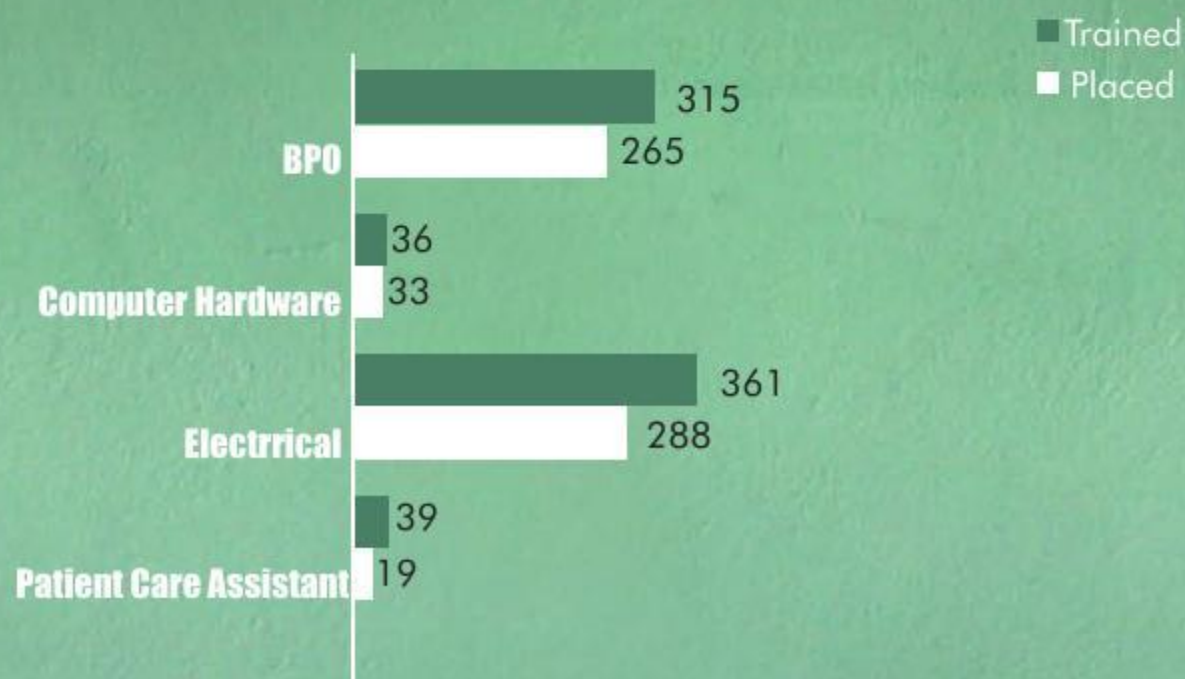
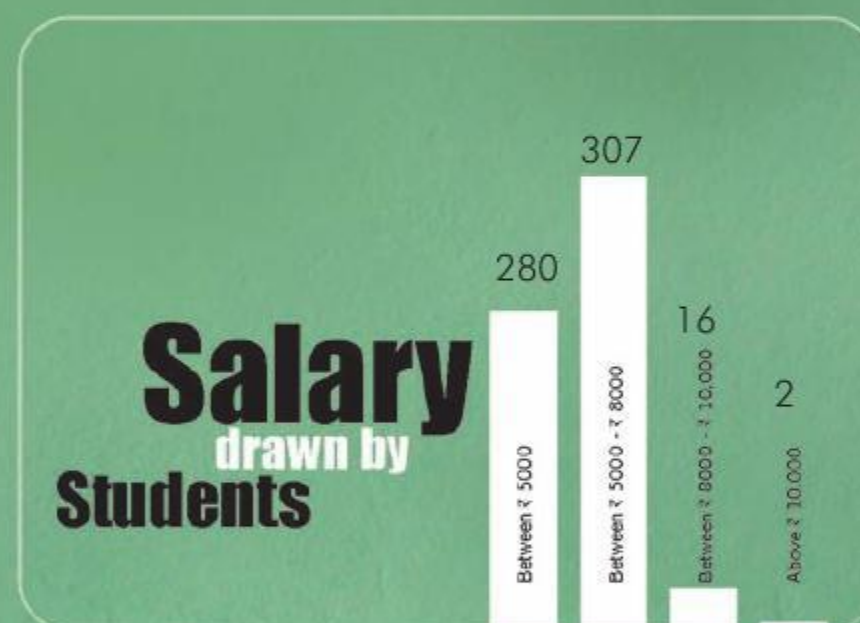
5 Years

With funding from the Ministry of Rural Development (Government of India), under the Himayat project, DB Tech aims at empowering school dropouts to college educated from BPL and non-BPL categories tailor-made crash courses for salaried jobs or self-employment initiatives in various technical domains. Under this project, around 5640 youngsters from Jammu & Kashmir will be trained in market-driven course and placed in entry level opportunities in different technical sectors in five years. Under this project, the third party certification is given by Intel and Schneider.





Himayat Technical project has trained a number of 751 students of which 139 were female and 612 were male. A total of 605 trainees (80 per cent) have been placed after completion of the training program. Maximum number of student (around 50 per cent) of the students who opted to receive training under this project were 18 to 21 years in age. Regarding the level of education, 67 per cent students were having the qualification 10th pass to 12th standard. Now the salary of the placed students, around 307 students are getting somewhere between Rs. 5000 to Rs. 8000 per month. In this financial year, 361 candidates are enrolled in Electrical domain and 315 students in BPO domain with a placement percentage of 79 in Electrical and 84 per cent in BPO sector.



**Project Title:**

DBTS-MGNG Project

Source of Funding:

Ministry of Rural Development (Govt. of India)

Project Duration:

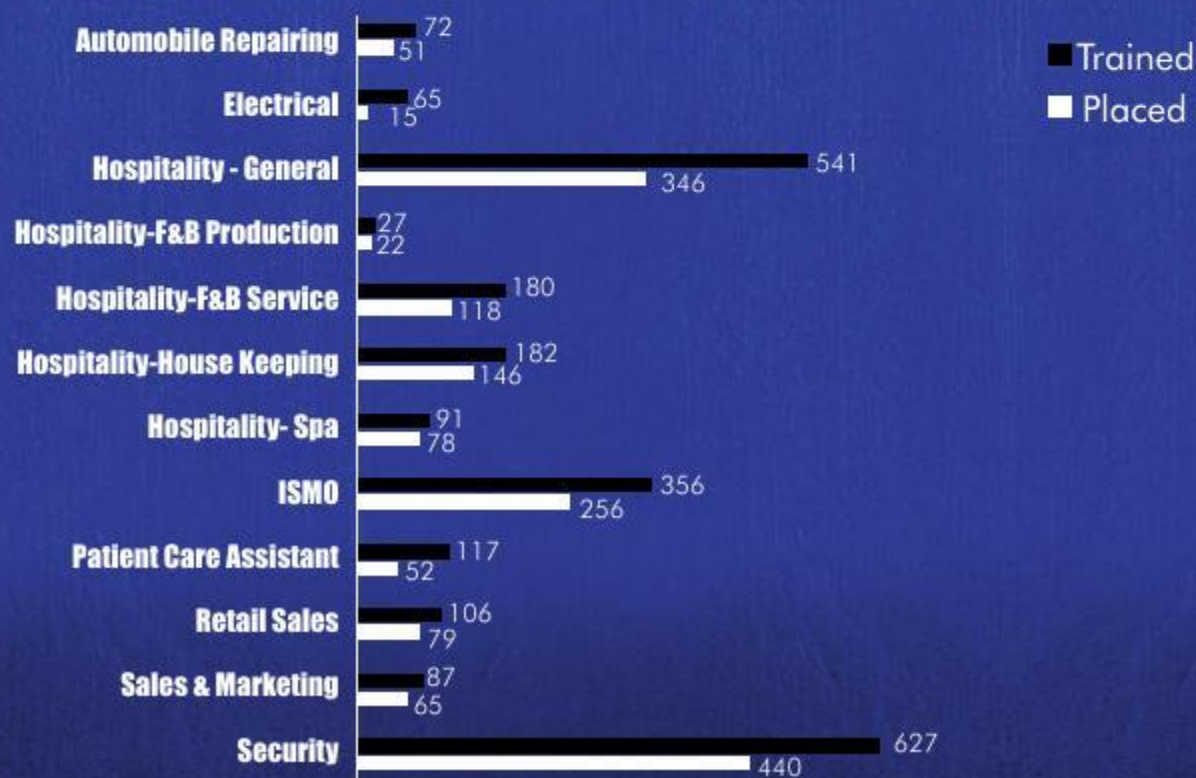
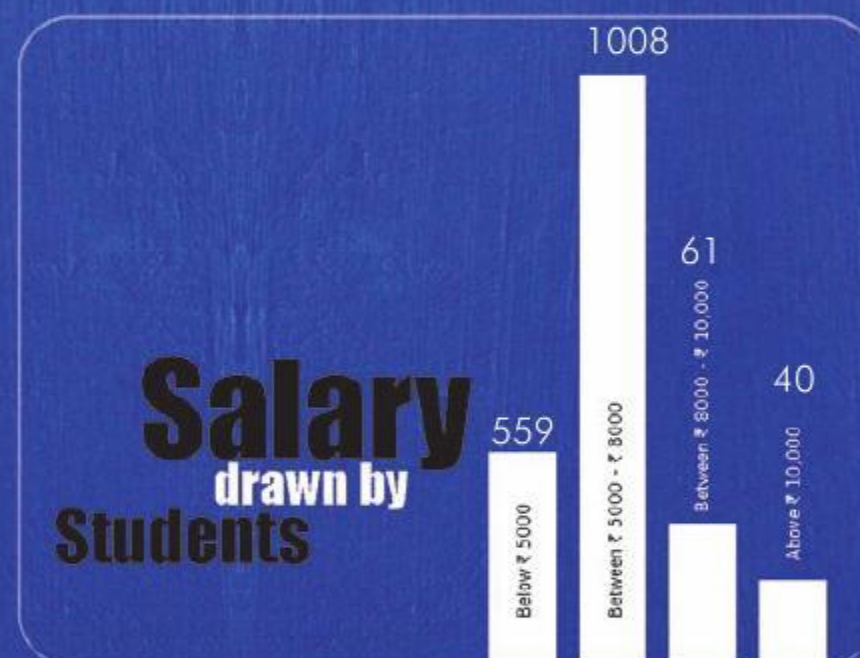
3 Years

This project is a joint initiative of Don Bosco Tech Society and Ministry of Rural Development (Govt. of India) to train and employ 7800 rural BPL youth of Nagaland and Meghalaya. The project was designed and proposed to enhance the skills of the unreached BPL youth of both the states and help them with employment avenues. DB Tech has provided employment opportunities to minimum 75% of the youth in various sectors through its 22 centres across both the states by covering 90% of the districts. This program has opened an opportunity to the rural community to know the job market, understand the skill set required and a strong skills possibility which was untapped for north east youth is being realized by the industry associations.





In the MGNG project 2451 students has been trained of which 46 per cent were female and rest 54 were male. Out of the total trained numbers, 1668 trainees have successfully placed in their respective domain. Majority of students who has done their training under MGNG project were between 18 to 21 years of age. Highlighting the most important i.e. the salary part, around 1008 students are earning between Rs. 5000 to 8000 per month, and 61 students are drawing a good salary between Rs 8000 to 10000 per month. There are 40 such trainees who are earning even more than Rs 10000 per month.



**Project Title:**

Accenture Project

Source of Funding:

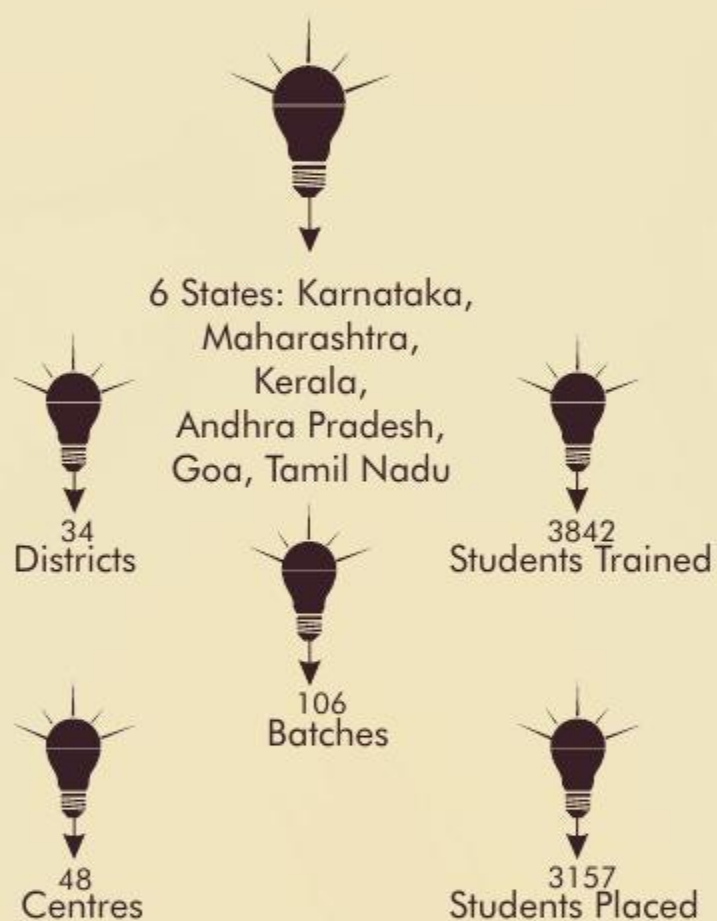
Accenture Services Pvt. Ltd

Project Duration:

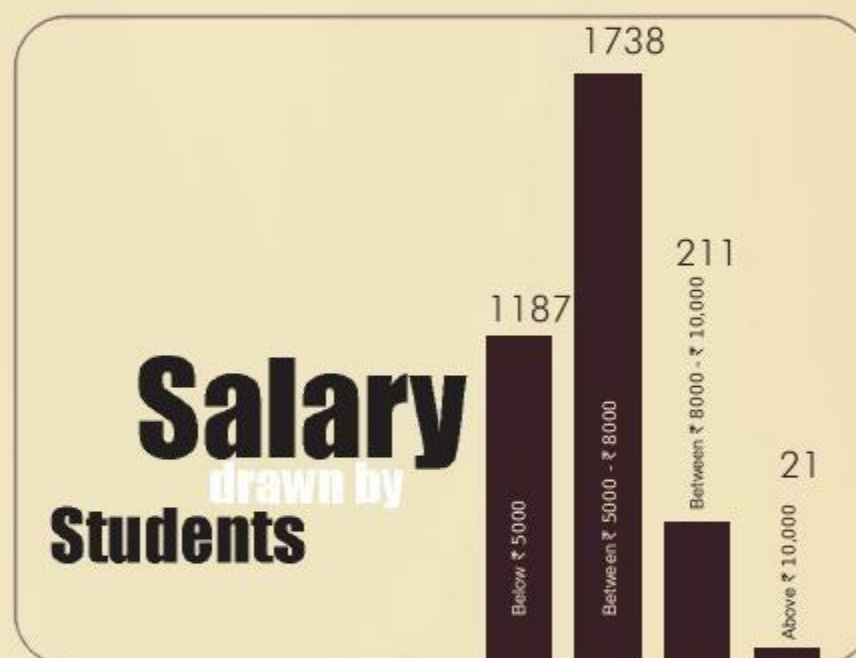
1 Year

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.





Accenture is one project under which maximum number of students has been trained in comparison to other projects. Around 3842 students have received training under this project, of which 60 per cent male and 40 per cent female. The placement has been recorded as 1668 trainees being successfully placed in the year 2012-13. Around 70 per cent of the trained students were between 18 to 21 years of age and 80 per cent were having the educational qualification 10th to 12th standard. About 1738 students who have taken training under this project are earning between Rs. 5000 to 8000 per month and around 211 are drawing between Rs. 8000 to 10000 on monthly basis. There are even 21 candidates who are getting above Rs. 10000 as the salary of one month.





Project Title:
Schneider Project
Source of Funding:
Schneider Electricals
Project Duration:
3 Years

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 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 skills 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. After completion of the training, successful trainees in the evaluation will be co-certified by SEIF and DB Tech.





15 States (Meghalaya, Maharashtra, Andhra Pradesh, Bihar, Chhattisgarh, Jammu & Kashmir, Jharkhand, Orissa, Punjab, Tamil Nadu, Uttar Pradesh, Madhya Pradesh, Gujarat, Assam and West Bengal)



30 Districts



63 Batches



2025 Students Trained



33 Centres



1416 Students Placed

In this financial year, 2025 youngsters were trained out of which 1416 were placed in different organisation in Electrical sector. Under Schneider project, being a male dominated domain, 96 per cent of the students were male and 4 per cent are female. Like other projects maximum trained students (over 62 per cent) were between age group 18 to 21 years. Taking about their education most of the students (74 per cent) have joined the training program were under the category of 10th pass to 12th standard. There are 891 students drawing salary between Rs. 5000 to Rs 8000 every month and 32 trainees are earning between Rs. 8000 to 10000 per month.





Project Title: Don Bosco Tech Society in partnership with Axis Bank Foundation with the vision to Bridge the digital, social and economic divide in India by significantly contributing to the development of the marginalized youth by enhancing the employability and life management skills of the under privileged, deprived, needy youth of the country in 28 states of the country. The mission of BASE-ABF Skilling India is to train 50,000 youth by 2018 and provide employment opportunities in the way that they can attain a sustainable livelihood.

Source of Funding: Axis Bank Foundation

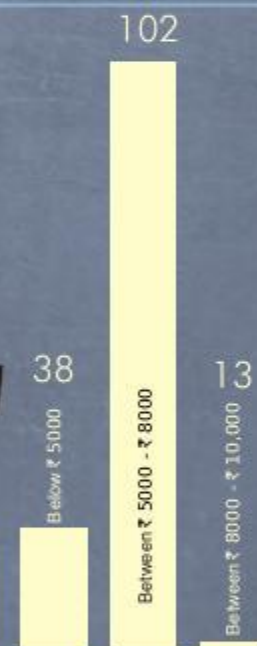
Project Duration: 5 Years



In the project ABE, 200 students are trained in Hospitality, Electrical, Retail, Patient Care and Security domains. Out of them 153 students (77 per cent) has been successfully placed in different sectors at entry level positions. From the total trained, the age of around 56 per cent students is between 18 to 21 years. In terms of education, around 76 per cent students are in the education qualification 10th to 12th standard. Out of the placed candidates, 102 are earning between Rs. 5000 to 8000 every month and 13 are drawing between Rs. 8000 to 10000 per month.



Salary drawn by Students





Project Title:

Tata Housing Project

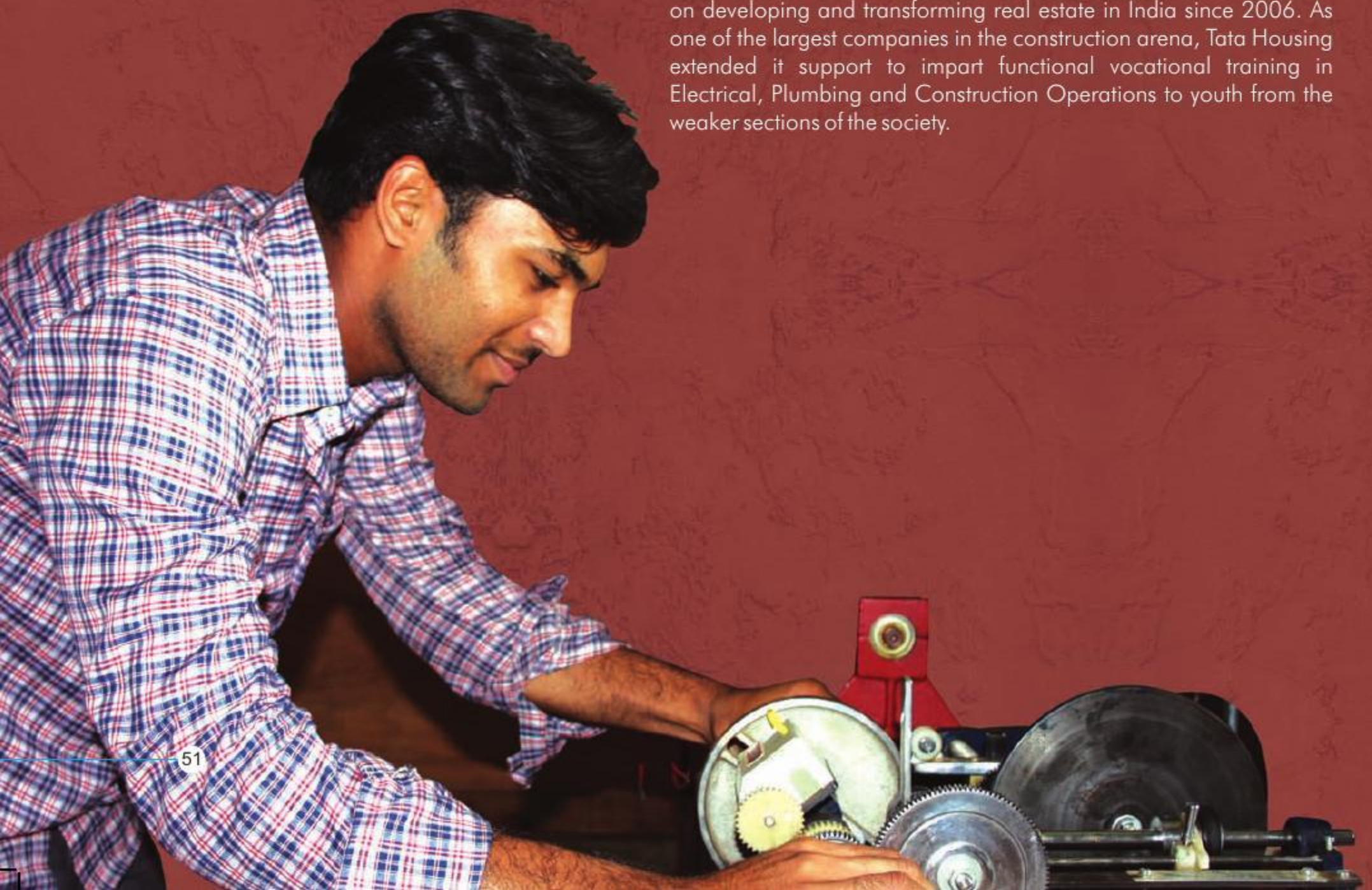
Source of Funding:

Tata Housing

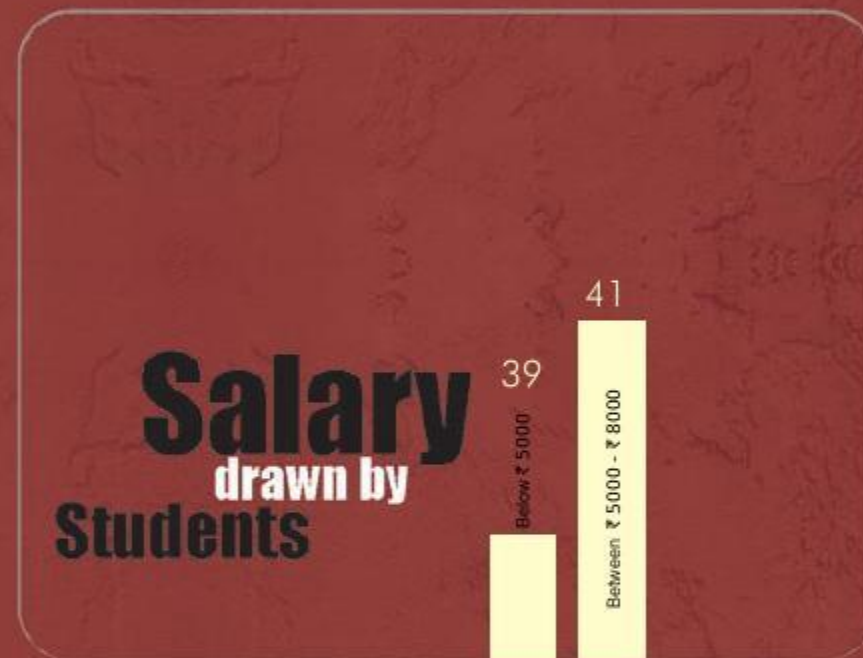
Project Duration:

2 Years

Don Bosco Tech has entered into a Memorandum of Understanding (MoU) with Tata Housing for providing training and enhancing employment opportunities for underprivileged youth from adjoining areas of its project sites. Tata Housing is one of India's leading real estate developers and a subsidiary of Tata Sons Limited. It is focused on developing and transforming real estate in India since 2006. As one of the largest companies in the construction arena, Tata Housing extended its support to impart functional vocational training in Electrical, Plumbing and Construction Operations to youth from the weaker sections of the society.



In Tata Housing project, 188 male candidates are trained in Construction, Electrical and Plumbing domains in Maharashtra. Out of which 80 students placed in the respective domains. 129 students (68 per cent) fall in the age group 18-21 years; and a percentage of 65 of total trained students come under the educational qualification category of 10th to 12th standard. Out of 80 placed students, 41 are earning between Rs 5000 to 8000 per month and 39 are earning below Rs 5000 per month.





Project Title:

Landmark Institution for Skills Training (LIST) Project

Source of Funding:

Landmark Group

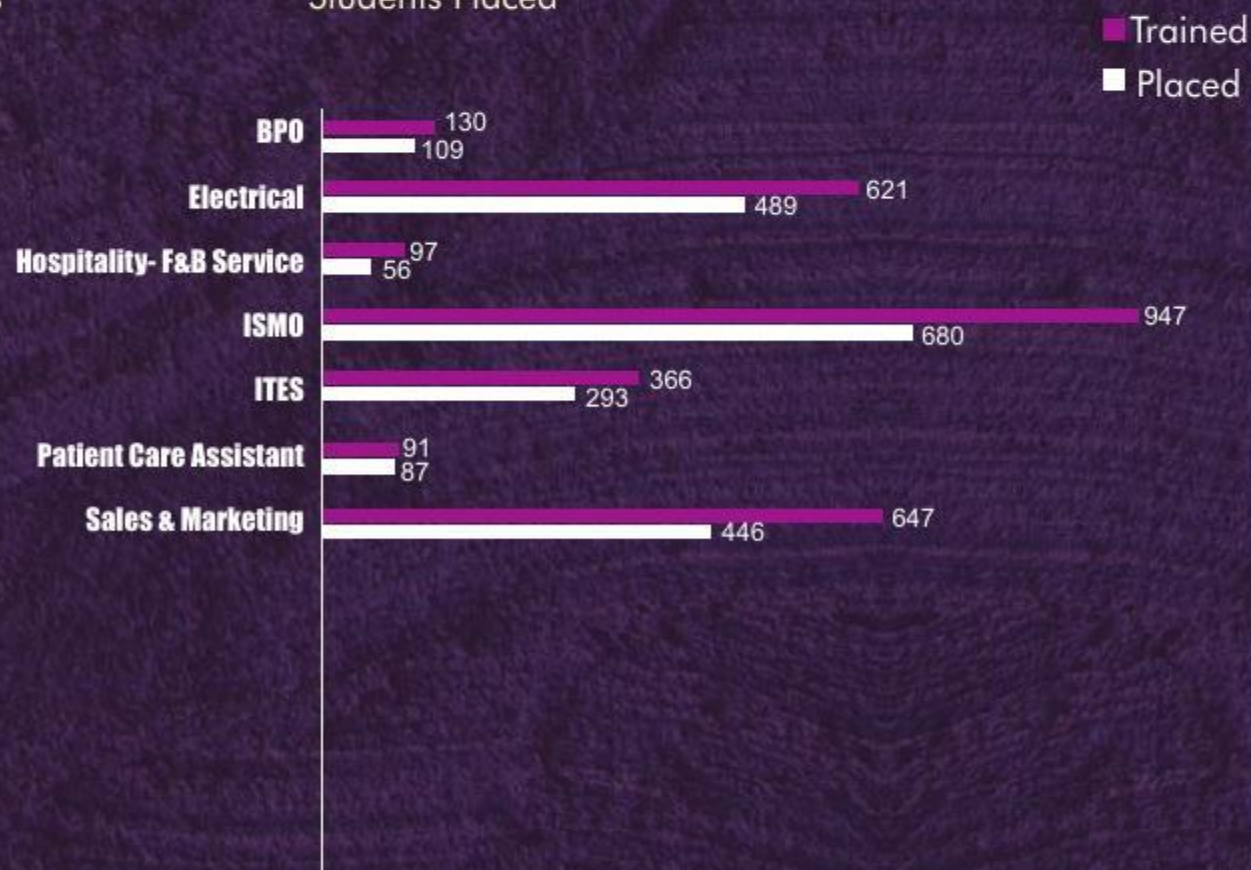
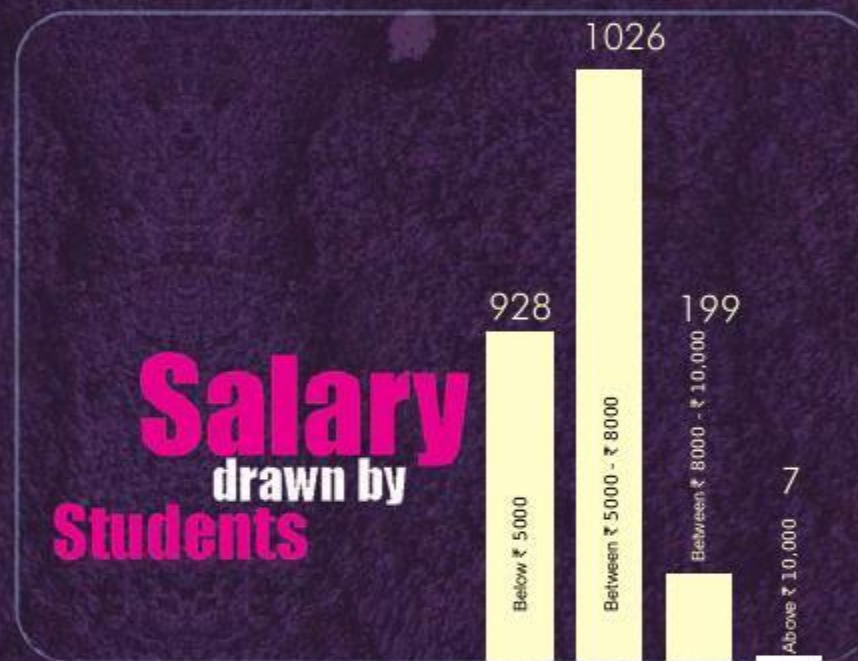
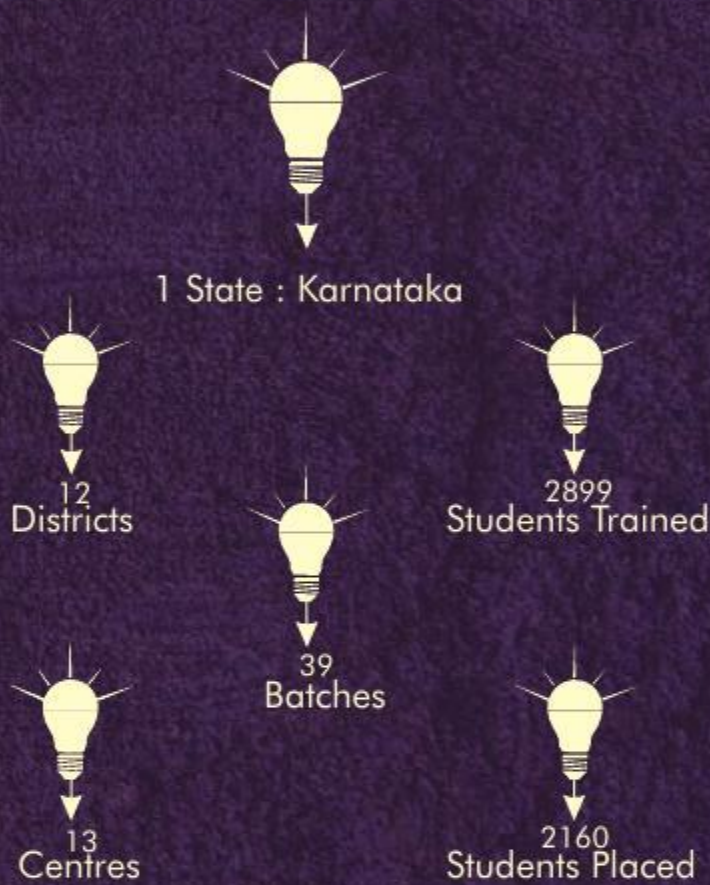
Project Duration:

1.5 Years

DB Tech has entered into a partnership with LIST to train more than 2520 young people in skill training in Retail and Hospitality domains. On behalf of DB Tech, BREADS has signed an agreement with LIST to implement the project in Karnataka. The Landmark Institution for Skills Training (LIST) is a not-for-profit organization started by the Landmark Group set to launch a network of educational centres across India. Its endeavor is to light the aspirational torch of millions, who do not have the resources and the guidance to seek employment in the fields of Retail & Hospitality. The project mainly focuses on underprivileged and unemployed youth of the society by giving them skill building training in grooming and personal conduct, English for fluent communication, social skills for an image makeover, through which they become employable.



Under project LIST, 2899 students has been trained of which 75 percent has been placed in service and manufacturing sectors. More Around 63 per cent of the students who have been trained under this project are between 18 to 21 years of age. If we talk about the level of education of trainees, 53 per cent students fall in the category of 10th to 12th standard. Out of the placed students, around 1026 students are earning between Rs. 5000 to Rs. 8000 per month and 199 are drawing between Rs. 8000 to Rs. 10000 on monthly basis.





Project Title:

BOSCH India Foundation (BIF) Project

Source of Funding:

BOSCH India Foundation

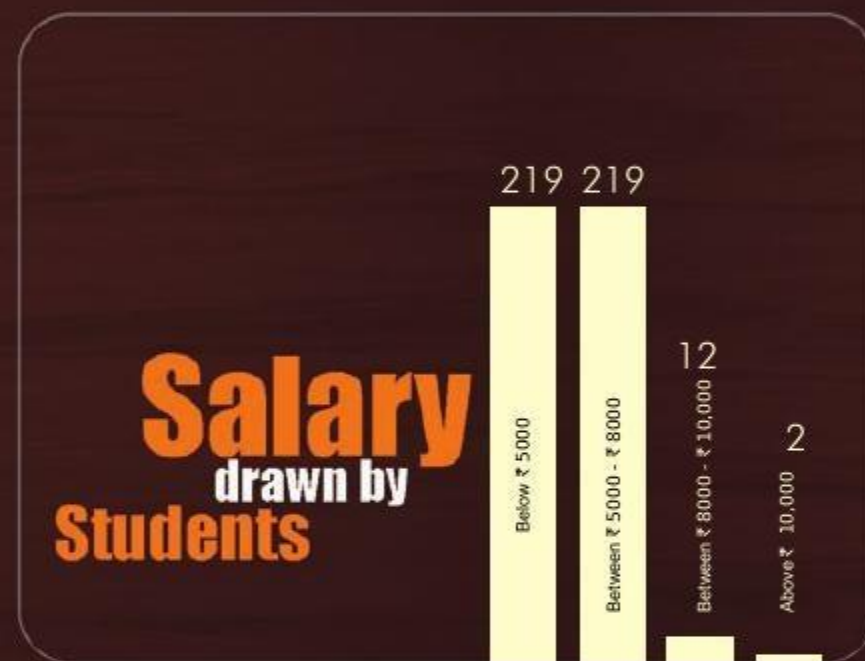
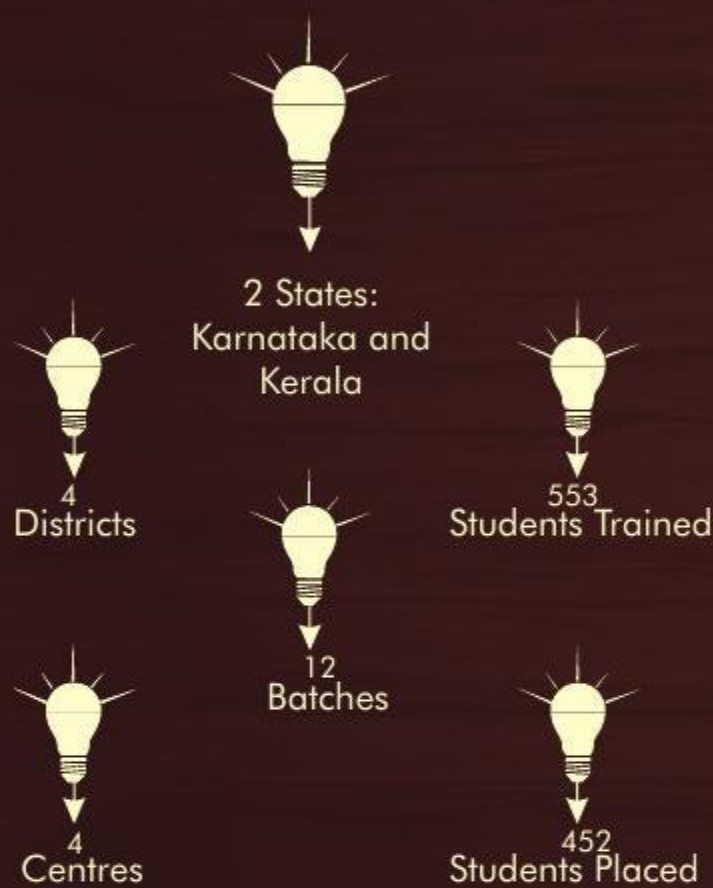
Project Duration:

2 Years

Don Bosco Tech has signed a MoU with BOSCH India Foundation to train young people in Electrical and Automobile sectors. On behalf of DB Tech, BREADS has signed the agreement with Bosch India Foundation to implement the project in Karnataka and Kerala. Set up as a registered trust in 2008, the Bosch India Foundation focuses on two primary areas - Vocational Training and Health Care. Thus the focus is on using these as tools to enable lives and livelihood, to create sustainable improvement. Enabling lives through Education and Technology, the foundation aims to empower individuals to create an impact that will help communities stand on their own feet, through employability training and techno-solutions.



This is a project that has trained a total of 553 students with 82 per cent of them are placed in entry level employments. Around 78 per cent of the trained candidates belong to the age group 18-21 years. Furthermore, 81 per cent from the total trained students are having the education between 10th to 12th standard. Out of placed candidates, 219 are earning between Rs. 5000 to Rs. 8000 per month and similar number is drawing below Rs 5000 per month. There are 12 such students who are getting between Rs. 8000 to Rs.10000 per month.





Project Title:

North Central Project

Source of Funding:

Ministry of Rural Development (Govt. of India)

Project Duration:

2 Years

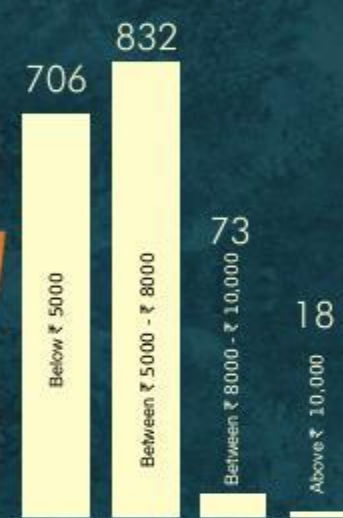
With funding from the Ministry of Rural Development, Government of India, under the Swarnajayanti Gram Swarozgar Yojana (SGSY), DB Tech aims at empowering youth from below poverty line through the Bosco Academy for Skills and Employment (BASE) project. MoRD has sanctioned North-Central project to impart vocational training in market-driven courses 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, 1961 youth trained in Bihar, Chhattisgarh, Jharkhand, Madhya Pradesh, Orissa, Punjab and Uttar Pradesh under North Central project. Out of which 1369 trained youth placed various entry level opportunities in service and manufacturing sectors. Maximum no. of students i.e. around 63 per cent students are in the age group of 18-21 years. Now comes the education of the trained individuals, 1294 students are 10th to 12th pass; 599 students are below 10th. Let's figure out the most important i.e. the salary of the placed students, around 839 of the total placed are earning an amount between Rs. 5000 to Rs. 8000 per month and 706 are earning below Rs. 5000 per month.

Salary drawn by Students





Project Title:

Quest Alliance

Source of Funding:

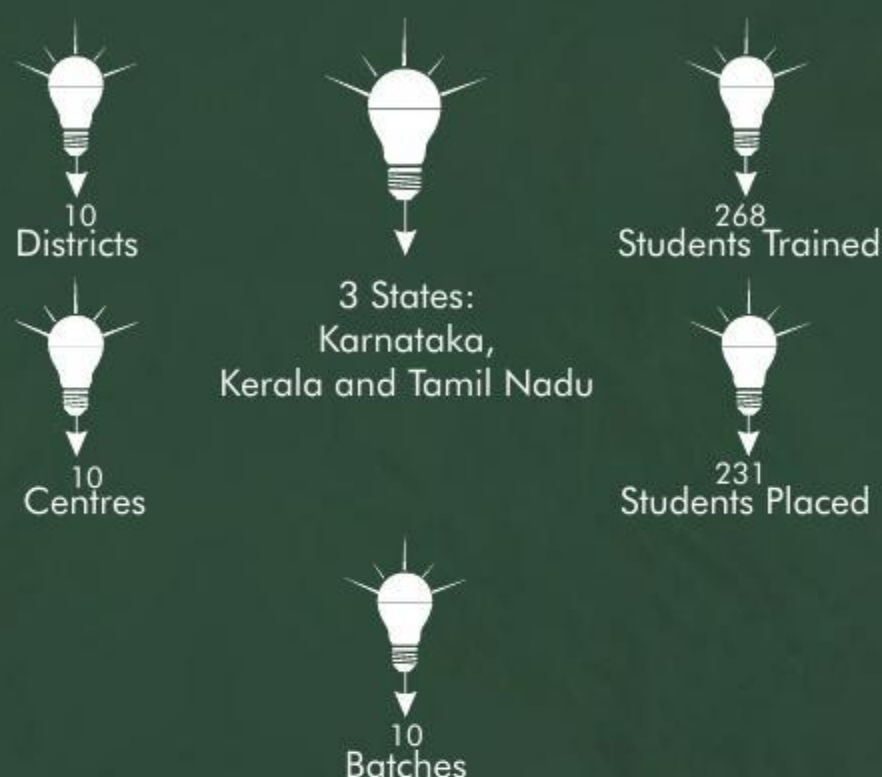
Quest Alliance

Project Duration:

1 Year

Don Bosco Tech entered into an agreement with Quest Alliance in Oct 2012 to train 1440 BPL youth in Retail Management course and assist in placing at least 75% of the trained youth. QUEST Alliance would be the funding agency and Don Bosco Tech would be implementing the project. Youth would be trained in English, Life Skills, Work Readiness and Retail Customer Interaction and placed accordingly. The USP of this partnership is that more than 50% of the curricula would be disseminated using computers and the funding agency would directly be involved in the monitoring of the project. At the end of successful completion of the training program youth would be placed in jobs that would enable them to support their family.





Quest Alliance is a project that covers single Domain i.e. Retail Management; under this project 268 trainees has been trained of which 86 percent has been successful in getting the placement. Around 117 female candidates has been able to get job after getting training from this particular project. Most of the students (48%) who opted for the course come from the age group 18 – 21 years, rest are between 22 to 30 years of age. Coming to their educational qualification, it is to be highlighted that 52percent trainees are 10th to 12th pass. Talking about the salary they are getting it is to be said that around 117 students out of the total placed are earning an amount between Rs. 5000 to Rs. 8000 per month and 42 are earning an amount below Rs. 5000 per month.

Employment Generation and Marketing Mission (EGMM) has been set up by the Government of Andhra Pradesh (Department of Rural Development) to address unemployment among the economically and socially disadvantaged youth in a public-private partnership mode. EGMM is the implementing agency for the jobs component of Indira Kranthi Patham (IKP), a World Bank-funded project in association with Society for Elimination of Rural Poverty (SERP).

EGMM

The project EGMM has been successful in training 73 male candidates of which 63 has received placement. Out of enrolled candidates, 57 were between 18 -21 years in age. When we summerise their educational qualification, 44 students were 10th to 12th pass and 29 were below 10th standard. On the salary part, it has been noticed that out of total placed, 48 are earning between Rs. 5000 – Rs. 8000 per month and 15 are earning below Rs. 5000 per month.



Mission for Elimination of Poverty in Municipal Areas (MEPMA) is a society set up by the Govt. of Andhra Pradesh with the objective of providing employment to the urban unemployed youth, and works in a focused and mission mode for employment generation of underprivileged youth through various partnerships and industry tie-ups. In partnership with MEPMA, DB Tech runs skill development program in the municipality areas of Andhra Pradesh.

MEPMA

A number of 101 students have been trained under this project of which 70% were female. Out of total trained, 66% has been placed in different job sectors. The students who has opted for training under this project belongs to different age group, 40 of them are 22 to 26 years old; 33 are 18 to 26 years old; 14 are from the group 22 to 26 years. Talking about their education, it can be said that 99% percent of students are 10th to 12th pass. In terms of salary it has been found that 40 students are earning between Rs. 5000 to Rs. 8000 per month and 06 are earning between Rs. 8000 to Rs. 10000 per month.



Project Title:
DMOS COMIDE (VIA Don Bosco)
Source of Funding:
VIA Don Bosco
Project Duration:
3 Years

In partnership with VIA Don Bosco, 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. VIA Don Bosco, 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 VIA Don Bosco 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.

Major Activities

1. Visibility action, motivation and mobilization through outreach activities, knowledge sharing and networking.
2. Upgraded existing training facilities to avail quality training to underprivileged youth.
3. Prepared market based and industry – relevant modular training curricula to ensure employability.
4. Soft skills training and appropriate functional training to enable the youth to accustom to work environment.
5. Industrial tie up at national, regional and local level to facilitate functional skill training and valuable employment.
6. Conducted linkage and exchange for VTC youth to access better opportunities for employment and collaboration.
7. Social integration through awareness creation and sponsored events on training availability and relevant issues.
8. Created a resource pool of expertise in different trades for innovative practices, key industries and emerging markets.
9. Created a knowledge sharing resource bank and consultancy within the organization to strengthen the national network.

Motivated, mobilized and active in stream of 20,000 unskilled youth and early school leavers.

45 trades reached 15000 young people in this FY.

Upgraded 8 Non Formal training courses in 42 Vocational Training Centres.

Introduced 12 variable/flexible training modules.

Supporting capacity building for staff of formal and non-formal trades.



Project Name:

Godrej Saloni Programme

Source of Funding:

Godrej Consumer Products Limited

Project Duration:

1 Year

DB Tech and Godrej Consumer Products Limited (GCPL) aims to train the rural/economically weak students in skills relevant to the Beauty and Hair Care sector. GCPL supports the training centres for setting up the lab for Beauty Care and Hair Care with training tools and equipment, training the trainers, assessment and certification of trainees.

DB Tech and GPCL together also focus on self employment especially for women in Beauty Care. Don Bosco Tech with support of GPCL and other partners has been phenomenal in getting the students trained in Beauty Care and Hair dressing. From mobilizing the youth to arrangement of career guidance workshop, entrepreneur development workshop, making placements of students in nearby industry, establishing alumni association of old students, arrangement of experience sharing lectures of successful entrepreneurs, arranging industry and market visit of students, soft skill lectures, DB Tech has reached to many needy youth through its centres running the Godrej Saloni programme.



L&D

**Learning and
Development**

Learning & Development (L&D) department supports DB Tech's mission by growing 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 Programs

The induction program is conducted to welcome new employees to the organization and prepare them for their new role at DB Tech. A three 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, MoRD & 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 2012-13 are as follows:

Date	Place	No of Participants
April 18 -21, 2012	Srinagar	15
May 21-25, 2012	Guwahati	17
June 25-26, 2012	Mumbai	7
July 7-10, 2012	Mumbai	3
August 23-25, 2012	Jammu	12
September 18-22, 2012	Srinagar	9
October 2-5, 2012	Jhansi	20
January 24 -25, 2013	Kollam	15
January 28-30, 2013	South	10
February 4-7, 2013	Ranchi	18
February 8-12, 2013	Guwahati	21
February 11-12, 2013	South West	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 2012-13 are as follows:

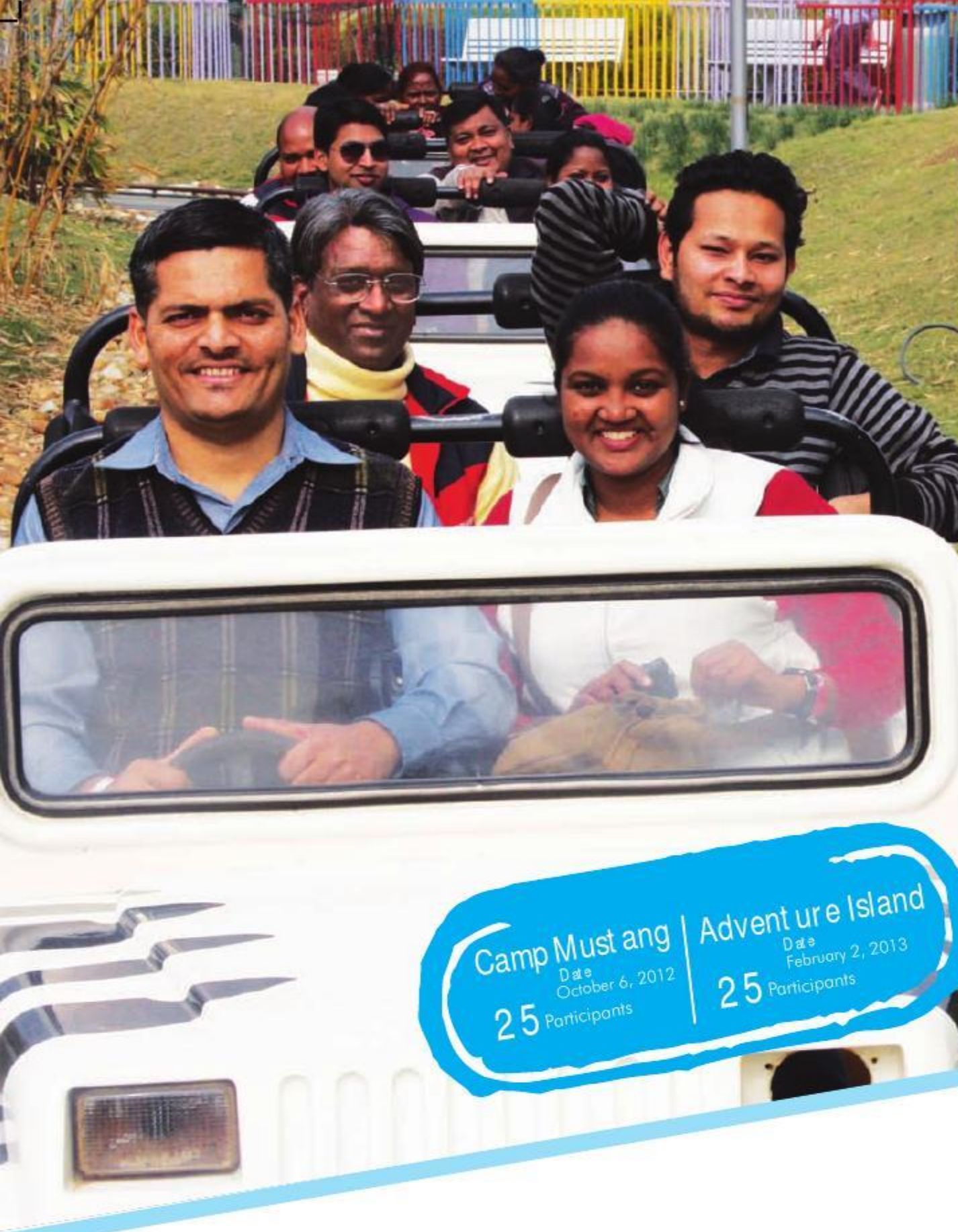
Date	Place	No of Participants
September 27-28, 2012	Hyderabad	13



Domain Workshops

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 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 2012-13 are as follows:

Domain	Date	Place	No of Participants
Information Technology - Intel	May 25- 26, 2012	Jammu	17
Hospitality -Taj	May 28 –June 7, 2012	Mumbai	22
Automobile – Tata Motors	June 4-7, 2012	Pune	21
Retail -Godrej	July 30-31, 2012	Delhi	12
Hospitality -TAJ	November 1-10, 2012	Kolkata	24



Camp Mustang | Adventure Island
 Date: October 6, 2012 | Date: February 2, 2013
 25 Participants | 25 Participants

Outbound Training

Learning occurs through experience; this includes reflection and action. It fosters the individual's ability to reflect on the past events, understand one's own actions and finding ways of dealing with similar relative situations in the future. Outbound Training is also referred to as experiential learning or action learning. It is a process wherein all the staff meets outdoor to participate in a range of activities that are both physically and mentally challenging. It is a reflective learning process that took place amongst the participants. Some of the areas that have been impacted greatly by the outbound training are:

- Working within teams
- Trust building
- Goal prioritization
- Conflict resolution
- Communication
- Strategizing
- Planning and organizing
- Delegation

Management Training Programs

Effective Management of the programs, self management and managing the employees are an important part in today's corporate world. And it is not different in the development sectors as well. With the managers involved in multitasking, it becomes stressful at times and things can go haywire if it is not managed well and in a planned manner. In one of its initiatives to hone the management skills of the managerial team at DB Tech, Learning and Development Department organize management training programs for the middle and senior level employees. The Management Training programs that were conducted in 2012-13 are:

Date	Place	No of Participants
April 12-15, 2012	New Delhi	40
December 12-14, 2012	Bangalore	50



CURRICULUM DESIGN AND UP-GRADATION

The department is also responsible for developing the curricula that are taught in the centres across India keeping in the demands of the market. It takes utmost care that the curricula are up to 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 handbooks of following domains have been developed by Learning & Development department in this financial year :





Reference Books and Student Workbooks

Keeping in view the need of the trainees, the trainee reference books and workbooks were also developed. The workbook helps the trainee to get a better understanding of the subject with lots of exercises related to the subject and work readiness.

Trainee Reference Book

1. Business Process Outsourcing (BPO)
2. Electrical
3. Hardware and Networking
4. Hospitality
5. Patient Care
6. Retail Sales

Trainee Workbook

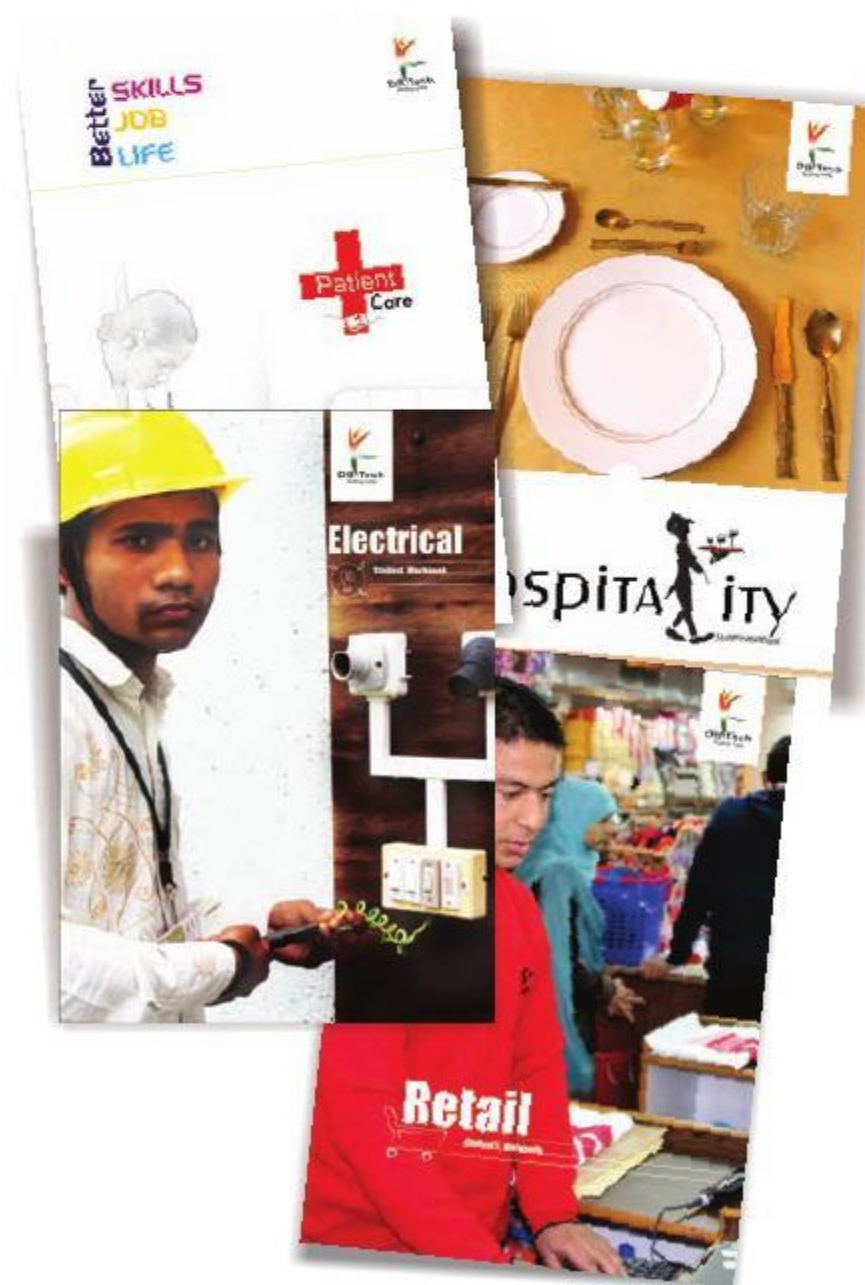
1. Business Process Outsourcing (BPO)
2. Electrical
3. English
4. Hardware and Networking
5. Hospitality
6. IT Workbook
7. Patient Care
8. Work Readiness

Hour - Wise Time Tables

In order to ensure the proper conduct of the classes and better coverage of the topics, day wise and hour wise time tables were made for each domains for every centres under Himayat Project. The Time tables were made for 90 days and printed on a flex with facilities for wall mounting. Every Classroom has the time table mounted on the wall and the teachers as well as the trainees are aware of the topics to be covered each day.

Assessment Card and Performance Evaluation Card (PEP)

The standardized assessment card for all DB Tech centres was designed for the trainees of DB Tech. It records every weekly assessments and monthly assessments conducted at the centres. This keeps track of the progress and performance of the trainee based on the subject knowledge. Another area of assessment of DB Tech's skills-based education program is to focus on the development of knowledge, attitudes, values and skills which jointly are expected to positively influence trainee's ability to adopt the present work world. This tool will look into how a trainer can measure a learner's progress in these different learning objectives. This assessment is done through the Performance Evaluation Plan.





Financial Statements



J. A. Martins & Co.

Chartered Accountants

AUDIT REPORT

We have audited the attached Balance Sheet of the "Don Bosco Tech Society" as at 31st March 2013 and also the Income & Expenditure Account for the year ended on that date, annexed thereto. These financial statements are the responsibility of the society's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We have conducted our audit in accordance with auditing standards generally accepted in India. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

We report that:

- (i) We have obtained all the information and explanations, which to the best of our knowledge and belief were necessary for the purpose of our audit.
- (ii) In our opinion, proper books of account, as required by law, have been kept by the Association so far as appears from our examination of those books.
- (iii) The Balance Sheet and the Income & Expenditure Account dealt with by this report are in agreement with the books of account
- (iv) In our opinion and to the best of our information and according to the explanations given to us, the said accounts, read together with notes thereon, give the information in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India :
 - (a) in the case of the Balance Sheet, of the state of affairs of the Society as at 31 March 2013.
 - (b) in the case of the Income & Expenditure Account, of the excess of income over expenditure for the year ended on that date.



J. A. Martins

J. A. Martins

M. No. 082051

Proprietor

J. A. Martins & Co.

Chartered Accountants

Firm Regn. No. 010860N

Date : 8/9/13

DON BOSCO TECH SOCIETY

Balance Sheet as at 31st March 2013

(Cons.)		
Particulars	Schedule	Amount (Rs.)
<u>SOURCES OF FUNDS</u>		
Reserve & Funds	1	23,014,442.00
Programme Balance	2	130,555,274.50
Total		153,569,716.50
<u>APPLICATION OF FUNDS</u>		
<u>Fixed Assets :</u>	3	
Gross Block		16,737,762.00
Less : Depreciation		486,037.94
Net Block		16,251,724.06
<u>Current Assets & Liabilities</u>		
Current Assets	4	269,654,491.44
		269,654,491.44
Less: Current Liabilities	5	132,336,499.00
Net Current Assets		137,317,992.44
Total		153,569,716.50

For & on behalf of Management

As per our Report of even date





J. A. Martins

M. No. 082051

Proprietor

J. A. Martins & Co.

Chartered Accountants

Firm Regn. No. 010860N

Date : 5/4/13
Place : New Delhi

DON BOSCO TECH SOCIETY

Income & Expenditure Account for the year ended 31st March 2013

(Cons.)		
Particulars	Sch No.	Amount (Rs.)
<u>INCOME</u>		
Contributions/Donations	6	11,297,077.00
Bank Interest	7	592,025.60
Grants Allocated towards Expenses		111,146,291.50
Total		123,035,394.10
<u>EXPENDITURE</u>		
Educational and Training Expenses	8	99,202,174.50
Placement	9	6,362,151.00
Administration	10	12,514,252.24
Depreciation		469,030.37
		118,547,608.11
Excess of Income over Expenditure		4,487,785.99
Total		123,035,394.10

For & on behalf of Management

As per our Report of even date




Date : 5/9/13
Place : New Delhi




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

Be a
CHANGE AGENT WITH
Freedom with five

Here is an opportunity to get involved with us. You can donate, volunteer or simply be our friend who spreads the good word. At DB Tech, we believe that the task of creating change is not for a few but for all of us. 'Freedom with 5' is an exclusive volunteering programme developed by DB Tech, keeping in mind the needs of our beneficiaries and the unique nature of volunteerism today.

Donate an amount as small as Rs 5 (or multiples of five) and make a world of difference in the lives of the less fortunate. Contribute five hours (or multiples of five) towards the activities as per your competencies and interests.

We assure you not just transparency of the way we use your valuable contribution but also ensure that what you give positively impacts the youth for their skill development.

Don Bosco Tech Society
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