

Unleashing waves of
Transformation

Message From **Executive Director**

Dear Friends,

The skill development scenario has grown considerably in the last few years. Breaking barrier of entry level educational qualification, job access, gender, geographic and cultural limitation, the trained youth have proved that by providing access to an opportunity to acquire skills and competencies, they can move forward and enter the new economy world of work with hope, dignity and success.

The nation is looking up to youth for growth and development. The key to success is the quantity and quality of youth we can train in the coming 10 years. It is the focus of the government, planners, industrialists and development agencies. The government is making policies and inviting key stakeholders to join the mission of skilling.

In this issue of DB Tech News, the focus is on skill training and the role played by some of the leading corporate partners, who ventured into skill training in the last two years. Needless to say the success and the employability are the cohesive factors to attract the youngsters to enroll the programme. In most of the centres across India, six batches have been completed within two years.

In the recent seminar in Bangalore, many corporates shared their vision for growth and development especially in preparing the youth for better tomorrow. The commitment and support from the corporates to reach out to the unreached with innovation and quality give great scope for partnership and collaboration. They find DB Tech as a valuable partner for nation building.

The New Year gives us lots of hopes and possibilities. Successful people know that each victory buys an admission ticket to a more challenging opportunity. One of the greatest benefits of success is the opportunity to do more. John Wicker noted, "Opportunities multiply as they are seized. They die when neglected. Life is a long line of opportunities". The more you do, the more you can do. Let us seize the opportunities in this New Year and make life meaningful for oneself and for others.

With Best wishes,
Fr. A. M. Joseph



Message



Published by

Fr.A.M. Joseph sdb on behalf of DB Tech

Edited by

Devi Prasad Mahapatra

Content developed by

Hiteshi Pal

Layout and Design by

John Daniel

Printed at

Bosco Press

We are always keen to hear from our stakeholders and would welcome any feedback you can provide as to where we have exceeded your expectations or how we can do better. We appreciate your input and look forward to hear your reading experience. Please do mail your inputs, comments, suggestions and feedbacks to comm.dbtech@gmail.com



Unleashing waves of transformation

Building skills of urban youth for livelihood generation

In partnership with Accenture, DB Tech has been training underprivileged youth from urban and semi-urban cities in vocational skills which in turn helps them to get a placement and improves their income generation prospects. Till date, six projects were rolled out in association with Accenture; and 5,915 candidates trained in Hospitality, BPO and Retail domains and average of 75 percent of them placed in various entry level opportunities.

1

Content

Conference on 'Strategic Intervention in Skill Training'

6

A 3-day conference on 'Strategic Intervention in Skill Training' was organised to define strategically modus operandi in the field of skill development. The conference was attended by around 50 delegates that include great thinkers, innovators, educationist, change-makers, and development workers.



Centre-in-Focus: Don Bosco Academy

Nalgonda, Andhra Pradesh

12



Featuring Don Bosco Academy (Nalgonda, Andhra Pradesh), which is established to impart quality education to all aspiring students irrespective of caste, creed and religion, and to promote education in the backward areas of Nalgonda district and an interview with Fr. Vatti Balashowry SDB (Centre In-charge, DB Tech, Nalgonda).

New Partnerships for Skilling Mission

7



In the last quarter, DB Tech partners with Siemens PLM Software to promote engineering skill development, with Intel Technologies India Pvt. Ltd to improve their social and economic self-sufficiency through digital literacy and with Odisha State Urban Development Agency (H & UD Department, Government of Odisha for imparting skills to urban youth.

9



A Stress Buster: DB Techians' day out!!!

The Learning & Development department organised a day out programme for all staff members of National Office to reduce stress levels. 23 employees from different departments at National Office have spent the weekend at Camp Mustang (Sohna Road, Gurgaon, Delhi). Instead of sit back at the workstation, the DB Techians enjoyed whole day themselves leisurely.

16

Highlighting the success story of Amrita Rawat from Lucknow, who is the alumnus of first batch of BASE under the MoRD project. DB Tech launched the skill development program in partnership with Ministry of Rural Development (Govt. of India) in 2010. Now she works as Diamond team member at Domino's Pizza since October 2010.

Rising Star:
Amrita Rawat





Unleashing waves of transformation

Building skills of urban youth for livelihood generation

In partnership with Accenture, DB Tech has been training underprivileged youth from urban and semi-urban cities in vocational skills which in turn helps them to get a placement and improves their income generation prospects. Till date, six projects were rolled out in association with Accenture; and 5,915 candidates trained in Hospitality, BPO and Retail domains and average of 75 percent of them placed in various entry level opportunities.

Youth from urban India, particularly from slums and localities in vicinity of cities are hardly benefitting from the vast employment opportunities in this region of India. They face problems related to employment, education and future prospects. Armed with a sub-standard education, limited social skills, and restricted information, these youngsters face the globalized world. Since India's independence, millions of people have travelled from rural India to urban locations in search of work and a better life. However, lack of skills, higher living costs in urban areas, and low income/easier opportunities in the unorganized sector have forced these people to live in sub-standard conditions.

Evolving demographics unambiguously point out that India will remain a young nation and the largest contributor to the global workforce over the next few decades. This young mass is India's demographic dividend. It gives India the potential to become a global production hub as well as a large consumer of goods and services. It is time to become more concerned about the ability of youth of age group 18-35 years old to succeed in the labor market. Young people across this age spectrum

are struggling to prepare themselves for quality jobs and careers. The effort from all spheres is now being made to address various aspects of this critical issue but these efforts remain in most cases piecemeal. Now it is high time for the corporate houses to take it up as a corporate citizenship commitment through innovative models, process and passion to empower the thumb generation.

Untapped deprived urban youth

Cities have been the centres of economic growth. At the same time, unemployment among urban youth is also a pressing economic and social issue in the developing countries like India. The young people from disadvantaged urban areas often come from socio-economically poor families, facing the risk of continuing the vicious circle of limited opportunities. The parents don't have the money or ambition to give their children a good education and the school system is not able to offer the same opportunities for everybody. This leads to poor qualifications, which finally leads to poor economic prospects, etc. A large population of underprivileged youth residing in urban areas either completely lack or possess negligible vocational skills, which prevents them from taking advantage of the vast



Skill education and youth empowerment as the main mandates, DB Tech 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.

employment opportunities in the cities of India. Therefore, despite high growth in Indian economy, the slum youth remain unemployed or under-employed.

An increasing number of these young people are growing up in cities. The youth population (age group of 15-35) as per the 2001 census is approximately 355 million, out of which 26% lives in urban areas. The increasing population of youth in the country makes the contribution of youth towards the society bigger and more important. Young people, and especially young girls and women, are the most vulnerable to social problems caused by unemployment and poverty. As the youth population is expected to rise to 510 million by 2016, there is a clear need to meaningfully engage and support youth growing up in today's rapidly urbanizing world.

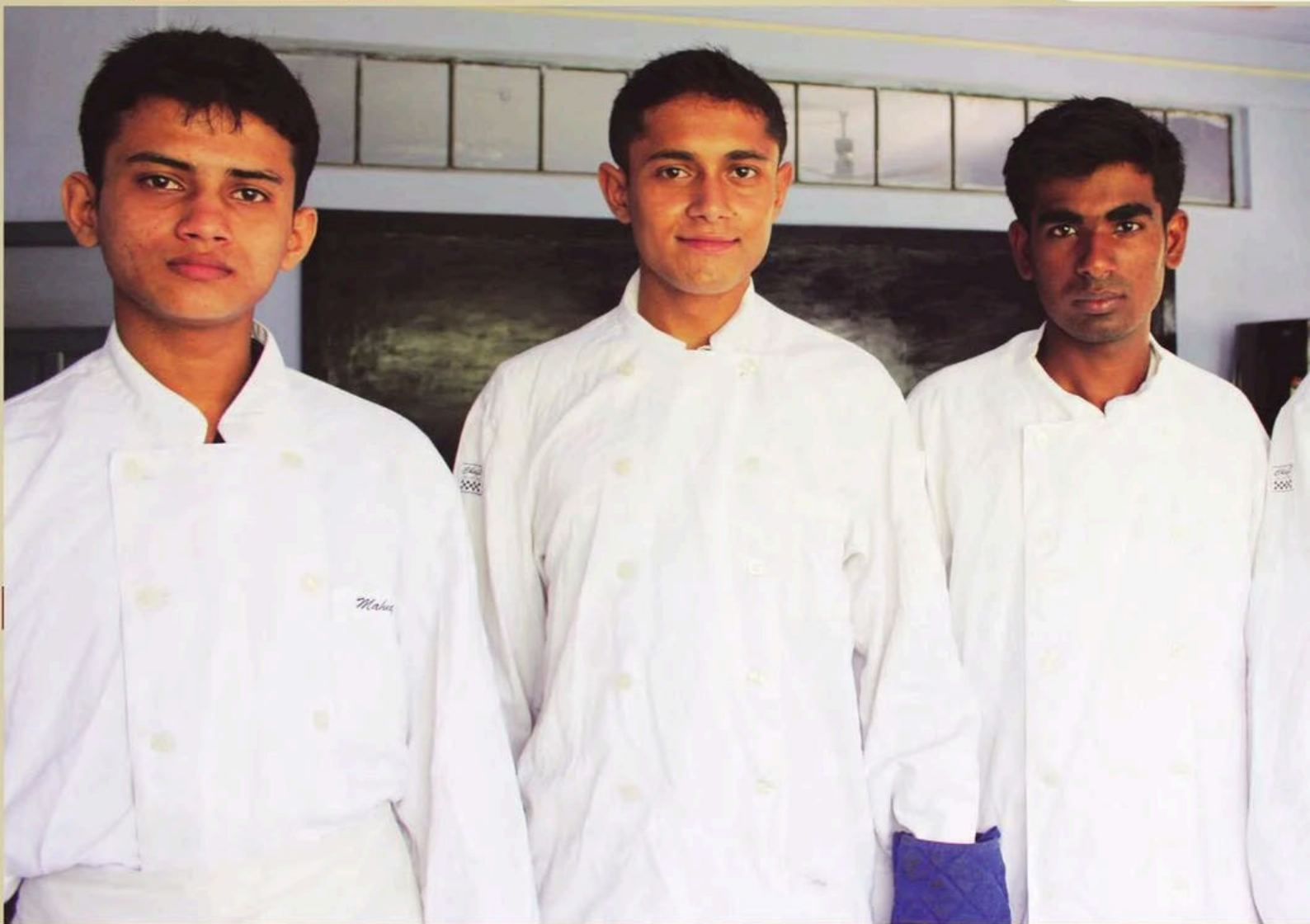
Committed to sustainable livelihoods

Accenture, a global management consulting, technology services and outsourcing company, committed to being a good corporate citizen and dedicated to helping individuals build skills through 'Skills to Succeed' program. It enables the disadvantaged youth to participate in and contribute to the economy. The key aspect of Accenture's commitment is to embed corporate social responsibility

into their business and to helping people develop skills so they can get jobs, build businesses and improve their living standard. With this mission, Accenture has been supporting DB Tech to train underprivileged youth from urban and semi-urban cities in vocational skills which in turn helps them to get a placement and improves their income generation prospects. Having identified industry verticals that have the maximum potential for employment, DB Tech provides skills

to thousands of young men and women from low-income backgrounds in high employment sectors such as Business Process Outsourcing, Hospitality and Retail.

Having skill education and youth empowerment as the main mandates, DB Tech 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. With the network of 176 large skill training centres, and 400 smaller outreach centres, DB Tech has a very prominent presence among the poor and under-served communities in the country. DB Tech has long, medium and short duration training programs for the youth, customized as per their socio-economic needs. Especially the short duration skill training programs that provide employment-linked, market-driven vocational courses to the economically and socially marginalized youth. Regarding the partnership, Fr. A. M. Joseph (Executive Director, DB Tech) says, "We are working towards the common goal of sustainability with regards to enhance the earning capacity of the youngsters who hardly have any bargaining power due to social and economic backwardness."



An attempt to empower

In partnership with Accenture, DB Tech has initiated a pilot program to identify and make available potential demand-driven livelihood options for marginalized urban slum youth in Borivli (Mumbai), Chinchwad (Pune) and Lingarajapuram (Bengaluru) for the Hospitality and Facilities Management industry. The training is prudently designed to meet the demand in the service sector, particularly Hospitality and Facility Management, which leads to the successful and enduring employment of DB Tech trainees – the same individuals, who were previously unemployed or working in the informal sector. This program not only gives an entry level opportunity in the industry, but the strong industry network and knowledge partnerships with the industry leaders, who have facilitated the youth to receive on-job-training and later placements at five star hotels and luxury. Under this project, 500 youth from urban localities trained in service sector and 70 percent of them were placed in different renowned hotels. The training has also opened up entrepreneurship options for them in 'catering business for industrial regions'. Based on the successful pilot, this hospitality training has been scaled up to reach out to 960 more youth across 8 training centres. Many unskilled youngsters came forward to join the 'Skill to Succeed' funded by Accenture. This project completed successfully

with 77 percent of the trainees was placed in entry level jobs in Hospitality sector. Till date, six projects were rolled out; and 5,915 candidates trained in Hospitality, BPO and Retail domains and average of 75 percent of them placed in various entry level opportunities. "DB Tech's relationship with Accenture has allowed us, to not only scale-up our skilling efforts for deserved youth across Southern India, but has also integrated a multi strategic partnership component into our skill development model. The 'Skill to Succeed' program enables disadvantaged youth to access formal service-sector employment thereby providing stable incomes and a sense of confidence to them," says Fr. Joseph.

Multi strategic partnership model

In this project, industry leaders from Hospitality Industry like Taj Group of Hotels and ITC Welcomgroup were involved as knowledge partners for the project. The knowledge partnerships with the industry leaders not only provide technical expertise but also facilitate the youth to receive on-job-training and placements at their facilities. Besides that, this type of partnership also supports soft infrastructure, training curriculum, training of trainers, guest lectures, on-the-job training, assessment, certification and placement assistance for trainees. "Our aim is to support likeminded organisations, who are willing



“DB Tech's relationship with Accenture has allowed us, to not only scale-up our skilling efforts for deserved youth across Southern India, but has also integrated a multi strategic partnership component into our skill development model.”

**– Fr. A. M. Joseph
Executive Director, DB Tech**

- In partnership with Accenture, six projects were rolled out.
- 5,915 candidates trained in Hospitality, BPO and Retail domains.
- Average of 75 percent of them placed in various entry level opportunities.

to make changes in the lives of the youth which is the best way to contribute to sustainable development of societies at large,” says Fr. A. M. Joseph (Executive Director, DB Tech). Through this partnership it was ensured that the students were provided industry relevant training by focusing on curriculum validation by knowledge partners, assessment and certification, training of trainers at their facilities by Taj and ITC, trainees' on-job-training and placement assistance. With support from the industry leaders, DB tech has been able to ensure the hospitality industry requirements in terms of training quality in classroom and also trainer's quality through training of trainers at ITC itself. The success of this project is primarily due to the industry involvement in the classroom. “Don Bosco envisages scaling up this model of skill development training across industries and aims to partner with leading companies within the hospitality and other industry sectors running quality skill development training program owned and operated by the industry,” says Hari Krishna (Sr. Manager, DB Tech).

Such established knowledge partnership with industry ensures customized training of the youth and bridges the gap of supply and demand in the skill development space more effectively and efficiently. With the need of

the hour to have skilled manpower across various sectors and the large scale requirement of manpower, there is an immediate need for implementing agencies in the skill development space and the industry to interface for an industry relevant skill development training of the unemployed youth from underprivileged background.

Ensuring employability

Sometime employability depends on quality of the training and certification after completion of the training. As far as the quality training is concerned, the model is designed in such a way that industry leaders from various sectors are being involved as knowledge partners to incorporate their expertise from the inception of the centre to certification. “The uniqueness of this vocational training program is that before being absorbed by the companies, these trainees undergo on-the-job-training (OJT) in some well known organisations for a month, this enables them to be acquainted with the job they have to perform after their intensive training gets completed,” says Fr. George Quadros (Assistant Director, DB Tech). The OJT at their facility really boosts the ability of the youngsters to work in organized sectors. OJT ensures that the trainee retention in their respective jobs is more which results in the teeming demand from the employers to recruit more candidates from DB Tech. Keeping the candidates' retention rate in mind, employers are willing to pay more salary to the candidates for having them onboard, who have completed 3-month training under the 'Skills to Succeed' project.

The trainees with minimum attendance of 80 percent will be required to appear the test at the end of the course; each trainee passing the test awarded joint certificate of the Accenture, DB Tech and the knowledge partners like, ITC Hotels, Quest Alliance, etc. Under this project, 4334 candidates got entry level opportunities in the reputed companies like, ITC Hotels, Taj, Hinduja Global Solution, Pizza Hut, Dominos Pizza, Popular Bajaj, Idea Cellular, Reliance, etc. with minimum salary of Rs. 7500 and more.

Deepak Smile of Confidence

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

He chose to be trained in the Hospitality sector and is today working as a Customer Service Associate in Pizza Hut in Bangalore with a salary of INR 8,500 per month. Recalling those days in Ashalaya, he says, "After coming to DB Tech, I learnt lot of things like computers, English, personality development and life skills, etc. I am very grateful to my trainers, who imparted this kind of knowledge to a youth from very downtrodden economic background. I never learnt all these things in my college also. These skills helped me a lot to get this job." For him and many other youngsters, 'Skill to Succeed' has proved to be a foundation for their dreams. "More organisations like Accenture should involve themselves in skill training so that families, who don't have documents to prove themselves as poor can be benefited. 'Skill to Succeed' is not only a lifesaver for our family but also inculcates moral values in youngsters like my son," says Deepak's mother, Akkaiahmna.



“Fortunately I came across with the program sponsored by Accenture to empower the needy and deserved youth from low socio-economic pyramid.”

**Deepak, Alumnus
BASE (Accenture Project)**

Many likeminded organisations should pitch into this sector so that their expertise can be utilized in a constructive manner to empower those youngsters who have already achieved foundation skills and need equitable opportunities to develop further skills.

Conclusion

Nurturing skills for young people is crucial to the development of urban economies. Because of the diversity of the informal sector, training needs are wide-ranging. For some youth, the most immediate need is a second chance to develop foundation skills. Approaches that combine basic skills and life skills with social protection can be particularly effective. Many Government departments and corporate houses get involved in skill development programs. Like Accenture, many likeminded organisations should pitch into this sector so that their expertise can be utilized in a constructive manner to empower those youngsters who have already achieved foundation skills and need equitable opportunities to develop further skills. Yet most disadvantaged young people in urban areas have low levels of education and skills that consign them to low paid, insecure work in the informal sector. Together with broader macroeconomic, education and employment policies, skills development strategies adapted to the realities of the informal sector can give them a chance for a better future.





Conference on 'Strategic Intervention in Skill Training'

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

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

The key note address was given by Mr. R S P Singh (Professor, Indira Gandhi National Open University, Delhi). Grabbing the attention he said, "Government of

India has a great emphasis on the Skill Development of youth. There are 17 Ministries under Government of India involved in the skill development in their respective area of concern." According to him, it is estimated that after dropping their formal education system, 700 million youth would need to be skilled for sustainable livelihood by 2016. There is an urgent need to work towards strategic intervention, with shared knowledge, proper registration and recognition of various institutions, content standardization, flexible and optional model to scale-up across the entire gamut of skill development of youth in India.

The first day had the presence of speakers from multinational corporations like EMCO and Fronius, the leading players in the technology driven skill enhancement and training. The second day was devoted to Bosch India Foundation, Schneider Electric India Foundation, Sir Dorabji Tata Trust, Taj Hotels India Ltd. NABARD, Axis Bank Foundation, GMR, CISCO, and Quest Alliance with an emphasis on the accessible modes and modules for a self sustaining society. The discussion led to define strategically our modus operandi in the field of skill development. The in-house brainstorming discussion and planning on the third- day of the conference brought forward views and ideas to work out for the betterment of the system. The conference ended with the quote, "The quality of people's life corresponds to his commitment to excellence regardless to his chosen field of excellence," said by Fr. Thomas. He emphasized on bringing excellence in training and to walk on this path of excellence by walking together.

“The quality of people's life corresponds to his commitment to excellence regardless to his chosen field of excellence.”

—Fr. Anchukandam Thomas
Provincial, Bangalore Province

New partnerships for Skilling Mission

Partnership to promote engineering skill development

Don Bosco Tech Society (DB Tech) and Siemens PLM Software, a business unit of the Siemens Industry Automation Division and a leading global provider of product lifecycle management (PLM) software and services, announced a partnership to enable the two organisations to contribute to engineering skill development in India.

DB Tech and Siemens PLM Software have signed a Memorandum of Understanding (MOU) that will provide DB Tech access to advanced PLM software from Siemens PLM Software. Each centre of DB Tech covered under the MOU would be provided Solid Edge software and CAM Express software by Siemens PLM Software, at a highly subsidized cost under the GO PLMTM Program. In addition to providing the software tools, Siemens PLM Software would also extend additional support to DB Tech through training of faculty, designing of course content as well as guest lectures on PLM by industry experts. The plan envisages a phase-wise implementation, with a target of equipping 15 centres of DB Tech within the first year and all 25 centres within two years.

Regarding the partnership, Fr. A. M. Joseph (Executive Director, DB Tech) says, "DB Tech aims at providing quality skills to youngsters, who are economically and socially poor. And this partnership is a step in strengthening our efforts in the same direction. The association with Siemens certainly gives these youngsters a chance to learn the high end PLM software and offers a unique opportunity to raise their levels of competence."

"We are proud to be associated with DB Tech in this important initiative and would like to express our gratitude to the DB Tech management for providing us an opportunity to partner with them," said Suman Bose, Managing Director, Siemens PLM Software India. "We see the widening skill gap as a major impediment to achieve sustainable economic growth in India, and it is our endeavour, as a responsible corporate citizen, to contribute our bit to help overcome this challenge," he further added.

Partnership agreement on digital literacy

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

Under this partnership, the trainees of DB Tech will learn basic computer skills that are locally relevant and useful, both personally and professionally. The program materials are designed to accommodate flexible implementation models, and can be delivered in the form of a single course, multiple workshops, or self-paced instruction. Intel will conduct a training program for trainers who will propagate this digital literacy program in the rural pockets. Besides that Intel will





also provide the Intel® Easy Steps implementation tool kit and certificates to end beneficiaries.

As an implementing partner, DB Tech will facilitate to make the course available for digital training of the target segments and interaction with trainers and provide suitable arrangement for Intel's process for 'Training the Trainers'. "We are very proud to partner with Intel Technology in supporting us to realize our vision to bridge the digital, social and economic divide in India," says Fr. A. M. Joseph (Executive Director, DB Tech).

Partnering for imparting skills to urban youth

DB Tech and State Urban Development Agency (H &UD Department, Government of Odisha) to provide assistance for skill formation of the urban youth and to enhance their capacity to undertake self-employment as

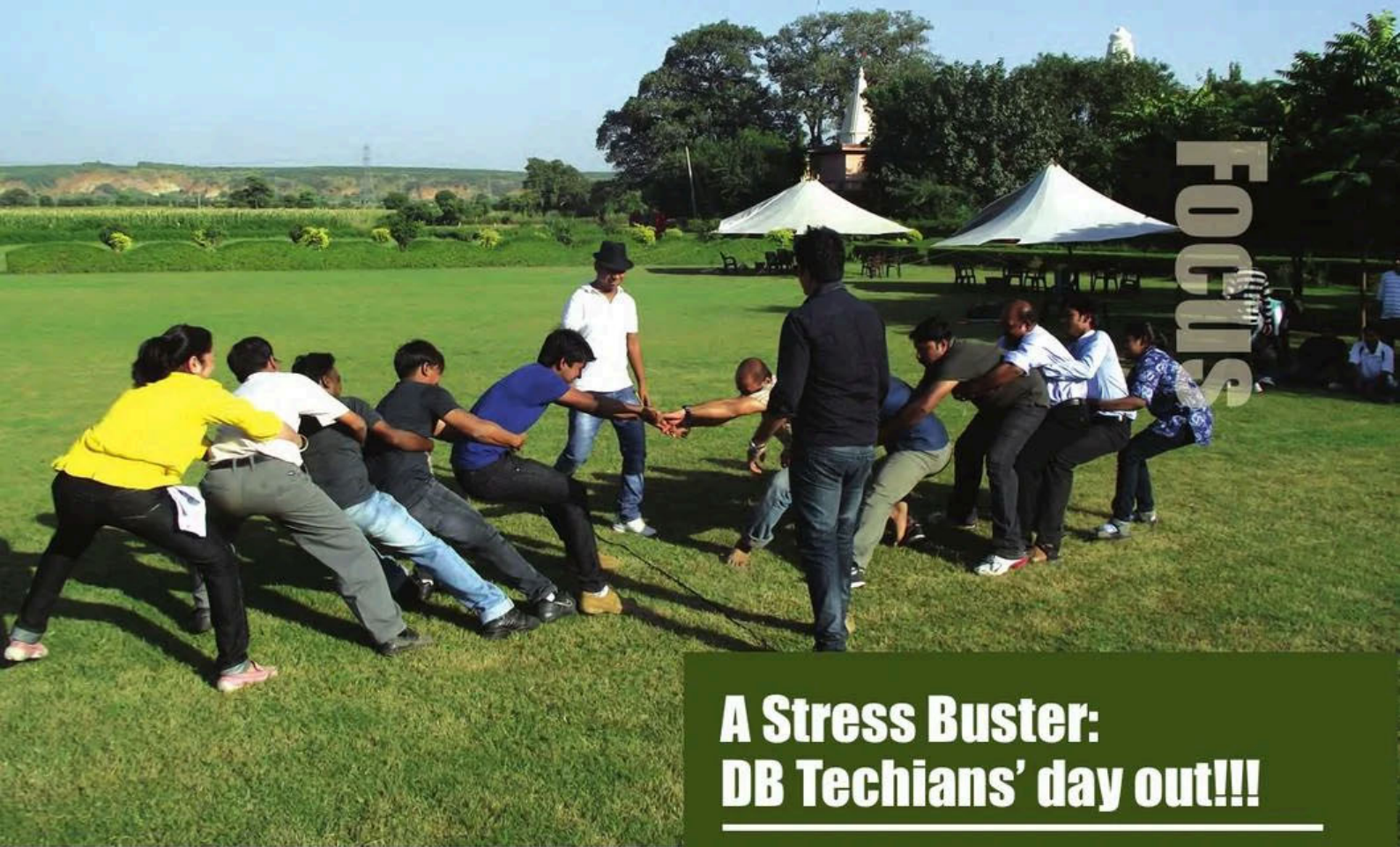
well as access better salaried employment through the trades like Sales & Marketing, Retail, Electrical and Welding. The main objective of the training program is to provide training to the urban poor in a variety of service, business and manufacturing activities as well as in local skills and local crafts so that they can set up self-employment ventures or secure salaried employment with enhanced remuneration.

Under the Swarna Jayanti Shahari Rozgar Yojana (SJSRY) scheme and alignment with National Skill Development Policy, STEP-UP program is started to create high-quality skilled work force / entrepreneurs relevant to emerging market by providing market-driven skills to urban youth. DB Tech will execute the program in nine districts of Odisha.

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

— Suman Bose

Managing Director, Siemens PLM Software India



A Stress Buster: DB Techians' day out!!!

Most of us have mounting target pressures at work, which seem endless. These tensions can take a toll on our mental and physical well-being that in turn, hampers our performance and productivity. A popular stress buster is to take the employees for an outdoor trip. The Learning & Development department organised a day out programme for all staff members of National Office to reduce stress levels. The prime agenda of the outing program is to play outdoor games and sports. 23 employees from different departments at National Office have spent the weekend at Camp Mustang (Sohna Road, Gurgaon, Delhi). Mr Ishan and Mr Abhisekh were the bosses for all participants for one day. This is another working day but instead of sit back at the workstation, the DB Techians enjoyed whole day themselves leisurely. The group is divided into four teams to complete activities like, zorbing, air rifle shooting, archery, kat walk, etc. Besides that various team building and adventurous activities were organised by the master trainers. Everyone really enjoyed it as there is so much interaction among the

A soothing and relaxing experience can help DB Techians to be fresh again while they get set to take up new challenges at the job. It completely rejuvenates and loosens up one's mind and body. It can be a smooth ending to your long hard day at work.

employees. It helped to know colleagues better and one comes to know how a person reacts to situations outside the office. "You can see a very different side of people at such trips which can be fascinating and fun," shares Anima Toppo (HR executive, DB Tech). These tours break the ice between the various hierarchies and everybody can mix up with each other without formalities. There are a lot of hidden qualities in some people which one can never know unless such trips are conducted. It is must to bridge the gap between all the staff members.

“You can see a very different side of people at such trips which can be fascinating and fun.”

— Anima Toppo

HR Executive, DB Tech

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



Quality is the pillar of Don Bosco Tech Society. To maintain the quality at every step of skill training, DB Tech Society does not leave any stone unturned. Another milestone towards this mission is to set-up an entity for

training, research and development which will help to conduct training, innovate different models, and empower other like-minded organisations to implement various skill training programs.

The foundation stone of 'Don Bosco-Youth Mission' was laid by Rev. Fr. Maria Arokiam Kanaga SDB (Regional Councillor, South Asia) in the presence of Rev. Fr. Thomas Anchukandam SDB (Provincial, Bangalore Province) on October 30, 2012. Other dignitaries present at the occasion include Fr. Jose Thanickal SDB (Director, Don Bosco Renewable Centre), governing body members of Don Bosco Tech and well-wishers.

This laboratory for skill development will be built in an area of 60,000 sqft on Bannerghatta Road (Bangalore) comprising of meeting halls, offices, library, residential facilities, staff quarters, etc. The construction is expected to be completed within 18 months.

Training Program for Intel® Easy Steps



With an objective to make every Indian a basic technology literate, Intel Technology India Pvt. Ltd., has begun a digital literacy program called 'Intel® Easy Steps'. DB Tech has recently join hands with Intel® Technology India Private Limited, to impart the Intel Easy Steps in all the centres across India.

The first training program for the trainers of ITeS and BPO was held at St. Mary's Convent School (Jammu). The training program was facilitated by Hariharan R (Program Coordinator, Intel® Digital Inclusion Program) and Rohit Singh Arya (Project Manager, Intel® Education, Chhattisgarh). All together 17 trainers from DB Tech and 4 computer instructors from St. Mary's Convent School and St. Peter's School attended the training program.

The Intel® Easy Steps program is very flexible and can be taught at any place and to any groups, especially for the weaker section of the society with no accessibility to computers.

This program is designed as a basic digital literacy program for adult learners with little or no experience with computers. Learners of this program will be taught the 'basics' of the computer, which enables them to use the computer in ways that are relevant to their daily lives. The participants got

hands on experience on the use of the basic course and the activity card. They also expressed that this additional course and course completion certification from Intel will boost their mobilization process as the youths will be motivated to be part of the program. The Help Guide provided by Intel allows the trainers and instructors to update themselves and also reduce boredom in the classroom, since it is an interaction based program. The program is very flexible and can be taught at any place and to any group Intel® Easy Steps will be very beneficial, especially for the weaker section of the society with no accessibility to computers.

All the participants of the program will be given a certificate of 'Master Trainer.' They are authorized to use the basic course, help guide and the activity card in their respective centres.



'Karnataka Catholic Ratna' for Don Bosco Tech

Union Ministers and Members of Parliament, Members of Legislative Assembly and Local Bodies and thirteen Bishops of Karnataka were present at the occasion. Don Bosco Tech society with a vision of empowering the society began the mission of educating and helping the poor & marginalized youth through skill training. Without expecting any reward DB Tech strived to uplift the youth to learn a trade and earn a living. Set up in 2008 by the Salesians of Don Bosco, DB Tech spread its wings to the length and breadth of India, addressing the issues of unemployment, unemployability and lack of skilled manpower by training the youth and providing them to find a suitable job.

Taking note of the immense work done by DB Tech, the Govt. of India invited DB Tech to implement the skill training program throughout India. We take great pride in stating that DB Tech is the only NGO to partner with the Govt. of India to implement the Himayat Project in Jammu & Kashmir, under the Ministry of Rural Development.

DB Tech (Karnataka) has been awarded the 'Karnataka Catholic Ratna' for its outstanding services to the youth of Karnataka through skill training and follow up. The award ceremony was held at VIII Karnataka Regional Catholic Youth Convention - Yuvajanotsava-2012 at Belthangady. The award was received by Fr. Jeeson Nelluvellil sdb – (Asst Director, BREADS, Bangalore and DB Tech Coordinator). Reputed and renowned dignitaries like

BOSCO South region project was launched from BREADS, the coordinating office of DB Tech and it was spear-headed by Fr. Joy Nedumparambil sdb, the then DB Tech Regional Coordinator and the present Executive Director of BREADS.

DB Tech through BREADS has been able to place a lamp on the lamp stand. It has shown path to many youth to walk and achieve their dream.

Alumni Meet at DB Tech, Trasi

An alumni meet was organized at DB Tech (Trasi). Rev. Fr. George Quadros (Assistant Director, DB Tech) was invited as Honorable Chief Guest for the alumni meet. Other dignitaries present at the function included Mr. Belladi Shankar Shetty (President, Taluk Panchayath, Kundapur Taluk), Rev. Fr. Anand Noronha (Principal and Rector, Don Bosco School), Mr. Vincent Fernandes (State Coordinator, DB Tech, Karnataka), Mr. Arun Mendonca (Vice President, Parish Council Thallur Parish, and Rev. Fr. Leo Pereira (Director, Don Bosco Tech).

The Director, Rev. Fr. Leo Pereira introduced the Chief Guest Rev. Fr. George Quadros who has been very instrumental in touching the lives of many through the watershed program, the Bosco Plus - solar lighting of the villages and the Mobile school. Fr. George who was overjoyed at the number of youth gathered for the "Alumni Meet" said, "It is enough for me to know that you are young to love you." On this occasion he launched the "Don Bosco Youth Helpline Card" by which is toll free and that the youth could avail the facility for counseling and for seeking jobs, if unemployed. Its a network that is being launched to help youth in need and in difficulties. A demo was presented by BASE trainee by calling up the helpline 1800-208-5555. He further added that the youth having the card will avail 25% concession if they intend pursuing higher studies and technical training that is available at any Don Bosco Centres in India.



The Guest of Honour, Mr. Belladi Shanker Shetty, President of Taluk Panchayath- Kundapur expressing his gratitude to Don Bosco Tech, said that he was very grateful to Don Bosco which is reaching out to the youth in the rural areas and particularly those belonging to the BPL class.

Fr. Anand Noronha, congratulated the Director and trainers for their dedication and hard work. Addressing the gathering he congratulated the youth for joining the work force and for bringing about a change in their lives and in the lives of their families.

Mr. Arun Mendonca highlighted the fact that The Central Government choosing DB Tech to implement the project is in fact already a great privilege. Commenting on the training done here, he said that he was sure that there was no compromise done after looking at the behaviour and attitude of the trainee.

Centre-in-Focus: Don Bosco Academy

(Nalgonda, Andhra Pradesh)

Feature



Don Bosco Academy
Nalgonda, Andhra Pradesh

“Investing in school education is very much like planting a tree. The contribution may seem small, but it is sure to grow and become something we could never have envisioned.”

—Fr. Anand Reddy, SDB
Founder Director
Don Bosco Academy

Education is a necessity in this present world of struggle and competition. Education is one thing in life that never goes to waste. Education instills confidence in an individual and in times of need, you realize it's the education you received that comes in handy and is very useful. "Investing in school education is very much like planting a tree. The contribution may seem small, but it is sure to grow and become something we could never have envisioned. By giving school education, we are investing in a better way of life for our children and their future generations, our community and our world," says Rev Fr. Anand Reddy, SDB, the Founder Director of Don Bosco Academy (Nalgonda). With an avowed and determined aim

of bringing quality education to the rural poor and backward sections of Nalgonda and its surrounding areas, the Salesians of Don Bosco (Hyderabad Province) established the Don Bosco Academy in Nalgonda. The prime objective of building this huge infrastructure is to impart quality education to all aspiring students irrespective of caste, creed and religion, and to promote education in the backward areas of Nalgonda district.

This great mission for the less privileged children was actualised when the Salesians of Don Bosco received an invitation from the Bishop of Nalgonda to intervene in the education sector for the betterment of the district. Today, Don Bosco Academy has become a great asset for the rural youth of Nalgonda district. The students, who cannot afford quality education due to

financial constraints, enter the premises at primary level, benefit from the world-class facilities and leave after completion of post graduation. Now the Academy imparts education to 2400 poor children and youth of the district.

There are many ignited minds who worked hard to bring this dream into reality. Rev. Fr. Anand is the mastermind and backbone of this venture. Then, there are the supporting hands of Rev. Fr. Balashowry and Fr. Bhaskar, who have looked into each and every detail of this venture to make it a success. Besides these, there are many others like our brothers, lecturers, teachers and non teaching staff who in one way or the other took part to fulfill the dream of the Founder Director.

Nalgonda is also a district, where excess fluoride has turned the ground water into a slow poison, crippling at least 10,000 people and leaving several thousands in constant misery. "Witnessing to the devastating living conditions in this district with regard to drinking water, the Salesians of Don Bosco have come forward to set up Safe Drinking Water Plants in nine

villages of the District in this academic year 2012-2013", says Fr. Anand. Eight mineral water plants have already been set-up in various locations of the district. Though this may be a drop in the ocean, the Salesians of Don Bosco (Nalgonda) headed by Fr. Anand have enabled thirty two thousand people with access to safe drinking water.



Fr. Vatti Balashowry SDB
Centre In-Charge, DB Tech (Nalgonda)

DB Tech News team got an opportunity to have a conversation with Centre In-Charge of Don Bosco Tech (Nalgonda) Fr. Vatti Balashowry SDB about the interventions of the Salesians of Don Bosco and their Skill Training Program conducted at Don Bocso Academy located in Nalgonda (Andhra Pradesh).

DBTN: *Why do you choose this tranquil location in Nalgonda? Is there any specific reason?*

Fr. Balashowry: Nalgonda is one of the most backward districts in Andhra Pradesh and lacks behind in terms of health, education and other basic necessities. Above all most of the students here are either illiterate or school dropouts. Nalgonda is an extension of our presence in Chandur, which is just 30 km far away. Since last 25 years, we have been engaged with the community through this Junior College for the poor students. But on the occasion of the centenary celebration, we decided to upgrade the same to a University College. What forced us to start this academy is the urgent need of the locality and most importantly the request from the local Bishop. Within a short duration, the province bought

16 acres of land and the construction of Don Bosco Academy started.

DBTN: *As a mission of the congregation 'Learn a Trade and Earn a Living', what initiatives have you taken to engage the youth of this locality?*

Fr. Balashowry: One of the initiatives Don Bosco took is shifting the University College from Chandur to here so that more marginalised and poor rural youth of this vicinity of Nalgonda will be benefitted. Another contribution towards the community of Nalgonda is to take children and youngsters by starting classes from KG to PG courses. . Then with the request of the local people, and community leaders to open a primary school, we started the school as well. With such initiatives, we are really able to reach out to the rural poor youth. Within a span of three years,

This may be a drop in the ocean, the Salesians of Don Bosco (Nalgonda) headed by Fr. Anand have enabled thirty two thousand people with access to safe drinking water.





Don Bosco Academy
imparts education to

2400

poor children and
youth of
Nalgonda district.

“Implementing the DB Tech programme itself is a noble idea and is quite aligned with the mission of Don Bosco, by which we can reach out to maximum number of economically disadvantaged youth within a short span of time.”

– Fr. Vatti Balashowry, SDB
Centre In-Charge, DB Tech

we are coming across thousands of beneficiaries who have enrolled in the Don Bosco Academy.

DBTN: *Any child enters the Academy at the age of four years to enroll in Kindergarten and leaves after post-graduation. What prompted the Salesians to start such a huge project?*

Fr. Balashowry: The Salesians started this huge project because of the neighborhood requirement, needs of the people around. And it came out exactly the way we dreamt. This is a reason why we have established this huge facility to provide quality education.

DBTN: *You have a fantastic infrastructure here. Besides short term training, what are the other courses offered by this Academy?*

Fr. Balashowry: The fantastic infrastructure out here is nothing but the hard work of the Director, Rev Fr. Anand Reddy SDB who is able to raise funds to build this almighty structure. The college has different blocks like Degree College, PG, High School, Hostel for both girls and boys. We are planning to build a separate block for Primary Section. The real intention behind all this is to reach out more and even more number of children and youngsters.

Apart from DB Tech courses, we have a school from LKG to 10th standard, and then there is a Degree College offering programs like B. Sc., BBA and B. Com. In addition to that, there are PG courses in four disciplines. Almost all the courses focus on getting the youth placed with the good job. All these efforts give us a great consolation that we are trying to bring forward this backward part of Andhra Pradesh.

DBTN: *Any other community related activities conducted by the Salesians of Don Bosco at Nalgonda? Providing safe drinking water to the common people of villages in the vicinity of Nalgonda is certainly a noble initiative. Why don't you brief our readers about the model?*

Fr. Balashowry: Don Bosco Academy (Nalgonda) is involved in several community related activities. The first one is providing safe drinking water to the people in the vicinity of the Nalgonda. Many people are getting the drinking water at minimum cost through this project. We feel that this is the most urgent need. Moreover we know that the water of Nalgonda district contains Fluoride content. Thus, we are providing clean drinking water to the citizens of this district.

Another social activity is to create awareness about health and hygiene practices in the villages. With the help of

the NSS unit, college staff and professionals like doctors, we made an effort to spread the message about the hygienic practices among the citizens. Beside all this, we organise free summer camps for the students who find it difficult to speak English, and also organise music and dance classes for the youth of this locality.

DBTN: *Mobilising marginalised youth, particularly in Andhra Pradesh, for BASE program is really a tough task but in this centre you have long list of future aspirants who are willing to join the training program. Could you describe how the Academy has promoted this stronger relationship with its community?*

Fr. Balashowry: Initially the mobilisation for the BASE skill training program was difficult which was done exclusively by the DB Tech staff. Then we started reaching to parents by calling them for a meeting. We even went to different colleges and also beat drums to inform people about the program with a promise of job placement. The program was promoted further by arranging the meeting with village Sarpanchs, Principals and Head Masters of local schools etc. After all this, we came up with the idea of disseminating leaflets in different colleges and even villages, encouraging the students to take part in this project. We even used the print and electronic media as a means of creating awareness about DB Tech programs. With such efforts, we received many applications, which finally helped us in reaching a large number of rural and poor youngsters.

DBTN: *Please share some of your best practices that will help others to follow.*

Fr. Balashowry: Implementing the DB Tech programme itself is a noble idea and is quite aligned with the mission of Don Bosco, by which we can reach out to maximum number of economically disadvantaged youth within a short span of time. To achieve this mission, we have engaged our school staff, the degree college staff for mobilization. During spare time in the evening, we used to conduct motivational classes on personality development.

DBTN: *Five batches are completed in DB Tech (Nalgonda) centre. What are the hurdles you have faced during the implementation of the program?*

Fr. Balashowry: The fact is that I did not find any hurdle, except the student finds it difficult to remain in the campus for long hours. But very soon we settled down the problem and it came up with some really good results. Another hurdle came when the rural jobless youngsters migrated to the cities. They find it really difficult to adjust in the cities. It is not easy for them to stay there and face the challenges. Then we make groups so they don't feel as if they are alone. This was the problem in the initial stages, now from last two batches, there is no such problems being faced. Everything is going very smoothly.

DBTN: *Can you share with us some of your memorable moments at the helm of the centre?*

Fr. Balashowry: Every inaugural and

farewell function is memorable moment for all of us. It is bit depressing when the student moves out after three months, there is a kind of attachment developed with the youngsters. The other such moment comes when we see the success stories of these youngsters being trained from Don Bosco.

DBTN: *Describe a little bit about the inspiration and motivation behind your involvement with the congregation?*

Fr. Balashowry: My inspiration is none other than Don Bosco himself. Once at the high school, someone from the Province shared about the congregation and somehow I was attracted to Don Bosco family and till today I never regret the moment I joined as a member of Salesians of Don Bosco. I feel extremely happy at reaching out to the youngsters and serving them to the best of my ability. The Don Bosco has provided me a great opportunity to empower the marginalised youth, who are really in need.

DBTN: *As a renowned educator, what would you like to tell our thousands of students of DB Tech across India?*

Fr. Balashowry: The message I would like to share with each of the students, irrespective of what they are and what they have studied is they must have belief in themselves to achieve what they aspire for and to get settled in life. There should be no room for discouragement. Another thing is they should develop a faith in God, by which one can face any challenge that comes in the way. □



Resilience and full of optimism

Rising Star

"Great experience, day in and day out. Serving customers, waiting on table to take orders, attending phone calls for home delivery, entertaining people throughout the day, watching the customers enjoy themselves while having a tasty and delicious Pizza. It becomes part of my life. From the day I joined Pizza Hut, I usually learn on a day to day basis. One question always strikes my mind is what my customers feel about my service and how do I better myself in my approach to a guest," says Amrita Rawat, the alumnus of first batch of BASE, who works as Diamond team member at Domino's Pizza since October 2010. DB Tech launched the Skill Development Program in partnership with the Ministry of Rural Development (Govt. of India) in 2010. While executing the program, DB Tech launched BASE at Don Bosco Technical Institute (Mohanlalganj, Lucknow). Recalling those days, Mr Ringu Pillai (National Placement Coordinator) shared, "Providing job opportunity to 100 students in every three months in a BASE centre is certainly a herculean task for all of us. Most of the places, we offer them jobs in nearby cities. We have to shoulder many additional responsibilities to convince their parents." Amrita's story is somehow aligned with other girls, who came from small villages and migrated to metropolitan cities to realize their dream. 21-year-old Amrita hails from Vishramkher, a small village about 15 km from Lucknow, Uttar Pradesh. About 20 BPL families live in the village, which is tenuously connected to the outside world. Amrita's father Mayaram, a poor farmer, gets too little yield from his poorly irrigated five bighas of land to support his family of seven (wife, two sons and three daughters). She came to know about BASE program from her grand mother who insisted her to join the program after attending one of the promotional activity held by the DB Tech staff in their village. Her grand mother was so impressed with the program that she wanted Amrita to join the program as soon as possible. It is then that she visited the centre located at Mohanlalganj and enquired about all the formalities required to join the program. After taking the quality interest test, the counselor advised her to join the Sales & Marketing course.

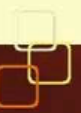
Presently, after the completion of program, she is working with Pizza Hut getting the remuneration of about Rs. 6000. On asking her, how she feels to be the earning member of the family, the only reply we got is "When I see the pleased and smiling face of my parents, it gives me immense pleasure; I don't want anything beyond this." In regard to her smooth working at Pizza Hut, the store manager, Mr. Rajneesh shared his feedback with us saying "She is really hard working and the one quality I would like to appreciate about her is her punctuality." Even her parents along with her grand mother are really happy to see her progressing; they have just one thing to say, "We are proud of our capable daughter."



“When I see the pleased and smiling face of my parents, it gives me immense pleasure; I don't want anything beyond this.”

—Amrita Rawat

DB Tech Alumnus (First Batch), Lucknow, Uttar Pradesh



Toll Free
1800 208 5555
Number

(Re)connect with your alma mater.



Once a BASE student, always a member of the DB Tech family. Connecting with us by this toll free number allows you to share knowledge, exchange ideas, achievements, grievances, domain personal and professional stories. Give a call to us and keep in touch.

To Know more about the volunteering program, visit www.dbtech.in



Don Bosco Tech, Nangloi Road, Najafgarh,
New Delhi - 110 043, Ph: +91-11-28011431
Fax: +91-11-28011432, www.dbtech.in