

2015-16

Annual Report



REACHING FURTHER **TOGETHER**



Don Bosco Tech, a network of 440+ Don Bosco skill training centers, 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, Don Bosco 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 marginalized youth in the age group of 18-35 years.

Don Bosco Tech provides employment-linked and market-driven vocational courses of short duration to the economically and socially marginalized youth.

Acknowledgements

We take this as a great opportunity to share with you the Annual Report of our organization for the period April, 2015 to March, 2016. 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 Accenture, Axis Bank Foundation, Meghalaya State Skill Development Society (Govt. of Meghalaya), Sir Dorabji Tata Trust, Hans Foundation, Ministry of Minority Affairs (Govt. of India), Ministry of Rural Development (Govt. of India), ITC Limited, State Society for Ultra Poor and Social Welfare (Govt. of Bihar), Poorest Areas Civil Society (PACS), Quest Alliance, Schneider, and Uttar Pradesh Skill Development Mission (Govt. of Uttar Pradesh) for providing the financial assistance to carry out the skill development program across India.

Our acknowledgement will be incomplete without our heartiest thanks to Executive Director, Director – DBSM, Assistant Directors, 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, Human Resources, Contents, Liaisoning, Placement, Learning & Development and Monitoring & Evaluation departments for their contributions.

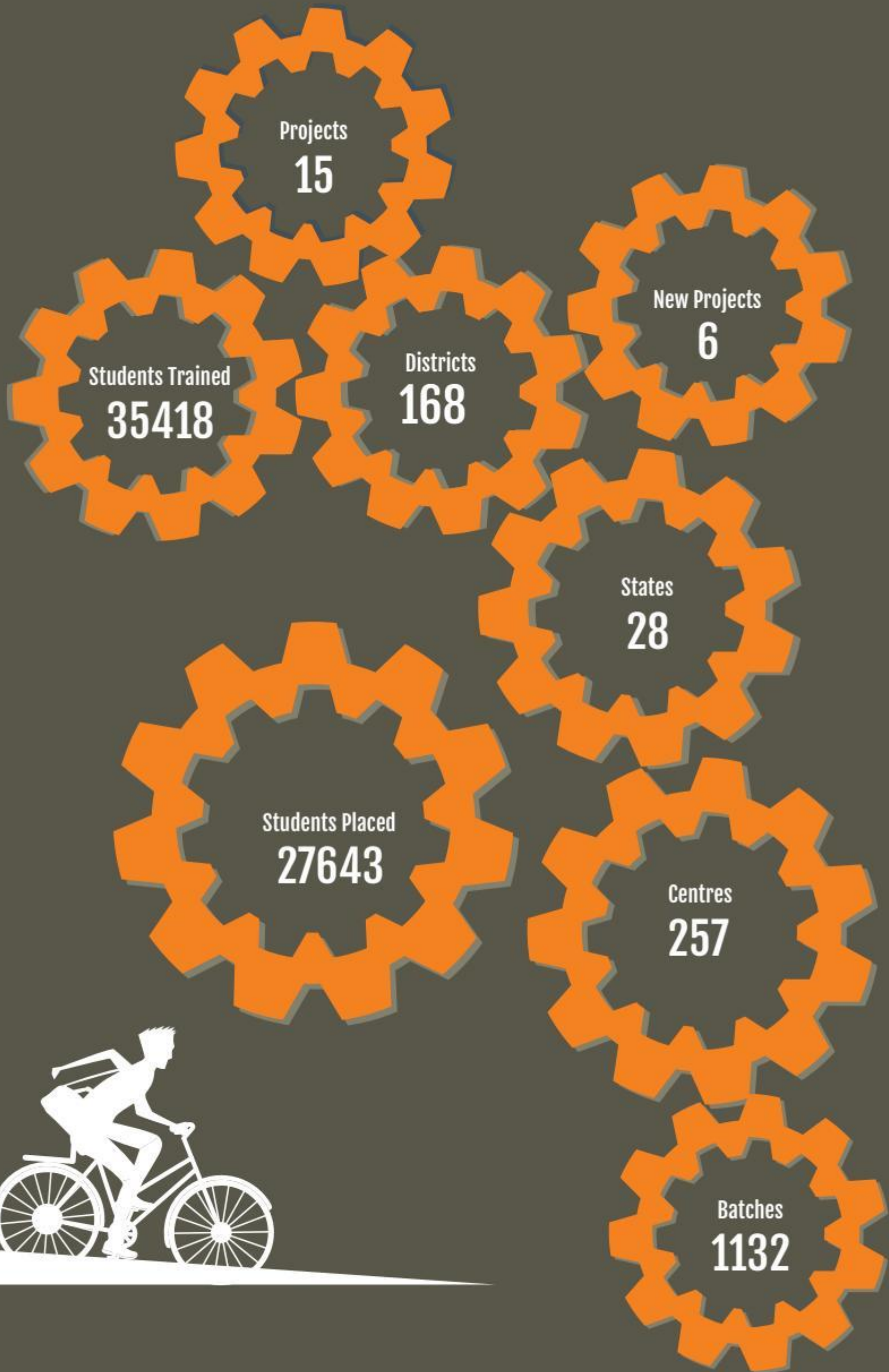
Hope you enjoy our last year's journey in this livelihood sector. If you have completed reading this report and no longer wish to retain it, please pass it on to other interested readers. An online version of this report is available on our website at www.dbtech.in

Designed and produced by Communications Department.



**Programme Reach-out
FY 2015-16**







I am delighted to share the Annual Report of FY 2015-16 which will give you a glance on our interventions in the skill development sector. In this financial year, Don Bosco Tech touched and shaped the lives of 35,418 needy youth, who were trained in more than 12 job-oriented courses; and of which more than 27,643 were given wage based job opportunities with our placement partners.

In the year 2015-16, we partnered with many likeminded organizations like Jaguar Foundation, Rajasthan Skills and Livelihoods Development Corporation (RSLDC), GSK, HDB, NTPC, Power Grid, APSSDC, Swadesh Foundation, Titan, NSQF (Karnataka Govt.), Selco Foundation and UNDP, through which thousands of youth have benefitted through skills training and placement opportunities.

In a bid to upscale and widen our intervention in skill sector, Don Bosco Tech Society has affiliated with 11 Sector Skills Councils for 41 job roles, which would give an opportunity to our trainees a wider choice to opt and learn the sustainable skills. In the age of technology, we have partnered with partners like Siemens, Knowledge Podium, Wadhvani Foundation, etc. to develop and deliver digital content which will be easily accessible and effective in the longer run.

I am also glad to share you all that in the last financial year, PACS project in partnership with Christian Aid came to a successful closure with 3240 trainees trained and 2236 placed in the domains like General Duty Assistant, Electrical, Welding, Retail and Food and Beverage – Steward domains.

In the process to our growth to reach out to more youngsters and wide geographical area, Don Bosco Tech made lots of changes in the process and system to empower the youth from different target groups without any compromise in the approach, commitment and determination with which it has started in 2006.

I am truly grateful to each stakeholder for the role you have played throughout the year to make this journey a possible, rewarding and purposeful. I would like to thank Salesians for their continuous blessing since the beginning of our organization, without whose support and guidance, Don Bosco Tech would be empty. I would also take the pleasure to give my heartfelt thanks to all funding, knowledge and network partners, who believed in Don Bosco Tech Society and joined hand together for the common cause of skilling our youth. I shall always cherish our association and count on your continued support to Don Bosco Tech Society.

-Fr. A.M. Joseph, SDB





Contents

Rewriting India's Skillscape	8	
Mission and Vision	10	
Providing worthwhile future to youth	11	
Vocationalisation of Secondary Education	13	
Milestones	14	
Building Partnership for Growth	16	
Imparting Skills for Empowerment	24	
	31	Giving a chance to Lead Their Lives
	34	Learning Progression Approach for Quality Training
	36	Fostering Quality Facilitation Skills
	40	A Powerful Sphere of Management and Improvement
	42	Tracking for Betterment
	43	Financial Statements FY 2015-16





Rewriting India's Skillscape

Every third person in an Indian city today is a youth. India is poised to become the world's youngest country by 2020, with an average age of 29 years, and account for around 28% of the world's workforce. In about seven years, the median individual in India will be 29 years making it the youngest country in the world. India is set to experience a dynamic transformation as the population burden of the past turns into a demographic dividend, but the benefits will be tempered with social and spatial inequalities. An increasing proportion of working population will provide a window of opportunity to improve labor productivity, increase domestic production, enhance revenue from services, increase savings and reduce the burden of old residents on the working population. Never before have there been so many young people. Never again is there likely to be such potential for economic and social progress. How we meet the needs and aspirations of young people will define our common future.

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. Don Bosco Tech was set up in 2006 with an objective to provide quality vocational training to the disadvantaged youth. Don Bosco Tech provides employment-linked, market-driven vocational courses of short and long duration to the economically and socially marginalized youth. A network of 441 skill training centres, Don Bosco Tech is arguably the largest spread across 28 states of India.

Don Bosco 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. Don Bosco 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. Don Bosco 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, Don Bosco 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.

Don Bosco Tech at a Glance



7 Engineering and
Diploma Training
Centres

32 ITC
(Formal Skill Training Centres)

257 Short Term
Skill
Training Centre

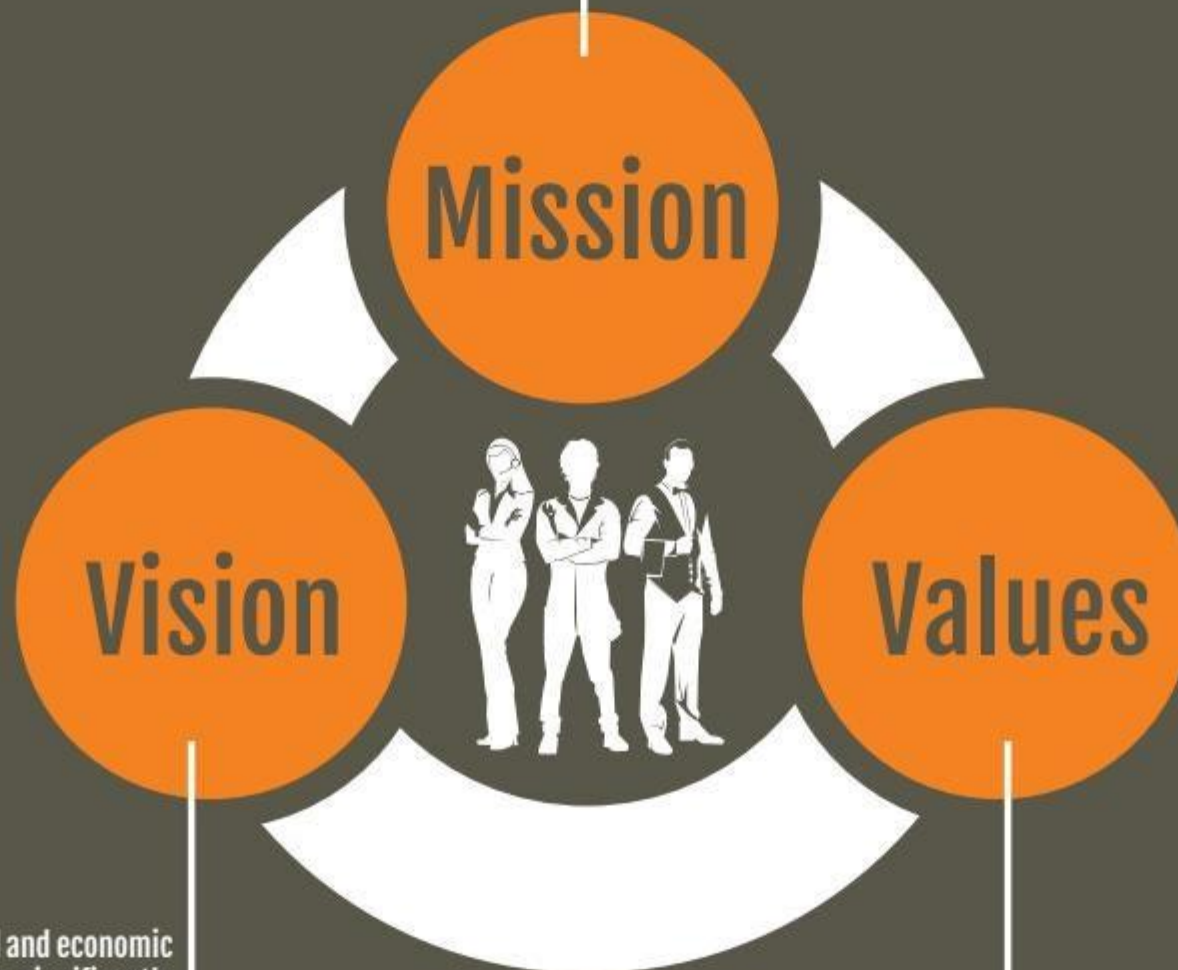
145 Schools
Implementing
of NSQF



The Salesians of Don Bosco – an international organization dedicated full time to the service of young people, especially those who are poorer and disadvantaged. The society is founded by St. John Bosco, an Italian saint educator who has left posterity in his unique way of educating the homeless boys with opportunities for livelihood skills. Today the society works for the development and education of the young especially those most at risk. Through its 3000 Schools, Colleges, Technical schools and youth centers in 132 countries, the Salesians of Don Bosco serve all young people irrespective of religious differences or social inequalities.



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.

- 1. Don Bosco Credo**
We believe that education is a 'matter of the heart' and with this belief, not only we love the needy youngsters, but also guide them properly for a sustainable future.
- 2. Transparency**
We make every step of our operations as transparent as possible by communicating and involving all stakeholders to ensure maximum buy in.
- 3. Accountability**
We are committed to being fully accountable to all our stakeholders, from our donors and partners to our nationwide staff to our beneficiaries.
- 4. Excellence**
We strive for excellence in everything that we do. This culture of excellence reflects in all aspects of our operation and its impact.
- 5. Inclusiveness**
We understand that inclusiveness enriches our programs, and we strive to serve for likeminded organizations, as well as reach out to marginalized youth.



Providing worthwhile future to youth

Don Bosco 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 youngsters 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, Don Bosco 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, Don Bosco Tech goes beyond rigid curriculum-based learning and adopts flexible, market-oriented learning modules, which are administered by appropriate trainer. The trainers encourage the students to develop their inherent capabilities, identify and articulate their strengths and constraints, and develop solutions to solve them in a self-directed manner. Engaging in one-to-one dialogue with the students, the trainers guide them to learn from their life experiences and take responsibility for their own advancement, as well as that of their families and communities.

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

A typical training program comprises 2-3 months' classroom training, which covers academic inputs, theoretical concepts and subject knowledge. The curriculum is constantly upgraded and improved with feedback and inputs from industry professionals, in tune with actual industry requirements.

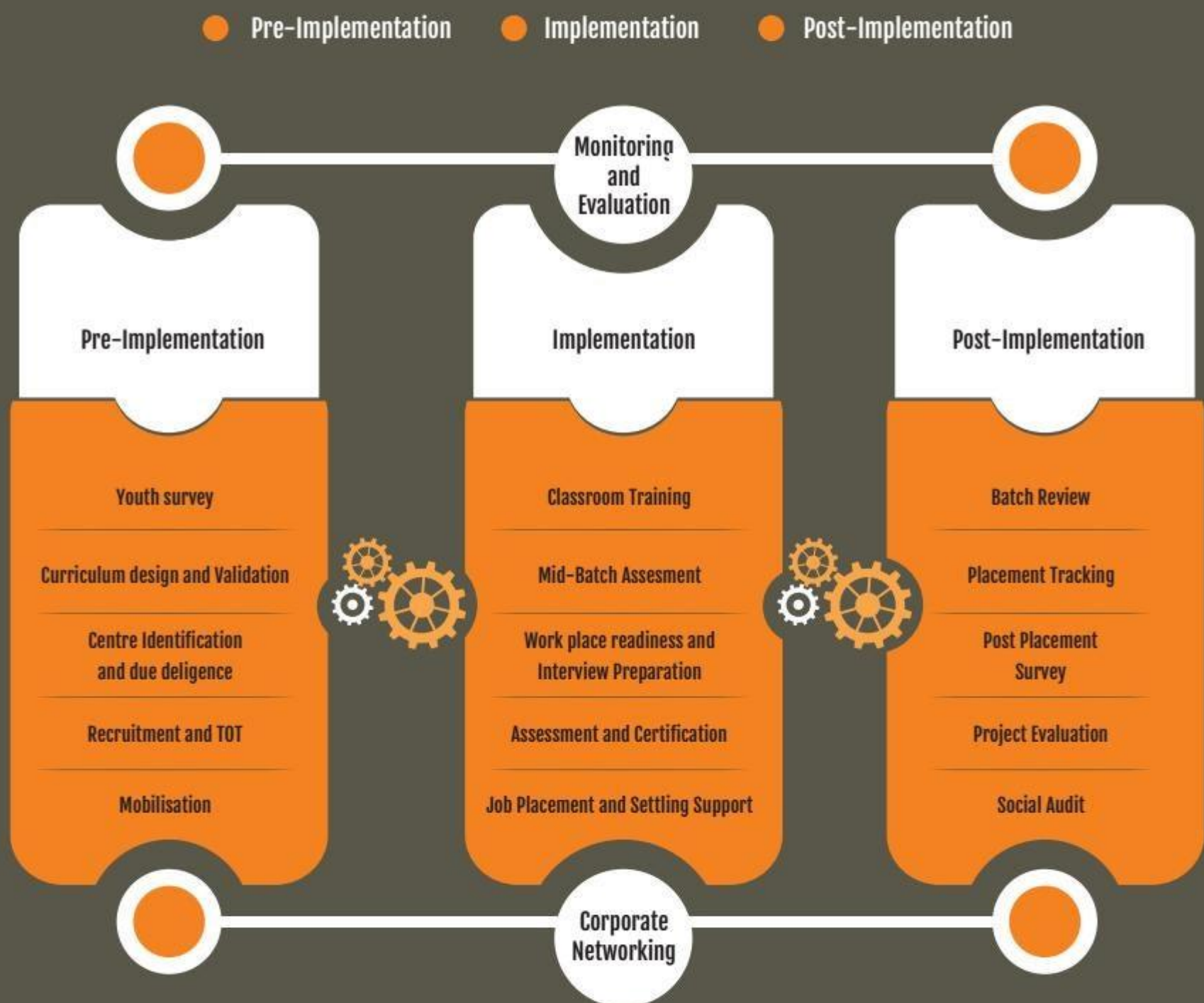
To reinforce the students' learning further, classroom teaching is supplemented with practical training, for which Don Bosco Tech provides excellent infrastructural support, in the form of state-of-the-art equipment and teaching software.

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.

Don Bosco 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.

Don Bosco Tech has a well-tested and fine-tuned operating model depicted in the flow chart below. This has been tested on all our skill development programs irrespective of the course duration or contents. 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, the aptitude and existing skill-sets of the beneficiary. The process model has three stages





Vocationalisation of Secondary Education

Don Bosco Tech introduced the National Skill Qualification Framework (NSQF) in schools which is expected to integrate vocational education, skill training, general education, technical education and the job market. The NSQF is a competency-based framework that organizes all qualifications according to a series of levels of knowledge, skills and aptitude. These NSQF-compatible vocational courses introduced for the students of class IX to XII in Government Schools. The courses are based on the national occupational standards set by the Sector Skill Councils approved by the NSDC in the fields of automobile, healthcare, retail, multi-skills, beauty and wellness and sports. NSQF is expected to integrate vocational education, skill training, general education, technical education and the job market. The NSQF framework is beneficial to the students, schools and vocational education. The biggest beneficiaries of NSQF framework are the learners who can judge the relative value of a qualification at a particular level on the framework and make informed decisions about their career progression path. Don Bosco Tech signed MoUs with Govt. of Karnataka, Maharashtra and Andhra Pradesh to impart skill training to students of class IX to XII. At present Don Bosco Tech had intervened in 57 schools in Karnataka and 69 schools in Maharashtra.



Milestones

Don Bosco 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.

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

Registered under Societies Registration Act XXI of 1860

2006

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

2007

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

Partnership with Via Don Bosco (DMOS COMIDE) for upgradation, staff training, curricula development, life skills and networking.

Signed an agreement with JDW for imparting vocational training to the youngsters from poverty pockets.

2008

Don Bosco Tech in partnership with Accenture launched short term skill training centres.

Partnering with Bosco Organisation for Social Concern and Operation (BOSCO) for taking up the skill training program.

2009

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

Registered under Foreign Contribution Regulation Act, 2010.

Don Bosco Tech website launched www.dbtech.in

2010

Partnered with Schneider Electric to implement skill development program in India.

Skill Development project in North Eastern States in collaboration with MoRD.

Partnered with Ministry of Rural Development for Himayat project in Jammu & Kashmir.

2011



2012

Partnership with multiple agencies Govt. of Andhra Pradesh, Govt. of Odisha, BOSCH India Foundation, Landmark, Tata Housing, Taj, Intel India and Siemens for skill training.

Foundation stone was laid for 'Don Bosco Skill Mission' at Bangalore.

Nationwide youth survey conducted to know the interest of youth.

Nationwide Impact Assessment Study conducted to know the social impact of the projects.

2013

Signed an agreement with NSDC for skilling 2 million youth by 2022.

Partnership with Ministry of Minority Affairs for skill training.

Collaboration with State Governments – Meghalaya and Rajasthan.

Partnership with Axis Bank Foundation, Quest Alliance, ITC and Godrej for skill training for needy youth.

Partnership with Poorest Areas of Civil Society (PACS) to impart skill training to youth from socially Excluded communities.

Partnership with Bule Sky for imparting soft skill training to Master Trainers of Don Bosco Tech.

2014

Signed agreement with MoRD for skilling youth from LWE districts in Odisha under Roshni project.

Signed agreement with MoRD for skilling rural BPL youth from Jharkhand under DDU-GKY project.

Signed the agreement with Uttar Pradesh Skill Development Mission (UPSDM) for skill training in Uttar Pradesh.

Signed an agreement with Sir Dorabji Tat towards skill development program in North Eastern and LWE regions of India for a period of three years.

Partnership with SSUPSW of Bihar for imparting vocational training, placement and follow up of beggars under Mukhyamantri Bhikshavriti Nivaran Yojana (MBNY) Scheme in two years.

Partnership with Siemens for developing digital content of different market driven courses in service and mechanical sectors.

National Skill Qualification Frame Work under Karnataka Government has signed a MoU with Don Bosco Tech to provide skill training in Automobile domain in 57 schools in 30 districts of Karnataka.

2015

Signed agreement with MoRD and Kudumbashree for skilling rural BPL youth from Kerala under DDU-GKY project.

Signed an agreement with UK India Education and Research Initiative (UKIERI) to equip women learners with employability skills and self-confidence to obtain jobs and develop a career.

Signed the agreement Rajasthan Skills and Livelihoods Development Corporation (RSLDC) to implement the Employment Linked Skill Training Program (ELSTP) for the unemployed, marginalized youth.

An agreement signed with Hans Foundation to impart skill training to needy youth in Assam, Madhya Pradesh, Nagaland and West Bengal.

Partnership with GSK, HDB, NTPC, Power Grid, RECL, Swadesh Foundation, APSSDC for providing skill training to needy youth.

Partnered with ICAM to provide vocational training in industry as a means of social and professional integration.

Partnership with Jaquar Foundation to support for the creation of 'Jaquar Plumbing Centre' for imparting market driven skills in plumbing.

Signed an agreement with Justice and Care to support victims of trafficking and slavery for rehabilitate and re-integrate through life skills and soft skills.

Partnered with SELCO Foundation to secure the future of clean energy by implementing skill training programs for energy efficiency and renewable energy.

Signed an agreement with Titan for employment linked Train New Trainer (TNT) program.

Partnered with UNDP to help young women from underprivileged sections to counsel and connect to livelihood opportunities.

2016



Partnership
for Growth

Don Bosco Tech has associated with likeminded partners from the government as well as the private sector. Operating in several states across India, Don Bosco Tech has developed programmes keeping in mind to create sustainable livelihoods for every unemployed and needy youth. In this financial year, Don Bosco Tech partnered with different organizations in various areas of mutual interest, common vision, values for social development. The partnerships with Don Bosco Tech is built on diverse concerns like skill training and placement, digital content development, developing new training models, organizational development, advanced training, training of new and existing trainers etc. creating a sustainable livelihood in each state.

Looking towards future, Don Bosco Tech plans to extend the existing partnerships and creating new partnerships for funding the skill development projects while exploring new sectors, courses and target the un-tapped youth population in areas. Don Bosco Tech has engaged itself with various CSR, State, and Central Govt. departments for skill development projects. Prominent partners' profile of Don Bosco Tech in FY15 –16 are as under.





High performance. Delivered.

Don Bosco Tech Society in partnership with Accenture had successfully launched 'Skill to Succeed' skill based training programme in various service and manufacturing domains for youth within the age group of 18-29 years, who belongs to economically impoverished backgrounds in 15 states (Andhra Pradesh, Chhattisgarh, Jharkhand, Goa, Karnataka, Kerala, Maharashtra, Meghalaya, New Delhi, Orissa, Tamil Nadu, Telangana, West Bengal, Uttar Pradesh and Uttarakhand) of India.

In the financial year of 2015 – 16, this three months' training programme empowered 8193 youth and placed 6237 youth in several industries and organizations through Bosco Academy for Skills and Employment (BASE) project.



Don Bosco Tech Society and Axis Bank Foundation entered a partnership which is based on the common goal and vision i.e. 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 program funded by ABF is to train 50,000 youth by 2018 and provide employment opportunities in the way that they can attain a sustainable livelihood.

In the financial year 2015-16, Don Bosco Tech Society trained 9512 youth out of which 7587 of them were placed in various organizations and industries to earn their livelihoods and support their families.



With grant from the Ministry of Rural Development (MoRD), Government of India under the Himayat project, Don Bosco Tech Society implemented three projects to skill and empower unemployed youth with tailor-made crash courses for salaried jobs or self-employment initiatives in various technical and service domains. Under this project, 4537 youth from Jammu & Kashmir were trained in market-driven courses and 3731 trainees of them were placed in entry level job opportunities in different service and technical sectors in the year 2015 -16.



Enduring Values

ITC Limited and Don Bosco Tech signed a memorandum of understanding (MoU) to support the skill training program that would impart market driven skills under 'Mission Sunehra Kal (MSK: 'Sunehra Kal' meaning Bright Future). The objective of this project is to create sustainable livelihoods on a large scale by transforming the lives of even the most marginalized from across the states of Assam, Bihar, West Bengal and Uttarakhand.



सत्यमेव जयते

Ministry of Minority Affairs

Don Bosco Tech Society signed an MoU with Ministry of Minority Affairs (MoMA), Government of India for skill development of minorities under the flagship program of 'Seekho Aur Kamao (Learn & Earn)'. The scheme aims at upgrading the skills of minority youth in various modern/traditional skills depending upon their qualification, present economic trends and market potential, which can earn them suitable employment or make them suitably skilled to go for self-employment. The order enunciates for placement linked skill training programs of youth from minority section of social group under 'Seekho Aur Kamao' for the states of Bihar, Arunachal Pradesh, Assam and Kerala.

हमारा अधिकार • हमारी आवाज़

PACS

Our rights • Our voice

Don Bosco Tech signed a tripartite agreement with Salesian Consultancy Services and Poorest Areas Civil Society (PACS) to impart skill training to vulnerable and marginalized youth from socially excluded groups in Jharkhand, Bihar, Odisha and Chhattisgarh. The Poorest Areas Civil Society (PACS) programme was an initiative of the UK Government's, Department for International Development (DFID). Its aims to reduce the welfare gap between socially excluded groups and the rest of the population by helping socially excluded communities to claim their rights and entitlements more effectively. Under PACS project, Don Bosco Tech Society successfully imparted training to 1278 youth and provide placement to 1032 youth in various sector across India.



QUEST Alliance

Don Bosco Tech signed an agreement with QUEST Alliance to train youth that belongs to the economic strata of Below Poverty Line (BPL) to support their family. The training will be conducted in Retail Management course which will include English, Life Skills, Work Readiness and Retail Customer Interaction followed by the placement of at least 75% of successfully trained youth. The Unique Selling Proposition (USP) of the partnership is that more than 50% of the curricula would be taught by using computers while directly involving in the monitoring of the project. Don Bosco Tech Society has made an impact on the life of 1574 youth by successfully training and provided placement to 1252 youth, under Quest Alliance project in the year FY 2015-16.



On behalf of the Government of Rajasthan, Rajasthan Skills and Livelihoods Development Corporation (RSLDC) signed an agreement with Don Bosco Tech Society to initiate the special skill training programme for the unemployed, marginalized youth. The programme provide financial assistance to the candidate through grant-in-aid by the state government for implementation of Employment Linked Skill Training Program (ELSTP).

SIR DORABJI TATA TRUST

The agreement between Don Bosco Tech Society and Sir Dorabji Tata Trust (SDTT) was signed as a grant towards skill development program in North Eastern states and Left Wing Extremism (LWE) affected districts of India for a period of three years. The project has been designed to provide skill based training to youngsters in services, health and manufacturing sectors as well as promote self-employment / entrepreneurship. Under the partnership agreement between SDTT and Don Bosco Tech Society, in the year 2015 - 16, 801 youth were greatly benefitted by acquiring and polishing their skills through the skill training programme. 604 successful candidates were also provided placement amongst the placement partners of Don Bosco Tech Society.



A Memorandum of Understanding (MoU) has been drawn up by the Don Bosco Tech Society 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. Funded by SEIF, the three months skill based training will impart technical skill in Electrical domain, basics of computer, spoken and written English, customer interactions training, soft skills and on-the-job training to school/college dropouts (18-35 years) from lower economic strata. The successful trainees are co-certified by SEIF and Don Bosco Tech Society after an evaluation. In the FY 2015-16, 193 youngsters were benefitted from the program out of which 141 were placed in different organisations in Electrical sector.

सबको हुनर, सबको काम

उत्तर प्रदेश कौशल विकास मिशन



Don Bosco Tech has signed the agreement with Uttar Pradesh Skill Development Society in January, 2014 to provide an opportunity to the youth for skill training based on their aptitude and skill level for a period of three years. UPSDM was launched by the Department of Vocational Education and Skill Development, Government of Uttar Pradesh through the Uttar Pradesh Skill Development Society and has already started to make an impact thousands of youth with skill training and placement in wage-based job in various sectors and industries. In the financial year of 2015 -16, Don Bosco Tech Society under UPSDM project were able to impart skills training programme to 1241 youth of which 745 were successfully placed with various employers and placement partners across India.



Government of Bihar initiated a new project 'Mukhya Mantri Bhiksha Nivriti Yojna' with the aim of uplifting the living standard of the poor and to make Bihar a beggar-free state. Don Bosco Tech in collaboration with State Society for Ultra Poor and Social Welfare (SSUPSW), a unit of social welfare department under Bihar Government, took up the initiative to implement the vision of the Bihar State Government at the grass root levels.

The objective is to bring economic independence to the marginalized section, which has been engaged in imploring for money with little or no expectation of reciprocation, by providing an opportunity to enhance their skills, explore new careers, and treated with dignity. Don Bosco Tech reached out to 89 beggars especially the youth where they were provided skills training and of which 77 were placed in a job in the financial year of 2015-2016.



Don Bosco Tech Society and the Hans foundation (THF) has signed an agreement to skill underprivileged youth from remote locations of North-East India in various courses. In addition to the training and placement, post placement tracking of trainees for a period of six months is also a prime deliverable of the project. THF believes that everyone has the right for a dignified life and has been working towards the goal of reducing inequalities in India one step at a time by focusing on social interventions around three core themes: Health, Disability and Education. Under THF project, Don Bosco Tech Society trained 1994 youth and provided placement to 1504 youth across India in various sectors.

Imparting Skills for Empowerment

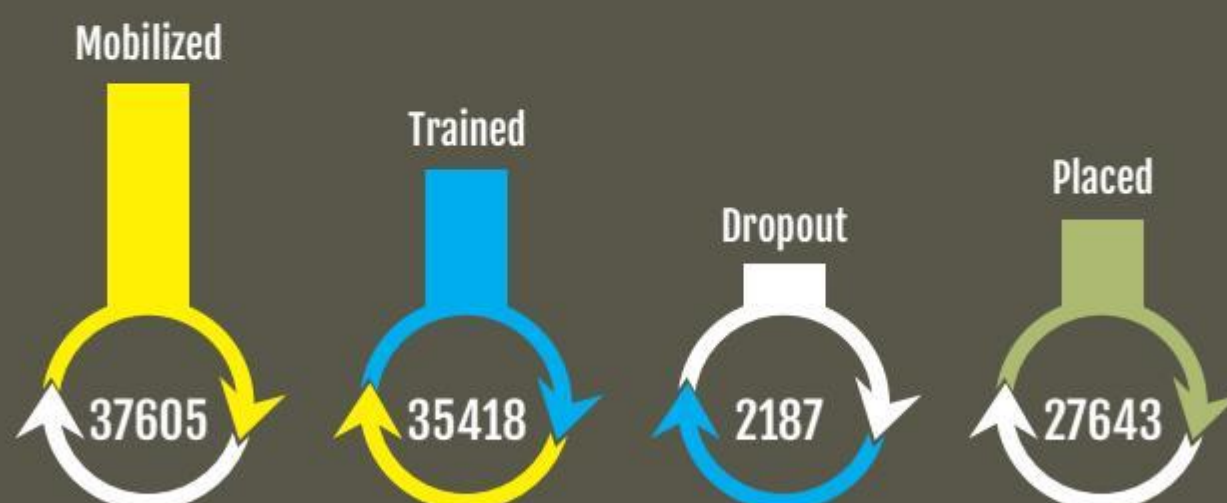
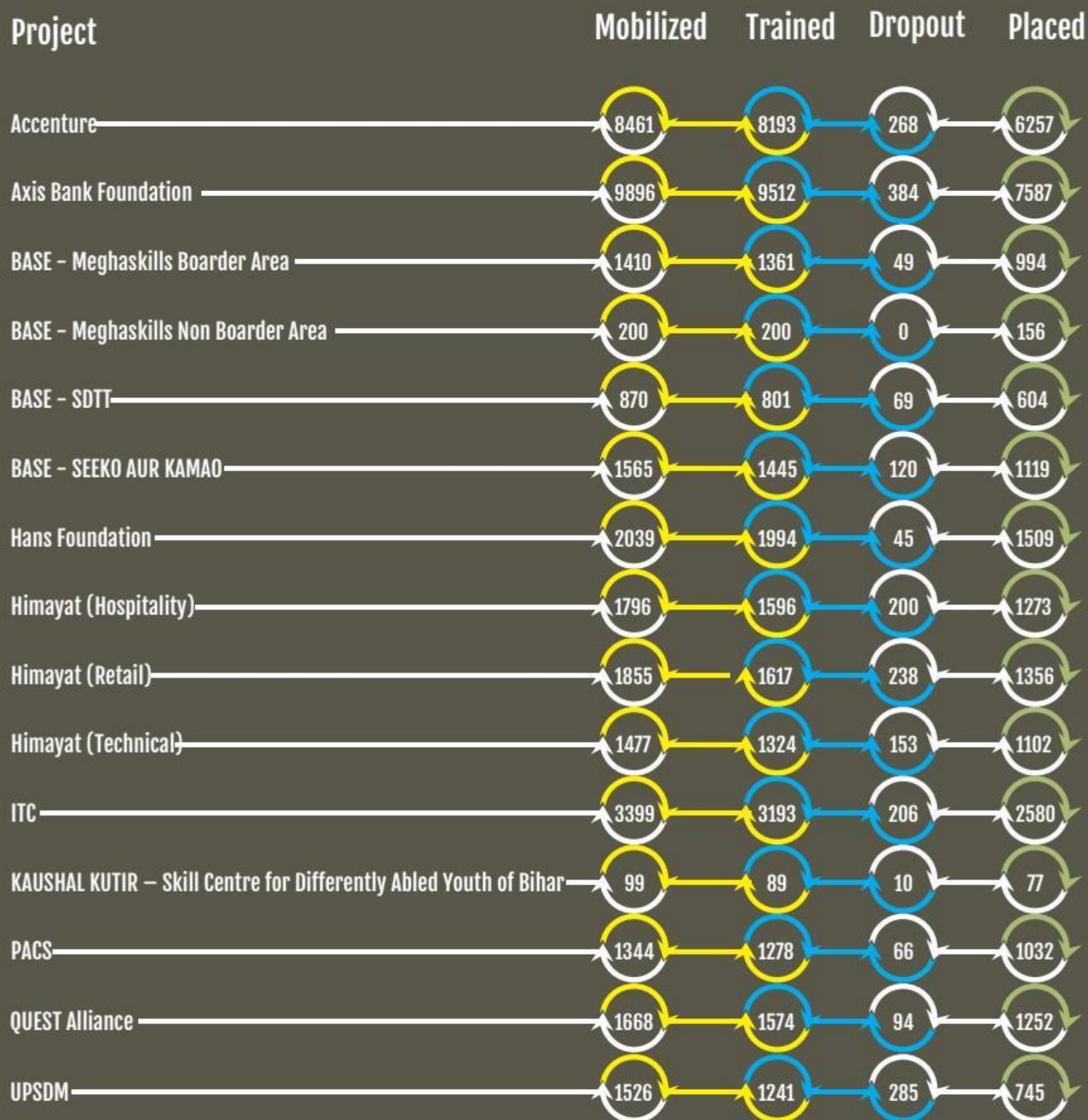
As a leader in skills development since its inception in 2006, Don Bosco Tech reach-out to underprivileged and poor youth and provide an opportunity with a life changing and empowering skill training program. Every year Don Bosco Tech not only provides skill training program in numbers of market-driven short term courses but also gives the trainees a placement opportunity that ensures a job or self creating a sustainable livelihood.

Don Bosco Tech expanded its presence to 28 states with various government and corporate projects like Accenture, Axis Bank Foundation, ITC, Himayat, PACS, and UPSDM to name a few. The states where Don Bosco Tech is successfully running skill training programs are Andhra Pradesh, Assam, Bihar, Chhattisgarh, Delhi, Goa, Gujarat, Himachal Pradesh, Jammu & Kashmir, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Meghalaya, Mizoram, Nagaland, Odisha, Punjab, Rajasthan, Sikkim, Tamilnadu, Telangana, Tripura, Uttar Pradesh, Uttarakhand and West Bengal.

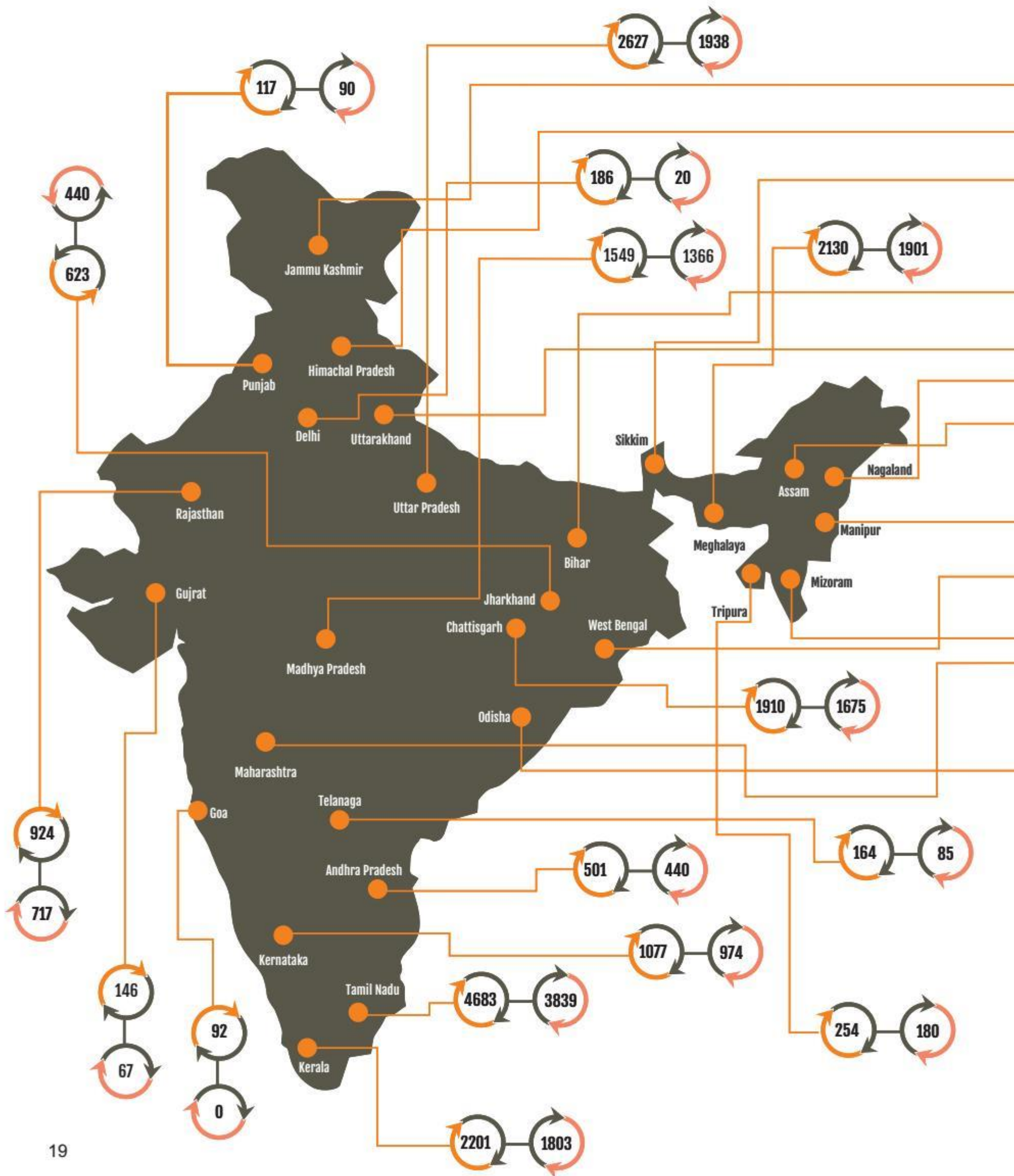
In the Financial year 2015-16, Don Bosco Tech has partnered with numbers of Government and Corporate houses having the shared vision of imparting skill training to the needy and poor youth across India. Overall, 15 projects were successfully implemented to train 35,418 youngsters; and a total of 78% of them placed in many known and renown organizations from different industrial sectors across India. Progressive steps nudged the organizations towards the goal that was set up to skill underprivileged and economically backward youth of India. A total of 37605 youth enrolled in the skill training program but 2187 youth were dropped out from the course from various reasons which is six per cent of the total trained students. Maximum number of students (i.e. 384) were dropped out from Axis Bank Foundation which is again 4 per cent of total trained students.

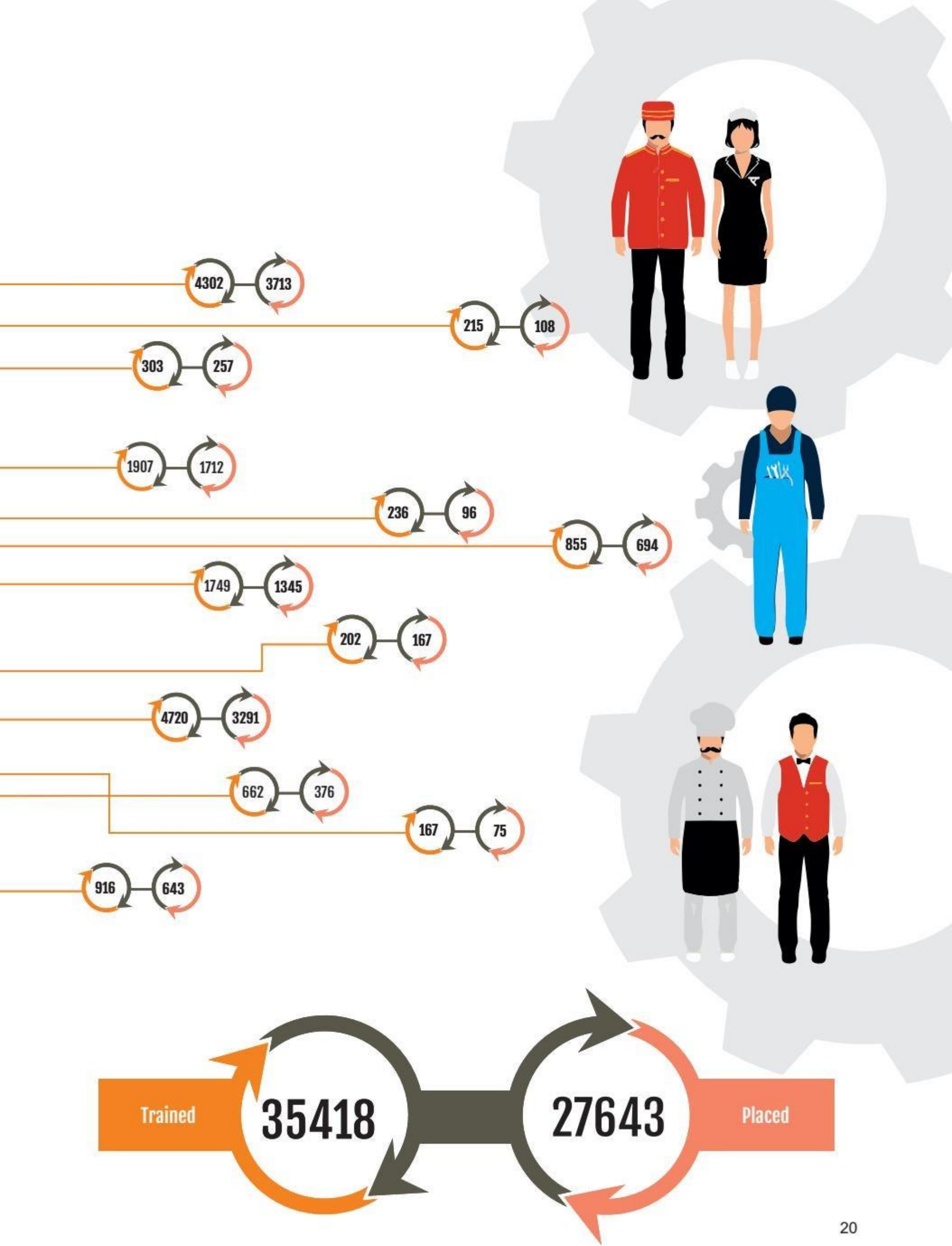
Empowering youth with diverse vocational courses, Don Bosco Tech imparted skill training program in 20 market-driven courses like Automobile, Electrician, Hospitality (Food and Beverage, House-keeping and Food Production), Retail and Sales, Industrial Sewing Machine Operator (ISMO), and General Duty Assistant. The facts and figures of project wise trained and placed candidates are shown in the table presented below.





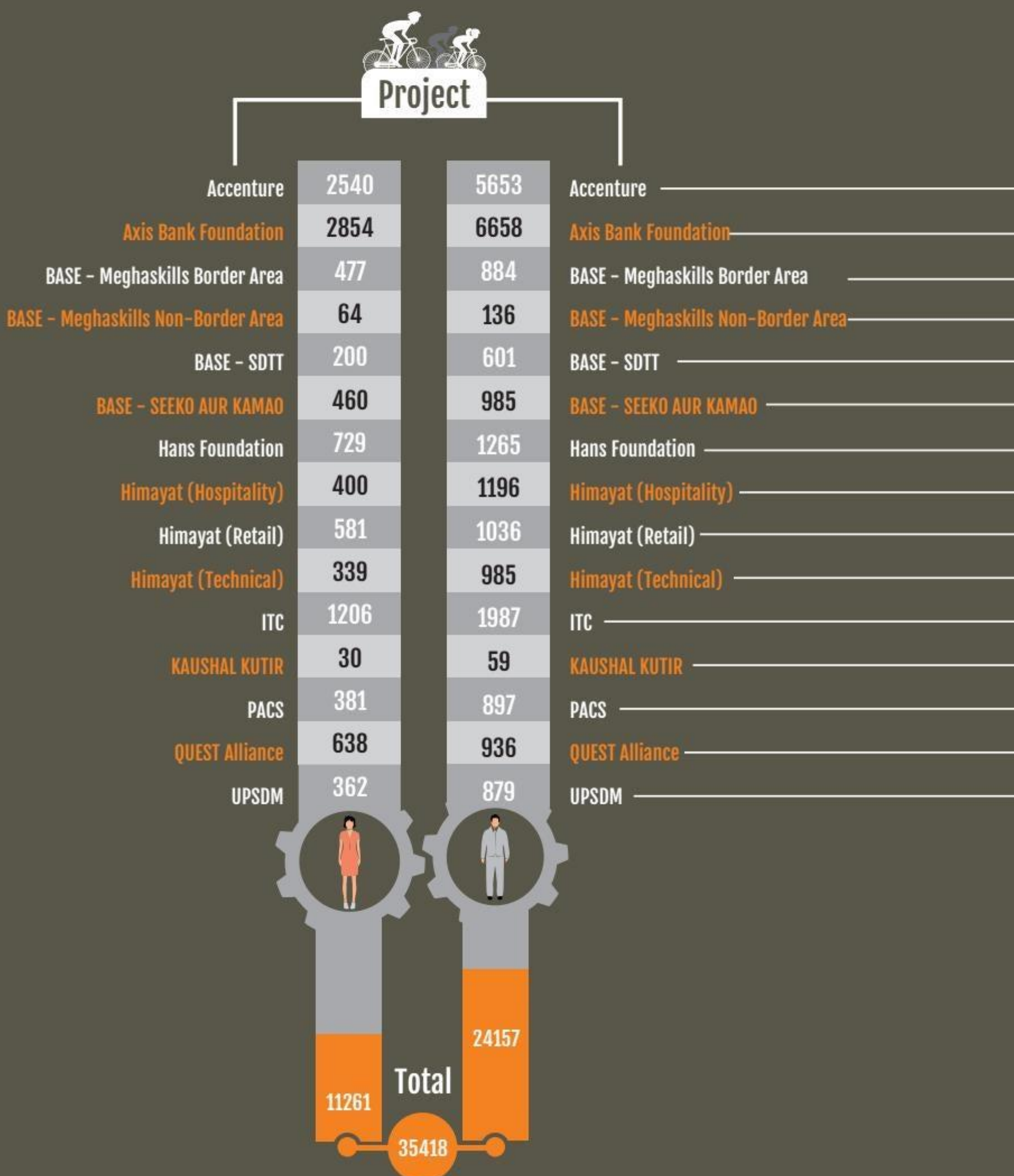
Don Bosco Tech has presence in 28 states across India. Don Bosco has empowered the highest number i.e. 4720 youngsters in West Bengal. But at the same time, there are many states like Tamil Nadu and Jammu & Kashmir where 4302 youth were trained under various projects in this financial year. At the same time, only 92 students trained in Goa but no one has joined the job market.





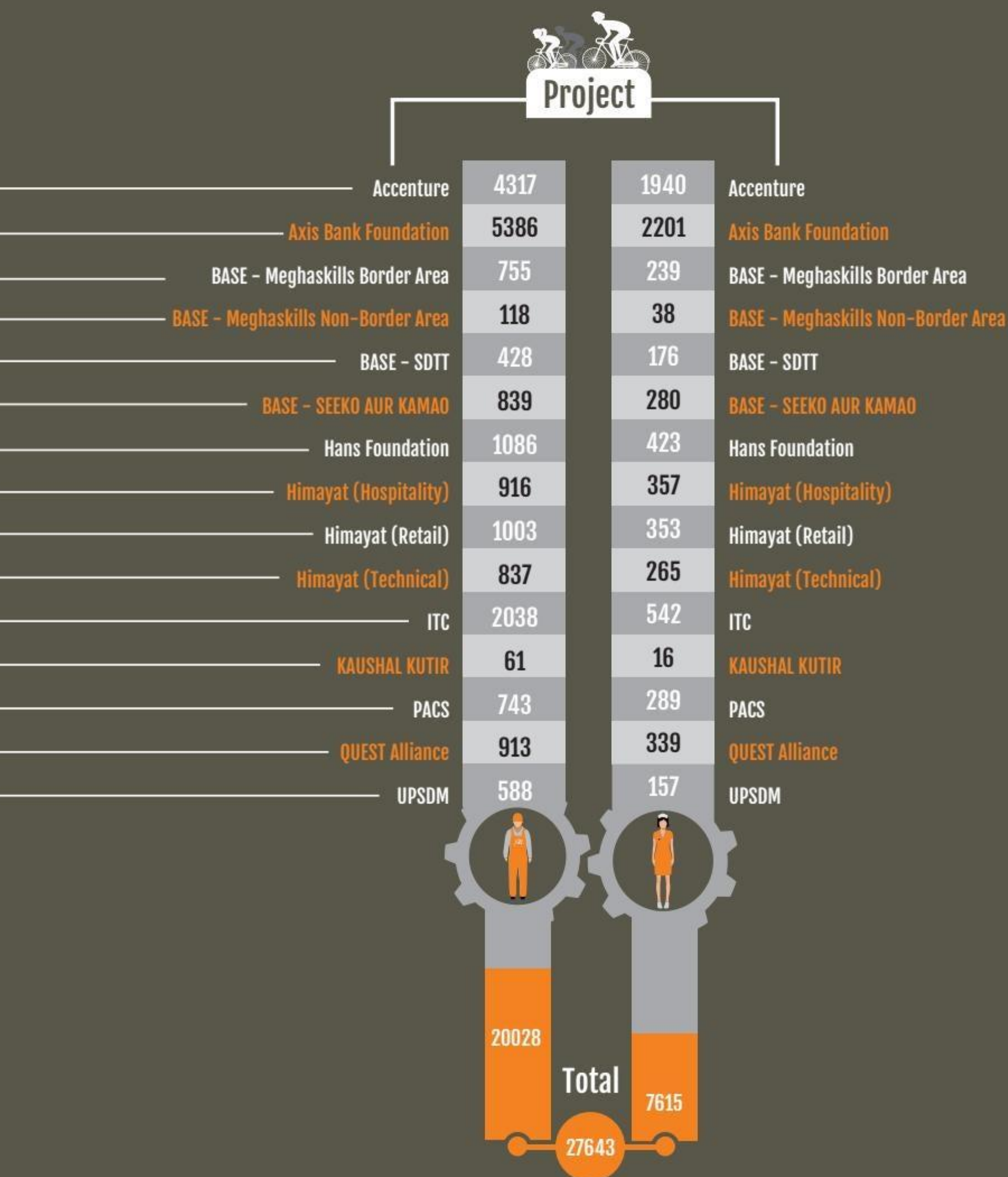
The male and female ratio with regard to training is 69:31 which is 24157 were male and 11261 are female have accepted the job offered by Don Bosco Tech.

The facts and figures of male and female trained candidate's project wise are shown in the table presented below.



The male and female ratio with regard to placement is 73: 27 which is 20,028 were male and 7,615 are female have accepted the job offered by Don Bosco Tech during various placement program or campus placement.

The facts and figures of male and female placed candidate's projects wise are shown in the table presented below.



To provide the appropriate opportunity to every trainee who enters the Don Bosco Tech, the placement department plays a vital role to actualize their dreams with sustainable livelihoods. With completion of every batch, successful candidates were given an opportunity to face an interview with prospective and renown employers and get an offer to join the workforce with adequate salary package and additional benefits.

The placement team is a group of professionals who is executing this task with support from national, regional and the state level operations team. Under the supervision of national team, the regional and states placement team along with trainers handles the entire placement process in their respective areas and monitors the placement activity done in pan India.

Besides the placement of trainees passing out from different training centers of Don Bosco Tech, this team is also collaborating with leading organizations and industries for organizing the on-the-job training for trainees. The placement team works together with various industrial establishments, corporate houses, etc, to conducts campus interviews and select well trained and successful candidates from the different market-oriented domains . The team also facilitates to conduct group discussions, tests and interviews besides catering to other logistics. The team have a strong tie-up with more than 1000 employers for recruitment with competitive salary across India and of which nearly 126 companies conduct regularly campus interviews in the Don Bosco Tech centers across India.

Some of the employment partner companies and organization are KFC, Pizza Hut, Café Coffee Day (CCD), Kitex Garments, Welspun India Ltd., STI India Ltd, Sodexo Pvt. Ltd, Taj Properties, Costa Coffee, Reliance Retail, Aditya Birla Retail, Vishal Mega Mart, ITC Hotels, Shoppers Stop, Walmart, Orissa Cement Ltd. (OCL), Schneider Electrical, Bosch Electrical, Barbeque Nation, Hero Honda and many more.

In the Financial Year 2015-16, the placement team has offered entry level jobs to 78 per cent of enrolled trainees across India. Out of 35418 trained trainees, 27643 were placed successfully in their respective specialized domains. The team also got an opportunity to explore 112 new Employers and added to the existing list of prospective partner employer.

The placement team follows a series of steps and procedure that ensures the process from the mobilization till the placement on a trainee be successful and smooth. Planning for placement of candidates starts even before the skill development project is implemented in a state and gradually passes through different steps to understand and refinement towards productive employability.



Giving a chance

to Lead Their Lives



When we are categorizing the salary, approximate 3,623 trainees are placed with the salary range of Rs. 8,000 – Rs.10,000/- per month while 17,597 trainees are placed under the monthly package of Rs.5,000 – 8,000/- per month and 5,060 are under Rs.5,000/- per month.

Project



Accenture

Axis Bank Foundation

BASE – Meghaskills Border Area

BASE – Meghaskills Non-Border Area

BASE – SDTT

BASE – SEEKO AUR KAMAO

Hans Foundation

Himayat (Hospitality)

Himayat (Retail)

Himayat (Technical)

ITC

KAUSHAL KUTIR

PACS

QUEST Alliance

UPSDM

Below ₹5000	₹5000 ₹8000	₹8000 ₹10000	Above ₹10000
----------------	----------------	-----------------	-----------------

563	4379	1118	197
1527	4751	909	400
56	916	4	18
3	145	8	0
177	393	5	29
39	765	287	28
447	632	261	169
455	751	66	1
636	688	31	1
339	673	85	5
354	1480	394	352
21	55	1	0
251	694	86	1
186	749	236	81
6	526	132	81
5060	17597	3623	1363



Below 5000



Rs.5,000 -
Rs. 8,000/-
per month



Rs. 8,000 -
Rs.10,000/-
per month



Above
Rs.10,000/-
per month



Learning Progression Approach for Quality Training

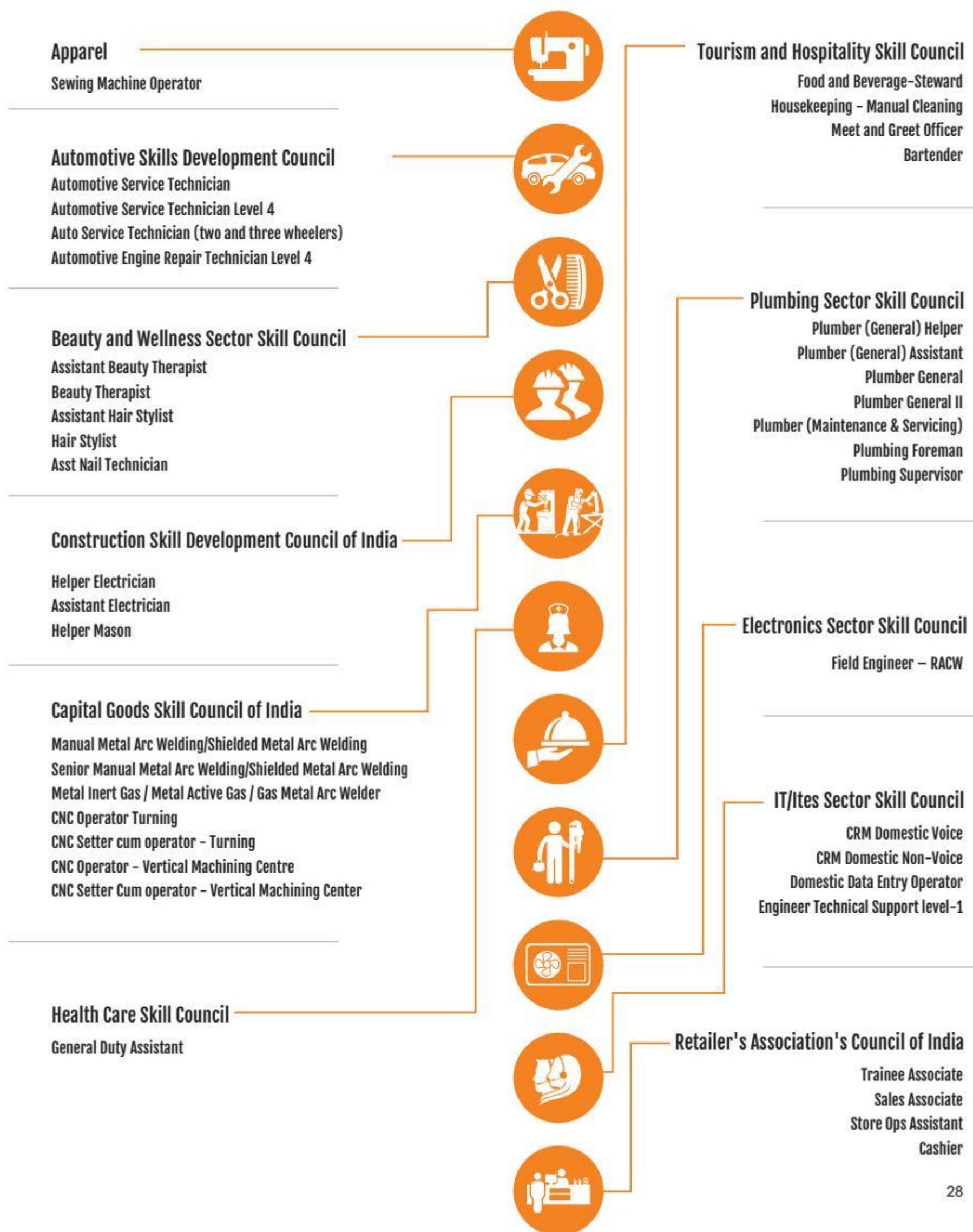
Getting a placement after the skill training completely depends on the classroom delivery of the trainers. To make it market driven and align it with industry requirements, Don Bosco Tech develops the curricula as per guidelines of the Sector Skill Council (SSC). The Content and Curriculum Development team is the hub and nerve centre to ensure delivery of standardized training content and timely assessment. The department follows a step by step approach in order to ensure smooth and uninterrupted flow of academic activities. The department's mission is to provide quality teaching-learning content with outreach towards the trainees that will be benefitted from Don Bosco Tech Society. It offers quality education based on a nationally recognized curriculum developed and supported by the Sector Skills Council (SSC) of India

In a nutshell, the Content and Curriculum Development team aims to offer quality education by creating curriculum, teaching/learning material and obtaining affiliation through Sector Skill Councils and NSDC.



In the financial year 2015-2016, the Content Department had 4 major achievements in their endeavours.
They are as under:

It obtained Training Partner and QP/NOS affiliation from the respective Sector Skill Councils.



Fostering

Quality Facilitation Skills



"Information is a source of learning. But unless it is organized, processed, and available to the right people in a format for decision making, it is a burden, not a benefit."

- C. William Pollard

In the age of internet, information is available in excess and many use it to learn and update one's knowledge. But along with knowledge, a person needs to have some adequate skills to perform better in his personal and professional spheres. An organization needs a quality facilitation skill for good planning, keep the members involved, and create real leadership opportunities and skills that would empower them with their own idea, skills and participation. Apart from this, they will stay invested in the organization, take on responsibility and ownership, shape and run a good learning and planning process as well.

Learning is at the very heart of Don Bosco Institutes, not only for students, but also for all members of the Don Bosco Community. Learning and Development, which is an integral part of Don Bosco Tech Society, improvises the mechanisms to foster quality facilitation skills that increase efficiency of the employees through wide range of training programs and development courses

relevant to their roles where each individual learns to deal with the professional challenges they face. The range of offerings includes professional, managerial and career development for all employees. Besides, the department also takes care of the curriculum development, assessment and develops a mechanism to evaluate the performance of the trainees.

Don Bosco Tech provides a wide range of training programs to facilitate the skills that would be executed to deliver quality training to the trainees enrolled in different centers of Don Bosco Tech Society present across India. In the financial year 2015-2016, Learning and Development team had arranged and delivered successful training programs that may be summarized as under:



Domain Training	Name of the Training	Date & Month	No of Participants
	Beautician (Godrej Saloni)	September 21-26, 2015	7
	Communicative English	August 25 -29, 2015	4
	Electrical (Schneider)	December 1 – 11, 2015	7
		February 1 – 12, 2016	6
		November 15 – 27, 2015	9
		March 21 – April 2, 2016	12
		March 8 – 19, 2016	14
	Facility Management (VDMA)	July 20 -30, 2015	4
	IT (Intel)	December 14 – 16, 2015	17
	Retail (Aditya Birla Group)	November 30 - December 2, 2015	6

Empowerment Coaching for Facilitators (ECF)	Empowerment Coaching for Facilitators (ECF)	February 1 - 3, 2016	40
		November 3 – 5, 2015	19
		December 7 – 9, 2015	19

Facilitation Skills Tata Strive	Facilitation Skills - Tata Strive	January 4 – 9, 2016	19
		January 4 – 9, 2016	14
		December 16 – 24, 2015	21

Training M&E and MIS	Life skills Champion-Bluesky	May 18 – 28, 2015	29
----------------------	------------------------------	-------------------	----

Master Coach Quest Alliance

Name of the Training	Date & Month	No of Participants
Master Coach - Quest Alliance	October 19 – 21, 2015	29

Orientation Programme

Orientation Programme	December 14 – 15, 2015	10
	June 15 – 18, 2015	40
	February 16 – 20, 2016	18
	July 20 – 23, 2015	26
	June 26 – 28, 2015	33
	November 3 – 7, 2015	14
	December 2 – 4, 2015	22
	August 14 – 17, 2015	25

Project Orientation Program

Project Orientation Program	June 23 -27, 2015	32
Project Orientation Program	July 2 – 4, 2015	61
Project Orientation Program	September 16 – 27, 2015	13

Refresher Training Program

Refresher Training Program	19- 20 June 2015	32
----------------------------	------------------	----

Training the Trainer (TNT)

Training the Trainer (TNT)	11 May- 10 August 2015	11
	17 August – 14 Nov 2015	38
	11 Jan – 9 April 2016	38

Training M&E and MIS

Training - M&E and MIS	16 – 19 Nov 2015	16
------------------------	------------------	----



A Powerful Sphere of Management and Improvement



Ensuring quality and smooth implementation of projects, Monitoring and Evaluation (M&E) Department comes as prerogative act to exercise the channel solidly. Monitoring and evaluation (M&E) is a complete package of collecting, storing, analyzing and finally transforming data into strategic information that can be used to make informed decisions for program management and improvement, policy formulation, and advocacy. The department genuinely follows the principles prescribed in 'Monitoring & Evaluation Manual prepared by Don Bosco Tech Society.

The department practices dynamic framework and formats that are re-visited based on the current requirements. The tools are pre-tested and flexible so as to capture optimum quality data in minimum time and maximum stakeholders. Currently, the M&E team includes a Manager, an Assistant Manager (North) and 13 State M&E and Management Information System (MIS) Coordinators. The department monitors the organization's operations across 28 states of India in close unison with the MIS team for analyzing the data and capturing ground realities. Tracking team is also monitored by M&E for national-level tracking of placed trainees of Don Bosco Tech.

Monitoring and Evaluation department have a bigger role to keep check on any discrepancies and short coming that comes along the way of the smooth running of the project. The team involves itself in conducting M&E visits and improving the quality of training and approach towards implementation. This helps for timely corrective action and appropriate decisions can be taken to ensure project objectives are achieved. The M&E activities help not only in effectively addressing the concerns, but also in analyzing the trends and patterns and removing bottle-necks in the system.

Two key activities of M&E Team are Mid Batch Assessment (MBA) and Batch Review Report. Mid Batch Assessment (MBA) is an activity to capture the quality of training and make mid-course corrections in the middle of every batch. Batch Review conducted after every batch to review the batch performance, recommend improvements, document best practices and plan for next batches.

In this Financial Year, M&E department has brought in the following systemic and quality changes:



Biometric system followed across all the centres and projects for capturing trainees' and trainers' attendance.



Mid-Batch Assessment conducted regularly in all the states as compared to previous year.



Standard list of documentation maintained across the centres of Don Bosco Tech.



Surprise and Planned M&E visits being regularly conducted and resulting in smooth operations and improved quality in Northern India which lacked monitoring mechanisms.



Improved communication and transparency in operational decision-making with focus on quality with the M&E inputs and recommendations.



Tracking Office set up at Don Bosco Skill Mission, Bangalore facility of Don Bosco Tech. Over 5000 trainees tracked through a call-based tracking system in five months from June-2015.



Tracking for Betterment

Don Bosco Tech Society upholds transparency and authenticity towards its partners, government and all stakeholders. To maintain the authenticity and correctness of the training and placement data reported to the partners and NSDC, data verification is an important process. Tracking of placed candidates in order to support them is an integral part of the Don Bosco Tech system since its initial years. In line with this, a dedicated Tracking Office has been set up at Don Bosco Skill Mission, Bangalore.

The tracking office is a sub-department is established under the Management Information System (MIS) department and jointly managed by Monitoring and Evaluation (M&E) department of Don Bosco Tech. The call-based tracking office track the former trainees who had undergone various training programmes in Don Bosco Tech centre and is a key project deliverable in the skill development sector.

Tracking is done to reach out to the youth and create a support system for them, improve their job retention post training and placement, address concerns, re-place, learn from feedback, etc. The inputs also are beneficial to improve the overall quality of training programme.

Some of the key features of Tracking department are as under:

- Trained and Placed candidates are also supported through three levels system – centre, state and national – both physical and call-based approach.
- Candidates and employers are contacted by the trainers and State Placement and MIS Coordinators from time to time basis.
- Through calls, the tracking team covers 100% placement and tracking data reported by centres and state offices.
- Challenges are with the traceable numbers since this is a call-based system – steps are being taken to update the contact numbers from the State level.
- Regional-language based call tracking to connect with the youth and employers better and build rapport easily
- Experienced professionals employed at Tracking office from diverse fields like BPO, admin, skill training etc. with relevant experience and communication proficiency

Through the three-level tracking system, the process could streamline from bottom-to-top making it un-biased and focused on the young beneficiaries and to understand the success and challenges faced as a part of a project planning and execution of the training programme.

In the financial year 2015-16, over 8570 trainees were tracked by Tracking Office through the call-based tracking system and created a tracking database through the outcome reports. The quality of training and placement could be assessed by the operations teams on the ground level centre functioning in various southern, northern and central states across India through trainees' and employers' feedback.

Toll-Free Helpline Number (1800-425-40500) for trainees and alumni of Don Bosco Tech were revived at Don Bosco Skill Mission, Bangalore that would respond and deal with queries of trainees/ parents/ interested individuals in skill training and jobs, by providing a high standard of customer care by handling the toll-free number



Financial Statements FY 2015-16



DON BOSCO TECH SOCIETY

Balance Sheet as at 31st March 2016

(Cons.)		
Particulars	Schedule	Amount (Rs.)
<u>SOURCES OF FUNDS</u>		
Reserve & Funds	1	355,546,815.42
Programme Balance	2	(75,181,483.62)
Total		280,365,331.80
<u>APPLICATION OF FUNDS</u>		
<u>Fixed Assets :</u>		
Gross Block	3	234,844,382.60
Less : Accumulated Depreciation		72,076,373.55
Net Block		162,768,009.05
Capital Work in Progress		223,581,184.00
		386,349,193.05
<u>Current Assets & Liabilities</u>		
Current Assets	4	352,143,619.81
		352,143,619.81
Less: Current Liabilities	5	458,127,481.07
Net Current Assets		(105,983,861.25)
Total		280,365,331.80

For & on behalf of Management

As per our Report of even date



Place : New Delhi
Date : 5-9-16



J.A. Martins
J. A. Martins
M. No. 082051
Proprietor

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

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 2016 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 2016.
 - (b) in the case of the Income & Expenditure Account, of the excess of expenditure over income for the year ended on that date.



Place: New Delhi
Date: 5-9-16

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

DON BOSCO TECH SOCIETY

Income & Expenditure Account for the year ended 31st March 2016

(Cons.)		
Particulars	Sch No.	Amount (Rs.)
<u>INCOME</u>		
Contributions/Donations	6	48,275,718.21
Other Receipts	7	1,500,911.00
Grants Allocated towards Expenses		439,627,771.47
Allocation of NSDC Loan to the extent Utilized		19,715,423.00
Allocation of South Indian Bank Loan to the extent Utilized		26,147,890.00
Total		535,267,713.68
<u>EXPENDITURE</u>		
Personnel	8	196,033,946.56
Skill Development Training Expenses	9	227,127,537.62
Placement	10	34,361,239.00
Administration	11	37,909,791.45
		495,432,514.63
Depreciation		41,042,415.73
Less: Allocation from Capital Reserve		(41,042,415.73)
		495,432,514.63
Excess of Income over Expenditure transferred to		
Allocation to Capital Reserve		42,266,521.50
Income & Expenditure		(2,431,322.45)
Total		535,267,713.68

For & on behalf of Management

As per our Report of even date



[Handwritten Signature]

J. A. Martins

M. No. 082051

Proprietor

J. A. Martins & Co.,
Chartered Accountants

Firm Regn. No. 010860N

Place : New Delhi

Date : 5-9-16

Don Bosco Tech offers wide range of institutional and functional features that assist all who seek to enroll in our skill training program in our centres present across India.

Be a Volunteer

Save time for action. Prospective volunteers can involve for empowering the youth through various ways. our short-term training program directly.

Get Trained

Want to be trained?

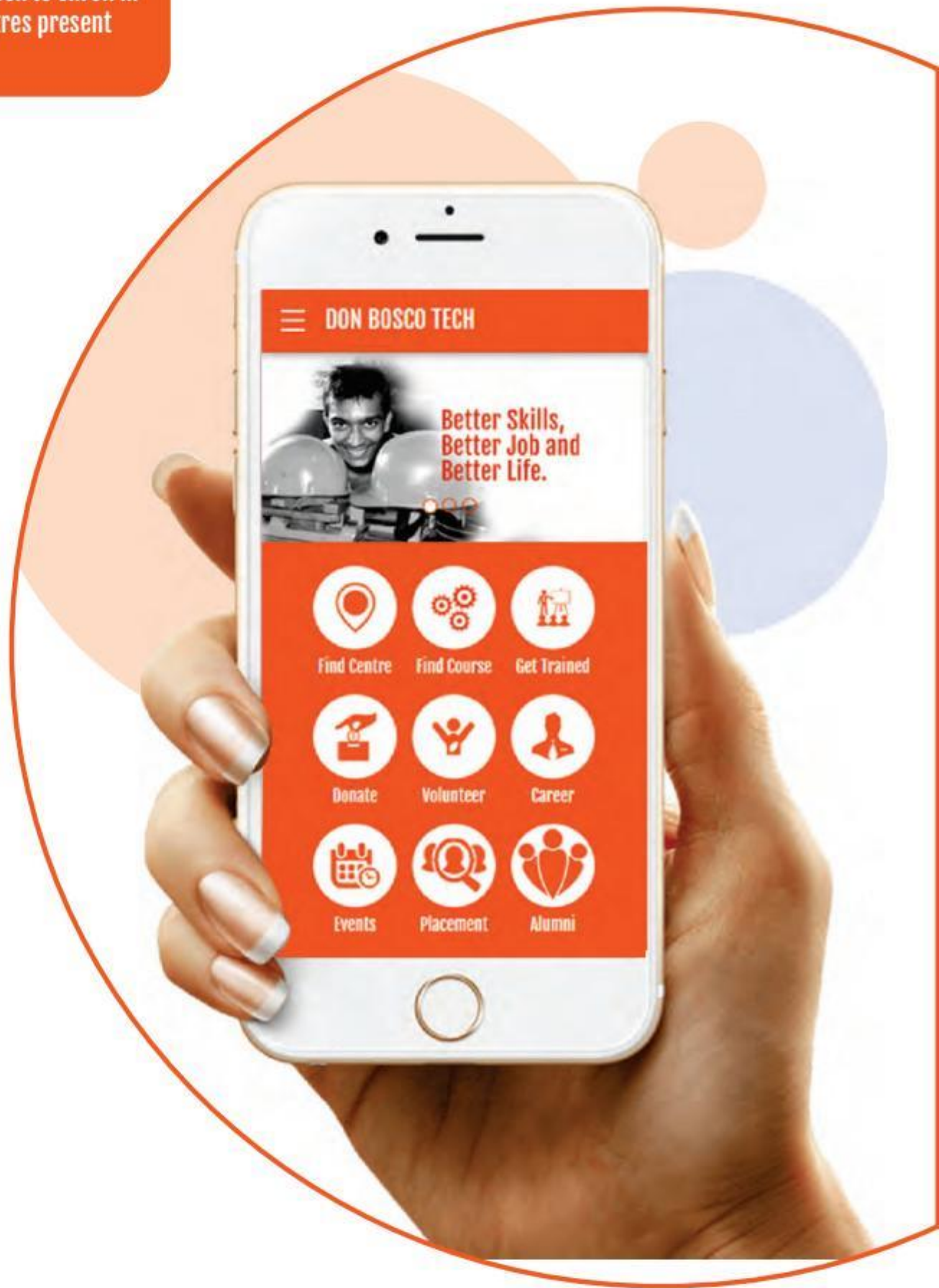
This is the opportunity to enroll to our short-term training program directly.

Find Centre

We help you find the nearest centre from your location and navigate you through Google navigation.

Find Course

Are you interested for any training courses? Check out to know short term courses available.



Don Bosco Tech

B-32, Lane-7, Dashrat Puri-110059, New Delhi - 110 043

Ph:+91-11-65171432, www.dbtech.in

[facebook.com/DonBoscoTechSociety](https://www.facebook.com/DonBoscoTechSociety)

twitter.com/DBTechSociety

[youtube.com/dbtechsociety](https://www.youtube.com/dbtechsociety)