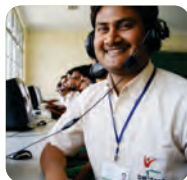


Rewriting India's Skillscape

D O N B O S C O T E C H S O C I E T Y



The need of the hour: Building right skills

What we see around us in the fast-growing Indian economy is a veritable paradox. While employment avenues are increasing rapidly, they are not being filled by people with compatible skill-sets. Unemployment, therefore, continues to rise inexorably. The result is perpetuation of poverty, right in the midst of opportunity! Just over a third of the aspirants who enrol in primary school actually reach degree level. The huge pool of school drop-outs thrown up by the system year after year renders itself unfit for sustainable mainstream employment.

India possesses a large and growing labour force but recent studies state that nearly 300

million in the age group of 18 to 50 are unemployed because of the lack of job-related skills. On the other hand, the industry faces an acute shortage of skilled and sufficiently trained personnel, primarily in the manufacturing and service sectors. The most effective solution for this situation is to facilitate employment and enhance the employability of the workforce by ensuring job-oriented professional skills training. Professional skills training has emerged as the panacea for all woes—it can skill raw labour, provide training at school level to make students employable, reduce dependency on higher education by acting as a low cost option for economically backward students, etc.

“ Skill requirement studies estimate that India requires around 260 million skilled people by 2018 and around 340 million by 2022. These studies also indicate that we need to provide quality training to around 80 million people in the next five years. ”

Dr. Manmohan Singh
Hon'ble Prime Minister of India



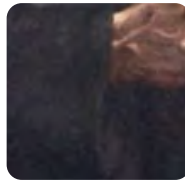
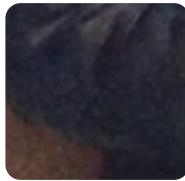
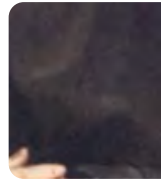
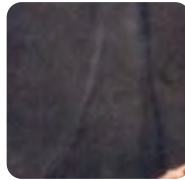
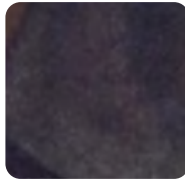
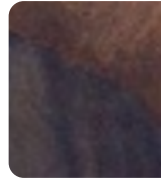
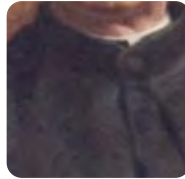
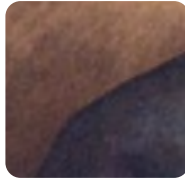
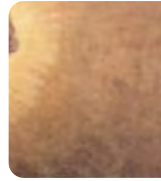
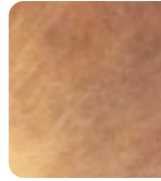
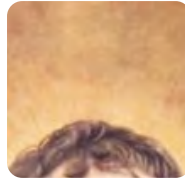


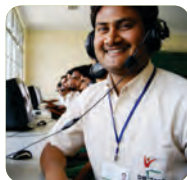
Caring for the thumb generation

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

Salesians of Don Bosco serve all young people irrespective of religious differences or social inequalities.

The need for skill based training for the disadvantaged youth has always been felt by the Salesians. A forum was created to strengthen the vocational training program in India, which was approved by the Salesian Provincial Conference of South Asia (SPCSA), the apex body of the Don Bosco in India. DB Tech was set up in 2008 with an objective to provide quality vocational training to the disadvantaged youth.

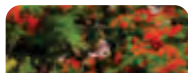
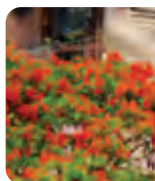
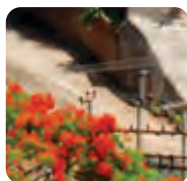
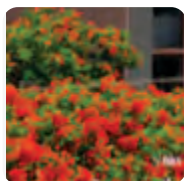
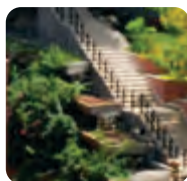
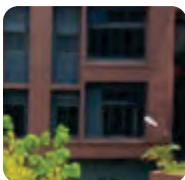
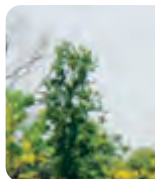


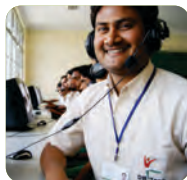


A social change catalyst

DB Tech, a network of Don Bosco 156 skill training centres that attempts to bridge this widening divide between those who have access to opportunities and those who are increasingly being marginalized from the 'new economy' jobs. DB Tech addresses this endemic problem with a market-based approach that is sensitive to the socio-economic needs of marginalized youth in the 18-35 years age group. DB Tech is

an example of synchronous social action of various stakeholders, which is aimed at mainstreaming and ensuring economic security for youth who could be victimized by poverty. To enable them to gain a foothold in the competitive job market, DB Tech helps them acquire the required livelihood and soft skills in an environment of learning and mentoring that is responsive to the individual's emotional and developmental needs.





Mission

Skilling India

Vision

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

Values

Don Bosco Credo

We believe that education is a 'matter of the heart' and with this belief, not only do we love the needy youngsters but we also guide them properly for a sustainable future.

Transparency

We make every step of our operations as transparent as possible by communicating and involving all stakeholders to ensure maximum buy in.

Accountability

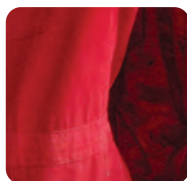
We are committed to being fully accountable to all our stakeholders, from our donors and partners to our nationwide staff and to our beneficiaries.

Excellence

We strive for excellence in everything that we do. This culture of excellence reflects in all aspects of our operation and its impact.

Inclusiveness

We understand that inclusiveness enriches our programs, and we strive to serve like-minded organizations, as well as reach out to the marginalized youth.





Efforts to tackle youth unemployment

DB Tech provides a variety of vocational training programs as per community mapping and industry requirements to address the issue of unemployment among youth.

Formal vocational training

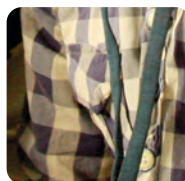
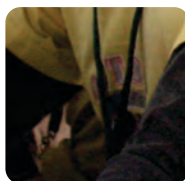
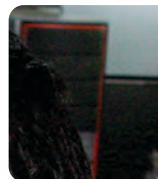
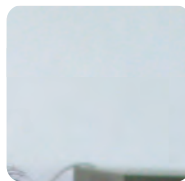
DB Tech follows a structured training program and leads to certificates, diplomas or degrees, recognized by State/Central Government and other autonomous bodies. Under this program, every needy youth is equipped with functional skills in an array of formal courses with duration of one year to three years.

Non-formal vocational training

DB Tech's non-formal vocational training programs help in acquiring some marketable expertise, which enables a youth to learn a skill to earn a livelihood. The duration of non formal vocational training varies from 45 days to 1 year as per the domain.

Short term vocational training

Short term vocational training programs are of 3 months' duration, in which the students are given technical inputs prepared in consultation with industry experts and professionals. The course includes on-the-job training, assignments and field visits. Valuable life skills are also integrated into the curriculum through an interactive teaching process

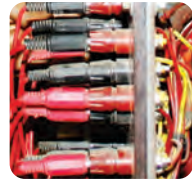
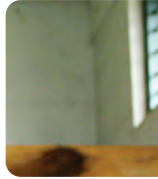




Bosco Academy for Skills & Employment (BASE)

Unlike inflexible, conventional training courses that do not keep pace with the ever-changing job markets, DB Tech goes beyond rigid curriculum-based learning and adopts flexible, market-oriented learning modules, which are administered by an appropriate trainer. The trainers encourage the students to develop their inherent capabilities, identify and articulate their strengths and constraints, and develop solutions to solve them in a self-directed manner. Engaging in one-to-one dialogue with the students, the trainers guide them to learn from their life experiences and take responsibilities for their own advancement, as well as that of their families and communities.

The BASE training programs are marked by several distinctive features that set them apart from other run-of-the-mill vocational courses. A typical training program comprises of 3 months' classroom training, which covers academic inputs, theoretical concepts and subject knowledge. The curriculum is constantly upgraded and improved with feedback and inputs from industry professionals, in tune with actual industry requirements.

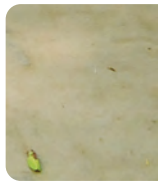
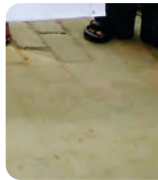




Unique serving propositions (USPs)

DB Tech provides hand-on training in a state-of-the-art facility with updated technical skills as per market demand, soft skills and placement assistance. Besides that the short term vocational training programs have following unique features related to implementation of the program.

- Market survey / Community mapping
- Due diligence before batch initiation
- Standard activity planner
- State-of-the-art infrastructure
- Variety of courses to choose from
- Free skill based training
- Short duration
- Biometric attendance
- Student counsellors to help choose programs as per the individual test and preferences
- Industry networking and placement assistance
- Alumni tracking
- MIS website
- Post-placement survey
- Skill bank and skill upgrading facilities





A right approach to 'Skilling India'

DB Tech has been practicing a fine tuned the operating model depicted which is tested on all our skill development programs irrespective of the course duration or contents. The program model is adaptable and can be modified to suit the local requirements after mutual discussion with the respective funding partner, the local industry and the aptitude and existing skill-sets of the beneficiary. The process model has three stages:

- Pre-Implementation Stage
- Implementation Stage
- Post Implementation Stage

Monitoring & Evaluation

Pre - Implementation

Curriculum design and validation

Youth survey

Centre identification and due diligence

Recruitment and ToT

Mobilisation

Implementation

Class training

Mid-Batch assessment

Workplace readiness & Interview preparation

Assessment and certification

Job placement and settle-in-support

Post Implementation

Batch review

Placement tracking

Post placement survey

Project evaluation

Social audit

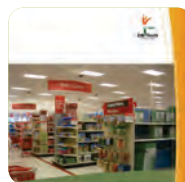
Corporate Networking

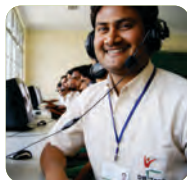
A variety of demand-driven domains

The Learning & Development department is also responsible for developing the curricula that are taught in the centers across India keeping in the demands of the market. It takes utmost care that the curricula are up to date and meet the demands of the market, so that by the end the training program, the trainees are employable.

- Work Place Readiness
- IT at workplace
- Hospitality (F&B)
- Housekeeping
- Multi Skill Technician (MST)
- Nursing
- Plumbing
- Retail Sales
- Sales and Marketing
- Security Service
- Welding
- Work Place English

- IT – Tally
- AC Refrigeration
- Automobile Repairs
- Business Process Outsourcing
- Cookery
- Construction
- Electrical sector
- Electrical-Industrial Wiring
- Electrical-Schneider
- Hardware & Networking
- ISMO
- IT – CorelDraw
- IT – Photoshop





Partnerships for growth

Don Bosco Tech works in partnership with all like-minded organisations and support collaborations that directly inspire these youngsters to hope and dream.

Funding partner

Providing the financial grant and also assisting in setting up and implementing training programs.

Knowledge partner

Assist in developing curriculum, trainer's handbook, soft infrastructure for training and in organising training for trainers, guest lectures and on-the-job-training.

Training partner

Organisations having infrastructure, outreach and willingness are invited to be part of the programme. Assistance is provided to impart the training and facilitate placement.

For any partnership, please contact director@dbtech.in

SIEMENS



Ministry of Rural Development



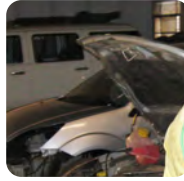
DON BOSCO
JUGEND DRITTE WELT



Equipping sustainable livelihoods

Placement is the ultimate goal of the BASE training program. In fact, the quality of placements is an important indicator of the program's effectiveness. The quality training imparted by DB Tech not only provides the youngsters an entry level opportunity but also gives them a new lease of life. Since its inception, DB Tech has been having a track record of placing 81 percent of trainees in a spectrum of 812 organisations. Now DB Tech becomes a preferred organization for 118 leading companies who always look forward to employ candidates from BASE for their different facilities.

A few major employers are Sobha Developers, Larsen and Toubro (L&T), Kitex Garments, Welspun, Bombay Rayon Fashion Ltd, Tata Motors, Voltas, TVS Motors, Apollo Tyres, Pizza Hut, Vaango, Costa Coffee, KFC, Aditya Birla, Taj, Reliance Retail, Hinduja Global Solutions, Sodexo, Café Coffee Day, Eureka Forbes, Vishal Mega Mart, Big Bazar, Pantaloons, Domino's, Mc. Donald's, Hotel Regency Inn, Vishal Mega Mart, etc.



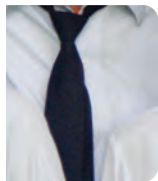


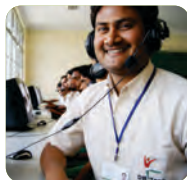
Get involved with us

Keeping the unique nature of volunteering today,
an exclusive program for our beneficiaries.

- Donate an amount as small as Rs 5 (or multiples of five) and make a world of difference in the lives of the less fortunate.
- Contribute five hours (or multiples of five) towards the activities as per your competencies and interests.

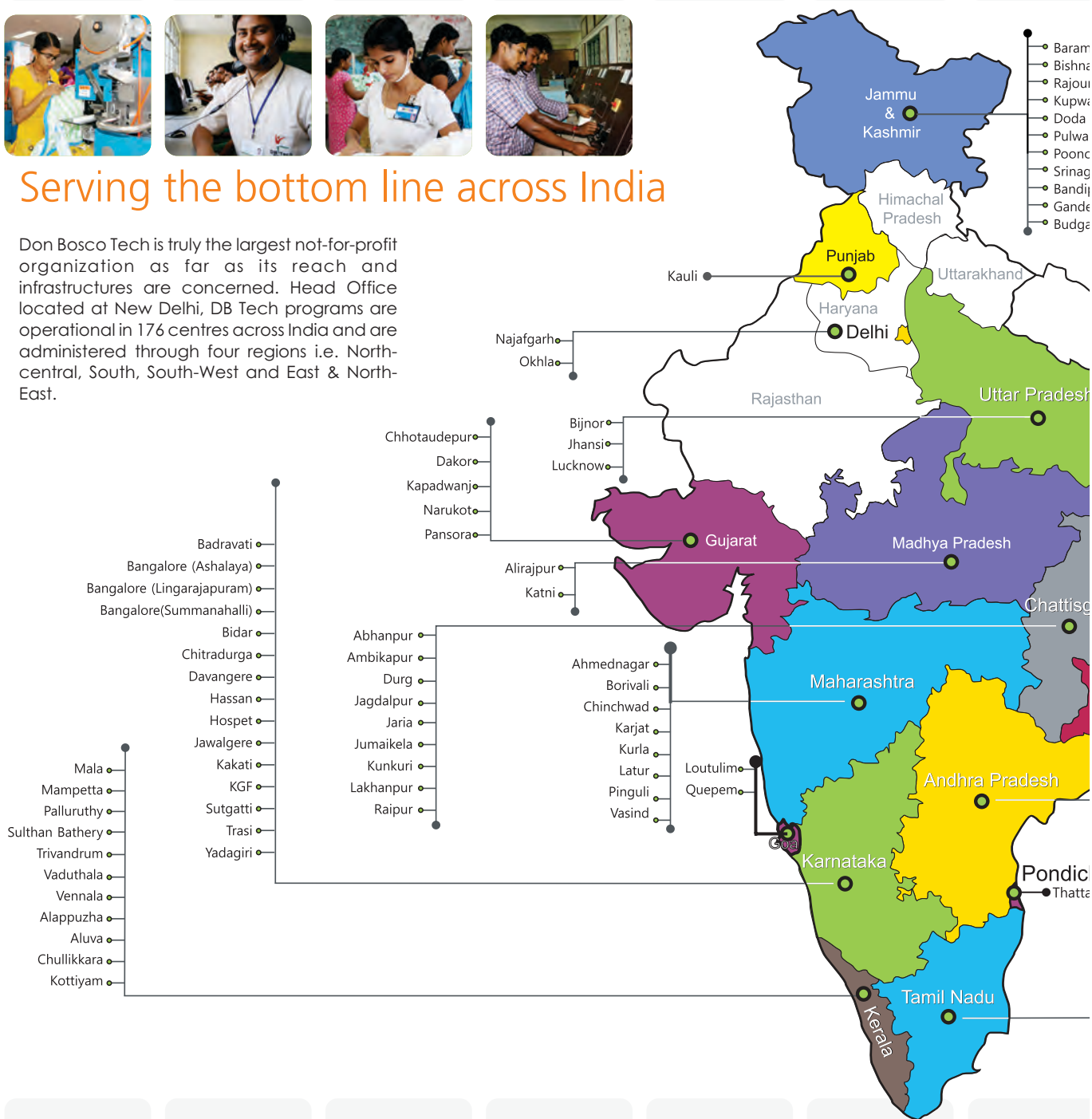
To more about the volunteering program, visit us at
www.dbtech.in.





Serving the bottom line across India

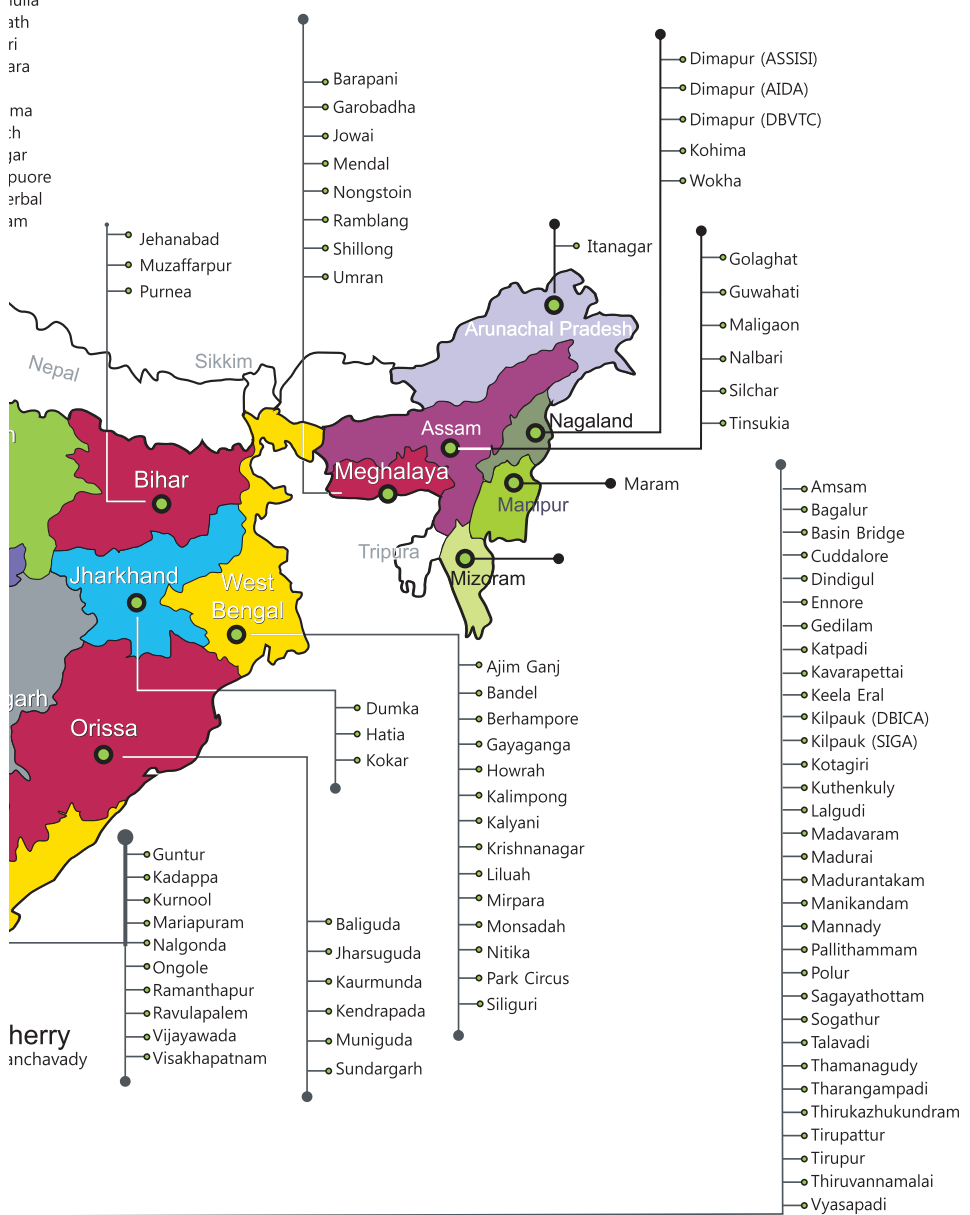
Don Bosco Tech is truly the largest not-for-profit organization as far as its reach and infrastructures are concerned. Head Office located at New Delhi, DB Tech programs are operational in 176 centres across India and are administered through four regions i.e. North-central, South, South-West and East & North-East.



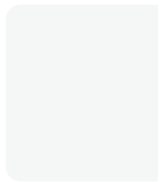


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