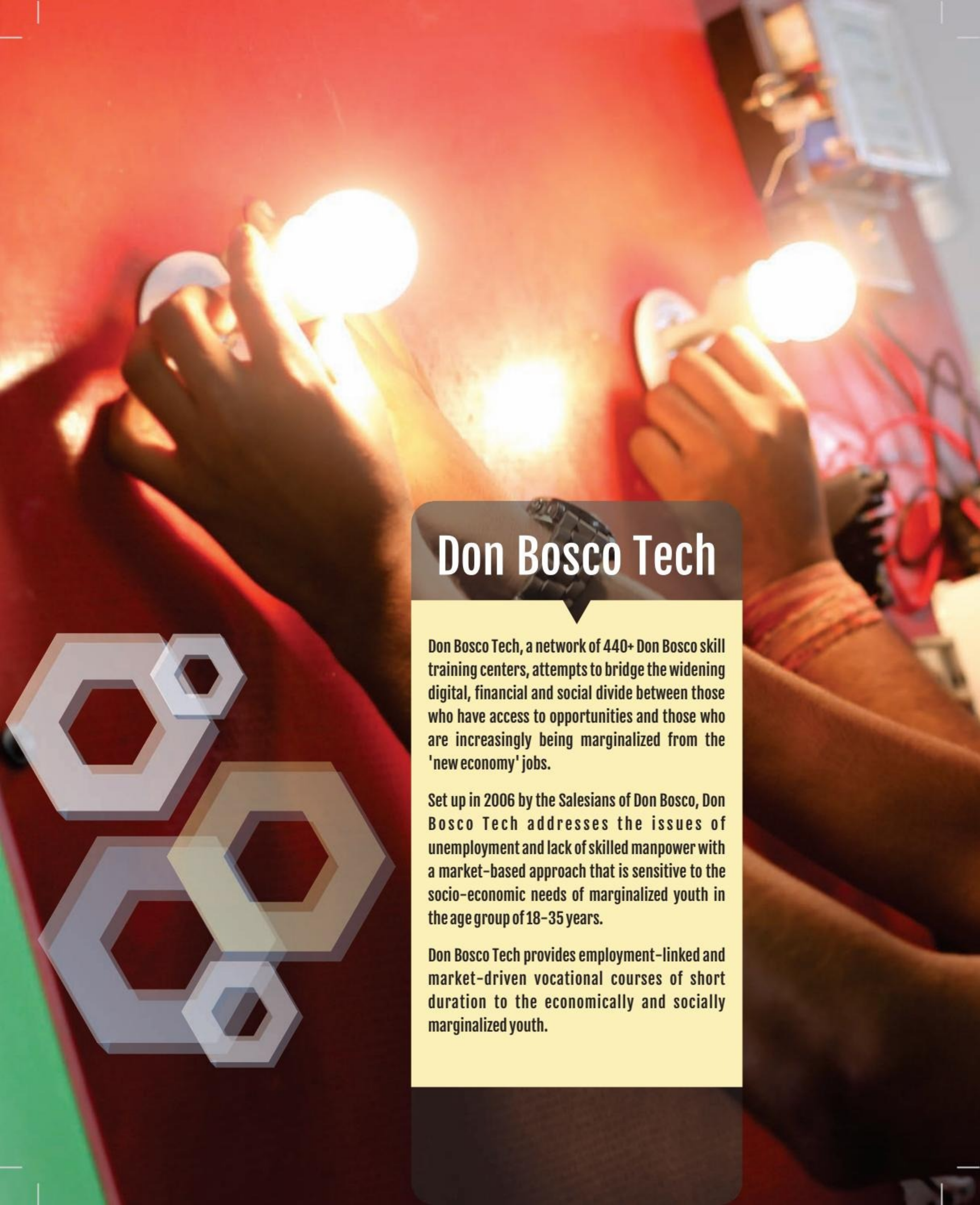


Annual Report

2017-18

**ENRICHING AND EMPOWERING
YOUTH WITH SKILLS**





Don Bosco Tech

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.

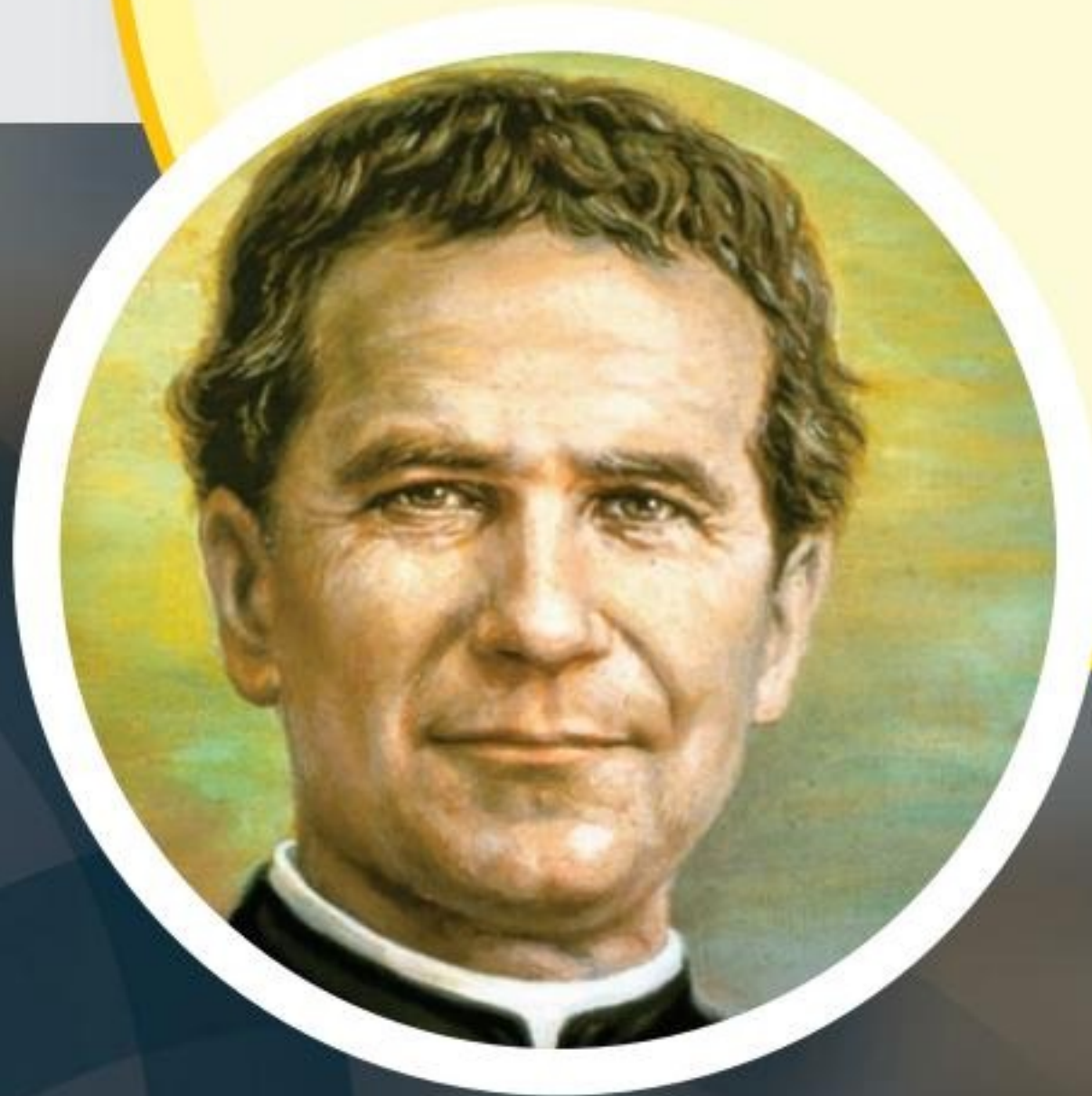
Don Bosco Tech provides employment-linked and market-driven vocational courses of short duration to the economically and socially marginalized youth.

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**"As much as I am, I am for you.
I do not have any other aim than to
obtain your moral, intellectual and
physical benefit."**

– Don Bosco



**Message from
Executive Director**



Dear Friend,

We are pleased to present the Annual Report 2017-18 of Don Bosco Tech Society. Aligning with Government's 'Skill India' mission, Don Bosco Tech reached out to many unemployed/ needy youth across the country in providing opportunity to acquire skills for employment/ self-employment, thus giving wings to their aspirations.

Skill development for sustainable livelihood is prime intervention of Don Bosco Tech. Skill development opportunities are being provided to individuals in rural as well as urban areas to enhance their livelihoods. DB Tech's initiatives seek to bridge the skill gap that exists in the society through relevant training with life skills.

To achieve this objective, we have joined hands with 42 like-minded funders, who believe in us and support our interventions to achieve our mission. In this journey, the support from Central and State Governments really push us to intervene in the remote rural pockets, where skill training is a need for the youth. The Corporates besides CSR funds participate in various new activities to improve the quality of training and intervention among the youth.

I would like to highlight one of the partnership with Govt of Meghalaya under 'Supporting Human Capital Development in Meghalaya (SHCDM)' project. Under this project, Don Bosco Tech abled to reach the rural unskilled youth to enhance their employability and income earning potential. Another milestone in this year is the partnership with Alliance India and Sasakawa-India Leprosy Foundation to make an impact in the life of the youth who are either affected by HIV/AIDS or from leprosy affected families.

We take pride in the fact that we have trained and enabled sustainable livelihood for over 64,587 individuals in this financial year. Don Bosco Tech received four awards which are a testimony to the continued effort to empower youth from any walks of life for a better tomorrow. We are deeply committed to skill initiatives that can transform India.

On behalf of the Don Bosco Tech Society, we look forward to working with you in years to come, as we continue to impart market driven skills to the needy and unemployed youth.

Thank You.
Fr. A. M. Joseph

A photograph of two young women wearing hard hats and blue lab coats, working on an electrical outlet. The woman on the left wears a red hard hat and holds a yellow-handled screwdriver. The woman on the right wears a yellow hard hat and holds a pair of pliers. They are both looking towards the camera. The background is a blurred industrial or workshop setting.

Leading the Way

While we strongly believe that our work speaks for itself, it is always a pleasure to be recognized by the different organizations and departments as leaders in skill development sector.

Don Bosco Tech has received significant recognition in the areas of skill development, CSR partner and Established NGO in Livelihood. Our work in these areas is a vital part of our values and an integral part of our operations. We are proud of the recognition we have earned for our performance over the years.



Spirit of Humanity 8th Annual Award for Livelihood (Regional)

On September 14, 2017 Don Bosco Tech won a Spirit of Humanity Award for their contribution in the field of Livelihood. Spirit of Humanity is a national-level platform for collaboration, capacity building and recognition within the social sector in India. Spirit of Humanity, an initiative by Americares, recognized and rewarded NGOs in varied impact sectors. As the winner from the north zone, Don Bosco Tech made a presentation to an esteemed jury who have evaluated the projects based on criterion like replicability, scalability, innovation, future expansion plans and sustainability.

Don Bosco Tech is one of the 315 partners implementing this scheme in partnership with the Ministry of Rural Development. On June 19, 2017, the Ministry awarded Don Bosco Tech the 'Best Performing Training Partner (Category A), 2016-17'. The award and certificate were received by Fr. A M Joseph sdb, the Executive Director, from Mr. Narendra Singh Tomar, the Honorable Union Minister for Rural Development, Panchayati Raj, Drinking Water and Sanitation.



Best Performing Project Implementing Agency of DDU-GKY by Ministry of Rural Development (Govt. of India).



Best Performing PIA for implementing DDU-GKY project in Kerala by Kudumbashree (Govt of Kerala)

Don Bosco Tech is implementing DDU-GKY project in partnership with the Kudumbashree and Ministry of Rural Development. On August 3, 2017, Don Bosco Tech is recognised by Kudumbashree as the 'Best Performing PIA'. The award and certificate were received by Fr. Antree K, sdb (Director, Don Bosco Skill Mission) on behalf of Don Bosco Tech Society.

Don Bosco Tech Society has bagged the prestigious Skill Achiever Award for the category of Best NGO – Skill Development. The award is instituted by The Associated Chambers of Commerce and Industry of India (ASSOCHAM) in partnership with various Ministries of Government of India. This Skill Achiever Award recognized Don Bosco Tech for demonstrating its commitment to the advancement of skill by implementing skills development and training programmes that are relevant and result oriented.



Best NGO Skill Development (Gold), 2016-17 by ASSOCHAM

Leading the Way

Students
Trained

64587

Students
Placed

28360

42 Projects

167 Districts

11 New Projects

256 Centers

27 States

1327 Batches



	Trained	Placed
Andhra Pradesh	1465	1001
Assam	3354	1760
Bihar	3848	2815
Chhattisgarh	1316	887
Delhi	1139	483
Gujarat	76	5
Himachal Pradesh	710	455
Jammu and Kashmir	1273	967
Jharkhand	1178	563
Karnataka*	24201	1771
Kerala	1558	1026
Madhya Pradesh	3535	2503
Maharashtra	343	140
Punjab	421	336
Rajasthan	985	665
Tamilnadu	3571	2812
Uttar Pradesh	4519	2509
Uttarakhand	964	727

State-Wise Impact

	Trained	Placed
Manipur	322	265
Meghalaya	1636	1035
Mizoram	315	97
Nagaland	483	357
Odisha	1922	1239
Sikkim	166	105
Telangana	105	54
Tripura	148	48
West Bengal	5034	3735
	Trained	Placed

*Out of 24,201 youth trained in Karnataka, 21,117 youth have imparted training in life skills and work readiness module in UNDP and GTTC. 3084 youth trained in placement linked skill development training.

Don Bosco Tech: Rewriting India's Skillscape

In the wake of the rapidly increasing demand-supply gap and global competition, it has become imperative for organizations to ensure an adequate supply of skills and optimize their use. However, the world's population is ageing fast. By 2040, the global population, aged 65 and above, is expected to reach 1.3 billion — more than double of 530 million in 2010. This trend is expected to result in severe labor shortage across the world. Shortage of skilled workers is expected to be acute in some of the world's largest economies, including the US, France and Germany.

On other hand, India has the distinct advantage of having one of the youngest populations in the world. The country has a very large pool of young English-speaking people and has the potential to meet the skill needs of other countries and also cater to its own demand for skilled manpower.

Ironically, most industries in India are currently struggling with scarcity of skilled labor. This is because the current education system does not train young people in employable skills that will open up immediate employment opportunities for them. Today, a large section of India's labor force has outdated skills. With current and expected economic growth, this challenge is going to only increase further, since more than 75 per cent of new job opportunities are expected to be 'skill-based'.

The need for skill based training for the disadvantaged youth is always felt by the Salesians. 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.

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 2008 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 440 skill training centres, Don Bosco Tech is arguably the largest spread across 25 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.

Mission

Skilling India

Vision

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

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 ensure that every step of our operation is transparent and also engage all the stakeholders through proper and open communication.

Accountability

We assure to be fully accountable to all our stakeholders in every aspect of the processes followed in skill training and employment.

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 ensure that our offer is open to all and understand that inclusiveness enriches our programs; and we strive to serve the marginalized youth with openness and acceptance.



How We Impact ?

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

Don Bosco Tech intends to mainstream the youth into the organized job market through 33 technical training institutes. These training institutes provides formal training in mechanical courses like Turners, Fitters, Welders, Electrician, Automobile Mechanic, CNC Operator, etc., which are designed carefully with industry inputs to keep in tune with changing demands of the market. 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.

Short term Vocational Training

Short term vocational training programs are of three 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.

Vocational training in schools

Don Bosco Tech introduced the National Skill Qualification Framework (NSQF) in schools. The National Skills Qualifications Framework (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. Don Bosco Tech signed MoUs with Govt. of Karnataka, Maharashtra, Rajasthan and Andhra Pradesh for impart skill training to school students.

441 centres



28

ITC
(Formal Skill Training Centres)

256

Short term skill training centre

157

Schools implementing of NSQF

Our Years of Stories

2006

- 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

2007

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

2008

- 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.

2009

- 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 programs.

2010

- 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

2011

- 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

2012

- Partnership with multiple agencies Govt. of Andhra Pradesh, Govt. of Odisha, 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 (Govt. of India) and State Governments – Meghalaya and Rajasthan for skill training.
- 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 rural BPL youth from LWE districts in Odisha under Roshni project and in 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.
- National Skill Qualification Frame Work under Karnataka Government has signed a MoU with Don Bosco Tech to provide skill training in schools.

- Signed agreement with MoRD and Kudumbashree for skilling rural BPL youth from Kerala under DDU-GKY project.
 - Signed a MoU with JP Morgan to impart advance level skills to needy youth in different manufacturing domains and secure jobs with higher remuneration to build better career path.
 - 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.
 - Partnered with UNDP to help young women from underprivileged sections to counsel and connect to livelihood opportunities.
 - Partnered with FK Norway for implementation of personnel exchange project to improve the monitoring and evaluation, diversely the training courses for better learning and working opportunity for youth.
-
- Partnership with Cognizant Foundation, Aditya Birla, South Indian Bank, DHFL, DHFL Pramerica, Philips, Indiabulls, Action Aid and Crompton & Greeves for providing skill training to needy youth.
 - Partnership with HIV/AIDS Alliance India to empower the HIV/AIDS youth and with Sasakawa-India Leprosy Foundation to provide skill training to youth from leprosy affected families.
 - Signed an agreement with NSFDC to impart skill training to SC youth from Uttar Pradesh and Madhya Pradesh and Bihar.
 - Partner with Govt. of Meghalaya to provide 7000 unskilled and unemployed youth employable skill and link with the labour market under 'Supporting Human Capital Development in Meghalaya (SHCDM)' project.

2015

2016

2017







Impact & Achievements



As a leader in skills development, Don Bosco Tech reaches out to needy youth, provides training as per their interest in a market driven domain and assists them to find opportunity to earn a sustainable livelihood. 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.

In this financial year, Don Bosco Tech successfully implemented 42 projects in 27 states and union territory. The states and union territory are Andhra Pradesh, Assam, Bihar, Chhattisgarh, Delhi, Gujarat, Himachal Pradesh, Jammu and Kashmir, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Meghalaya, Mizoram, Nagaland, Odisha, Punjab, Rajasthan, Sikkim,

Tamilnadu, Telangana, Tripura, Uttar Pradesh, Uttarakhand and West Bengal. Don Bosco Tech implemented these project in 256 centres and made a presence in 167 districts across India.

In the Financial year 2017-18, Don Bosco Tech has partnered with numbers of Government Departments and Corporate houses having the shared vision of imparting skill training to the needy and poor youth across India. Overall, 42 projects were successfully implemented to train 64,587 youngsters; and a total of 28,360 of them placed in different organizations in various 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 66,595 youth enrolled in the skill training program but 2008 candidates were dropped out from

STATE-WISE IMPACT

the course from various reasons which is three per cent of the total trained students. Maximum percentage of students (i.e. 22%) were dropped out from Crompton and Greeves project. At the same time, 14 projects i.e. SDTT, Chandranna Cheyutha, DAY-NULM, GTTC, HDB, Kaushal Kutir – Bihar, Le Grand, NFDB – APSSDC, NTPC, ROSHNI, SC Corporation, Tata Strive, UNDP and UPSDM have zero (0) dropout.

Empowering youth with diverse vocational courses, Don Bosco Tech imparted skill training program in 36 market-driven courses like Advance Welding, Assistant Beauty Therapist, Assistant Electrician, Associate - Desktop Publishing (DTP), Auto Service Technician (two and three wheelers), Automotive Service Technician, Basic Welding, CNC Setter cum Operator – Turning, CNC Setter Cum Operator - Vertical Machining Center, Courier & Logistics, CRM Domestic Non-Voice, CRM Domestic Voice, Domestic Data Entry Operator, Electrician Domestic Solutions, Field Engineer – RACW, Food and Beverage Service-Steward, General Duty Assistant, Hair Styling, Helper Electrician, Housekeeping Attendant - (Manual Cleaning), Manual Metal Arc Welder, Manual Metal Arc Welding/Shielded Metal Arc Welding, Masonry Assistant, Meet and Greet Officer, Multi-cuisine Cook, Office Assistant, Plumber General, Plumber General II, Sales Associate, Self Employed Tailoring, Sewing Machine Operator, Solar PV Installer, Taxi Driver, Trainee Associate and Unarmed Security Guard.

The USP of the short-term skill development project is that these are placement linked training programs which not only trained these youth in market driven courses but assist them in finding a job in the entry level opportunities. Don Bosco has the benchmark to maintain the placement percentage from 60 – 75 as per the project guidelines. In this financial year, Don Bosco has achieved 65 per cent as far as overall placement is concerned. UNDP and GTTC are those projects in which placement is not part of the project deliverables. Under these projects, Don Bosco Tech has taken the responsibility to impart training to the target beneficiaries. A total of 21,177 candidates undergone training in UNDP and GTTC. 43,410 candidates imparted training in placement linked short-duration skill training programs. Out of which 28,380 candidates offer jobs in the entry level positions in different organisations.



Trained

64587



Placed

28360



In this FY 2017-18, Don Bosco Tech implemented the skill development program in 27 states and union territory. The state in which maximum youth benefited from the Don Bosco Tech's intervention is Karnataka where a total of 24,201 youth trained in different projects. From which 21,117 youth have imparted life skills and work readiness module to make them ready for job market, and 3084 youth empowered with placement linked skill development training. On the other side, Gujarat is in last position in the list where only empowered any 76 youth in Gujarat. If we are considering the placement percentage, 82 per cent youth from Manipur joined an organization for an entry level opportunity which is highest in the financial year.





In this Financial Year, 42 projects implemented in different states across India. Under the UNDP project, Don Bosco Tech reached to 19,347 youth in Karnataka. If we consider only the placement linked skill training program, Don Bosco Tech imparted skill training 8863 candidates in Accenture project. A total of 9390 youth registered for the training program from which 527 candidates were dropped out for various reasons. In this project, 71 per cent youth assisted with an employment in different sectors. In partnership with Axis Bank Foundation and Schneider, Don Bosco Tech imparted skill training to 6874 and 6591 youth with placement percentage of 74 and 62 per cent respectively.



Accenture			
Trained		Placed	
5733	3130	4171	2127
Action Aid			
Trained		Placed	
118	154	57	98
Aditya Birla			
Trained		Placed	
186	381	138	296
Axis Bank Foundation (ABF)			
Trained		Placed	
3842	2832	2932	2023
BASE			
Trained		Placed	
9	38	8	34
BASE - SDTT			
Trained		Placed	
10	15	0	0
BASE - SEEKO AUR KAMAO			
Trained		Placed	
400	458	217	240
Chandranna Cheyutha			
Trained		Placed	
39	11	00	00
Cognizant Foundation			
Trained		Placed	
489	110	411	94
Crompton and Greaves			
Trained		Placed	
42	11	1	4
DAY-NULM			
Trained		Placed	
65	38	37	11
DDUGKY			
Trained		Placed	
97	00	00	00
DHFL			
Trained		Placed	
639	85	423	46
GSK			
Trained		Placed	
116	107	55	51

GTTC

Trained		Placed	
 1655	 175	 00	 00

Hans Foundation

Trained		Placed	
 828	 966	 541	 598

HDB

Trained		Placed	
 20	 00	 13	 00

HSBC

Trained		Placed	
 220	 82	 167	 69

Indiabulls

Trained		Placed	
 00	 599	 00	 444

ITC

Trained		Placed	
 3639	 1449	 2508	 935

J P MORGAN

Trained		Placed	
 1871	 43	 988	 10

Kaushal Kutir – Bihar

Trained		Placed	
 123	 45	 103	 36

Le Grand

Trained		Placed	
 146	 4	 00	 00

MSK – J&K

Trained		Placed	
 169	 248	 132	 198

NFDB – APSSDC

Trained		Placed	
 125	 11	 95	 01

NSFDC

Trained		Placed	
 86	 09	 53	 05

NTPC

Trained		Placed	
 201	 217	 100	 78

Philips

Trained		Placed	
 933	 24	 585	 6

PMKVY 2017-18

Trained		Placed	
 155	 154	 00	 00

QUEST Alliance

Trained		Placed	
 641	 767	 508	 564

RECL

Trained		Placed	
 173	 326	 140	 136

ROSHNI

Trained		Placed	
 00	 26	 00	 13

SC Corporation

Trained		Placed	
 00	 50	 00	 00

Schneider

Trained		Placed	
 6366	 220	 3974	 88

SDI – Visakhapatnam

Trained		Placed	
 75	 00	 52	 00

SHCDM (ADB)

Trained		Placed	
 135	 30	 80	 18

South Indian Bank

Trained		Placed	
 765	 802	 542	 539

Tata Strive

Trained		Placed	
 51	 58	 43	 30

Titan – ITI

Trained		Placed	
 194	 03	 106	 03

UNDP

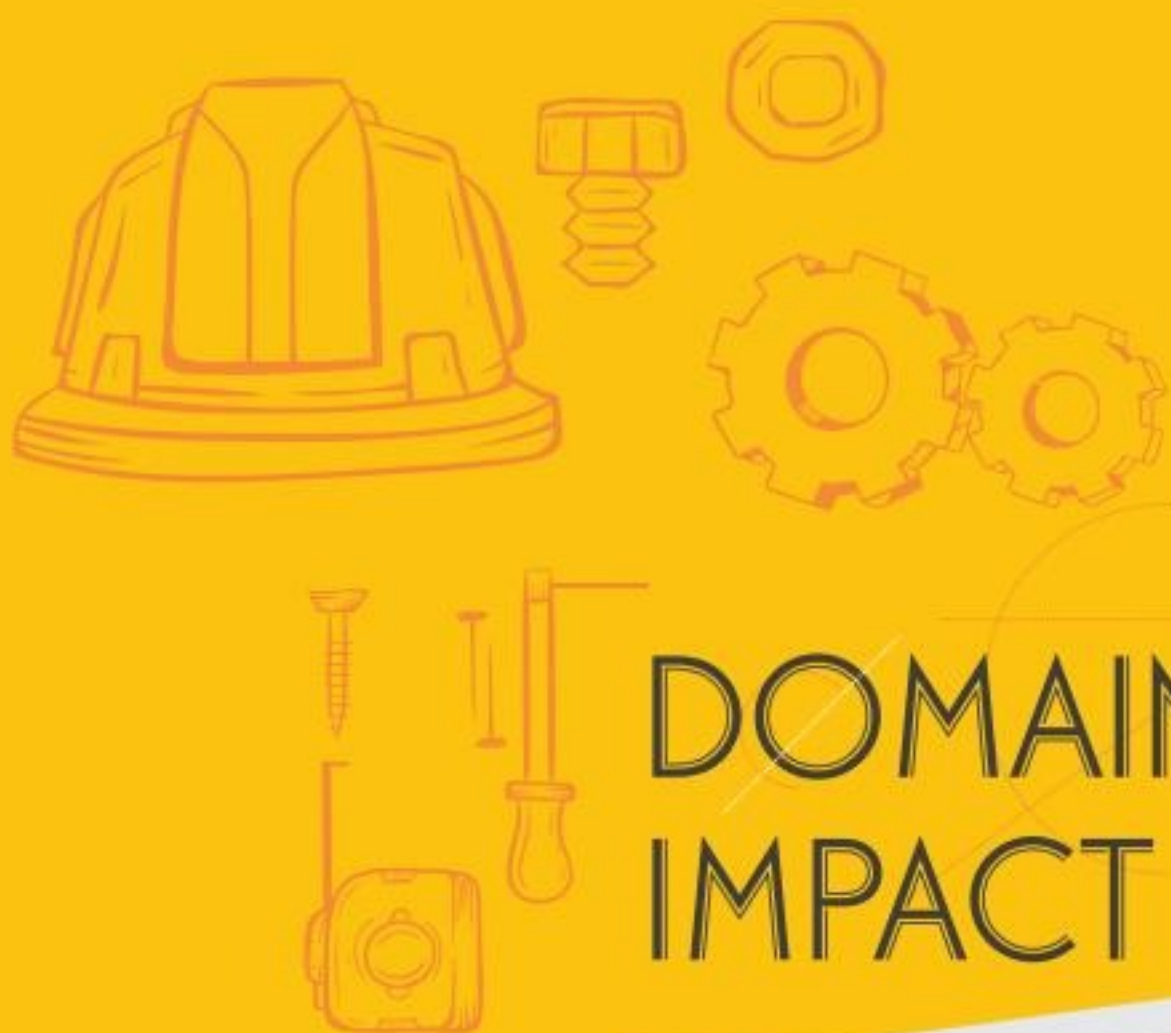
Trained		Placed	
 00	 19347	 00	 00

UPSDM

Trained		Placed	
 753	 256	 228	 87

YTC – APSSDC

Trained		Placed	
 102	 95	 38	 32



DOMAIN-WISE IMPACT

Don Bosco Tech provided skill training in 35 market driven courses which are aligned with Sector Skill Council guidelines. A maximum number of 10,853 youth trained in Helper Electrician domain which is under Construction sector from which 63 per cent trainees have been offered an entry level opportunity. There are 13 domains (Assistant Beauty Therapist, Assistant Electrician, Automotive Service Technician, CRM Domestic Non Voice, CRM Domestic Voice, Domestic data entry operator, Food and Beverage Service-Steward, General Duty Assistant, Helper Electrician, Sales Associate, Sewing Machine Operator, Trainee Associate, Unarmed Security Guard) in which more than 1000 youth trained in this financial year.

Advance Welding	44 Trained	29 Placed	Basic Welding	214 Trained	164 Placed	Domestic Data Entry Operator	1599 Trained	936 Placed
Assistant Beauty Therapist	2214 Trained	1422 Placed	CNC Setter cum Operator - Turning	387 Trained	236 Placed	Electrician Domestic Solutions	199 Trained	0 Placed
Assistant Electrician	4442 Trained	2623 Placed	CNC Setter Cum Operator - Vertical Machining Center	28 Trained	14 Placed	Field Engineer RACW	763 Trained	456 Placed
Associate - Desktop Publishing (DTP)	50 Trained	42 Placed	Courier & Logistics	70 Trained	57 Placed	Food and Beverage Service-Steward	6790 Trained	4899 Placed
Auto Service Technician (two and three wheelers)	354 Trained	192 Placed	CRM Domestic Non Voice	1122 Trained	798 Placed	General Duty Assistant	1442 Trained	878 Placed
Automotive Service Technician	1111 Trained	750 Placed	CRM Domestic Voice	1325 Trained	836 Placed	Hair Styling	60 Trained	55 Placed

Trained
43410
Grand

Placed
28360
Total



Helper Electrician

10853

6861

Trained Placed

Multi-cuisine
Cook

383

324

Trained Placed

Sewing Machine
Operator

2460

1586

Trained Placed

Housekeeping
Attendant -
(Manual Cleaning)

714

501

Trained Placed

Office Assistant

175

127

Trained Placed

Solar PV Installer

56

0

Trained Placed

Manual Metal
Arc Welder

79

57

Trained Placed

Plumber General

84

11

Trained Placed

Taxi Driver

132

0

Trained Placed

Manual Metal Arc
Welding/Shielded
Metal Arc Welding

337

253

Trained Placed

Plumber General II

19

12

Trained Placed

Trainee Associate

2580

1837

Trained Placed

Masonry Assistant

52

42

Trained Placed

Sales Associate

1660

1254

Trained Placed

Unarmed Security
Guard

1423

964

Trained Placed

Meet and Greet
Officer

174

144

Trained Placed

Self Employed
Tailoring

15

0

Trained Placed



	Below 5000	5000 - 8000	8000 - 10000	Above 10000
Accenture	550	3862	1397	489
Action Aid	88	28	28	11
Aditya Birla	51	290	65	28
Axis Bank Foundation (ABF)	799	2843	882	431
BASE	0	0	14	28
BASE - SEEKO AUR KAMAo	31	241	129	56
Cognizant Foundation	1	414	84	6
Crompton and Greaves	0	0	5	0
DAY-NULM	6	1	20	21
DHFL	44	194	185	46
GSK	0	52	34	20
Hans Foundation	49	339	497	254
HDB	0	0	13	0
HSBC	9	80	107	40
Indiabulls	108	101	45	190
ITC	212	1736	1203	292
J P MORGAN	19	347	448	184

In this financial year, a total of 28,360 youth assisted for an entry level employment, out of which 52 per cent of the placed trainee are getting salary of Rs 5000 – Rs 8000, 28 per cent is getting salary with a range of Rs 8000 –Rs 10000, 11 per cent are receiving salary of Rs 10000 above and only 9 per cent is getting less than Rs 5000. The trainees who are getting less than Rs 5000 are mostly working in the small cities and are not willing to migrate to the nearby or metro cities. In the Titan (ITI) project, more than 75 per cent trainees and in Supporting Human Capital Development in Meghalaya (SHCDM) project, more than 59 per cent are earning more than Rs 10000 per month.

Below 5000
5000 - 8000
8000 - 10000
Above 10000



	Below 5000	5000 - 8000	8000 - 10000	Above 10000
Kaushal Kutir – Bihar	64	75	0	0
Le Grand	0	0	0	0
MSK – J&K	52	277	1	0
NFDB – APSSDC	0	96	0	0
NSFDC	0	0	20	38
NTPC	0	124	39	15
Philips	25	261	289	16
PMKVY 2017-18	0	0	0	0
QUEST Alliance	24	654	275	119
RECL	8	143	65	60
ROSHNI	0	13	0	0
SC Corporation	0	0	0	0
Schneider	197	1637	1765	463
SDI – Visakhapatnam	0	9	27	16
SHCDM (ADB)	0	16	24	58
South Indian Bank	87	696	218	80
Tata Strive	7	40	17	9
Titan – ITI	0	4	23	82
UNDP	0	0	0	0
UPSDM	0	235	68	12
YTC – APSSDC	0	36	19	15



Empowering the Facilitators



Training and career development are very vital in Don Bosco Tech because it improvises mechanism to increase efficiency of the team members. In order to ensure that every trainer is equipped with the right kind of skills, knowledge and abilities to perform their assigned tasks, Don Bosco Tech organises a wide range of training programs to increase the knowledge, skills, and overall development of the individuals and success of the organization as a whole. The range of offerings includes professional, managerial and career development for all employees. By choosing the right type of training, Don Bosco Tech ensures that every employee possess the right skills for a social sector through different types of training programs.



INDUCTION PROGRAM

The induction program is conducted for all the new employees of Don Bosco Tech. A three days module is administered to orient and induct the new employees to the Don Bosco Tech and prepare them for their new role. It helps in the effective integration of the employee into the skill sector and process. The objectives of the orientation program are:

- To introduce to them the organization's vision, mission and objectives.
- To acquaint the trainers about the project and to make them understand the rational behind the project.
- To introduce the BASE program at Don Bosco Tech (Pre-Implementation, Implementation and Post-Implementation stages).
- To facilitate the trainers on life skills and soft skills, and to emphasize the importance of these in helping the trainees build up a good work culture and interpersonal relations.
- To bring about a better understanding of the curriculum followed in Don Bosco Tech and the need for a focused attention during the period of training program.
- To acquaint them of the roles and responsibilities of different departments and also make them understand their own key responsibility areas

In addition to the above objectives, the induction program helps the new staffs to get to know each other, builds up a team and motivates them to work earnestly for the benefits of the poor and the marginalized section of the society.

The Induction Programs conducted by the department in 2017-18 are :

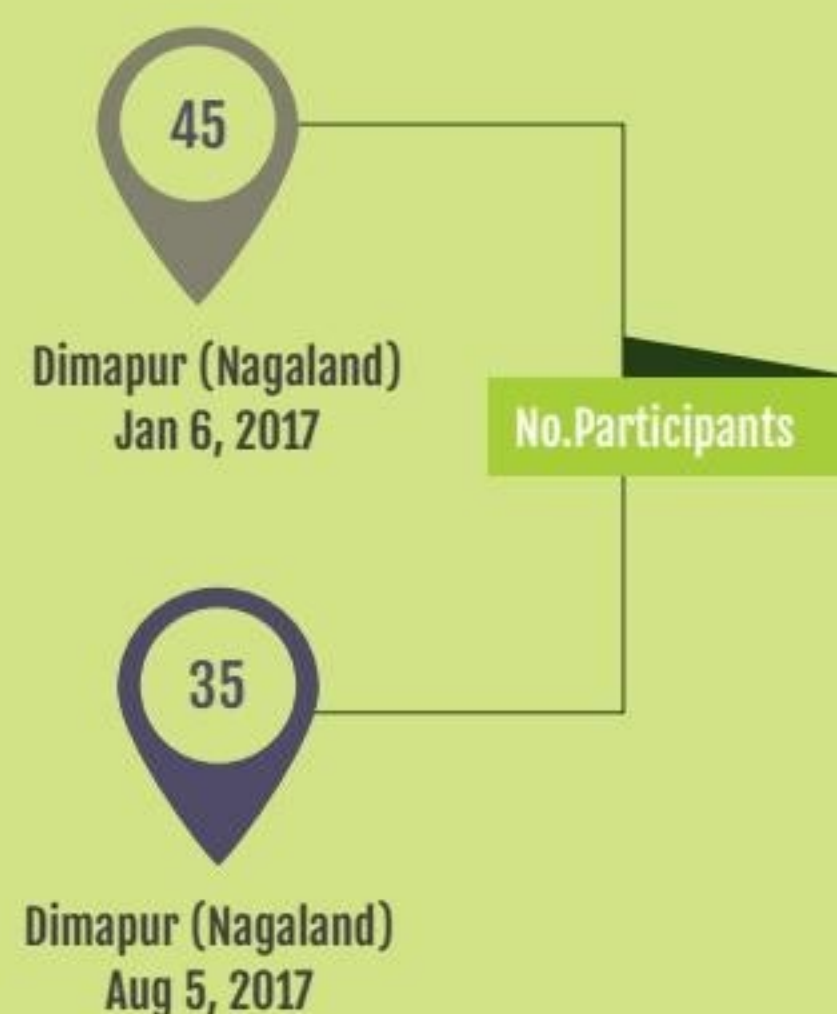


Refresh PROGRAM

The refresher training program is conducted at the end of a batch. The refresher program is conducted for a period of three days. In this 2-day 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 objectives of the Refresher Training program are:

- ☐ To identify the challenges faced in carrying out the BASE program and make certain corrections if needed.
- ☐ To reinforce the BASE life skills vis-à-vis the technical training.
- ☐ To emphasize on inter-personal skills amongst the trainers for optimum team synergy in order to get an optimum output.
- ☐ To discuss and plan for the upcoming batches, so that the activities and time lines of the project will be met.
- ☐ To reinforce the soft skills in classroom delivery.



The domain workshop is organized for the trainers of a particular domain from across all centres of Don Bosco Tech. The 2-day Domain Workshop is organized for every domain at different centres. The workshop brings together trainers from different centres giving them a chance to know each other and help each other in making the training more effective and advantageous for the trainees. The objectives of the Domain Workshop are:



The objectives of the Refresher Training program are:

- ☐ To update/standardize existing curriculum to suit the prevailing market needs.
- ☐ To update Trainers Handbook, with more emphasis on practical training to build learners competencies to face the existing job market.
- ☐ To develop necessary learner centric teaching tools to make facilitation effective.
- ☐ To standardize the assessment methods and frequency of the assessments and also new ways of assessments which would make the student interested in undergoing the evaluation.
- ☐ To identify topics for preparing a students' handout which would help the students to retain the important information even after the completion of the course
- ☐ To standardize the equipment list.



The Life Skill Workshop is organized for the Life Skill trainers from selected centers of Don Bosco Tech. It was organized at different phases. The workshop brings together trainers from different centres, get to know each other and help each other in making the training more effective and beneficial for the trainees.

The objectives of the Life Skill Workshop are:

To update/standardize life skill methods among trainers.

To develop necessary learner centric teaching tools to make facilitation effective.

To form a group of trainers who would conduct Life Skill sessions at the training centers allotted to them.



Establishing Classroom *Delivery Skills*



At present, skilling and education sector is the most talked about in India keeping in mind the huge population of young adults in the age group of 18-35 years. The first question that comes to mind is the requirement of standardized training material, classroom delivery and assessment system. This reinforces the importance of content and assessment especially in the skilling ecosystem. The objective is to ensure:

Availability of standardized curriculum as per the market demand

Timely and qualitative formative and summative assessments of the students and trainers

Building Facilitation Competency of Trainers:

Affiliation of Don Bosco Tech centres with SSC and NSDC

Internal domain training of trainers covering the topics like Student and Classroom Management, Teaching Techniques and Quality Standards and Teaching Quality.

SSC training and certification of trainers



Standardized Curriculum

Don Bosco Tech Society ensures the delivery of standardized training content and timely assessment in all the centres across India. To ensure smooth and uninterrupted flow of academic activities, Don Bosco Tech provides quality teaching-learning content which is aligned with the guidelines of Sector Skill Councils. Don Bosco Tech has developed course content for 52 job roles, which are aligned with following 13 different SSCs and in various languages; such as English, Hindi, Urdu, Gujarati, Oriya, Malayalam and Telugu

Apparel

Sewing Machine Operator



Automotive

Automotive Service Technician
Automotive Service Technician (Level 4)
Auto Service Technician (Two & Three Wheelers)
Automotive Engine Repair Technician (Level 4)



Banking and Finance

Life Insurance Agent
Accounts Payable & Receivable
Business Correspondent
Loan approval Officer



Beauty and Wellness

Assistant Beauty Therapist
Beauty Therapist
Assistant Hair Stylist
Hair Stylist
Assistant Nail Technician



Construction

Helper Electrician
Assistant Electrician
Helper Mason



Capital Goods

Manual/Shielded Metal Arc Welding
Senior Manual/Shielded Metal Arc Welding
Metal Inert/Active/Gas Metal Arc Welder
CNC Operator Turning
CNC Setter cum Operator - Turning
CNC Operator - Vertical Machining Centre
CNC Setter Cum Operator - Vertical Machining Center



Electronics

Field Engineer – RACW
Field Engineer other home appliances



Healthcare

General Duty Assistant
Diet Assistant



Hospitality

Food and Beverage-Steward
Housekeeping - Manual Cleaning
Meet and Greet Officer
Bartender
Food and Beverage Service - Trainee
Front Office Executive



IT/ITES

CRM Domestic Voice
CRM Domestic Non-Voice
Domestic Data Entry Operator
Engineer Technical Support (Level-1)
Associate Desktop Publishing (DTP)



Plumbing

Plumber (General) Helper
Plumber (General) Assistant
Plumber General
Plumber General II
Plumber (Maintenance & Servicing)
Plumbing Foreman
Plumbing Supervisor



Power Sector

Electrician Domestic Solutions



Retail

Trainee Associate
Sales Associate
Store Ops Assistant
Cashier
Team Leader

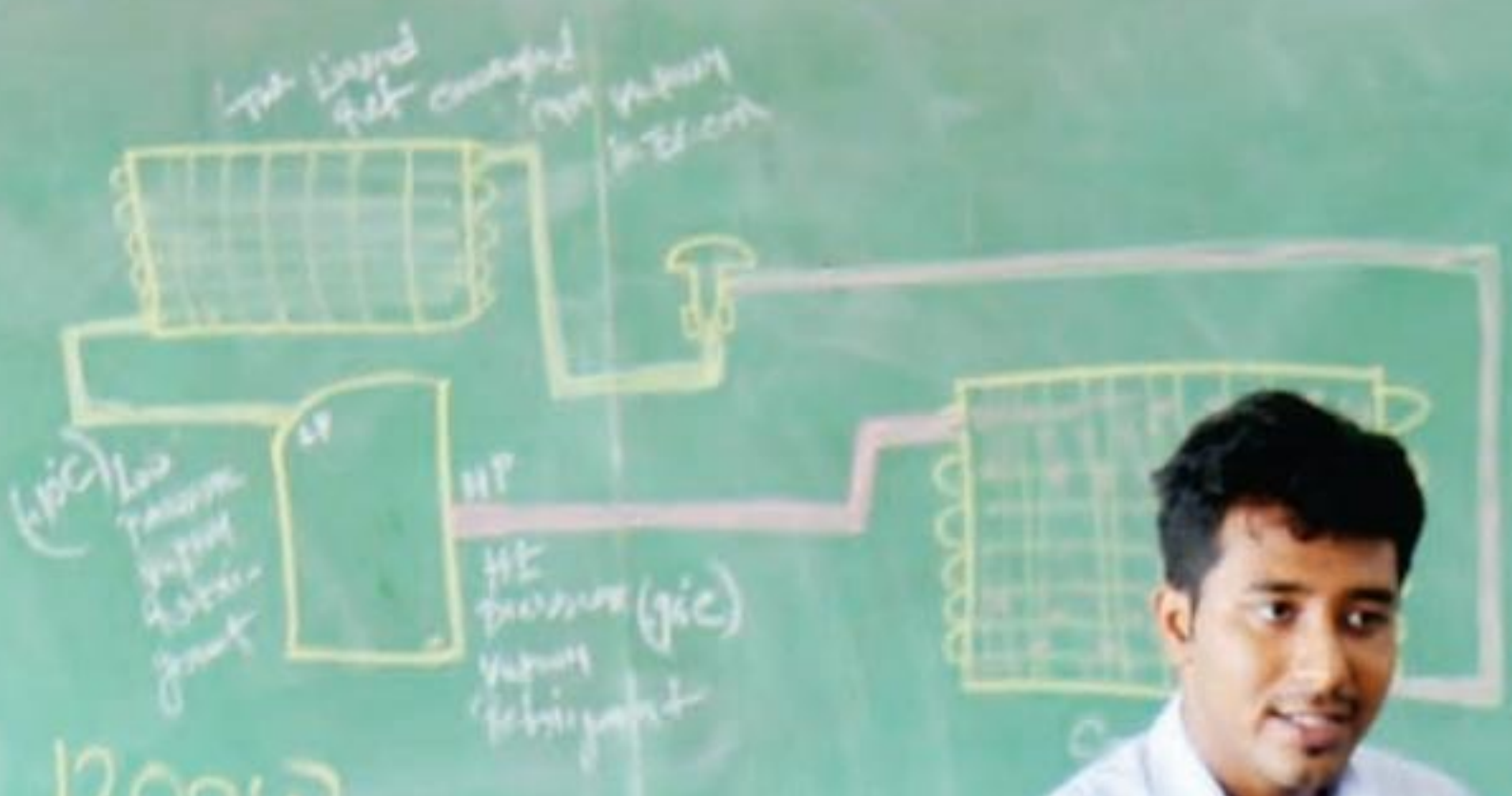


17/7/18
RAC/W

min 16e
M 39c
1/30c

200W
24/26/28

1m 6500 RPM 20m
4200 RPM
114 5m
40 mi
1500 600 7.5A





Qualitative Formative Assessments

Assessment allows both trainer and student to monitor progress towards achieving learning objectives, and can be approached in a variety of ways. Formative assessment occurs during the training program, and seeks to improve student achievement of learning objectives through approaches that can support specific student needs. The assessment conducted at the end of the course is summative which evaluates student learning, knowledge, proficiency, or success. Generally, it shows if the candidate has passed or failed. No feedback is given to the candidate and there is no coaching or mentoring after the test. The content team has developed more than 2000 MCQs for the domains listed above for internal assessment of students.

Building Facilitation Competency of Trainers

Trainer Awareness and Competency Building Strategy (TACBS), a unique initiative, where a systematic approach is used to enhance the competency level of trainers for better scalability, quality and innovation.



On-line assessments:

both theory and knowledge of trainers are checked in familiar and unfamiliar contexts through LMS



Video conferencing:

real-time meetings with discussions pertaining to the domain and behavioural skills



Web/knowledge-sharing:

exchange of knowledge articles and other e-resource.



Apart from other resources, the trainers will get more opportunities to use:

Audio files, Graphics, Video clips

HTML files, PPT presentations, Hypermedia

Digitized content

Trainers with enhanced competences will be able to use the digital content and classroom streaming facilities effectively.

In this financial year, 750 trainers have passed through the assessment process on the following:

Domain Assessment

Teaching Aptitude

Qualification Packs



ಡಾನ್ ಬಾಸ್ಕೊ ಕೌಶಲ್ಯ ಮಿಷನ್
DON BOSCO SKILL MISSION



Don Bosco Skill Mission

Promoting Skills

Don Bosco Skill Mission a centre of excellence is the resource development centre of Don Bosco Tech Society, spread over 81,000 sq. ft. area, located at Bannerghatta Road, Bengaluru, having fully-equipped state-of-the-art labs, auditorium, training halls, meeting halls, conference rooms, offices, residential and dining facilities for guests and staff. This beautiful infrastructure is used for innovative training models to empower other like-minded organisations to execute various skill training programs.

Don Bosco Tech Society set-up this Research and Development Centre to cater to the increasing need for the skilled workforce in India through various advance skill training programmes and training of trainers. Don Bosco Skill Mission is also a platform for organising workshops, conferences, recruitment and placement.



Objectives

Promote research, training, innovation and professional development on skill development sector.

Capacity development of trainers in the areas of technical / domain knowledge, facilitation skills, classroom delivery and management.

Facilitation and hand holding the trainees for placement and post placement support.

Cooperate and collaborate with other national or international institutions in furtherance of the objectives of the Don Bosco Tech.

Organise and promote conferences, seminars, lectures, public debates and exhibitions in matters relating to skill development.

Preparing candidates for finishing school i.e. work readiness and employability skills.

Developing standardized curricula, digital content and virtual classroom.

Conducting assessment and training for staff and management





Electrical



Facility Management



AC/Refrigeration



Welding



Hospitality



Plumbing



BPO



Beauty and Wellness

Centre of Excellence

Centre of Excellence stands as an epitome of intellectual elegance and as a repository of skill training. The Centre of Excellence inspires and supports students, trainers and industries in all facets of their pursuit to dream, learn, share knowledge and provides access to advance training. The Centre of Excellence has been set up with a view to cater to the prerequisites of pedagogy in an exemplary manner. The Centre of Excellence is having the state-of-the-art labs for advanced skill development courses with knowledge and expertise from industry leaders.



Leave a legacy of Giving

An exclusive volunteering programme 'Freedom with Five', keeping in mind the unique nature of volunteerism today.

Financial Summary



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 2018 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 2018.
 - (b) In the case of the Income & Expenditure Account, the excess of expenditure over income 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

Place: New Delhi

Date: 5-9-18

231 Vardhman Big 'V' Plaza, Plot No. 12, Community Centre, Road No. 44, Pitampura, Delhi 110 034
Tel: 91 11 2701 8472; 2701 8473 Email: ngo223@yahoo.com

DON BOSCO TECH SOCIETY

Balance Sheet as at 31st March 2018

(Cons.)		
Particulars	Schedule	Amount (Rs.)
<u>FUNDS EMPLOYED</u>		
Reserves	1	(25,51,16,003.03)
Designated Funds	2	9,13,000.00
Programme Balance	3	(30,54,237.34)
Current Liabilities	4	65,82,62,595.21
Fixed Assets Control Account (As per Contra)	5	40,12,30,693.28
Total		80,22,36,048.12
<u>ASSETS</u>		
<u>Fixed Assets :</u>		
Gross Block	6	31,07,72,527.10
Less : Accumulated Depreciation		13,89,16,192.82
Net Block		17,18,56,334.28
Capital Work in Progress		22,93,74,359.00
		40,12,30,693.28
Current Assets	7	40,10,05,354.84
		40,10,05,354.84
Total		80,22,36,048.12

For & on behalf of Management

As per our Report of even date



Place : New Delhi
Date : 5-9-18



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 2018

(Cons.)

Particulars	Sch No.	Amount (Rs.)
<u>INCOME</u>		
Contributions/Donations	8	2,48,41,633.73
Training & Other Receipts	9	9,42,57,405.43
Grants Allocated towards Expenses		36,61,54,828.01
Allocation of NSDC Loan to the extent Utilized		95,66,674.00
Total		49,48,20,541.17
<u>EXPENDITURE</u>		
Personnel	10	22,09,76,670.00
Skill Development Training Expenses	11	21,29,69,647.07
Placement	12	1,28,03,524.00
Administration	13	5,29,01,994.26
Repayment of NSDC Loan		18,06,008.00
NSDC - Interest Payment		5,12,89,679.00
Repayment of Loan - South Indian Bank		7,36,45,750.00
		62,63,93,272.33
Depreciation		3,10,86,088.46
Less: Allocation from Fixed Assets Control Account (As per contra)		(3,10,86,088.46)
		62,63,93,272.33
Excess of Expenditure over Income transferred to Income & Expenditure		(13,15,72,731.16)
Total		49,48,20,541.17

For & on behalf of Management

As per our Report of even date

Place : New Delhi
Date : 5-9-18





J. A. Martins
M. No. 082051
Proprietor

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



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www.dbtech.in

Don Bosco Tech Society
B-32, Gali No.7, Dashrath Puri
New Delhi - 110045, Phone: +91-11-65171432

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📺 <https://www.youtube.com/user/dbtechsociety>