



Skill Training – A Paradigm Shift: >>

Scale-up | Quality | Collaboration



March 21-22, 2013

Don Bosco Technical Institute, Okhla, New Delhi

7th National Convention

Skill Training – A Paradigm Shift:
Scale-up | Quality | Collaboration

Date: March 21-22, 2013

Place: Don Bosco Technical Institute, Okhla, New Delhi

The National Convention is spearheaded by
Don Bosco Tech Society



Foreword

I am proud to present you a brief report on seventh National Convention which was held at the Don Bosco Technical Institute (Okhla, New Delhi) on May 21-22, 2013. The theme of the 2013 national convention was 'Skill Training – A Paradigm Shift: Scale-up | Quality | Collaboration'. 157 delegates came together for two days to share ideas for the next version of skill development, which becomes a viable model to scale-up the program without negotiating the quality but also align with current and expected economic growth.

The 2-day National Convention consisted of plenary opening, closing sessions and discussion sessions allotted for each day. The main objective of this National Convention was to design the next level of skill development model. There are three major components in the convention, Scale-up, Quality and Collaboration, which discussed in various sessions. Dignitaries from Government, Corporate entities and Social sectors, who have delivered remarkably the best results in these three components, were invited to share their knowledge, experience and expertise related to the skill development. The discussion sessions helped us to develop concrete outputs, including good practices (policies, programs and procedures), quality in term of training, placement and retention, areas of cooperation, innovative models for scale-up, knowledge and implementation strategies, and recommended actions or initiatives.

This National Convention report aims to sketch the main strands of discussions during the convention and to summarize the conclusions of the three sub-themes: Scale-up, Quality and Collaboration. It cannot hope to capture verbatim all of the exchanges which took place over the two days in the convention, but we hope it will serve as a catalyst to all those who took part to continue building on the partnerships which came about as a result of the National Convention 2013.

Fr. A. M. Joseph SDB
Executive Director
Don Bosco Tech Society



Skill Training – A Paradigm Shift: >>

Scale-up | Quality | Collaboration



March 21-22, 2013
Don Bosco Technical Institute, Okhla, New Delhi

National Convention 2013

Contents

About the National Convention	1
Convention Programme	1
Background	6
Concept Note	7
7 th National Convention	11
Opening Session	14
Youth Situation and Employment in India	15
Scale-up of Skill Training Programs	16
Quality Parameters in Skill Development	17
Framework for 10 Years Perspective Plan	20
DB Tech Experiences - Formal, Non-Formal and Network Partners	21
Case Stories of DB Tech Alumni	23
Corporate Partnerships	24
Collaborators	25
DB Tech Experience – A Way Forward	26
Sustainability Models	27
Key Speakers	28
Participants	29

Skill Training – A Paradigm Shift: >>

Scale-up | Quality | Collaboration



March 21-22, 2013

Don Bosco Technical Institute, Okhla, New Delhi



1

About The Convention

Each year, we at Don Bosco Tech Society have a review meeting on the progress on those promises that we made at last year's convention and set our future strategy for the coming year. The representatives from Don Bosco skills training institutions and decision makers from different regions unite at this platform to review performance over the years and drive popular decision into action. Every convention has a specific theme which addresses the recent needs of the hour to achieve the mission of Don Bosco. We invite leaders from industry, social sector, government and general public to have an exhaustive discussion the concerns, opportunities, challenges, successful intervention & models, approaches and strategies in the specific issues. Based on the outcomes, DB Tech sets its goals for the next year. This convention is being organized with the aim of exchanging knowledge and best practices in developing a strategy for skill development in term of faster scale-up, best quality and involvement of new partners in this sector.

AGENDA

March 21, 2013 (Thursday)

09:30 – 10:00am	Registration
10:00- 10:05am	Welcome Address by Fr. A.M. Joseph SDB (Executive Director Don Bosco Tech Society)
10:05 – 10:15am	Inaugural Lamp Lighting
10:15 – 10:20am	Message from Fr. Thomas Anchukandam SDB (Chairperson, DB Tech Society)
10:20 – 11:00am	Opening Session Mr. J. P. Rai (Executive Director, NCSD, Govt of India) Mr. Dilip Chenoy (CEO & MD, NSDC) Mr. Suman Bose (MD, Siemens India) Fr. A. M. Joseph SDB (Executive Director, DB Tech Society)
11:00 – 11:05am	Launch of NSDC Project by Mr. Dilip Chenoy (CEO & MD, NSDC)
11:05 – 11:30am	Tea Break
11:30 – 12:30pm	Presentation on Youth Situation and Employment in India by Dr. Santosh Mehrotra, (Director General, IAMR)
12:30 – 01:00pm	Presentation on Scale-up of Skill Training Programs by Mr Ranjan Choudhary (Principal – Program Development, NSDC)
01:00 – 02:00pm	Lunch Break
02:00 – 03:00pm	Session – I : Discussion Panel - Quality Parameters in Skill Development Mr. Raunak Singh (Executive Director, Global Centre for Online & Distance Education, Don Bosco University) Mr. A. K. Jain (Sr. Advisor, Quality Council of India)

2

Skill Training – A Paradigm Shift: >>

Scale-up | Quality | Collaboration



March 21-22, 2013
Don Bosco Technical Institute, Okhla, New Delhi

03:00 – 03:30pm

03:00 – 04:00pm

04:00 – 05:00pm

04:00 – 5:30pm

Tea Break

Session – II: Discussion Panel – Quality Parameters in Skill Development

Mr. Sunil K Chaturvedi (Chief Executive Officer, Automotive Skills Development Council)
Siemens

Outline on DB Tech Framework for 10 Years Perspective Plan

by Mr. G.S. Dutt IAS (Rtd.) (Chief Advisor, DB Tech Society)

Group Discussions & Conclusion of Day

3

March 22, 2013 (Friday)

09:00-09:15 am	Learnings of Day 1
09:15 – 10:00 am	CASE STORIES: Formal Training – Kokar Non-Formal Training –West Bengal Network Partner- Ashalaya Sharing DB Tech Journey by BASE Alumni
10:00-11:00 am	Discussion Panel- Corporate Partnerships Moderator: Ms Anita Sharma (Sr. Program Cum Alumni Coordinator, GIZ) Mr. Ravi Bushan (Head, Training & Development, Schneider Electric India Foundation) Mr. Babu Joseph (Executive Trustee & CEO, Axis Bank Foundation) Ms. Seema Tiwari (Head,CSR. Godrej & Boyce)
11:00-11:30 am	Tea Break
11:30-01:00pm	Discussion Panel – Collaborators Moderator: Mr. Albert Joseph (Executive Director, FVTRS) Mr Satyajeet Singh (General Manager, Competent Synergy) Mr Mirza Faheem Hasan (Regional Manager, HR, Shiv Shakti Group)
01:00-02:00pm	Lunch Break
02:00-02:30 pm	Presentation on DB Tech Experience - A way Forward by Fr. A. M. Joseph SDB (Executive Director , DB Tech Society)
02:30-03:00 pm	Study on Sustain ability Models By Mr. Biseswar Talukdar (Sr. Manager, Liasioning and Programs, DB Tech Society)
03:00-03:30 pm	Group Discussion
03:30-04:00 pm	Tea Break
04:00 - 04:30 pm	Yearly Action Plan
04:30-05:00 pm	Conclusion and Valedictory

4

Skill Training – A Paradigm Shift: >>

Scale-up | Quality | Collaboration



March 21-22, 2013
Don Bosco Technical Institute, Okhla, New Delhi



5



Background

India is one of the youngest countries of the world; it has a very large pool of young English-speaking people. Therefore, it has the potential to meet the skill needs of other countries and also cater to its own demand for skilled manpower. The Government of India is therefore strongly emphasizing on upgrading people's skills by providing vocational education and training to them. The realization of this demographic dividend led to the formulation of the 'National Skills Policy' in 2009 which set a target of imparting skills training to 500 million, by 2022. The Ministry of Rural Development, Ministry of Labour and Employment, Ministry of Human Resource Development (MHRD) and Ministry of Urban Development & Poverty Alleviation, along with 14 other ministries, have come up with various schemes on skill development. Hundreds of institutions join hands with the different Ministries to actualise the target of National Skills Policy.

Despite many constructive steps towards the skilling mission, far more needs to be done to engender more employment opportunities for the majority of Indians, particularly the youth which will enable them to participate in the benefits of growth and to contribute to that growth. To become a part of this revolution, the

youngsters must have education and training that equips them for an entry pass to the labour market. One of the best sources of the skilled workforce is the vocational education and training system. Currently, skill development efforts are spread across 35 State Governments and Union Territories and the private sector. Now these skill development efforts need to be managed in a focused and coordinated manner.

With an eagerness to reach the target of 500 million by 2022, we should not compromise with implementation, process and quality. Now it is time to sit again to discuss the next version of skill development, which not only become a viable model to scale-up the program without negotiating the quality but also aligns with current and expected economic growth to create a pool of trained, certified and skilled manpower. As a part of annual event, DB Tech Society is organising the seventh National Convention on 'Skill Training – A Paradigm Shift: Scale up-Quality-Collaboration'.

Against this background, the National Convention seeks to provide a multi-stakeholder forum to explore, highlight and propose actions and partnerships for the skill development sector so that the shared mission can be achieved.

6

Skill Training – A Paradigm Shift: >>

Scale-up | Quality | Collaboration



March 21-22, 2013

Don Bosco Technical Institute, Okhla, New Delhi

Concept Note

It has become a cliché to refer to India's huge population; and more specifically to its large unemployed youths and how they, in absence of any gainful employment, are prone to waywardness and mindless rebellion. Now, it is empathically recognized, that fundamental to India's growth and development is the employability and the employment of the youth, and mainstreaming them into the larger productive economy with purpose and sustenance. Over the last half a century, India's growth dynamics has undergone radical change; from a primarily agricultural economy to service sector at present occupying the dominant position. People with right and relevant skills to the market need have become fundamental to our economy. How effectively and efficiently the country is able to deploy its manpower in trade, commerce, manufacturing and above all the service sector, will decide India's economic growth path or conversely how deeply we get mired into poverty and unemployment, dissatisfied and disgruntled elements in society, with low productive base. The key, therefore, is skill up our workforce and the youths of the country and ensure their employability to ensure rapid growth and development.

Today, we live in a knowledge based economy that is witnessing the blurring of boundaries, with the concept that "the world is our village and the village is our world". The Information, communication and technology has shrunk the world; and with greater mobility and globalization a competent and skilled manpower large base can become the greatest assets. India can immerse as the labour market of the developing world as well as the developed world who, today are facing server shortage of workforce due to a negative population growth. How well we are able to skill up, skill across and reskill the workforce will fundamentally decide our future.

Changing Scenario - Globalization, competitiveness and the knowledge economy

India's transition to a knowledge-based economy requires a new generation of educated and skilled people. Its competitive edge will be determined by its people's ability to create, share, and use knowledge effectively. A knowledge economy requires India to develop workers – knowledge workers and knowledge technologists - who are flexible and analytical and who can be the driving force for innovation and growth.

To achieve this, India needs a flexible education system: basic education to provide the foundation for learning; secondary and tertiary education to develop core capabilities and core technical skills; and further means of achieving lifelong learning. The education system must be attuned to the new global environment by promoting creativity and improving the quality of education and training at all levels.

Established fundamentals – Demographic pressures and financial constraints

The country's planners have estimated that roughly 7 million or more people have to be trained in the next few years and employment provided in order to mitigate the problem. They have estimated that the business of Skill Development and basic education for rendering the youth employable approximately 100 billion dollars will be needed. The institutional set-up and the numbers of training centers that need to be created/established across the country is itself a humongous task which cannot be left to the Government alone. The society, the corporate sector and the NGOs along with the central and state governments must be at the forefront of this task. Devolution of funds to the institutions involved in this task must be institutionalized by the Government as its primary task. The Corporate Social Responsibility funding in the field of Skill Development has to be greatly expanded and made mandatory.



>>
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Scale-up | Quality | Collaboration

7th
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Convention
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Convention Themes:

The Labour Market Context and Supply of Skills

- Fundamental shift from agriculture based economy to service orientation of the economy has necessitated the paradigm shift to technology, computer literacy and human relations.
- The up-gradation of technology in a short span of time has necessitated re-learning and skilling to be relevant to the market needs.
- The construction industry, trade, commerce, retail, hospitality, technical , mechanical etc. have become the primary sectors of labour market today.
- There is evidence of growing demand for workers with secondary education but the same cannot be said of workers with technical/vocational skills.
- Although productivity has been increasing and education levels rising, India still needs to improve education and training quality.

Vocational Education

- Vocational students appear intent on entering higher education rather than entering the labor market. Preference for white-collar job. Need to change mentality.
- Despite the poor outcomes, policymakers remain keen to expand vocational education because of the need to man the economy at the lower strata. To make the existing vocational education system relevant to market needs, a major restructuring of the system and how it is managed will be needed.
- The planners of the country need to channel the funds to the institutionalised system by which vocational training and skill development is being imparted.

Employability:

- Must be relevant to the need of the market and technological prevalence.
- Soft-skills as important as technical skills.
- Extra-curricular activities and aware of the environment.
- Personal grooming and presentation.
- In a knowledge based economy education and skilling is a constant effort on the part of an individual worker, if he/she has to be relevant and preferred by the employer.

Employment:

- Interaction with industry and service providers vital and crucial.
- Movement from rural to semi-urban and urban setting must be addressed.
- Periodic up gradation of skills necessary for ensuring employment.

How well and effectively Don Bosco through DB Tech is able to address and adapt the above questions and emerging scenarios will be crucial to the success of the organization in skill development of the youth across the country with ensured success of employability and continuing relevance to the fast changing economy.



>>
Skill Training – A Paradigm Shift:

Scale-up | Quality | Collaboration



March 21-22, 2013

Don Bosco Technical Institute, Okhla, New Delhi

11



Skill Training - A Paradigm Shift

Scale-up | Quality | Collaboration

March 21-22, 2013

Don Bosco Technical Institute, Okhla, New Delhi



The seventh National Convention of Don Bosco Tech (DB Tech) was organized at Don Bosco Technical Institute (Okhla, New Delhi) on March 21-22, 2013. The leaders from industry, social sector and government gathered in one platform to discuss the next version of skill development. Mr. J. P. Rai (Executive Director, National Council on Skill Development, Govt. of India) was invited as the Chief Guest for the convention. Other dignitaries who attended the National Convention included Fr. Thomas Anjukandam SDB (Chairperson, DB Tech), Mr. Suman Bose (MD, Siemens India), Mr. Dilip Chenoy (CEO & MD, NSDC), Dr. Santosh Mehrotra (Director General, IAMR), Mr. Ranjan Choudhury (Principal-Program Development, NSDC), Mr. Dinesh Nijawan (Director, DGET-MES), Mr. A. K. Jain (Sr. Advisor, Quality Council of India), Mr. Raunak Singh (Executive Director, Global Centre for Online & Distance Education, Don Bosco University), Ms. Anita Sharma (Sr. Program cum Alumni Coordinator, GLZ), Mr. Sunil K. Chaturvedi (CEO, Automotive Skills Development Council), Mr. Bhaskar Prasad (Sr. Director, Product Life Cycle Management, Siemens India) Ms. Seema Tiwari (Head, CSR, Godrej & Boyce), Mr. Babu Joseph (Executive Trustee & CEO, Axis Bank Foundation), Mr. Albert Joseph (Executive Director, FVTRS), Mr. Satyajeet Singh (General Manager, Corporate Relations, Competent Synergy) and Mr. Mirza Faheem Hasan (Regional Manager, HR, Shiv Shakti Group) for an exhaustive discussion on scale-up, quality and collaboration opportunities and challenges in skill development sector.

Over 157 representatives from Don Bosco skills training institutions and decision makers from different regions unite at this platform to discuss a viable model to scale-up the program without negotiating the quality but also align with current and expected economic growth to create a pool of trained, certified and skilled manpower.

Inaugural Session

Fr. A. M. Joseph SDB (Executive Director, DB Tech) welcomed the delegates and participants to the seventh National Convention and wished that the convention provides an opportunity for all to have open minded discussion on various aspects of skill sector. Addressing the gathering, he mentioned, "The idea behind organizing such a grand event is that all associates come together for convention, where knowledge, ideas, information are shared and decisions are made to move forward."

He extended a special word of welcome to Fr. Thomas Anchukandam SDB. He also shared, "I am happy to share that many government departments, corporate partners, different congregations and NGO collaborators made their effort to contribute their best to execute the program. As a result, we have completed the four projects as per the timeline. At the same time, I would like to thank my fellow Salesians and DB Tech staff members because of their dedication and commitment towards the common mission, we have achieved the target as per the agreement."

Skill Training – A Paradigm Shift: >>

Scale-up | Quality | Collaboration



March 21-22, 2013

Don Bosco Technical Institute, Okhla, New Delhi

13



(Left To Right) Fr. A. M. Joseph SDB | Mr. Suman Bose | Mr. J. P. Rai | Mr. Dilip Chenoy | Fr. Thomas Anchukandam SDB

Opening Session

The inaugural session moved further with the ceremony of the lighting of the lamp by the guests of honour for the day. After the welcome speech, Mr. J. P. Rai started the session by congratulating DB Tech for delivering quality training and ensuring quality outcome in the skill development sector. He also expressed, "The Government of India is always there to let a helping hand to those organisations like DB Tech who are doing remarkably good in skill development." He even mentioned, "The scale of the problem we are addressing is so large that every section of the society needs to do its bit." He said that every implementing agency should look at into three components more effectively. First, every agency should have the linkages under which each student being trained must get the basic minimum wage in his job. Second, he mentioned that all organisations working in skill development should make an effort for self employment and wage based employment. Third, he also mentioned that most implementing agencies are providing skill training in service sector. He advised that DB Tech should pitch into the manufacturing sector because most of the centres are well equipped with good infrastructure for training. He summed up saying, "DB Tech has to play a vital role in this sector so that our target for 2022 can be achieved."

After the speech by Chief Guest, the NSDC project was launched by Mr. Dilip Chenoy (CEO& MD, NSDC). While launching the project, he appreciated the dedicated website developed by DB Tech for the project and the information which is captured online for the implementation of the project.

The assembly was furthered up by Mr. Dliip Chenoy making it clear that knowledge of the youth and the experience in skilling is perhaps collectively unparallel. He said, "The reach of the DB Tech is much deeper than most of the organisations in the country. The three sub- topics

being put forward by DB Tech for today's discussion are the corner stones of most active skill development programmes in the country and also reflective of what NSDC is trying to do. NSDC is privileged to have an opportunity to partner with DB Tech." Citing the Vivekananda's quote, "If children cannot come to school, let's take school to the children," he exclaimed, "If the youth cannot come to skill centres, DB Tech will take skills to the youth through its locations and very important dignified virtual classroom technology." He finished up by saying, "If DB Tech has to succeed, all of us in the room will contribute to its success and all of us would be successful to reach the number we have aimed for."

His speech was followed by Mr. Suman Bose who took the stage to encourage DB Tech to fight off the 'aparallel situation' existed in India. Giving a business angle to the discussion, he said, "Being an entrepreneur, I can see a big opportunity here. Based on the points, I will be putting forward today. I want all of you to find the own meaning and way forward journey accordingly as that will be the real paradigm shift in skill development. I believe the intention to find its own wings need to have the passion of entrepreneur." Further, he wants DB Tech to make use of modest technology to bridge the huge gap existed. DB Tech's Chairperson Fr. Thomas Anchukandam SDB took the floor taking the audience through the entire journey of Don Bosco right from the 1925 to till date, highlighting some of the important points in DB Tech's progression since its inception date. Addressing the gathering he said, "I really appreciate DB Tech's intervention in one of the most thrust areas of human development, which is also quite aligned with the Don Bosco's mission. With our century long experience and expertise particularly in handling the youth, we will certainly make a difference in the skill development sector in terms of scale-up, quality and collaboration."

14

Skill Training – A Paradigm Shift: >>

Scale-up | Quality | Collaboration



March 21-22, 2013

Don Bosco Technical Institute, Okhla, New Delhi

Youth Situation and Employment in India

by Dr. Santosh Mehrotra (Director General, IAMR)

Dr. Santosh Mehrotra initiated his lecture on Youth Situation and Employment in India. He talked about the 11th Five Year Plan, highlighting the shortcomings in it and wished such shortcoming must be carefully avoided in 12th Five Year Plan. Further he urged the need of private sector to come forward on board in a proper way to support vocational education and training in school system and ITI system, as Government alone cannot deal with the issue. He said, "The apprenticeship system needs to be re-invented. A survey has been done on the 50-year old Apprenticeship Act related to its implementation and some serious problems have come out. The Apprenticeship Act ought to be completely rewritten; otherwise we will not get the scale of apprenticeship. The apprenticeship is confined in our country." Addressing the problem pertaining to the finance, he said, "The country needs national training fund, which will come from the tax paid by the private sector. This will incentivise the funds, which is a real need today." At last, he highlighted that the huge gap that exists between the employers and to be employed must be filled up, he even suggested that such gap can be filled by Labour Management Information System, which sorts out the data about which trait needs employee and how much is needed.

Dr. Santosh Mehrotra





Scale-up of Skill Training Programs

by Mr. Ranjan Choudhury (Principal-Program Development, NSDC)

Mr. Ranjan then took forward the session addressing the audience quite well. He said, "We are extremely honoured to have DB Tech with us as a NSDC partner in the huge task of nation building that we have in front of us. We are working towards the same objective of empowering these youngsters through the vocational training because the skilled youth percentage is really low in the country. If we talk about the market demand, the jobs that are available are essentially skill based. Inadequate academics can be overcome, if we can provide demand driven skills and train the students for good jobs. The large volume of the youth in India needs to be targeted who cannot afford market based fees for the quality training because of their economic challenged background. So, Govt. of India is initiating subsidized or grant based programs to target this segment. We have been started programs as an experiment to involve private sector to look at sustainable fee based delivery."

16

Mr. Ranjan Choudhury

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Skill Training – A Paradigm Shift:

Scale-up | Quality | Collaboration



March 21-22, 2013

Don Bosco Technical Institute, Okhla, New Delhi

Session one

Quality Parameters in Skill Development

Panel Discussion

Mr. A. K. Jain (Sr. Advisor, Quality Council of India)

Mr. Dinesh Nijawan (Director, DGET-MES)

Mr. Raunak Singh (Executive Director, Global Centre for Online & Distance Education, Don Bosco University)

Beginning the first session of National Convention, Mr. Dinesh Nijawan and Mr. A. K. Jain took the dais by highlighting 'Modular Employment Scheme' launched by Government of India to address the employability of school dropouts. The complete registration process was explained briefly during the discussion. Explaining the importance of Modular Employment Scheme, Mr. A. K. Jain stated, "Every Don Bosco Centre must become a part of this scheme." Supporting the discussion, Mr. Dinesh Nijawan talked about the objective and the purpose behind launching the program. He said, "The real objective is to provide vocational training to the school level children, who have not completed their schooling for several reasons. The purpose is to optimally utilize the existing infrastructure of the existing institutes like ITI and ITC. For example, after the working hours at ITI, the set up can be used for training the students, who will be benefitted under the scheme. Existing workers, school dropouts, less educated youth, ITI graduates can be benefitted by the scheme. He even discussed the course curricula and fees related to Modular Employment Scheme. He

addressed several questions raised by participants. After interactive session, Mr. Raunak Singh explained the functioning of the Don Bosco University. He also announced that, "From July onwards all the courses conducted by DB Tech would carry certificate from Don Bosco University. What we need to do is to go back, have a look at the courses, and see where we can improve upon them. We should sure that students always have the option left to go back to the formal stream of education, when ever he/she wants." Followed by his speech, Mr. A. K. Jain put forward the discussion on 'Skill Training Competency Measurement', the skill training institutes must be able to ensure that youth should be imparted quality training. He said, "Don Bosco is synonym of providing quality skill training, if your child is going to Don Bosco than you can be assured that your child will be competent enough to get a quality placement in the industry. India has the maximum young population, if we will not train them they will become a liability for us but if we give them quality training then they will become our asset. Don Bosco has taken the responsibility to skill the needy youth."





Skill Training – A Paradigm Shift:

Scale-up | Quality | Collaboration



March 21-22, 2013

Don Bosco Technical Institute, Okhla, New Delhi

Session Two

Quality Parameters in Skill Development

Panel Discussion

By Mr. Sunil K Chaturvedi (CEO, Automotive Skills Development Council)

By Mr. Bhaskar Prasad (Sr. Director, Product Life Cycle Management, Siemens India)

19

(Left To Right) Mr. Sunil K Chaturvedi | Mr. Bhaskar Prasad

Mr. Chaturvedi started by briefing about Automotive Skills Development Council. Talking about the mobility, he brought forward the point that ASDC will guide partner institutions by offering them different defined options of career path for potential students taking up the Automotive courses. He even talked about the specialized courses of short duration of one week to five weeks being offered by ASDC making it clear that a student taking education in manufacturing sector can even move to other sector like sale or retail after a certain level. Each of the affiliated centres of DB Tech, which is affiliated by ASDC, can choose out of the available options as dictated demanded by a local market.

Mr. Bhaskar started by supporting the one of the greatest thought given by Mahatma Gandhi, "Live as if

you would die tomorrow." He said, "Over 60 years back, Mr Gandhi has expressed several clear cut thoughts in many articles on vocational education and the requirement of the vocational education in the country. But unfortunately his absence and unavailability dropped the entire idea, now it is our turn to take it further. Let's construct a path towards that direction. Today I have three perspectives to put before you. Since most of the participants are academicians, there is some nervousness because I am teaching the teachers. But still I will try to attempt and put thoughts before you. These thoughts are based on the students' life cycle. First is the cognitive side of learning; second is how to make learning interesting; and third is the assessment part. These thoughts are the most important part of any learning process."

Framework for 10 Years Perspective Plan

by Mr. G. S. Dutt IAS (Rtd.) (Chief Advisor, DB Tech Society)



Mr. G. S. Dutt IAS (Rtd.)

Mr. Dutt brought forward the outline on DB Tech framework for coming 10 years, he discussed the perspective plan and what are the shifts we need to make to achieve the target. Sharing DB Tech's status, he shared, "Today, Don Bosco has an extensive infrastructure and land, which is its Unique Selling Point (USP). No other organisations in the country have such state-of-the-art infrastructure. The good part is many corporate partners are getting involved with DB Tech not only for the quality training but also for placement. In today's skill development scenario, DB Tech is the preferred partner for many government departments and corporate houses. But we should deliver the best; and DB Tech has the capacity to do that." Further, he highlighted the need for the support of Government and Corporate Houses to come up with their expertise and mechanism by which more needy boys and girls get the benefit from this skill development model. He shared, "We need to look at the quality, planning, correct documentation, and the management system which needs to be more effective and efficient. The branding should be done by using internet and other technologies." He concluded by saying, "Change is progress. We need to constantly change; sustainability is the need of the time. If today we decide to work as a team, the 176 centres of DB Tech can be at the forefront of skill building in India." The meeting ended with a group discussion between the participants from National Office and State Offices on the key values, implementation as suggestions.

20

>>
Skill Training – A Paradigm Shift:

Scale-up | Quality | Collaboration



March 21-22, 2013

Don Bosco Technical Institute, Okhla, New Delhi

DB Tech Experiences - Formal, Non-Formal and Network Partners

By Sr Roshni (Centre Head, DB Tech, Ashalaya)

Ms Satabdi Roy (Cluster Coordinator, West Bengal, DB Tech)

Br. Sunny Joseph (Regional Head, DB Tech, Dimapur Province)

21

(Left To Right) Sr Roshni | Ms Satabdi Roy | Br. Sunny

Second day of National Convention started with recap of the happening of previous day. Ms Amulya Tirkey (Manager, Liaisoning) briefed the participants about the learnings of first day. The case studies session started with a lady speaker, Sr Roshni (Centre Head, DB Tech, Ashalaya) with a powerful quote, "If you teach a women, you teach a generation." She discussed some of the major highlights of DB Tech's partnership with Ashalaya and the progress being made by this valuable partnership. Regarding the partnership, Sr. Roshni said, "Ashalaya partnered with Don Bosco Tech in May 2010. Since then we have reached out

to hundreds of youngsters by facilitating them with employable skills and empowered them with jobs." She presented an overview of the partnership, issues, challenges and success stories. While concluding her presentation, she said, "I had privilege to work with Don Bosco for past three years. I am very much impressed by their taking risk and challenges and love for the youth and their readiness to help anybody at any time."

After the presentation from the network partner, Miss Satabdi Roy (Cluster Coordinator, West Bengal, DB Tech) presented on DB Tech's intervention in West Bengal. She

briefed about the innovations in skill development program in the state in which they decided to start the paid model of BASE program which is also a sustainable model in this sector. Besides that DB Tech (West Bengal) also initiated new initiatives like alumni meet, 'Shilpagaon – A Job Fair' and Collaboration with Past Pupil Association of Don Bosco which is appreciated in various platforms.

The discussion was headed further with Br. Sunny (Regional Head, Dimapur Province) coordinating DB Tech activities in Dimapur. He presented the DB Tech Story with the participants. Mentioning about the youth of Nagaland, he said, "The youngsters are easily prone to discouragement which tempt them to take up to destructive method when faced with failure. At the same time, they have easy access

to money and desire for a white collar job. Lack of perseverance and low level of motivation lead them to extortion, drug and alcohol." DB Tech's intervention in Nagaland helps to reach out more than 3500 families directly. Under various skill development program, 3327 youth from Dimapur province have been trained in various domains and 79 percent of them placed in various organizations across India. Regarding the DB Tech vision in Dimapur province, Br. Sunny said, "DB Tech will skill 35,000 young people in next 10 years in the province to re-skill and to reach out the literate unemployed youth." He gave the major highlights of the progress being made by the centre putting forward the successful side.

22



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Skill Training – A Paradigm Shift:

Scale-up | Quality | Collaboration



March 21-22, 2013

Don Bosco Technical Institute, Okhla, New Delhi

DB Tech Experiences - DB Tech Alumni

Then it was DB Tech's alumni who were invited to share their experiences and success stories with the participants. These alumni are working with renowned brands like Medanta and Competent Synergy Pvt. Ltd. It was really a moving experience for all participants. Two alumni from East and North East region who enrolled in Bedside Patient Assistant course of DB Tech and now working in a Medanta Multi-speciality Hospital took a decision to migrate to the capital city of India to realise their dreams which is now certainly reaping. Two alumni from Trikuttanagar centre (Jammu) shared their journey from Jammu to Chandigarh. They appreciated the DB Tech's role during the training and the post-training period. Now both are working in a renowned BPO, Competent Synergy Pvt. Ltd in Chandigarh. Their behavioural change clearly observed in their faces. They thanked Don Bosco Tech for making them capable of self work, creating their identity and crediting happiness in their life. Ms Gagandeep Kaur (Alumnus, DB Tech, Trikuttanagar) stated delightfully, "I feel proud that being a intermediate student, now I am working with Graduates and engineering students. If you consider about the work, I am attending more calls compared to them. It feels great. Thanks to DB Tech and Govt of India for implementing Himayat; and Thanks to my trainers who really did a makeover in every aspect of my life". The assembly was taken ahead by the Corporate Partners. Everyone in the National Convention had lots of such stories which in return enhance the image of Don Bosco institutions in their respective community.

DB Tech also invited the employer of these alumni to share their experience of recruiting DB Tech trainees. Ms. Vijaylakshmi Banarjee (Director – Nursing, Medanta) mentioned, "We have recruited students from many nursing schools. But the Nursing Assistants from DB Tech are more disciplined and also having sound knowledge of required skills for the multi speciality hospital like us. Most of them are school dropouts but their English communication skills really help them to achieve their

goals. We must appreciate DB Tech for intervening in the lives of school dropouts with some appropriate skill which helps them to get an opportunity in the new job market.

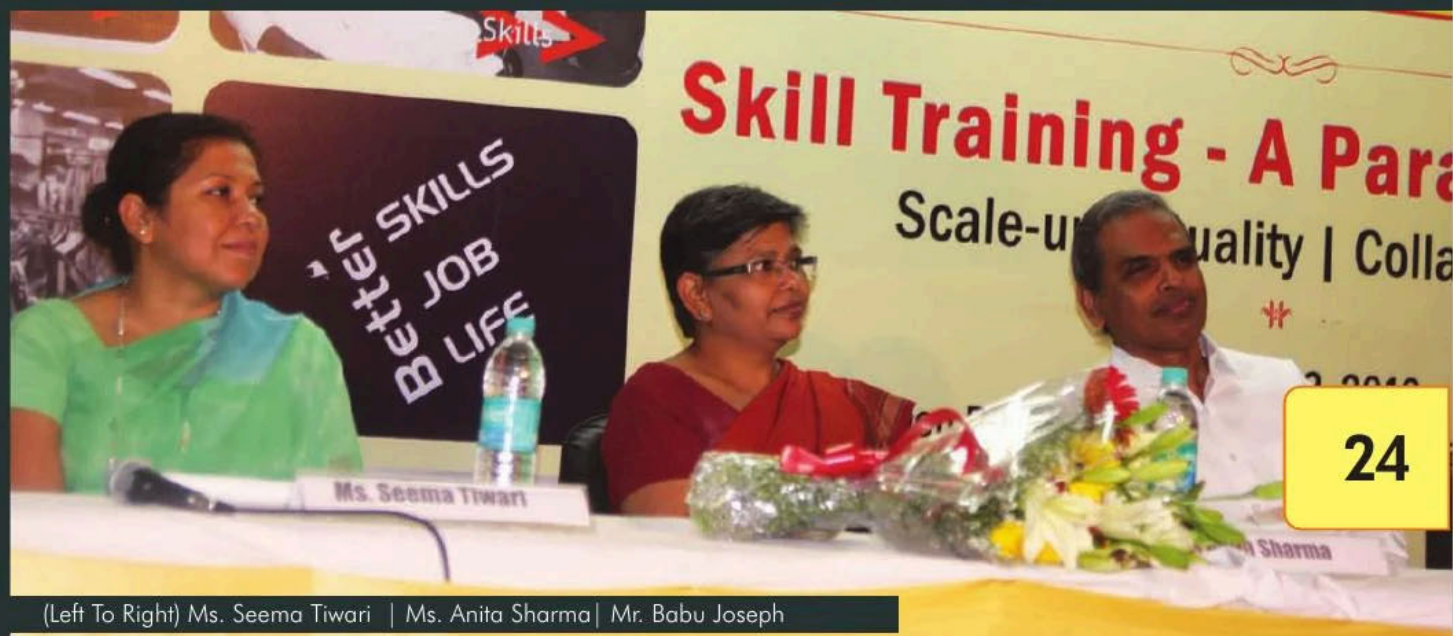


Ms. Vijaylakshmi Banarjee (Director – Nursing, Medanta)



Corporate Partnerships in Skill Development

Ms. Anita Sharma (Sr. Program cum Alumni Coordinator, GLZ),
Ms. Seema Tiwari (Head-CSR, Godrej & Boyce)
Mr. Babu Joseph (Executive Trustee & CEO, Axis Bank Foundation)



(Left To Right) Ms. Seema Tiwari | Ms. Anita Sharma | Mr. Babu Joseph

With the moderator, Ms. Anita Sharma (Sr. Program cum Alumni Coordinator, GLZ), Ms. Seema Tiwari (Head-CSR, Godrej & Boyce) and Mr. Babu Joseph (Executive Trustee & CEO, Axis Bank Foundation) talked about their relationship with DB Tech. Appreciating DB Tech's work, Ms. Seema Tiwari articulated that DB Tech is a great partner for quality skill training. Regarding the placement of these students, she said, "We have a wide network of associated service providers to whom we can introduce our skill training partners and will also request them to give first preference to these candidates. We are in the process of building a database that we will share with our partners".

After her presentation, Mr. Babu Joseph addressed the

gathering by saying, "Our focus is the poor; and we would like to work for the most backward regions of India. Our idea is to provide 1 billion sustainable livelihoods by 2017 in which 50% should be women. So we will take care of the next generation as well. Our plan is to train 50,000 youth over the next 5 years. For us, training is not what is important; it is sustainable livelihood for every youth. In partnership with DB Tech, the real focus is on placement. We are expecting a good percentage from DB Tech. We value this relationship with DB Tech very much, because what we find that it is not only technical skill and soft skill, but value based training is what provided to the candidates, this is a difference being found in DB Tech, we want ABF to be closely associated with DB Tech."

Skill Training – A Paradigm Shift:

Scale-up | Quality | Collaboration



March 21-22, 2013

Don Bosco Technical Institute, Okhla, New Delhi

Collaborators in Skill Development

Mr. Albert Joseph (Executive Director, FVTRS)

Mr Satyaajeet Singh (General Manager, Competent Synergy)

Mr Mirza Faheem Hasan (Regional Manager, HR, Shiv Shakti Group)

This panel discussion was handled by the dignitaries from Competent Synergy Pvt. Ltd and Shiv Shakti Group. They put forward their sheer belief in DB Tech who really cares for the word 'Quality'. The moderator, Mr. Albert headed the discussion introducing Mr. Satyaajeet Singh and Mr. Hasan. The collaborators took the floor giving away the brief profile of their company and ended up with they have in store for the candidates trained by DB Tech.

25



(Left To Right) Mr. Albert Joseph | Mr Mirza Faheem Hasan | Mr Satyaajeet Singh

A Way Forward

Fr. A. M. Joseph SDB (Executive Director, Don Bosco Tech Society)

This entire session was marked by the motivating speech delivered by Fr. A. M. Joseph (Executive Director, Don Bosco Tech Society). At first, he gave hearty thanks to Br. Sunny (In-Charge, Dimapur Province, DB Tech) for his contribution to the gigantic progress made in the province and thus adding to DB Tech's vision. He brought forward the progress being made by DB Tech from the year 2006 to 2012. He even mentioned, "DB Tech has the largest number of institutions spread across the country. Since we are working together as a unit, this network will certainly have the influencing power in the skill sector. I am obliged with the fact that at the Convention, individual Provinces have come together at one platform to think about what we need to do for the youth of India." Talking about the project of MoRD, he exclaimed, "In 2009, the Ministry of Rural Development changed the parameters for NGOs to implement the skill development projects across India. At that point of time, DB Tech luckily has the network of institutions which helps us to put forward a proposal which was accepted by the Government of India to train 40,000 youth in India. In the last two years, we have achieved the target set by the Government for the four projects across 25 states in India. Besides Government of India, DB Tech also partners with several corporate houses who believe in our quality of delivery and state-of-the-art infrastructure." Talking about DB Tech transparency and work-culture he stated, "DB Tech believes in transparency which is depicted in every step of our operation. One significant move towards that DB Tech MIS website in which anyone can get about any student who trained in any of BASE centres, not just that, they can even be tracked. DB Tech has been a ray of hope for those who themselves don't know in which direction they need to move. Fighting of the several challenges, some of the centres have done a marvellous job by providing a glimmer hope to thousands of youth." He concluded his speech by ensuring and reassuring that topmost core priorities (Scale-up, Quality & Collaboration) under discussion during the grand National Convention will be taken care carefully, meticulously and in a fabulous manner.



Fr. A. M. Joseph SDB

26

Skill Training – A Paradigm Shift: >>

Scale-up | Quality | Collaboration



March 21-22, 2013

Don Bosco Technical Institute, Okhla, New Delhi

Sustainable Skill Development Models

Mr. Biseswar Talukdar (Sr. Manager - Liasoning and Programs, DB Tech Society)

27

Before the convention could reach its climax, Mr. Biseswar Talukdar talked about the future plans by highlighting the sustainable models of skill development. In his presentation, he shared that voluntary organizations take financial support from philanthropists, charities and religious trusts to eliminate poverty and unemployment. Traditionally, fund support has been an undefined element for NGOs. Since most NGOs were primarily dependent on grants and donations, they faced the constant threat of their money resources drying up. He also highlighted some revenue models which will help the organisations to raise their fund for the uninterrupted execution of the program. He also presented successful socio-economic models in the skill development sector which certainly help the institutions to have a sustainable form of intervention.

The meeting finally ended with the group discussion among the complete DB Tech staff putting forward the suggestion on how they can do justice with three sub topics of two days discussion followed by Fr. George expressing gratitude to the complete DB Tech staff who made it all possible.



Mr. Biseswar Talukdar

Key Speakers

28

	Fr. Thomas Anchukandam SDB (Chairperson, Don Bosco Tech Society)
	Mr. J. P. Rai (Executive Director, National Council on Skill Development)
	Mr. Dilip Chenoy (CEO & MD, NSDC)
	Mr. Suman Bose (MD, Siemens India)
	Dr. Santosh Mehrotra (Director General, IAMR)
	Mr. Ranjan Choudhury (Principal – Program Development, NSDC)
	Mr. Dinesh Nijawan (Director, DGET - MES)
	Mr. Sunil K Chaturvedi (CEO, Automotive Skills Development Council)
	Mr. A. K. Jain (Sr. Advisor, Quality Council of India)
	Mr. Raunak Singh (Executive Director, GCODE, Don Bosco University)
	Ms. Anita Sharma (Sr. Program cum Alumni Coordinator, GIZ)
	Ms. Seema Tiwari (Head, CSR, Godrej & Boyce)
	Mr. Babu Joseph (Executive Trustee & CEO, Axis Bank Foundation))
	Ms. Vijaylakshmi Banarjee (Director – Nursing, Medanta)
	Mr. Albert Joseph (Executive Director, FVTRS),
	Mr. Satyaajeet Singh (General Manager, Corporate Relations, Competent Synergy)
	Mr. Mirza Faheem Hasan (Regional Manager, HR, Shiv Shakti Group)
	Mr. Bhaskar Prasad (Sr. Director, Product Life Cycle Management, Siemens India)

Skill Training – A Paradigm Shift: >>
Scale-up | Quality | Collaboration



March 21-22, 2013
Don Bosco Technical Institute, Okhla, New Delhi

Participants

29

Fr. A. M. Joseph	Fr. Jose K. K.	Fr. Sunny Uppan
Fr. Abhilash V.J	Fr. Jose Palely	Fr. T. L. Joseph
Fr. Anacelete	Fr. Jose Podimattam	Fr. Thankachan
Fr. Antree K.	Fr. Joseph Leo	Fr. Theotimus Lakra
Fr. Athishu Antony	Fr. Joy N.	Fr. Thomas
Fr. Balaswamy	Fr. Justin	Fr. Thomas Anchukandam
Fr. Benedict Kharlyndgdoh	Fr. K. O. Sebastian	Fr. Thomas Niravathu
Fr. Benny Alex	Fr. Kinley D'Curz	Fr. Tomy Joseph
Fr. Binny	Fr. Kishore	Fr. Venkat
Fr. Biren	Fr. Lawrence V.	Br. Biju Joseph
Fr. Blacius Ekka	Fr. Leo Pereira	Br. Mani
Fr. Charles	Fr. M.C. Joseph	Br. Mani V.
Fr. Christuraj	Fr. Mani Manuel	Br. Pascal Dkhar
Fr. Colbert	Fr. Manoj Jose	Br. Raj
Fr. Davis Aricatt	Fr. Noble K. K.	Br. Sunny Joseph
Fr. Francis Xavier	Fr. P.X. Francis	Br. Sushil
Fr. George Quadros	Fr. Pampackal Joseph	Br. Tom
Fr. Ignatius Sagma	Fr. Raju Philip	Sr. Roshni
Fr. Ignatius V.	Fr. Reji Plikodu	Sr. Shiny Joseph
Fr. James Thyrniang	Fr. Remesh Cherian	Sr. Subhashini Tete
Fr. Jeeson N	Fr. Royston D'Souza	Sr. Sunita
Fr. Jesuraj	Fr. Santariat Anthony	Mr. Abhinish Janardan
Fr. John P. K.	Fr. Sathyaseelan	Mr. Abhishek Khanra
Fr. Johnson	Fr. Scaria	Mr. Amar Gangadhar
Fr. Johnson Abntonysamy	Fr. Sebirence Islary	Mr. Amit Bhat
Fr. Jojo C.	Fr. Shaiju Chacko	Mr. Anthic Joseph
Fr. Jojo Prasad	Fr. Shibu Davis	Mr. Archangel P
Fr. Jose Sequeira	Fr. Showrilu	Mr. Biren Baghwar

Mr. Biseswar Talukdar
 Mr. Devi Prasad Mahapatra
 Mr. Francis Xavier
 Mr. George Massey
 Mr. Ghanashyam Pathak
 Mr. Hari Krishna
 Mr. John Daniel
 Mr. Lourdes Peter Baptista
 Mr. Majeet Bora
 Mr. Md. Abid Malik
 Mr. Pradosh Satapathy
 Mr. Prasun Dutta
 Mr. Raghav Khajuria
 Mr. Raja V.
 Mr. Rajneesh Dass
 Mr. Ramesh Chetri
 Mr. Ringu Pillai
 Mr. Santosh Gupta
 Mr. Sanwaria Sharma
 Mr. Sarath Menon
 Mr. Simendra Singh
 Mr. Srikanth Dara
 Mr. Srinibas Rauto
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 Ms. Satabdi Roy
 Ms. Amulya Tirkey
 Ms. Anima Toppo
 Ms. Esther Lakra
 Ms. Hiteshi Pal
 Ms. Jacinta M.
 Ms. Meena Sharma
 Ms. Mousmi Khanikar
 Ms. Mukta Kujur
 Ms. Neel Kusum Ekka
 Ms. Rose Kujur
 Ms. Savita Minj

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