

2020-21

Annual Report



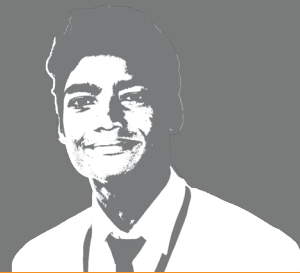
Skilling, Reskilling and Upskilling in the New Normal



2020 was an extraordinary year.... a year of global Pandemic....a year when those among us with less were disproportionately affected by joblessness and poverty. During this crisis, Don Bosco Tech Society has always been there for its team, but more critically in the toughest of times when the marginalized youth needed support the most. We never wavered in supporting them. In fact, we did many bold and unprecedented things like reaching out to all the placed candidates, reskilling and upskilling those who have lost their jobs. Our organization continues to be strong to help youth sustainability. Adjusting to the New Normal requires an enormous amount of time, effort, contributions and resources. With challenges along the way, we never lost sight of why we are here. We have faced these times of adversity with grace and fortitude.

Don Bosco Tech Society

Don Bosco Tech Society (DB Tech), a network of 440+ Don Bosco skill training centres attempts to bridge the widening digital, financial and social divide between those who have access to opportunities and those who are increasingly being marginalized from the 'new economy' jobs. Set up in 2006 by the Salesians of Don Bosco, DB Tech addresses the issues of unemployment and lack of skilled manpower with a market-based approach that is sensitive to the socio-economic needs of underprivileged youth in the 18-35 years age group. DB Tech offers employment-linked, market-driven vocational courses of short duration to the economically and socially deprived youth.



Acknowledgments

We take this opportunity to share with you the Annual Report of our organization for the period April 2020 to March 2021. First published in 2011, this year the Annual Report of Don Bosco Tech Society highlights its various interventions in the field of skill development and delivers an in-depth, trusted view into the BASE training program that has been implemented by the states across the country to transform the lives of unprivileged youth during the COVID-19 Pandemic.

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, Aditya Birla Finance Ltd, Aditya Birla Sun Life AMC Ltd, Axis Bank Foundation, Cluster Development Initiative, Cognizant Foundation, DDUGKY, Himayat- DDUGKY, Hitachi, HSBC, ITC Limited, National Urban Livelihood Mission, PMKVY, Power Finance Corporation Ltd, Selco Foundation, SILF, Supporting Human Capital Development in Meghalaya for their significant contribution and guidance during the year. We appreciate the contribution made by the concerned Government officials from state to district and block level for providing support in the execution of various field-level training and programs.

Our acknowledgement will not be completed without our heartiest gratitude to the Executive Director, Director-DBSM, Assistant Director, Advisory Board and particularly our staff for being with us as a support in order to execute the project successfully. We would like to thank the members of Finance, Human Resource, Liaisoning, Placement, Learning & Development and Monitoring & Evaluation departments for their contributions.

From this report, we hope all readers gain an appreciation for the tremendous character and capabilities of Don Bosco Tech Society. If you have completed reading this report, please share this link with other interested readers.

Designed and produced by Communication Department.



Re-writing India's Skillscape

India, with a population of more than one billion and a workforce of 500 million, has maintained a remarkable gross domestic product (GDP). The unprecedented economic growth accompanied by widespread urbanization along with foreign direct investment has fuelled a demand for skill workers in India.

Barely one in five Indians in the labour force is "skilled" according to the released Human Development Report (HDR) 2020. With the figure at 21.2%, India is 129th among 162 countries for which this data is available. To bridge this gap, Skill India a government initiated program was launched in 2015 to train over 40 crore Indians in different industry-related jobs. The vision is to create an empowered workforce by 2022 with the help of various schemes and training courses. Part of skill India mission is to cater to skill development in India through a result-oriented framework that corresponds with the needs of the industry.

To a great extent, India is transforming. Technology has been the key cause of this tectonic shift across critical sectors like healthcare, education, agriculture, manufacturing and retail, with an explosion of smart and connected devices, robust applications and use cases. This is being powered by a surge in data-centric innovations that harness the power of data through leading technology solutions based on compute, storage and memory. There are tremendous opportunities to leverage the power of technology to enrich the lives of people, optimise businesses and boost a country's progress. The COVID-19 pandemic and the new geopolitical scenario have remarkably accelerated the adoption and innovative implementation of these vital technologies. We are witnessing unprecedented momentum in the adoption of remote collaboration tools and digital access to services across industries. Every segment is getting digitalised to remain relevant and

keep up with the times. Digitalisation will lead to cost savings, increased output, better employment, enhanced productivity & literacy, etc. The current education system does not focus on training young people in employable skills that can provide them with employment opportunities. With the economic growth, out dated skills will be a challenge since more than 75% 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 the 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. Don Bosco Tech was set up in 2006 with an objective to provide quality vocational training to the marginalized youth. Don Bosco Tech provides employment-linked, market-driven vocational courses of short and long term courses. It 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. A network of 440+ training centres, DB Tech is arguably the largest spread across 29 states.



TABLE OF

CONTENTS

The Management Comittee	10
Our Mission, Vision and Values	12
Mile Stones	14
Don Bosco Tech Process	20
Curriculum Design	22
Testimonials	23
Organizational Structure	24
Head Office Team	26
Partnership for Growth	27
Our Impact	28
Project Initiated	38

Outbound Training	50
Pro Bono Activity	54
BOONFACE	58
Key Achievements - Placements	63
Our Employers	64
What Clients Say	66
Success Stories	68
Financial Statements	73

The ○ Management Committee



Fr. Davis MJ SDB
(President)

For the past two decades, Fr. Davis Maniparamben SDB (Provincial, New Delhi) the then Principal of several North Indian schools has dedicated his life to empowering thousands of young people. He is now the President of Don Bosco Tech Society with a professional degree in Education (B.Ed.), a master in Counseling Psychology, and a bachelor in English. As Rector and Principal of Don Bosco School, Alaknanda, Delhi, brought laurels to the school with the 'Outstanding School Award' from the Delhi Minority Commission. He was a Provincial Councillor for four tenures who served the Province and one of the panellists of Inspectors for the Council for the Indian School Certificate Examination.



Fr. Jose Mathew SDB
(Vice President)

Fr. Jose Mathew SDB (Vice President, Don Bosco Tech Society), with Post Graduation in Social Work and Bachelor's Degree in Law, has more than 20 years of experience in social development programs and UN projects. He is the former Provincial of Salesians of Don Bosco (Delhi Province) and former Economer of Delhi Province for six years and also former Director of Bosco Organization for Social Concern and Operation. During these past two decades, he has worked extensively to empower thousands of young at risk in North India through academic and technical training.





Fr. George Mathew SDB
(Executive Director)

Fr. George Mathew SDB, spearheaded the National office team located in New Delhi. He joined Don Bosco Tech as the Asst. Director and headed the Finance department from May 23, 2015, to January 24, 2019. He was the former Economist of the Bangalore Province and has played a pivotal role in the establishment of the DBSM facility at Bangalore. Fr. George is one of the founding team members of the society. He has a professional degree in Social Work and has been actively involved in the social development sector for almost two decades. His sharp acumen in the system is contributing to the new developments at Don Bosco Tech, as it steps into a new phase of redefining and revamping its workings.



Fr. Noble George SDB
(Assistant Director)

Fr. Noble George (Assistant Director, Don Bosco Tech Society) was a member of the First Technical Advisory Committee (TAC), National Consultation on Strengthening Industrial Training and many more committees. He has 20 years of experience in the field of Technical Education and Training, with 15 years as Principal of Industrial Training institutes. He has successfully led the coordination of over 125 Don Bosco Technical Training Institute across India in the formation of the Don Bosco Tech Society. He has played a pivotal role to bring the interventions to the associated institutes.



Fr. Joseph Elavanal SDB
(Director - Don Bosco Skill Mission)

Fr. Joseph Elavanal SDB is the former Provincial Economist of Bangalore Province for two terms and is currently heading the regional office of Don Bosco Tech Society located in Bengaluru, Karnataka. Fr. Elavanal has Bachelor's degrees in Philosophy, Chemistry, and Theology. He holds Post Graduate Diploma in Financial Administration from St. Mary's University (Twickenham, London). Formerly, he was the Director of Don Bosco School (Mannuthy, Trichur), Don Bosco College (Sulthan Bathery, Kerala), and Don Bosco Technical Institute (KGF, Karnataka). Fr. Elavanal was the He has also served as the Director of Bangalore Rural Educational and Development Society (BREADS).

Mission

Skilling India

Vision

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





Values

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



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

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

- DB 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.

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.
- DB 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, 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 Limited and Godrej for skill training for needy youth.
- Introduced learning Management Software.
- Partnership with Bule Sky for imparting soft skill training.

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.

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.

2016

- 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.

2017

- 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.

2018

- Entered into agreement with Bihar Rural Livelihood Promotion Society (BRLPS) Govt. of Bihar, for implementing DDU-GKY project in the state.
- Entered into agreement with J&K State Rural Livelihood Mission, Govt. of J&K for implementing Himayat project in the state.
- Entered into agreement with Selco Foundation for implementing Employment Linked Skill Development Project for Youth in the Sustainable Energy Sector.

2018

- Entered into agreement with DHFL Pramerica Life Insurance Company Limited (DPLI), for implementing skill development project under their CSR fund.
- Entered into agreement with Paschim Banga Society for Skill Development (PBSSD), Govt. of West Bengal for implementing skill development project in the state.
- Entered into agreement with Kerala Academy for Skill Excellence, Govt. of Kerala for implementing PMKVY project in the state.
- Entered into agreement with Bihar Skill Development Mission (BSDM), Govt. of Bihar for implementing PMKVY project in the state
- Entered into agreement with Rajasthan Council of Secondary Education, Govt. of Rajasthan for providing programme support in Vocationalization of Secondary and Higher Secondary Education (VSHSE) in the state for 87 schools.

2019

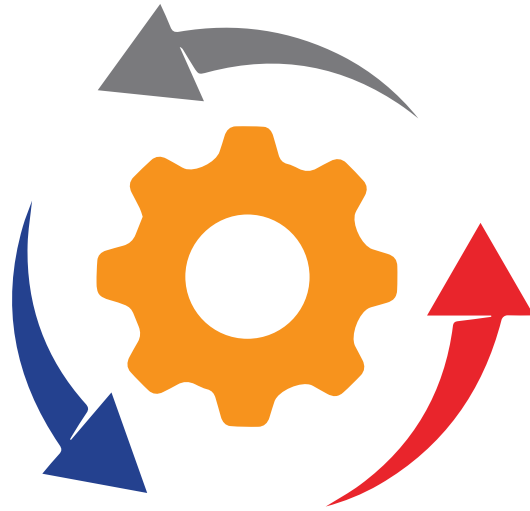
- Entered into agreement with Aditya Birla Sunlife AMC limited for implementing skill development project under their CSR Fund
- Entered into agreement with Delhi State Urban Livelihood Mission, Govt. of NCT of Delhi for implementing Skill Development in the city under Mission Swaraj.
- Entered into agreement with Swadesh Foundation for implementing HSBC Skills for Life programme
- Entered into agreement with Signify Inovations Pvt Ltd for implementing RPL project in electrical domain.
- Entered into agreement with Rashtrya Madhyamik Siksha Abhiyan, Govt. of Karnataka for providing programme support in Vocationalization of Secondary and Higher Secondary Education (VSHSE) in the state for additional 21 schools.
- Entered into agreement with NSDC for implementing skill development project sponsored by National Housing Bank
- Entered into agreement with ITC Limited for implementing skill development project in the state of Tamil Nadu
- Entered into agreement with Hitachi India Pvt. Ltd for implementing skill development project in Bangalore.
- Renewed agreement with Godrej Consumer Products Ltd.

2020

- Entered into agreement with Aditya Birla Finance limited for implementing skill development project under their CSR Fund
- Entered into agreement with STT Global Data Centres India Pvt Ltd for providing skill development training programme in Data Server Management
- Entered into agreement with NSDC for implementing skill development project sponsored by SBI Cards and Payment Services Pvt. Ltd.
- Entered into agreement with Accenture for implement programme in Employment Linked Skill Development in market linked domains, Future Skills domains and Entrepreneurship Development.
- Entered into agreement with State Urban Livelihood Mission, Meghalaya Urban Development Agency, Govt. of Meghalaya for implementing skill development project in the state.

2021

- Signed agreement with Aditya Birla Capital Foundation for implementing skill development project under their CSR Fund
- Entered into agreement with STT Global Data Centres India Pvt Ltd for providing skill development training programme in Data Server Management
- Signed agreement with Sodexo India for funding of purchase of tablets and digitization of contents.
- Signed MoU with Schneider Electric Foundation France for Capital Expenditure funding and part operational cost of beneficiaries in Electrical Domain.
- Signed MoU with Sustainable Hospitality Alliance, United Kingdom for training in Hospitality Sector.
- Signed MoU with Sarvanga Trust for training youth in Bangalore city
- Signed MoU with Schneider Electric Foundation France for supporting of 20 electrical skilling centres in India.

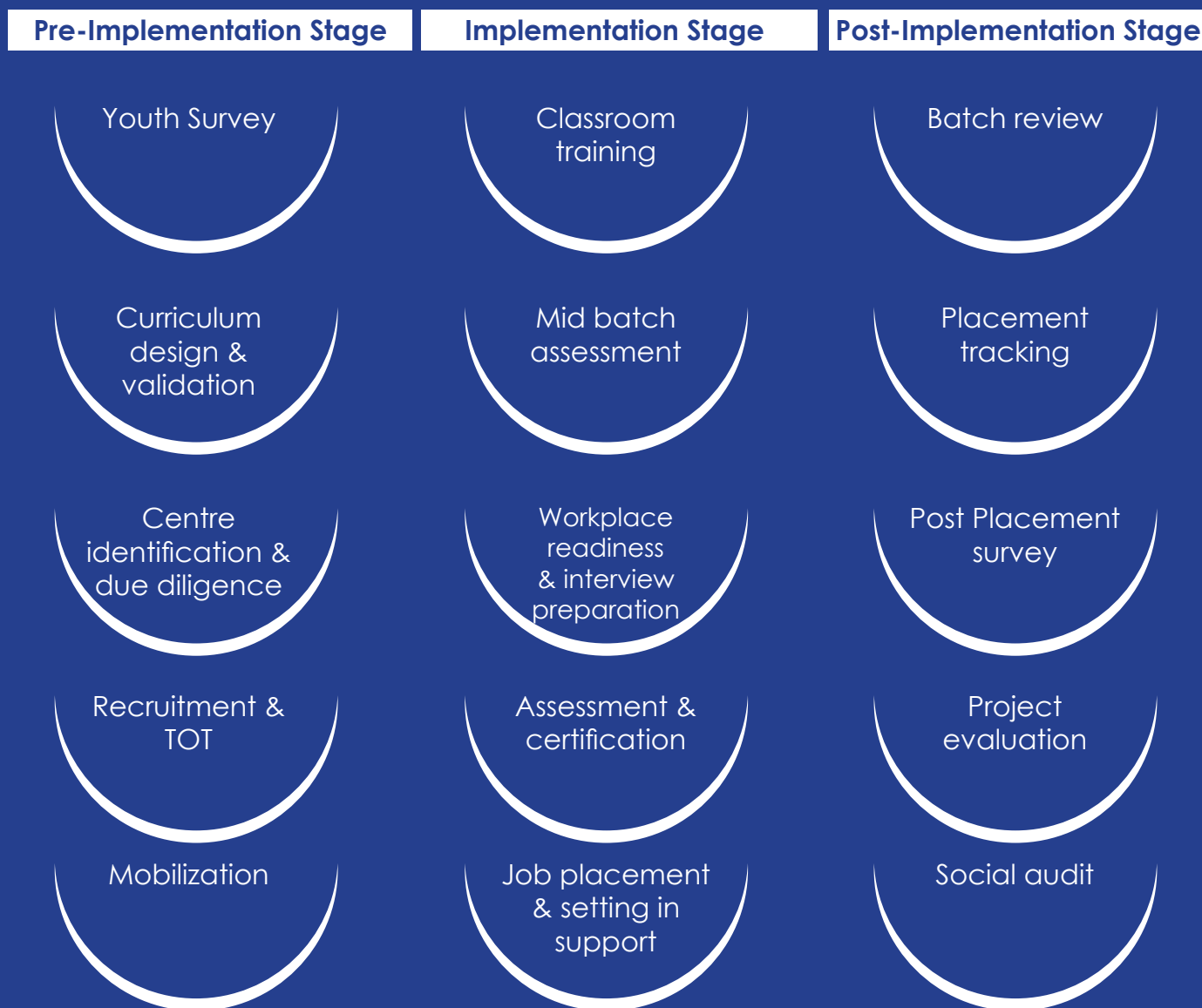


Don Boco Tech Process

With 11 years of grass root level of work experience in skill development, Don Bosco Tech has designed, initiated, tested and calibrated the operating model depicted below in the flow chart. The operating model was tested on all our skill development programs precisely, irrespective of the course duration or contents and evolved to address the versatility, decentralised nature, range and spread of the training centres. The program model is designed keeping in mind to quality deliverables and checks so that best can be offered to the less privileged youth and the industry which can be modified to suit according to the local requirements after mutual discussion with the respective funding partner, the local industry, and the aptitude and existing skill-sets of the beneficiary. The process model has three stages:



Monitoring & Evaluation



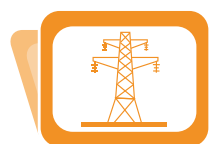
Corporate Networking

At the beginning of this financial year, Universities, Colleges, Schools and Skills training centres in various parts of India are being closed due to the rapid surge in COVID 19 cases. Several States and Union Territories have taken their decision to shut down the educational institutions. During this period, Don Bosco Tech continues to support the trainees to mitigate the impact of training centres closures, addressed learning losses and adapted the online training systems.

CURRICULUM DESIGN AND UP-GRADATION

The Learning & Development (L&D) also takes the responsibility for developing curriculum being taught in the centers across India. While designing the curricula handbook the most important point considered is the market demands. The department takes utmost care in designing the up to date curricula as per the demands of the market, so that by the end the training program, the trainees are successfully employable. For better evaluation, the assessment papers are developed and sent to all the centers which can be used by the respective domain trainers. It serves as a tool to recognize the learning level of the trainees. The Performance Evaluation Plan is an instrument to calculate the trainees' progress towards a definite objective. It captures the skills, attitudes and knowledge of a trainee right from first month to the third month. Different curriculum handbooks developed by L&D Department are as follows:

The handbooks of following domains have been developed by the Learning and Development department in this financial year:



Power



Debt Recovery Agent



Social Media Executive



Insurance Agent



IoT - Security Specialist



Data Center Operation Management



AI - Business Intelligence



Mechanic - Electrical, Electronics & Instrumentation



Blood Bank Technician



E-Commerce Team Lead



Bee Keeping



Makhana Grower



Mushroom Grower



AI - Cloud Application Developer

Testimonials

The culture of an **encouraging environment at DB Tech has taught me to strive for excellence.** Furthermore, the organization has not only given me quality training but also encouraged me to be a part of every activity.



Sumana Pal

TRAINER - Communicative English & ITeS

I feel elated to be part of Don Bosco Tech, creating opportunities and hand-holding support to the underprivileged youth to be back on track. Outlining the mission, I motivate youths to take up market-driven skill training with us.



Sunni Kumar

Cluster Coordinator (ITC East, Munger)

I like to mobilize the unprivileged youths for training by organizing awareness camps and by door-to-door visits. **This has given me ample opportunities to build contacts and rapport** with trainees' families.



Navneet Kaur

TRAINER - General Duty Assistant

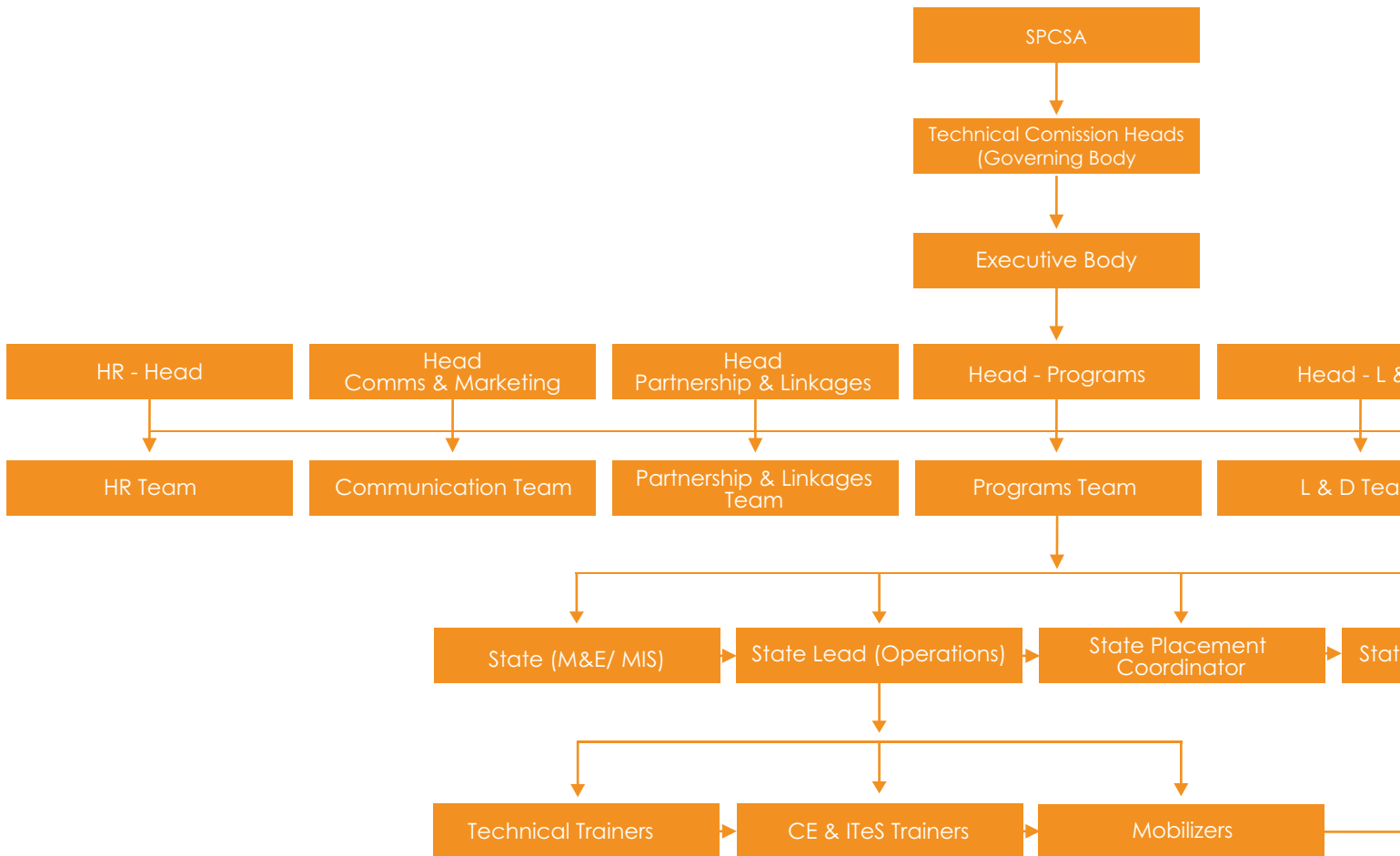
I am exhilarated to be associated with DB Tech. My role calls for managing day to day activities of the center. Furthermore, **we have changed the local people's approach to training and education** through awareness programs as a team.

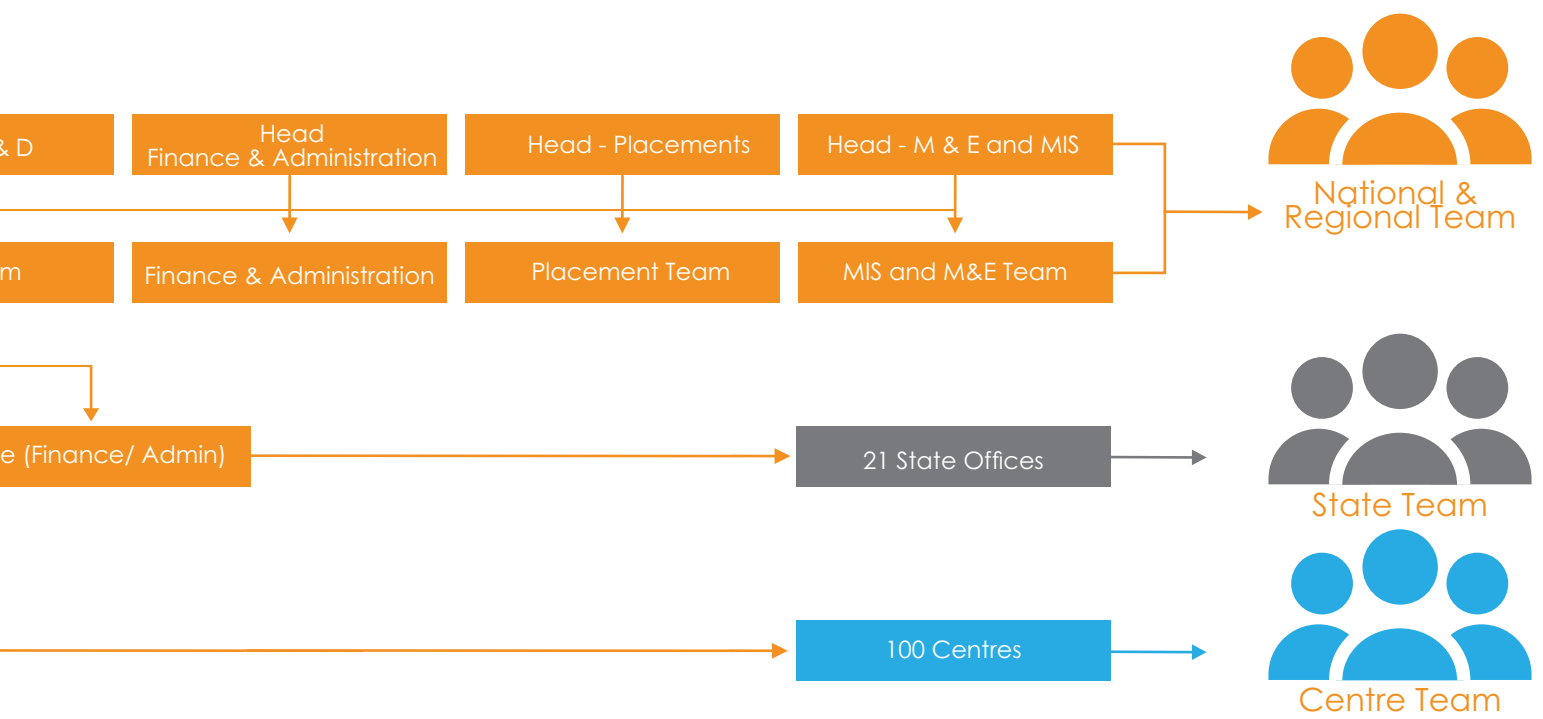


Sithuibou Pamai

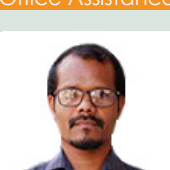
TRAINER - Centre Coordinator

Organizational Structure





Head office Team

 Fr. George Mathew Executive Director	 Fr. Noble George Assistant Director	 Fr. Elavendal Joseph Director (DBSM)	 Stanley Jones COO	 Md Arif Ahmad Reg. Manager	 Joykumar Singh Reg. Manager
 Antony Niveditha Reg. Manager	 Kishor Dass Reg. Manager	 Sushil Hansdak Asst. Manager	 Vidya Sagar Accounts Officer	 Ramesh Kr Chetri Sr. Accountant	 Praveen Sharma Executive
 Mahima Sethi Manager - HR	 Anima Brgit Toppo Asst. Manager	 Rahul Kumar Singh Asst. Manager	 Sunil Kr Dewangan System Admin	 Navjeevan Kumar Executive	 Ankita Kispotta Executive
 Alok Kumar Mishra Asst. Manager	 Leo Levin Pushparaj Asst. Manager	 Kul Bhushan Asst. Manager	 Vinay Kevin Khalkho Sr. Executive	 Alka Barwa Executive	 Donald Samuel Executive
 Ram Dass Office Assistance	 Lucy Pascal Personal Assistant	 George Massey Sr. Executive	 Sudhir Tirkey Personal Assistant	 Domnic Blasius Office Assistance	 Grecial Blah Asst. Manager
 Rakesh Roshan Lakra Asst. Manager					

PARTNERSHIP FOR GROWTH

DB Tech welcomes opportunities to work in partnership with all likeminded organizations and support collaborations that are directly inspiring these youngsters to hope and dream. We work with a range of partners to achieve our goals which include the nonprofits, business houses, and governments.

OUR IMPACT

Summary of all Projects

Due to the Pandemic, the outcome of the training has dropped as compared to the previous years. In this financial year, we reached 23 states, trained 11940 and placed 7932 youths. The placement percentage was at 66% as many trainees could not migrate to selected organizations due to Covid 19. Madhya Pradesh is one state wherein maximum numbers have been trained i.e 1983 of which 1365 got placement. In Bihar, Don Bosco Tech has trained 1755 placing 1177 trainees in various entry-level opportunities. One sector which has demanded much is the Tourism and Hospitality sector. In this particular sector, 1936 youngsters have been trained out of which 1308 got placement. Another sector which was favoured by the candidates is the IT sector where 1861 youths were trained and 1302 were placed. There were 18 Funding partners who supported us during this year. Accenture was the major contributor in which 5108 youth were trained and 3565 were placed. This was followed by ITC with 2600 trained and 1881 placed.

26
Projects

23
States

84
Districts

100
Centres

493
Batches

44
Job Roles

20
Sectors

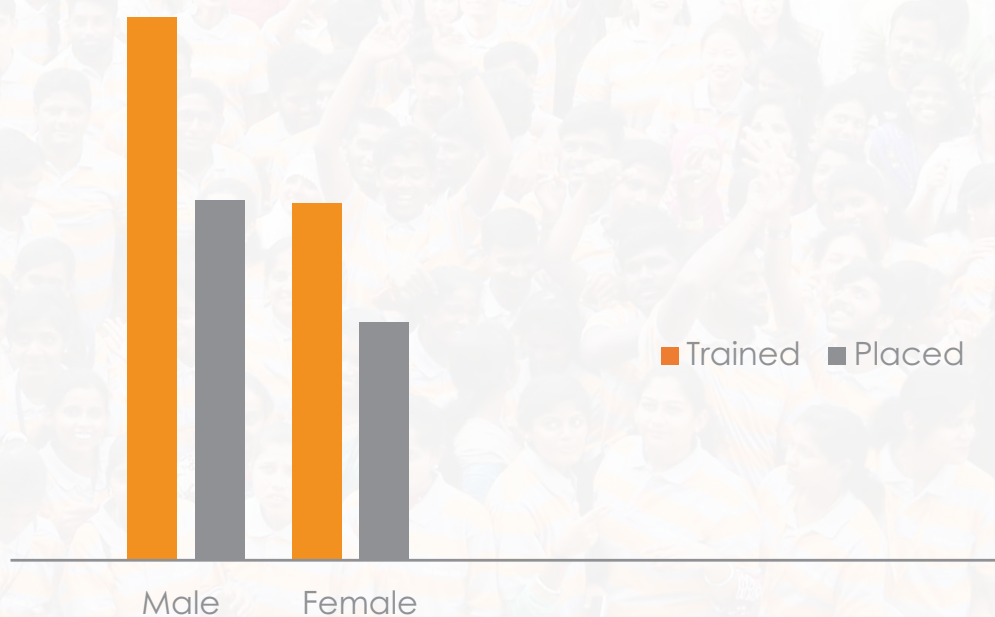
11940
Students Trained

7932
Students Placed

18
Partners

27
Major Employers

Gender Ratio



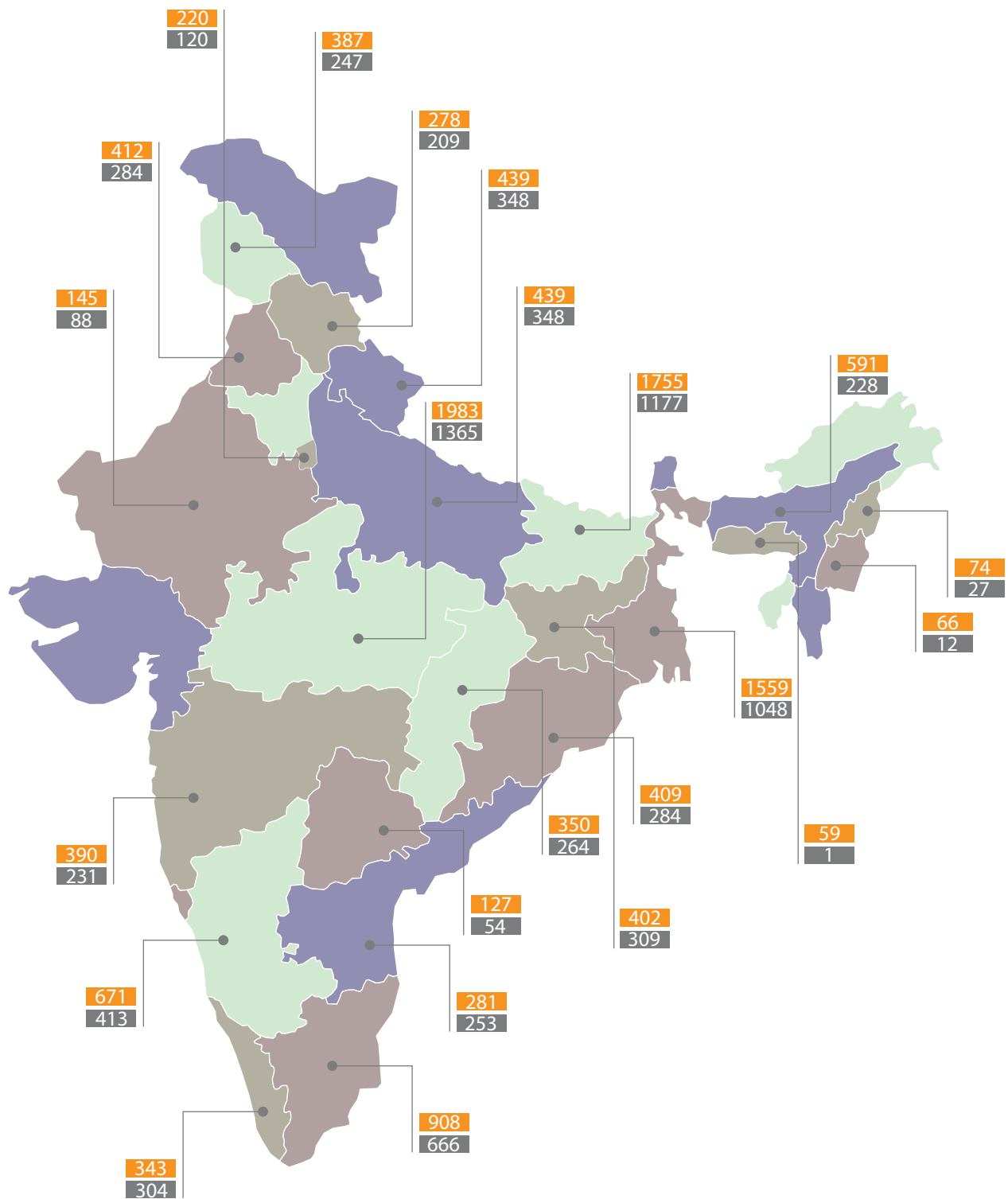
Gender Wise	Trained	Placed
Female	4733	3157
Male	7207	4775

THE TERRAIN WE REACHED

State	 Trained	 Placed
Andhra Pradesh	281	253
Assam	591	228
Bihar	1755	1177
Chattisgarh	350	264
Delhi	220	120
Himachal Pradesh	278	209
Jammu & Kashmir	387	247
Jharkhand	402	309
Karnataka	671	413
Kerala	434	304
Madhya Pradesh	1983	1365
Maharashtra	390	231
Manipur	66	12
Meghalaya	59	1
Nagaland	74	27
Odisha	409	284
Punjab	412	284
Rajasthan	145	88
Tamil Nadu	908	666
Telangana	127	54
Uttar Pradesh	0	0
Uttarakhand	439	348
West Bengal	1559	1048

Grand Total





Trained



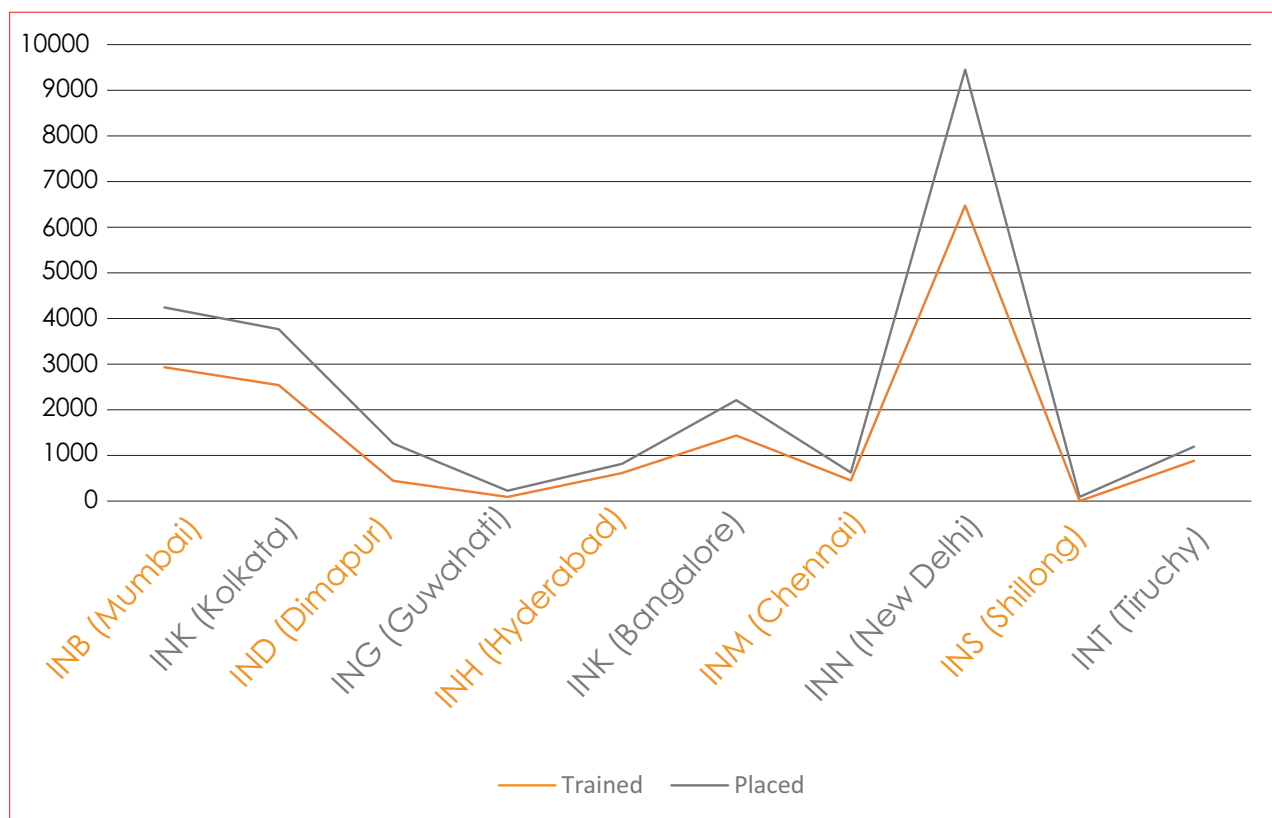
Placed



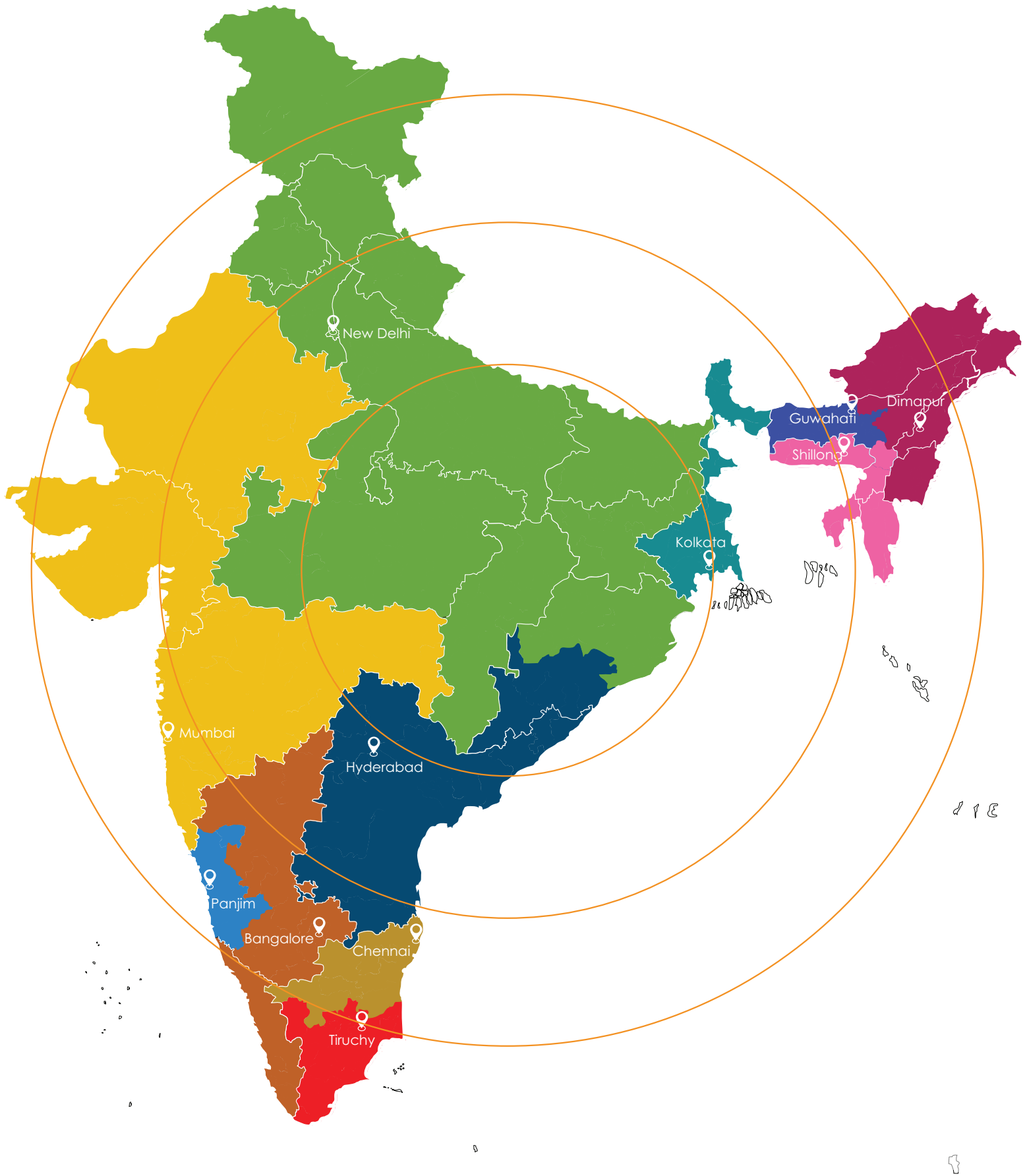
Project Wise Trained in FY 2020-21

Project	Trained	Placed
Accenture Phase - 10	3044	2111
Accenture Phase - 11	2064	1454
Aditya Birla Finance Ltd. 2020-21	1031	798
Aditya Birla Sun Life AMC Ltd. 2019-20	59	17
Axis Bank Foundation Phase - 3 (Year 1)	568	338
BASE 2019-20	1	0
BASE 2020-21	26	0
Cluster Development Initiative	289	100
Cognizant Foundation Year - 3	405	335
DDUGKY Bihar	200	128
Himayat- DDUGKY (6 Months)	54	8
Hitachi 2019-20	30	22
HSBC 2019	108	79
ITC East 2019-20	116	47
ITC East 2020-21	1419	1041
ITC North 2019-20	262	193
ITC North 2020-21	663	501
ITC South 2019-20	140	99
NULM Delhi	25	0
PMKVY 3.0 Pilot	41	7
Power Finance Corporation Ltd. 2020-21	50	39
Pre-Departure Orientation Training Program 2019-20	57	57
SELCO Foundation	1250	551
SILF	14	5
SHCDM	13	0
Upskilling Project	11	2
Grand Total	3044	7932

PROVINCE WISE TRAINED AND PLACED



Province Wise	Trained	Placed
INB (Mumbai)	2120	1465
INK (Kolkata)	1883	1271
IND (Dimapur)	631	221
ING (Guwahati)	113	46
INH (Hyderabad)	408	307
INK (Bangalore)	1105	717
INM (Chennai)	313	225
INN (New Delhi)	4726	3238
INS (Shillong)	46	1
INT (Tiruchy)	595	441
Grand Total	11940	7932





Sector	Trained	Placed
Aerospace And Aviation	0	0
Agriculture and Allied	500	270
Apparel	409	279
Automotive	644	443
Beauty & Wellness	547	391
Capital Goods	18	14
Construction	1361	979
Green Jobs	1250	551
Healthcare	638	454
IT-ITES	1861	1302
Logistics	42	25
Media and Entertainment	38	25
Office Management	209	160
PDOT	57	57
Power	593	456
Retail	1466	1049
Tourism and Hospitality	1936	1308
Management & Entrepreneurship and Professional	5	0
Banking and Finance	77	69
Entrepreneurship	289	100

JOB ROLE	TRAINED	PLACED
Plan for Basic Entrepreneurial Activity – Pineapple Food Processing	120	40
Plan for Basic Entrepreneurial Activity – Sewing Machine Operator	169	60
AI - Data Quality Analyst	30	23
General Duty Assistant Advanced	196	120
Multi-cuisine Cook	172	108
Housekeeping Attendant - (Manual Cleaning)	377	272
Ecommerce Executive	42	25
Dialysis Technician	41	28
Irrigation Service Technician	16	12
Food & Beverage Services - Manager	23	21
Housekeeping Executive - Level 5	107	94
Social Media Executive	38	25
Blood Bank Technician	23	23
Electrician Domestic Solutions	593	456
Mushroom Grower	78	45
Office Assistant	209	160
Automotive Service Technician Level 3	440	322
Solar PV Installer (Suryamitra)	1250	551
Life Insurance Agent	77	69
CRM Domestic Non Voice	794	552
Auto Service Technician(two and three wheelers)	165	97
Food and Beverage Service-Steward	1257	813

Unarmed Security Guard	5	0
Solar Pump Technician	148	89
Assistant Electrician	1316	964
Sewing Machine Operator	30	23
General Duty Assistant Advanced	409	279
Sales Associate	1346	959
CRM Domestic Voice	365	225
Manual Metal Arc Welding/Shielded Metal Arc	18	14
General Duty Assistant	378	283
Domestic Data Entry Operator	672	502
Trainee Associate	120	90
Helper Electrician	45	15
Assistant Beauty Therapist	517	361
Agri Warehouse Supervisor	90	49
Beauty Therapist	30	30
Automotive Service Technician Level 4	39	24
Rooftop Gardener	40	29
Organic Grower	65	46
Airline Customer Service Executive	0	0
Floriculturist - Open cultivation	19	0
Paddy Farmer	26	0
PDOT	57	57
Tea Plantation Worker	18	0



Placement Percentage

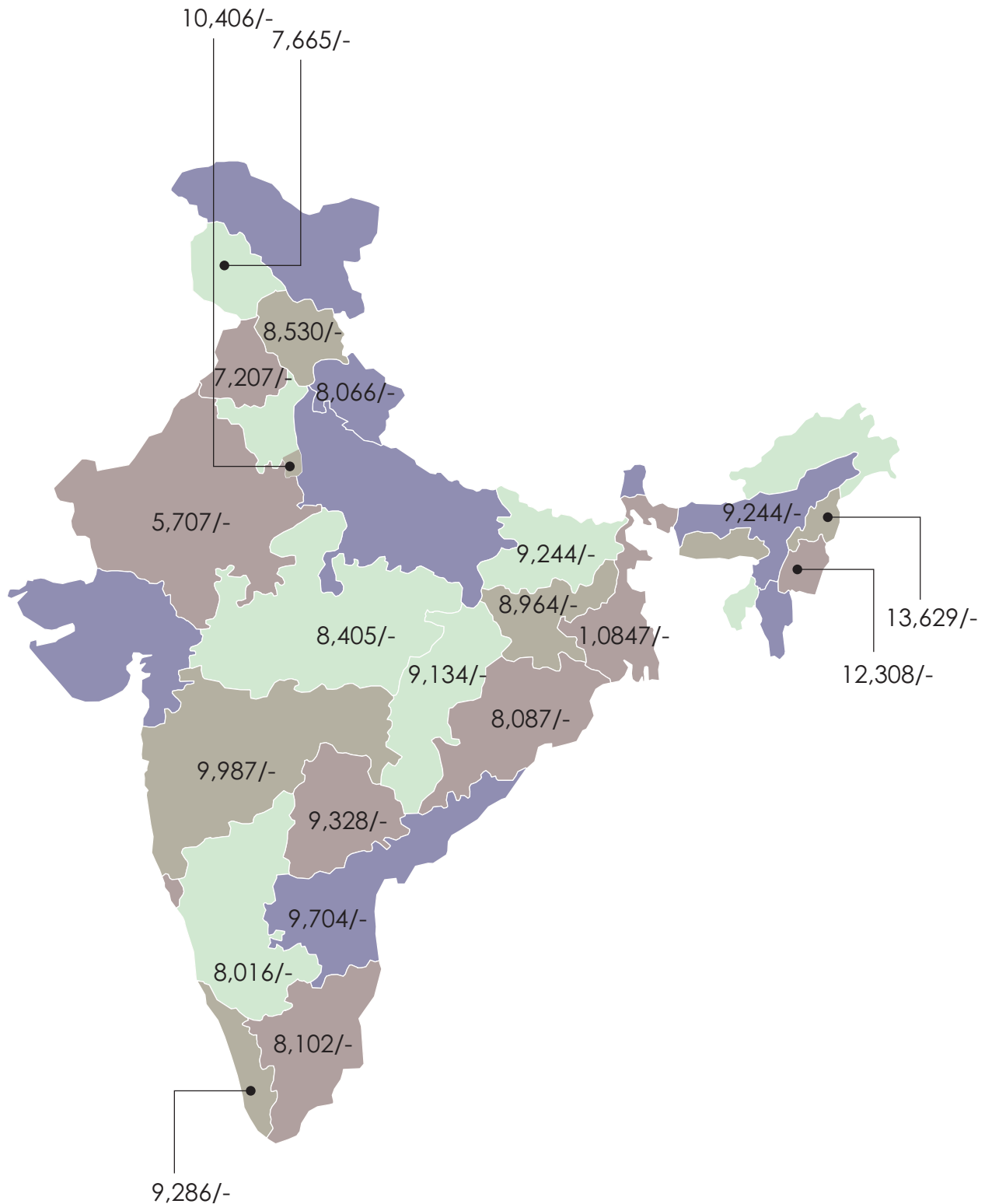


Salary Drawn

Job Role		
Plan for Basic Entrepreneurial Activity – Pineapple Food Processing	33%	26138
Plan for Basic Entrepreneurial Activity – Sewing Machine Operator	36%	12575
AI - Data Quality Analyst	77%	11935
General Duty Assistant Advanced	33%	11662
Multi-cuisine Cook	63%	11272
Housekeeping Attendant - (Manual Cleaning)	72%	10863
Ecommerce Executive	60%	10740
Dialysis Technician	68%	10536
Irrigation Service Technician	75%	10458
Food & Beverage Services - Manager	91%	10452
Housekeeping Executive - Level 5	88%	10414
Social Media Executive	66%	10056
Blood Bank Technician	100%	10000
Electrician Domestic Solutions	77%	9975
Mushroom Grower	58%	9778
Office Assistant	77%	9736
Automotive Service Technician Level 3	73%	9720
Solar PV Installer (Suryamitra)	44%	9529
Life Insurance Agent	90%	9500
CRM Domestic Non Voice	70%	9359
Auto Service Technician(two and three wheelers)	59%	9099

Food and Beverage Service-Steward	65%	9042
Solar Pump Technician	60%	8976
Assistant Electrician	73%	8737
Sewing Machine Operator	68%	8512
Sales Associate	71%	8450
CRM Domestic Voice	62%	8396
Manual Metal Arc Welding/Shielded Metal Arc Welding	78%	8143
General Duty Assistant	75%	8078
Domestic Data Entry Operator	75%	7737
Trainee Associate	75%	7448
Helper Electrician	33%	7333
Assistant Beauty Therapist	70%	6897
Agri Warehouse Supervisor	54%	6829
Beauty Therapist	100%	10458
Food & Beverage Services - Manager	91%	10452
Housekeeping Executive - Level 5	88%	10414
Social Media Executive	66%	10056
Blood Bank Technician	100%	6800
Automotive Service Technician Level 4	62%	6750
Rooftop Gardener	73%	5610
Organic Grower	71%	5352
Airline Customer Service Executive	0%	0
Floriculturist - Open cultivation	0%	0
Paddy Farmer	0%	0
Tea Plantation Worker	0%	0
Unarmed Security Guard	0%	0

State wise average salary drawn





Project Initiated

Don Bosco Tech has affiliated with like-minded partners from the government as well as the private sector. Operating in several states across India, Don Bosco Tech has developed programs keeping in mind to create sustainable livelihoods for every unemployed and needy youth. In this financial year, Don Bosco Tech partnered with 18 different organizations in various areas of mutual interest, common vision, values for social development. Our leading Partner this year was Accenture which has impacted 5108 youth, followed by ITC Limited which has impacted 2600 youth. The partnership with Don Bosco Tech is built on diverse concerns like skill training and placements, digital content development, developing new training models, empowering individuals and the organizations with the knowledge, tools, and other resources to reach the goals etc. creating a sustainable livelihood in each state.

Looking towards the future, Don Bosco Tech wishes to extend the existing partnership and creating new partnerships for funding the skill development projects while exploring new sectors, courses and target an untapped youth population in areas. Don Bosco Tech has engaged itself with various CSR, State, and central government departments for skill development projects. Prominent Partner's profile of Don Bosco Tech in FY 2020-21 are as under:

Initiated Date: September 20, 2020**Completion Date: March 22, 2022**

Don Bosco Tech in partnership with Accenture focused to improve the lives of 6800 youth. (Market-Driven job roles – 4950, Future Skills – 525, Agro-based – 525, Entrepreneurship – 100 and Upskilling 700) and transform 70% of this target. The feature of this project was 2 months of virtual training and 1 month of Classroom training, however, due to the prolonged lockdown, 100% of virtual sessions had to be conducted which was a challenge for the technical job roles.

Under this project, Higher-level job roles were chosen under most of the sectors. The market demand in the health sector, automotive sector, Ecommerce/Logistics, Social Media Executive and IT sectors has really contributed to the increase of the total average salary of the project. This could have been better if there was no lockdown as our candidates being fresher's, were initially taken in as trainees for few months and their salary will be revised after completing their training as assured by the employers. The average salaries mentioned for latter sectors/ job roles are INR11500, INR10750, INR11117, INR10330, INR12284 respectively. For the first time, some of our candidates were employed by renowned corporates like TCS and Infosys with a salary of INR30000, INR28000 respectively. In Shillong, 17 E-Commerce trainees have received financial support of about INR 15K from the state government to begin their own businesses. The agro-based job roles chosen for reverse migrants proved successful for women who could utilize this opportunity to support their families. The target group from Bihar have earned an average of INR 9000 as an income. We have also created a documentary on this targeted group. Upskilling has helped us to improve the living of our alumni. On this note, the trainees were supported with better placement as per the job roles with a hike of 28% increased salary in an average.

Initiated Date: January 21, 2022**Completion Date: April 21, 2022**

Samagra Siksha is the local government body imparting the vocational training for school students from 8th - 12 th standard students across Andhra Pradesh State under APSSDC Program. For this phase 32 schools were allocated for the job roles, Domestic Data Entry Operator, F&B Stewart and Sewing Machine Operator.

Under this project, one of our alumni from 2016-2017 Level 1 batch was trained under Media and Entertainment from AP Model School, Ponduru is pursuing her B Tech in Vignan Engineering College, Vijaywada. She participated in the State Level Skill Competition and won 1st Prize in Graphic Designing Technology conducted by APPSDC. She was awarded Gold medal and INR 30k from the Southern Region Head of NSDC Mr. Sobins Kuriakose.



03

SBI

Initiated Date: January 21, 2021

Completion Date: Extended (March 2022)

Don Bosco Tech and SBI entered a partnership that is based on the common goal and vision i.e to significantly contribute to the development of the marginalized youth. This project is specially designed for graduates to be absorbed into the Banking and Financing sector from 4 districts of the Southern Region (Coimbatore, Mangalore, Trichy and Visakhapatnam). 320 youth were certified with SC and IIBF for Debt Recovery Agent. This is a tri-party agreement signed with SBI Cards (Funding Partner), NSDC (Monitoring Partner) and Don Bosco Tech (Training Partner).

Under this project, 100% of training was conducted virtually. Irrespective of various challenges faced during the training period, the average placement salary is above INR 15K. Many trainees are volunteering at the training centres to be trained under this program. There is a scope of supporting the beneficiaries as per their demand.



04

STT

Initiated Date: November 20, 2021

Completion Date: April 21, 2022

STT project was initiated as a pilot study for ITI/Diploma students from Electrical/Electronic background corely to be trained and empower them to become employees of Data Centers. The funding partner ST Telemedia is a Singapore based company, with carrier-neutral and carrier-dense interconnections and India's largest floor area and IT load capabilities, they offer a suite of colocation services that provide cost-effective, scalable and secured data centre solutions. They existed in 9 cities across the country with 21 centres.

Under this project Don Bosco Tech managed to mobilize candidates for the Salesian ITI from different parts of the country like Jharkhand, Orissa, Maharashtra, Goa, Karnataka and Kerala.

Even though there was the late placement of trainees the outcome is promising as they were later placed in different organizations with salaries starting from INR 26k monthly. They have also been placed in international based organizations. Exhaustive content was created by an ex-employee of Don Bosco Tech in house.



05

Cognizant

Initiated Date: September 19, 2020

Completion Date: February 21, 2021

The project agreement was signed with Don Bosco Tech in New Delhi on the 11th of July 2016. With a view to achieve its objectives, Cognizant Foundation was desirous to utilize the services of Don Bosco Tech to impart vocational training to unemployed youth. The objective was to identify 600 unemployed and drop out youth in Sonada, West Bengal and Kanchipuram, Tamil Nadu providing them with market oriented skills towards livelihood options and ensure gainful employment to minimum 75% of the trainees. The job roles were modified considering the pandemic and lockdown situation from Hospitality sector to BFSI and retail sector in Sonada and it remained the same in Tamil Nadu. The training was delivered virtually during the lockdown period.

The achievement of this project indicated the placement percentage and average salary increased in the final considering the change in job roles and the increase in demand in the BFSI sector.



06

SHA Kerala

Initiated Date: April 21, 2021

Completion Date: Extended (March 2022)

This project aimed to train our beneficiaries on Hospitality sector and place in renowned hotel like Hyatt. It was a trio partnership with Sustainable Hospitality Development and Hyatt, to induct, train (theory 1 month and practical 2 months in the hotel) and placement 75%. The total target of the project was 75 in Kochi.

The project and its deliverables have been achieved with an extension of 3 months. It was a different model with a different approach to handhold the trainees along the theory and practical sessions. Learning of the project implementation was closely studied by the Sustainable Hospitality Alliance at all levels for studying the ground reality and course correction.

Initiated Date: September 10, 2020**Completion Date: May 01, 2021**

Under this project, the agreement was signed MoU on 31st May 2021 for the training and empowering of 350 Food Producers and Processors. A thorough survey and planning was conducted during the pre-implementation stage which includes staff identification and orientation, Mobilization planning, WhatsApp group creation. Day wise session details were recorded and all beneficiaries were certified at the end of the training.

Apart from the challenges such as poor Internet connectivity of the beneficiaries, ability to use applications for online sessions, the target was achieved although this was altogether a new job role/sector which was implemented.

Initiated Date: April 01, 2020**Completion Date: March 31, 2021**

This project was renewed to impart employable skill training to 678 youths between age group of 18-35 years in the state of Uttarakhand, Himachal & Jammu & Kashmir. The target was achieved and additional target of 100 was provided which was also achieved. Monthly reports was shared to keep the partner updated in terms of progress.

Initiated Date: April 01, 2020**Completion Date: December 31, 2022**

An agreement was made with Don Bosco Tech to empower 120 youths in the healthcare sector in the state of Jammu & Kashmir. Target has been achieved and trainees were trained in General Duty Assistant Trade.

Initiated Date: April 01, 2020**Completion Date: March 31, 2021**

The objective of the project is to provide market relevant skills to 1000 youths for better job opportunities in 1 year. Staff were trained in multiple trades; thus develop the skill-ecosystem in the country which is finding lack of qualified staff. Industrial partners would assist in creating state of the art facilities in particular domains (Electrical, Hospitality, Beauty & Wellness and Apparel). 75% of the candidates would be employed at the completion of the training. The project is implemented in four centres from Maharashtra and Madhya Pradesh. The target under this project was successfully achieved.

Initiated Date: April 01, 2020**Completion Date: March 31, 2021**

An agreement was signed with ITC East for the expansion of the project MISSION SUNEHRA KAL in the year 2020-2021 with a target to train 1900 youths in the states of Assam, Bihar and West Bengal with 75 % placement target in age group of 18- 35 youths.

Initiated Date: January 15, 2021**Completion Date:**

The project was agreed to create an ecosystem for the youth to make informed choices on the available skilling avenues, NSDC has rolled out PMKVY 3.0.

Initiated Date: January 04, 2021**Completion Date:**

This project aimed at providing skill development training program on Retail Sales Associate job role to 40 street children of Howrah district with Support from Don Bosco Ashalayam and Decathlon. The training completed with its 40 street children and some of the children absorbed by Decathlon, Howrah. The trainees were assessed by Third Party Assessment agency after the completion of the three month training program the trained candidates were certified. On discussion with the partner, a proposal was made to train an additional target to meet the placement percentage which was not achieved earlier due to trainees rejecting placement as they wanted to pursue higher studies.

Initiated Date: July 24, 2020**Completion Date: September 30, 2020**

An agreement was signed with ABF to extend ABF Phase 3 Year 1 Extension to promote skilling in Agro based courses and Upskilling training in Market led job roles in 3 states (West Bengal, Rajasthan, Madhya Pradesh) during the 1st wave of Corona Pandemic. Under this project, Don Bosco Tech trained 560 beneficiaries out of a total target of 565 under Agri Allied domains and few Upskilling domains. The trainings were conducted in 12 districts of 3 States. The trainings started on 24th July and completed on 30th September 2020. Out of the total 560 trained candidates, 313 Males and 247 Females beneficiaries have been trained in different trades.



Outbound Training



With an aim of enhancing team performance through experiential learning, the Don Bosco Tech Management organized an Outbound Training Program on March 10th -14th for the National office team at Jaladhama a backwater resort in Karnataka.

The objective of the program was to-

- 01 To focus, renew and upgrade.
- 02 Discussing the future things that will be planned and where the plan is heading to.
- 03 To look back at what has been done and what needs to be worked on.
- 04 The team to take the responsibility to reach the organization's goal.
- 05 To iron out the issues between individuals, groups and departments.

The team who were stationed in different locations where the majority is from Delhi met at DBSM, Bangalore in the evening on the 9th of March 2021. The team was briefed about the next day's plan and was interestingly been made as a surprise. At 7 Am on the 10th of March 2021, the team assembled and was ready to travel to the surprise venue.

37 team members participated in the program under the leadership of Fr. Joseph Elavanal, Director of Don Bosco Tech skill Mission Bangalore and Fr. George Mathew, Executive Director of Don Bosco Tech Society. The bus from DBSM, Bangalore started at 7:00 Am and reached Jaladhama resort at 11:00 Am.

Just 125 Km from Bangalore and 50Km from Mysore, Jaladhama is undoubtedly well equipped with modern amenities and facilities to cater to family, Corporates and Day outing is nothing less than a paradise on the earth literally. Tucked away amidst the backwaters of Cauvery, Jaladhama is surrounded by the unpolluted natural environment on the banks of Kaveri and Kapila River at Talakadu, T.Narsipura, Talakadu, Mysore district.

Starting from welcoming our team by helping in parking our vehicle to bidding us farewell, every little detail is taken care of by the experienced and courteous staff.

The Motorboat is always ready to ferry guests from the parking on the roadside to the resort proper. The 10-minute chugging on the backwater with scenic beauty all-around, skies dotted with bird formations, the chirping of birds and only nature for company, is the beginning of a memorable experience to come for the time we would be staying there.

Pleasure in reaching the resort by motorboat is a memorable experience. Appetizing multi-cuisine, high tea on the cruise, breakfast on the floating restaurant, mind-relaxing natural surroundings, rejuvenating water-sports, crystal-clear swimming pool, rain dance, discotheque, indoor and outdoor games, Trekking in the hills, air-conditioned accommodations, professional set-up for conferences and seminars etc., natural sound of blowing breeze and chirping of birds are the highlights.

On reaching the Resort the team was welcomed by the Staff of the resort and by (Retd) Colonel Amar Nihalani who is the resource person for the outbound training.

He is a Corporate Facilitator at Quest Learning Institute. (Unit of Quest Adventures) He has held various positions of increasing responsibility at functional, directional and conceptual levels at Regimental, Command, Instructional, Staff and Foreign Assignments (erstwhile USSR). During this period have gained hands-on experience in General Administration, Personnel Management, Facilities and Crisis Management, Inter-Personal Relationship, Training of Personnel, Provision and Management of Material Resources and Services, Career Planning, Protocol, Land Management, Construction

Works, Institutional/ Personal Safety and Security. Presently doing Free Lance Outbound Training Programmes for Corporates/ Companies and Educational Institutes in Bangalore.



The 2 days of outbound training conducted by (Retd) Col, Amar Nihalani and 2 team members of Quest Adventures, gave an opportunity to the team to work closely with each other in the form of activities like games for enhancing team building, how to complete tasks, leadership and many more. Activities such as Iceberg, Human Knot, Magic bricks, Cross Road, Poachers escape, Mine Field, Contagion, Bridge building, Phoenix were carried out with laughter, fun and learnings. In the evening after the training, the team would

go swimming, dancing in the discotheque, engaged in different sports activities like Volleyball, Badminton, Basketball. Activities like trekking, boating, rain dance were also arranged for the team.

The program came to a conclusion and it was time to exit the resort at 12:00 Pm on the 12th of March 2021. Positive feedback was shared by the team on the overall experience of the program. The team was indeed very glad to experience the aesthetic greenery, the comfortable rooms, the elaborate buffet, various indoor and outdoor games and most importantly the bond with each other which will be cherished forever. It was a stress relief program that was required for effective and smooth operation.

The program continued at DBSM with a full day meeting which was convened by Fr. George Mathew.

The agenda were:

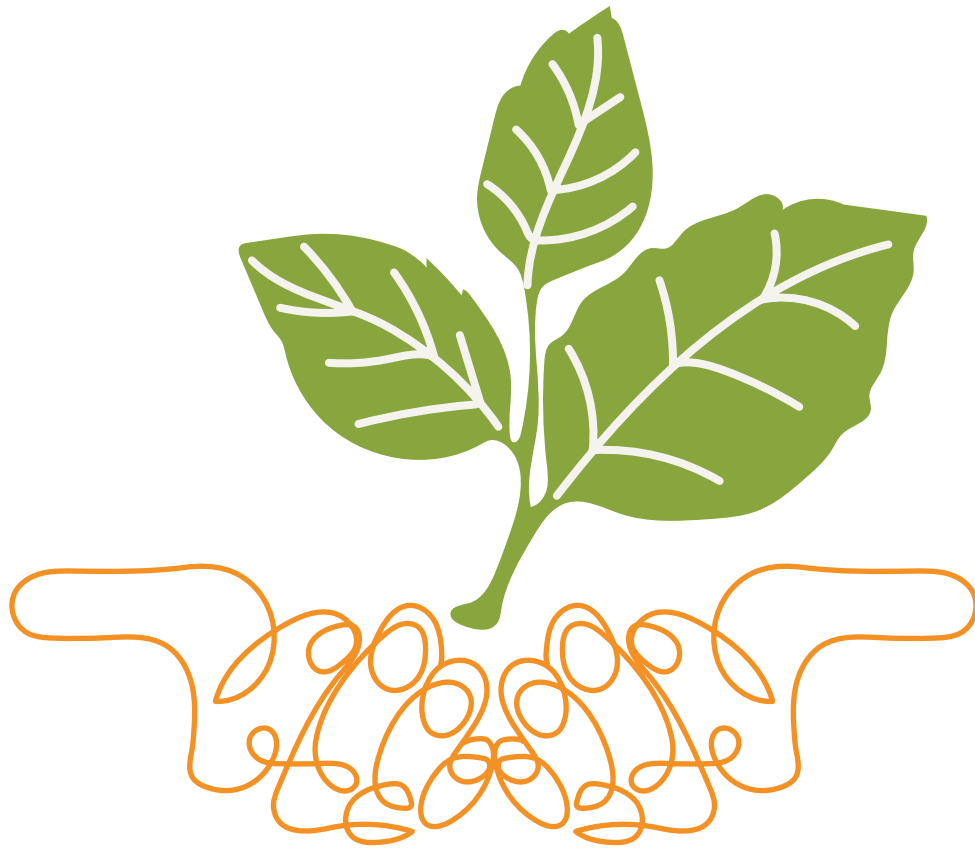
1. Reviewing of the points discussed during the online National meeting during the lockdown.
2. 11 Provinces in India.
3. Don Bosco Networks in South Asia.

4. To clarify and know our roots and originality as there was a gap with the provinces. We need to gain the confidence to work closely.
5. To affiliate and administer all schools and colleges of Don Bosco with NSDC.
6. Pilot project - The implementation planning of the Employment Linked Skilled Development Project.
7. Feedback and suggestions by all the departments.

The day ended with songs and dances by the team and the trainees after dinner. It was a memorable 4 days program that will be engraved in the heart of each team member. This is a great takeaway for the organization and as an individual.

In the afternoon of 14th March, everyone was assembled on the campus to thank Fr. George Mathew and Fr. Joseph Elavanal by handing over to them gifts for the memorable Outbound Training. This was followed by a farewell to the Executive Director, staff and trainees of DBSM. A bus was arranged to drop the team at the airport to depart for their destination.





Pro Bono Activity

ACCENTURE SOLUTIONS PRIVATE LIMITED had entered into an agreement with the DON BOSCO TECH SOCIETY to help build the capacity to review and understand the existing policies of few of our departments such as the Human Resource, Communication, IT and Content department. The activity is to ascertain the need for redesign and create new policies as per Don Bosco Tech's requirement.

We express our sincere gratitude to the team members of Accenture who were involved in this project by sharing their valuable insights for each involved content. Their active involvement and understanding for being flexible with our schedule helped us to redesign our policies as per the set timelines. It was an enlightening experience for our team and we are fortunate for such an outstanding opportunity.

Below are the areas where the Accenture team has assisted and recommended us in redefining.



Human Resource

Recruitment & Separation	Attendance & Compensation	Career Progression	Code of Conduct	Ethics & Compliance	Miscellaneous
Recruitment	Attendance, Salary & Benefits	Performance Management, including performance appraisal form	Employee Code of conduct	Non-disclosures	Grade and Titles of employees
Employee Rehire Policy	Leaves & Holidays	Training & Development Policy	Prevention of sexual harassment	Anti-Corruption Policy	Travel Policy
Referral Policy		Internal Job Posting	Alcohol & Substance Abuse Policy	Equal Opportunity Employment	Intellectual Property Ownership
Retirement Policy			Conflict of Interest	Fraud & Irregularities	Work From Home
Resignations & Terminations					



IT Department

Technology Assessment

Recommendations

Developing IT Policy/
Process Document for the
organization

Assessment and evaluation of BOONFACE and related applications.

A thorough check was done on server related, backend and frontend of the application.

Moving the existing platform to the updated versions.

Changing the architecture and design of the application

Improving the security features.

Moving to cloud.

Building resources for better management.

Evaluation of the current IT process

Sharing of data base requirements, prioritization, SLAs, etc.
A Workflow was developed for the IT-service management/incident management

IT process document was prepared and handed over to the DB Tech team.



Communication Department

Publications	Branding	Social Media	Publicity material	Press coverage	News & events
Annual report Monthly updates Quarterly newsletters Success stories Compendium Testimonials	Standardized stationeries Posters, banners, flex Logo, colors, font ID card, business card PPT Email signature & disclaimer Copyright	Facebook Twitter LinkedIn YouTube Instagram WhatsApp Podcasts	Employee Code of conduct Prevention of sexual harassment Alcohol & Substance Abuse Policy Conflict of Interest	Print Media Radio TV	News & event samples



Content Department

Accenture staffs had volunteered to Don Bosco Tech Society in the field of Digi Class session – Future Skills and Content Validation.

The Team had conducted the orientation program for the future skills staffs on Sundays for two hours for 6 weeks and 1 week of repetition of IoT Security Specialist. These sessions made the trainers motivated to prepare themselves to innovate their classroom sessions in a different manner and gave them the different perception of they had known to themselves about each domain.

Second Activity was the content validation: The volunteers had come forward to validate the content that was prepared for the future skills. This made the work easier and implement across our Centres.

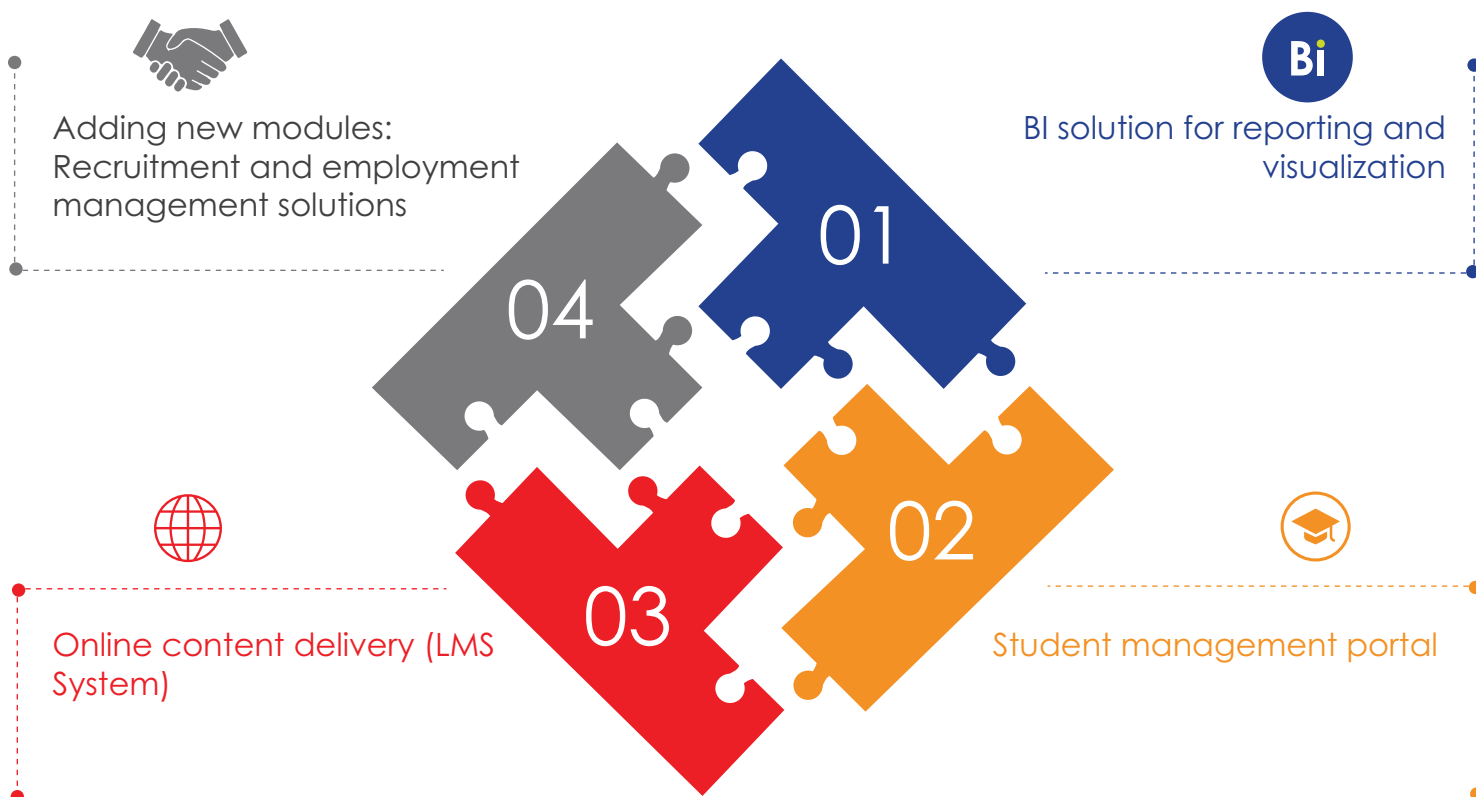


Initiated in January 2019, BOONFACE - Bosco Online Facilitation Center has been a software solution for most of our activities. It connects all the department and processes at one platform i.e. a user could apply for leaves, manage projects, monitor projects, conduct exams for students etc. with a single login. BOONFACE is a package of solutions and has modules for Human resources management, Project Management, Placement management, Learning Management, Tracking of students, content management and finance and admin management.

This year, the Student's portal has been initiated wherein the students and Alumni receive their Login ID to view the activities and updates on the dashboard, attend online courses and quizzes related to their domains, requesting support etc. The active students can attend online exams and view their results. It also serves as the right platform to connect with the pass trainees.

BOONFACE is upgrading gradually and is venturing into new areas for providing solutions and thereby increasing efficiency and decreasing errors and time.

Modules in Pipeline



8

Features of BOONFACE



HR Manual

- Vacancy creation and candidate database
- Employee registration and profile management
- Leave and travel management
- Attendance and payroll management
- Project mapping of employees
- Employee reports and bulk updations



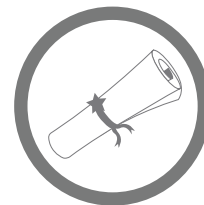
Project Management

- Partner and project registration and management
- Project planning - Center, targets, domain, activity, domain and student documents.
- Project batch planning
- Batch creation and approvals.
- Batch date extension
- Project Status Menu
- Project access management



Content Management

- Subject/Domain setting
- Domain registration
- Topic and lesson settings
- LMS
- Online quiz/assessment
- Results



Student Portal

- A portal of all the active students and alumni of the organisation.
- Login ID for each student/alumni
- Features:
 - Online Exams and results
 - Dashboard with updates
 - Documents of the student
 - Classmates



Finance

- Settings for adding FY and account heads.
- Project Budget Entry
- Project Expense Entry
- Project Amount received entry



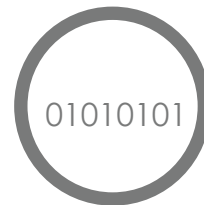
Website Management & Digital Directory

- Content management of organisation's website.
- News and updates
- Publications
- Events management
- Donation reports
- Digital Directory
- Training Center updations
- Courses, infra, photographs etc.



Placement Management

- Organisation Data base
- Organisation registration and managment
- Center organisation mapping for placement
- Placement updation of students
- Placement verification and approval.
- Tracking management - Tracking of candidates and data capturing.



Data Management

- Student mobilisation and enrollment to batches.
- Student data verification and approvals.
- Report generation tool - Student data and project status
- Data correction and overriding options.
- MIS Status menu



Key Achievements - Placements

- 1 | Increase in Average salary from INR. 8053 in FY 2018-19 to INR. 9,064 in FY 2020-21. Increase of 12.55 %
- 2 | Assisted alumni in securing funds for setting up their own enterprises under various govt schemes.
- 3 | Successfully placed more than 70% students during Covid Pandemic.
- 4 | Successful placements in Future skills Job roles with reputed brands as Infosys, TCS, Grassroots, Tranzindia etc.
- 5 | Average salary for current financial year is INR. 10,618.

Our Employers



DB Tech has a strong conviction in empowering the youth with wage-based quality employment in organized sectors. Ranging from the organizations at national level to local enterprises, DB Tech has maintained good relations with all partners who in turn provide employment opportunities to DB Tech Trainees.



WHAT CLIENTS SAY



**Mr. Shashidhara
(Proprietor)**

**Healthwin
Homecare**

I thank and appreciate the support and cooperation of Don Bosco Tech in dealing with HealthWin Home care services. We always feel comfortable to reach to your organization for manpower because everyone is very humble towards our organization. Students from Don Bosco Tech give their 100% effort and give a good name to our company and the level of training is awesome, we feel very proud when we regularly visit for monthly feedback. All the students are unique, which gives us more positive energy. Because of your students, we got 4.8 ratings in Google Adds out of 5 Ratings. it's always special to receive the students from your organization. You are our most valuable client, and we would like this three-year relationship to continue so that we can mutually benefit from the rising of the company and your organization."



**Mrs. Susy
Mathew
(Director)**

**Alumparampil
Homes & Hotels
(Pvt) Ltd**

Our association with Don Bosco Tech Society has really been wonderful. We are amazed at the focus, sincerity, simplicity and goodwill of the team working round the clock to achieve Don Bosco Tech lofty ideals. We are proud to be associated with Don Bosco Tech.

The market-oriented, vocational training and skill development imparted to young people especially to those children from economically weaker sections is commendable. It is helping such youth to build up a career and life of their own.

The trainees send to us by Don Bosco Tech are well trained, groomed and have been taught to speak English. They are an asset to our organisation.

We wish you and your team the very best in all your endeavours focus on the young people of India.



Archana N D
**(Sr Manager-
HR)**

Shahi Export

In partnership with Don Bosco Tech, Shahi Export has been able to reach out around 500+ youth in the last 5 yrs.

Shahi is now a GOLD CERTIFIED woven apparel and textile manufacturer. Don Bosco Tech skill training centres are spread across all states in the country. It offers job oriented training programs with an emphasis on communication and life-coping skills. We are hiring skilled candidates for various positions from Don Bosco Tech. All Trained candidates are very good in skill level, discipline and well trained by experts. We would like to continue our partnership with Don Bosco Tech and we wish you all the best for your future projects. Thank you.



Priyanka Anand
**(Sr Manager-
HR)**

Sodexo India

Sodexo has been associated with Don Bosco Tech Society for over many years. We immensely feel proud to have Don Bosco Tech as our strongest partner. We have been constantly hiring youth trained by them. Don Bosco Tech has been doing exemplary work in the field of imparting skill training to the unemployed youth and making them earn their livelihood with self-respect and dignity. We are sure that our association with Don Bosco will last long. We wish them good luck.



Aditya Kaushal
(Co-Founder)

Tattva Spa

At Tattva Spa we deeply value our relationship with Don Bosco Tech Society. Over the last decade, we have recruited talented individuals from the institute who form the backbone of our wellness services company. We found the students to be knowledgeable and well equipped with the industry standards. The credit for this goes to the management for giving a very good academic exposure to the students. The infrastructure available at the institute is also very good which helped us in conducting the recruitment process very smoothly. We look forward to maintaining a mutually fruitful relationship with the institute in future as well.



Inderjit Singh

Customer Support Advisor

Inderjit Singh a 22-year-old boy found his way as a Customer Support Advisor at Teleperformance in Mohali, Punjab earning INR 15,000 a month.

He is from a Middle-class family. His father works in a small (Private) firm and his mother, a homemaker. He wanted to continue his studies, at least till degree, however, due to his family's financial constraints he had to drop out of school. At this juncture, one of his friends referred Inderjit to Don Bosco Tech Society's free skill training. Without hesitation, he visited the centre and enrolled himself. After exploring the courses, the training centre has to offer and counselling by the trainer, he opted for the training in IT, specializing in CRM Voice. First few days or weeks, he felt the training was meaningless. Eventually, he liked it. The trainers were impressed with his dedication. Seeing him work hard, the trainers gave a pat on his back to soar high. And he did it.

Inderjit always wanted to work and help his family, bring about financial stability. On completion of the training, he appeared for an interview conducted by Teleperformance. Brilliant to the core, they were overwhelmed to see him answer the questions. His pleasing personality was an added advantage. When the interview result was declared, Inderjit was overjoyed to know he was selected. All the more he was happy because he had to join the company, as early as, February 1, 2021. He is earning a salary of INR. 15, 000/- per month. On the day of joining the company, he made a promise to reach out to underprivileged youths. He also wants to be the brand ambassador of Don Bosco Tech Society, motivating the youth to make their career through Alma Mater.

As Inderjit looks back on his experience at DB Tech, Chandigarh, his main accomplishment was discerning the goal. The moment he chose his path, he learned to be himself.



Mesavino Joyce Meyase

Assistant Beauty Therapist

Mesavino is very keen on supporting her parents after her class 12. With full determination and with the help of Don Bosco Tech she is now working as an Assistant Beauty Therapist at Novotel Hotel, Kochi, Kerala with a monthly CTC salary of INR 18000.

She comes from a village called Toulazuma in Dimapur, Nagaland. She lives with her father a local catechist in Toulazouma village; her mother a homemaker and 10 siblings. Due to financial constraints, she studied up to class 12 and discontinued her studies.

Before joining the training, she was giving home tuition to her neighbour's children. She wanted to continue her college degree but she felt the financial burden of her parents to provide education to her siblings. This led her to join the 3 months Assistant Beauty Therapist course in Don Bosco Tech Assisi centre. On successful completion of the training, she got a job opportunity in Naturence Spa, Hubli, Karnataka with INR 12000/- salary along with food and accommodation. When life was promising for Mesavino, things took a U-turn when she had to travel back home due to the COVID Lockdown. The desire to get back to work made her restless. Just when the Covid situation subsided, she looked for other opportunities and found her way to work at the Novotel Hotel, Kochi, Kerala with a monthly CTC salary of INR 18000.

Mesavino is happy as she is working and earning. She expresses her gratitude to all her training faculties for imparting skills and learning life values and how to stay focused in life. It doubles her joy when she received her first month's salary and was able to share her hard earn money with her parents. She wants to help her parents to reduce the financial burden. The training and employment opportunity she got from DB Tech gave her an opportunity to chase her dreams.



Shrinivas

Sales HR

"Till yesterday, I was unemployed and did not have any skill. However, I can achieve much greater heights with acquired skills. I am very happy to get a chance to be trained in Don Bosco Tech Ashalaya which turned my life in the right direction," said Shrinivas.

A 29 year-old Shrinivas from Udupi is well known for his stern determination to learn. As a result of this passion he is now a Sales HR in Hyundai Motors in Tallur, Karnataka. His origin stems from a humble background where father (a fisher Man), and mother, (a Homemaker). One day he saw a Tiktok video on skill training programme at Ashalaya. Instantly he contacted the number provided to him and spoke to Mr. Vijay (Retail trainer) and got information about the course. On getting all the needful details of the training, decided to join the Retail Sales Associate course and shared his documents through WhatsApp. Shrinivas joined Don Bosco skill training with the hope that he will be able to overcome the financial issues of the family. The family income was quite less according to their requirements. He opted for the Retail Sales Associate domain to give his life a new turn.

In the initial sessions of the classes, he was a little hesitant to speak in public because his communication skills were poor, but with the help of trainers and continuous hard work and practice, his communication skills improved. He also learned computer and life skills.

After completion of the training, he attended an interview and got placed in Hyundai Motors in Tallur, Karnataka as a Sales HR, with a salary package of INR 16000. His family is very proud of him. He wishes to work harder to climb the ladder of success in the days to come.



Sumanth M S

Sales Associate

Sumanth is a 22-year-old boy who decided not to rely on Government's free schemes albeit find ways to lead a good life. He comes from a village in Kollam, Kerela who lives with his father Mohan Nair (a porter), and mother Sudharma (a homemaker), and his elder brother. As far as academics are concerned, he is average although managed to complete 12th grade. As a result, his brother, who is an alumnus of Don Bosco Tech, Latabari, recommended him to join the free skill training. He visited the centre and during counselling, the trainer encouraged him to clear 11th standard. Thereby, he continued studies until clearing the 12th standard. After completing it, he revisited the training centre and enrolled himself in the IT sector. He chose CRM Non-Voice domain after an introspection, the interest inventory process helped. During the training, he improved skills; technique of study, and time management. The push by the trainers were boon.

Initially, when he joined the course he was incompetent. Moreover, he was nervous to engage in group activities. When the trainers noticed this, they hand-held him and made him confident. Apart from that they appointed him as a team leader during activities. This gave him the best ground to prove himself. Beating all odds, he hosted the valedictory function for his batch. In the course of the training he even learned how to operate computers and communicate effectively. He had developed the right attitude to face the crowd with confidence. After the training, he was interviewed at Joy Alukkas Finance Madurai and got selected for the post of Sales Associate. He was elated who joined the organization on the 4th of January 2021. Today, he is truly devoted to his job. Presently, he is earning 15,000 per month, apart from allowance. The experience with Don Bosco Tech, Kollam is one that he will remember forever.



Sunanda Toppo

Care taker

Sunanda Toppo completed training in General Duty Assistant (GDA) from Don Bosco Tech, Latabari, and is presently working at Portea Home Medical Care Services, Bangalore with salary 18,050 per month. She had always been interested to pursue a career in Health Sector and wanted to be a GNM professional. However, she could not as a result of hefty course fee. She comes from a small place at a tea garden called Haldibari in the Jalpaiguri district of West Bengal. Her Father, Birender Toppo, sole bread earner of the family, however, her mother, a homemaker. The family depended on the tea garden as the source of livelihood. However, the meagre wage of her father could not fund her education. After the 12th grade, there was no way but to drop out of college. Good thing is that, despite the financial constraints, she never lost hope. She spent sleepless nights thinking about how to support her parents. To find a way out she travelled to Tamil Nadu to do any odd chores. A ray of light came on her way while working there. It was this time when she came to know about the GDA advance course offered in her home town she returned to her native place. After visiting the training centre, she was enlightened about the course and its scope. Without hesitation, she enrolled in it. It was not a Diploma course, although she enrolled with a view to build a sound foundation.

She was focused during a three-month course. Going out of her way, raising doubts, seeking answers helped her come-out with a flying colors. It was observed that she took keen interest in leading the class, especially, whenever group or tasks were assigned. Her discipline and dedication paid off as she was selected by Portea Home Medical Care Services, Bangalore through a telephonic interview. She joined on March 12, 2021, with a take home salary 18,050 per month. Her thirst for becoming a GNM nurse has not been quenched. With her savings, she determines, will join the course to fulfil her dream.



Financial Statements



J. A. Martins & Co.

Chartered Accountants

Independent Auditor's Report

To the Governing Body of **"Don Bosco Tech Society, New Delhi"**

Opinion

We have audited the accompanying Financial Statements of **"Don Bosco Tech Society, New Delhi"** (hereinafter referred to as the "entity"), which comprise the Balance Sheet as at 31 March 2021 and the Income & Expenditure Account for the year ended on that date and notes to the financial statements, including a summary of significant accounting policies (hereinafter referred to as "financial statements").

In our opinion and to the best of our information and according to the explanations given to us, the accompanying financial statements give a true and fair view of the financial position of the entity in accordance with the Accounting Standards issued by the Institute of Chartered Accountants of India, to the extent applicable and report as below:

- (a) in case of Balance Sheet, of the state of affairs as at 31 March 2021 and,
- (b) in case of the Income and Expenditure Account, of the surplus for the year ended on that date.

Basis for Opinion

We conducted our audit in accordance with the Standards on Auditing (SAs) issued by the Institute of Chartered Accountant of India. Our responsibilities under those Standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the entity in accordance with the ethical requirements that are relevant to our audit of the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charges with Governance for the Financial Statements

The management of the entity is responsible for the preparation of these financial statements that give a true and fair view of the financial position and financial performance of the entity in accordance with the accounting principles generally accepted in India, including the Accounting Standards prescribed by Institute of Chartered Accountants of India. This responsibility also includes internal control as management determines necessary to enable preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the entity or to cease operations, or has no realistic alternative but to do so.



J. A. Martins & Co.

Chartered Accountants

Those charged with governance are responsible for overseeing the entity's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the Financial Statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these Financial Statements.

Further, 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 purposes of our audit.
- (ii) In our opinion, proper books of account as required by law have been kept by the entity so far as it appears from our examination of those books.
- (iii) The Balance Sheet and the Income and Expenditure Account dealt with by this Report are in agreement with the books of account of the entity.



J. A. Martins

M. No. 082051

Proprietor

J. A. Martins & Co.

Chartered Accountants

Firm Regn. No. 010860N

UDIN: 4082051AQAAND82

Place: New Delhi

Date: 20-12-2021

DON BOSCO TECH SOCIETY

Balance Sheet as at 31st March 2021

(Cons.)

Particulars	Sch No.	Amount (Rs.)
<u>FUNDS EMPLOYED</u>		
Reserves	1	(18,35,85,600.63)
Designated Funds	2	17,89,714.00
Vocational Education Skills Programme Balances	3	(16,51,42,278.67)
Current Liabilities	4	50,44,14,801.84
Fixed Assets Control Account (As per Contra)	5	32,45,95,026.03
Total		48,20,71,662.57
<u>ASSETS</u>		
<u>Fixed Assets :</u>		
Gross Block	6	60,59,95,822.10
Less : Accumulated Depreciation		28,14,00,796.07
Net Block		32,45,95,026.03
Capital Work in Progress		-
		32,45,95,026.03
Current Assets	7	15,74,76,636.54
		15,74,76,636.54
Total		48,20,71,662.57

For & on behalf of Management

As per our Report of even date

George Mathew




J. A. Martins

M. No. 082051

Proprietor

J. A. Martins & Co.,
Chartered Accountants

Firm Regn. No. 010860N

Place : New Delhi

Date : 20-12-2021

DON BOSCO TECH SOCIETY

Income & Expenditure Account for the year ended 31st March 2021

Particulars	Sch No.	(Cons.) Amount (Rs.)
<u>INCOME</u>		
Contributions/Donations	8	45,31,190.77
Vocational Education Skills Training & Other Receipts	9	6,33,89,659.97
Voc. Edn.Grants Allocated towards Expenses (From Sch 3)		17,54,40,795.76
Advance received towards Sale of Property - Recognized as Income		25,15,15,152.00
Total		49,48,76,798.50
<u>EXPENDITURE</u>		
Personnel	10	10,77,84,645.36
Skill Development Training Expenses	11	8,01,28,284.87
Placement	12	21,44,206.00
Contributions & Donations		82,95,212.79
Administration	13	2,35,07,596.75
Repayment of NSDC Loan		7,14,05,709.60
NSDC - Interest Payment		1,54,64,037.37
Repayment of Loan - South Indian Bank		2,66,12,646.31
		33,53,42,339.05
Depreciation		4,30,98,233.66
Less: Allocation from Fixed Assets Control Account		(4,30,98,233.66)
(As per contra)		33,53,42,339.05
Excess of Income over Expenditure transferred to Income & Expenditure		15,95,34,459.45
Total		49,48,76,798.50

For & on behalf of Management

As per our Report of even date

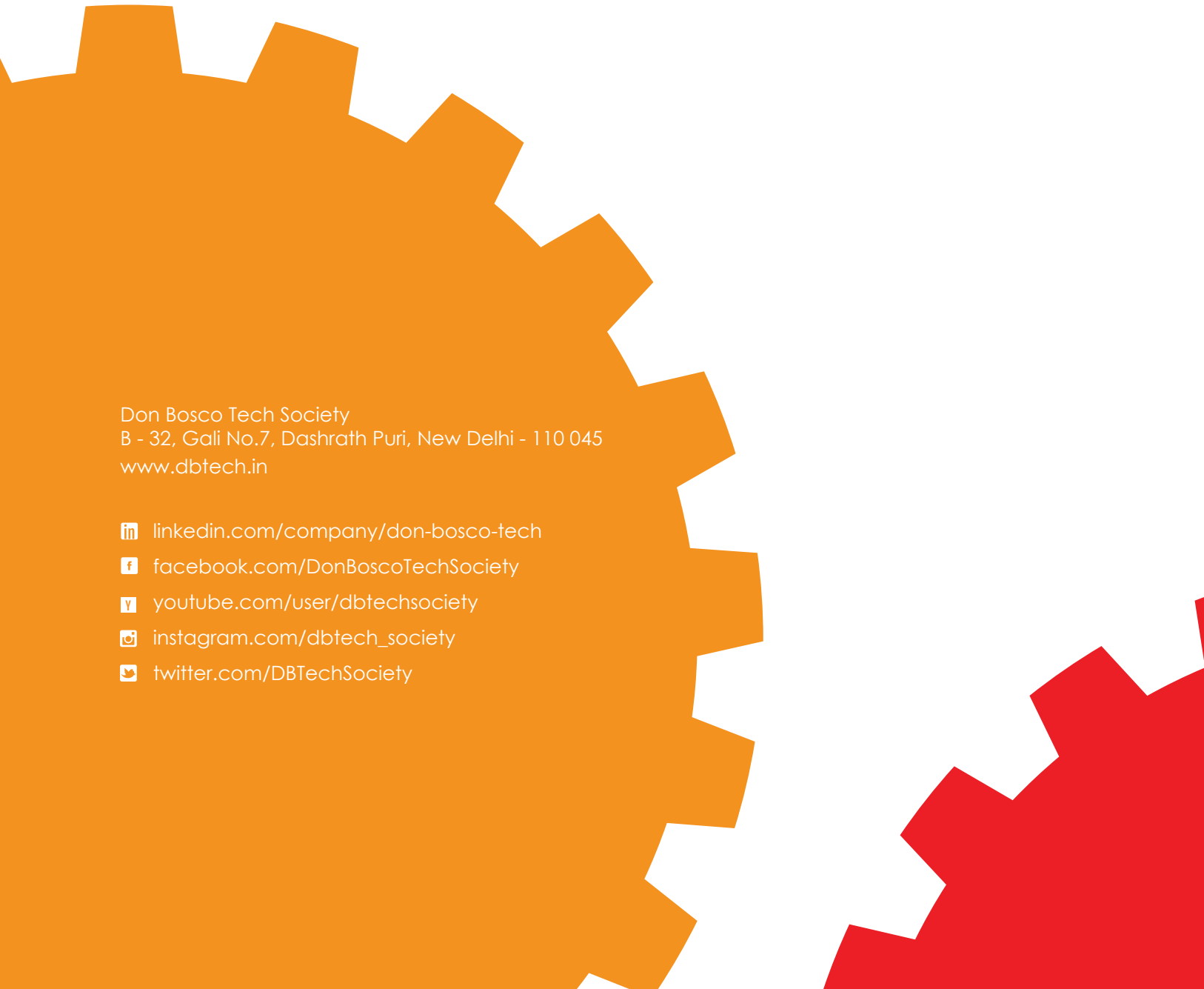





J. A. Martins
M. No. 082051
Proprietor

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

Place : New Delhi
Date : 20-12-2021



Don Bosco Tech Society
B - 32, Gali No.7, Dashrath Puri, New Delhi - 110 045
www.dbtech.in

 [linkedin.com/company/don-bosco-tech](https://www.linkedin.com/company/don-bosco-tech)

 facebook.com/DonBoscoTechSociety

 youtube.com/user/dbtechsociety

 instagram.com/dbtech_society

 twitter.com/DBTechSociety