

6<sup>th</sup>

National Convention on

# Industry Interface in Skill Development- the Way Forward

Don Bosco Technical Institute,  
Jamianagar, Okhla, New Delhi

November 30 >> December 2

2010



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**National Convention**  
Don Bosco Technical Institute,  
Jamianagar, Okhla, New Delhi



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## National Convention

Don Bosco Technical Institute,  
Jamianagar, Okhla, New Delhi

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## About the Convention

About the Convention

Each year, we at Don Bosco Tech 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.

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|                     |                                                                                                                                                                                                                                                                                                                                                                |
|---------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 8.00 am – 9.30 am   | Registration                                                                                                                                                                                                                                                                                                                                                   |
| 9.30 am – 9.35 am   | Inaugural lamp lighting                                                                                                                                                                                                                                                                                                                                        |
| 9.35 am – 9.40 am   | Welcome address By Fr. Thomas Anju kadam,<br>SDB (Provincial, Bangalore Province)                                                                                                                                                                                                                                                                              |
| 9.40 am – 9.50 am   | Setting the stage – Introduction of the theme<br>by the Chief Guest Mr. T. Vijay Kumar, IAS<br>(Joint Secretary, Ministry of Rural<br>Development, Govt of India)                                                                                                                                                                                              |
| 9.50am - 10.10 am   | Showcasing successful partnerships<br>Ms. Kshitija Krishnaswamy (Lead Corporate<br>Citizenship, Accenture India)<br>Mr. Niranjan Khatri (General Manager-<br>Welcome Environ Initiatives, ITC Welcomgroup)<br>Mr. Ravi Bhusan (Head, Training – BIP BOP,<br>Schneider Electric)<br>Special Message by Danny Van De Putte<br>(Program Coordinator – DIOSCOMIDE) |
| 11.10 am – 11.20 am | A short film on the relevance of Industry<br>Interface in Skilling                                                                                                                                                                                                                                                                                             |
| 10.20 am – 10.25 am | Presentation structure for the panel discussions<br>Ms. Minu Thommen (Program Director, Don<br>Bosco Tech)                                                                                                                                                                                                                                                     |
| 10.25 am – 10.35 am | Tea break                                                                                                                                                                                                                                                                                                                                                      |
| 10.35 am - 11.45 am | Discussion panel - Retail sector<br>Moderator<br>Mr. Vijay Kuruvilla (Head-Leadership<br>Development & Training, Bharti Walmart-Retail)<br>Panelists<br>Ms. Swati Bhandari (Manager-HR, Shoppers Stop)<br>Mr. Aman Mahajan (Sr. Manager-HR,<br>Corporate Jubilant Foodworks Ltd.)<br>Mr. Rajesh Choudhary (Manager-HR, Future Group)                           |
| 11.45 am - 1.00 pm  | Discussion panel – Automobile sector<br>Moderator<br>Mr. R. Subramani, CEO-Mahindra First Choice<br>Panelists<br>Mr. Vinod Kulkarni (Asst. GM-CSR, TATA Motors)<br>Mr. P. Arora (Sr. Manager, Mitsubishi Electric<br>Automotive India Pvt. Ltd)                                                                                                                |
| 1.00 pm - 2.00 pm   | Lunch                                                                                                                                                                                                                                                                                                                                                          |
| 2.00pm - 3.00 pm    | Don Bosco University: Today & tomorrow with DB<br>Tech institutions Fr. Joseph Nellanat SDB (Pro Vice<br>Chancellor)                                                                                                                                                                                                                                           |
| 3.00 pm - 4.00 pm   | Group discussion                                                                                                                                                                                                                                                                                                                                               |
| 4.00 pm -4.15 pm    | Tea break                                                                                                                                                                                                                                                                                                                                                      |
| 4.15 pm-5.00 pm     | Presentations from group discussions and<br>conclusion                                                                                                                                                                                                                                                                                                         |



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|---------------------|-----------------------------------------------------------------------------------|
| 9.00 am - 10.00 am  | QCI: Accreditation of ITCs process and recommendations                            |
| 10.00 am – 10.15 am | Introduction and setting the stage for the day                                    |
| 10.15 am - 11.30am  | Discussion panel – Construction sector                                            |
|                     | Moderator                                                                         |
|                     | Col. Madhu Kapoor (Advisor-Sobha Academy)                                         |
|                     | Panelists                                                                         |
|                     | Col. N. B. Saxena ( Regional Training Manager-<br>Construction Skills, L& T Ltd.) |
|                     | Mr. Yogesh Barot (Group Head-Customer Support,<br>Ambuja Cement)                  |
|                     | Mr. Prabodh Chandra (Asst. GM, Ansal Housing<br>Construction Ltd.)                |
|                     | Mr. N. Thyagaraju (General Manager-<br>Placement-CIDC)                            |
| 11.30 am - 11.45 am | Tea break                                                                         |
| 11.45 am – 1.00 pm  | Discussion Panel – Apparel sector                                                 |
|                     | Moderator                                                                         |
|                     | Mr. Gopal Kukreti, Asst. GM, Juki India Pvt. Ltd                                  |
|                     | Panelists                                                                         |
|                     | Dr. Prabir Jana (Professor, NIFT)                                                 |
| 1 pm to 2 pm        | Lunch                                                                             |
| 2 pm to 3.15 pm     | Discussion Panel – Apparel sector                                                 |
| 3.15 pm to 3.30 pm  | Tea break                                                                         |
| 3.30 pm to 4.45 pm  | Consolidation and presentation on the two days<br>proceedings                     |
| 4.45 pm to 5 pm     | Conclusion and vote of thanks                                                     |



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|---------------------|-------------------------------------------------------------------------------------------------------------------------------|
| 8.30 am – 9.30 am   | Understanding the MoRD Project<br>Sharing and Discussion<br>(Minu Thommen and Fr. A. M. Joseph)                               |
| 9.30 am – 10.30 am  | Don Bosco Tech, National Network: Relevance in<br>the present context-DMOSCOMIDE<br>Fr. Anju, Fr. Adolph and Fr. E. A. Thomas |
| 10.30 am – 10.45 am | Tea Break                                                                                                                     |
| 10.45 am – 12.30 pm | Way forward<br>Discussion and Sharing - Fr. George Mathew                                                                     |
| 12.30 am - 1.00 pm  | Presentation of the Statues – Fr. A. M. Joseph                                                                                |
| 1.00 pm – 2.00 pm   | Lunch                                                                                                                         |
| 2.00 pm – 2.30 pm   | Election                                                                                                                      |
| 2.30 pm – 2.40 pm   | Vote of thanks – Fr. Raju Philip                                                                                              |
| 3.00 pm – 4.30 pm   | National Commission (Core team, DO & Tech<br>Commission)                                                                      |
| 4.30 pm – 5.00 pm   | Tea break                                                                                                                     |
| 5.00 pm – 7.00 pm   | Core team meeting                                                                                                             |



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# Knowledge Partnership in Skill Development

## Background

Last year's convention on 'Skill Development Opportunities and Challenges' established the government agencies and channels as a favoured resource for scale-up of development initiatives in skill development sector. In the year 2009-10, DB Tech worked on building further on the network and partnerships established at that forum. Resultantly DB Tech today has projects from the government worth 75 crores to implement through the next two years. Above all DB Tech has a brand value and brand equity in the short-term skill development sector.

Last two years have seen addition of resources in terms—physical, financial and human which have changed the way we work, attempt and achieve the shared goals of Don Bosco. Government projects and the brand visibility of DB Tech have brought has made us preferred partners amongst corporates for CSR funding, Industry associations for designing and bidding larger projects and also with citizens and volunteers for sharing of time and knowledge capital.

## Issues related to Knowledge Partnership

Today the skilling landscapes of the country and implementation agencies of large projects are at a juncture, where we are plagued with the certification dilemma, what with MES off the certification radar. We are again back to the basics as to:

- Who will certify?
- Should there be a third party certification?
- Is industry certification good enough?
- If industry certification will work, should it be a representative body of the industry or should an industry leader certify the course?
- If 'A' corporate certifies, does 'B' have a problem recruiting these youngsters?
- Or is the industry willing to participate and recruit entry level manpower, provided the training, industry exposure and certification is taken care of by the skill development agencies? At the implementation platform, we are at a level, where our most preferred way forward would be to build knowledge partnerships with the corporate in the line of what we have achieved in the hospitality industry, thanks to our Accenture partnership. We wish to replicate this model across other trades and domains.



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# Hospitality Knowledge Partnership — A Case Study



DB Tech and Accenture have been able to forge a unique model for skill development of 500 youth in August 2009 - an industry led skill development program for entry level in the hospitality sector. While Accenture India under its corporate citizenship initiative funds the program, Don Bosco is the training and community partner, ITC and Taj are the knowledge partners in this initiative. Through this partnership it was ensured that the students were provided industry relevant training by focusing on curriculum validation by Taj / ITC, assessment and certification by the industry, Training of trainers at their facilities by Taj and ITC, trainees' On-job-training and placement assistance. Based on the successful pilot, this hospitality training has been scaled up to reach out to 960 more youth across 8 training centers. 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 to scale up this model of skill development training across industries and aims to partner with other leading companies within the hospitality sector and other industry sectors running quality skill development training program owned and operated by the industry.

This fruitful partnership with the industry has the following outcomes-

- Industry ratified curriculum
- Training of trainers
- Practical equipment's
- Assessment and certification
- OJTS/ Guest lectures
- Placement Assistance.

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 a industry relevant skill development training of the unemployed youth from underprivileged background.

It is in this context that DB Tech plans to have a conference as an interface for the industry and DB Tech to explore knowledge partnerships in various sectors especially- Construction, Automotive, Retail, Apparel and Health Care.

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6<sup>th</sup> National Convention Industry Interface in Skill Development

## 6<sup>th</sup> National Convention - Industry Interface in Skill Development

The sixth National Convention of Don Bosco Tech (DB Tech) was organized at Don Bosco Technical Institute (Okhla, New Delhi) on November 30 – December 2, 2010. To address the recent needs of the hour in the skill development sector, the leaders from industry, social sector and government gathered in one platform to have an exhaustive discussion on the concerns, opportunities and challenges in 'Industry Interface in Bridging the Skills Gap'. Mr. T. Vijay Kumar (Joint Secretary, Ministry of Rural Development, Govt. of India) was invited as the Chief Guest for the convention. Other dignitaries who attended the opening session of National Convention included Mr. Danny Van De Putte (Program Coordinator – DIOSCOMIDE), Ms. Kshitija Krishnaswamy (Lead Corporate Citizenship, Accenture India), Mr. Niranjana Khatri (General Manager – Welcome Environ Initiatives, ITC Welcomegroup), Mr. Ravi Bhusan (Head, Training – BIP BOP, Schneider Electric) and Fr. Thomas Anju kadam, SDB (Provincial, Bangalore Province). Over 142 representatives from Don Bosco skills training institutions and decision makers from different regions unite at this platform to have a discussion on the industry partnership in the skill development sector. Fr. Thomas welcomed the delegates and participants to the sixth National Convention and wished that the convention provides an opportunity for all to have open minded discussion on industry partnership in various steps of the programme. He extended his special thanks to the delegates from COMIDE for their long association with Don Bosco Tech.

Spread across 132 countries, Don Bosco has been working for the adolescents with a mandate to train youth, especially the poor. DB Tech, the skill development wing of Salesians of Don Bosco in India, has been working for this mission by offering vocational training through its state-of-the-art facilities, equipment and infrastructure. In this regard, DB Tech has been partnering with various government departments and corporate houses to impart training to under privileged youth. Few organisations are MoRD (Govt. of India), Accenture India Pvt. Ltd, Schneider Electric, ITC Welcomegroup, Indian Hotels and ASSOCHAM. DB Tech piloted different possible partnerships with these like-minded organisations to utilise their expertise in the skill development program. In this convention, the industry leaders showcased their successful models and also discussed the need for industry owned skill development initiatives.

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In the opening session, Chief Guest Mr. T. Vijay Kumar briefed about various programs of Govt. of India to eradicate poverty in rural and urban India through different wage based employment or self-entrepreneurship programs. He said, "Moving away from Charity Models to Empowerment Models, we should follow the rule to teach how to fish instead of giving a fish to the needy. Under NRLM programme, Government will be providing vocational training to one crore youth in the next seven years. And DBTech is a preferred partner due to its grassroot level reach in these 60 Naxalite/extremist effected districts in 9 states in North-East and Jammu Kashmir. He asked DBTech to intervene in the education sector by initiating bridge schools for the dropouts, which will mainstream the children to formal education and skill development program."

Addressing to the gathering, the Lead Corporate Citizenship of Accenture, Ms. Kshitija said, "Being a good corporate citizen, Accenture supports non-profit and community organizations to help them adapt to change, become efficient and effective to serve the communities. With its corporate citizenship theme 'Skills to Succeed', Accenture has been focusing on building skills of marginalized and underprivileged individuals, enabling them to participate in and contribute to the economy. We have tried a different model with DBTech, where we have involved an industry leader who will look after the technical aspects." As a knowledge partner, Taj Group of Hotels and ITC Welcomegroup not only provide technical expertise but also facilitate the youth to receive on-job-training and placements at their facilities.

Highlighting the role knowledge partner, Mr. Niranjan said, "Under ITC's socio business model, we have been partnering with different non-profit organisations having intervention in skill development to support soft infrastructure, training curriculum, training of trainers, guest lectures, on-the-job training, assessment, certification and placement assistance for trainees." He also requested other corporate houses and industries to involve with social organisations so that every youth of our country should have empowered with market-driven vocational training.

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about the partnership with DB Tech in Electrical sector which is an exemplary model in its own. He said, "Schneider Electric India Foundation (SEIF) partnered with DB Tech to impart vocational training in Electrical sector to the underprivileged youth and to assist them in self and wage employment efforts in the same domain. SEIF helps DB Tech to develop the curriculum, infrastructure and co-certification for the training programme."

Expressing his happiness, Mr. Danny Van De Putte said, "The partnership with Don Bosco Tech gives us an opportunity to achieve our objectives to reach out the youngsters with appropriate skills, which not only lead them to a great future for their immediate dependents and but also will have ripple effect in the economy of the nation."

Thereafter Ms. Minu Thommen (Programme Director, DB Tech) explained the entire structure of the Panel Discussions.

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Panel Discussions and Presentations

## Panel Discussions and Presentations

The three days National Convention consisted of panel discussions in Retail, Automobile, Construction and Apparel sectors. The panel discussion was a deliberation on industry involvement in these sectors. The noted leaders in industries, academicians and training experts invited to have a detailed discussion on requirement of skill based training, involvement of industry in curriculum design and industry ratification, establishing centres of excellence, assessments, certification, grading and retention. The group has picked up lots of inspiration, information and ideas for further reflection, discussion and action. Many industries were keen to tie up with Don Bosco Tech for supporting on training, exposure visits and placement at their various facilities. DBTech looks forward to establish industry led partnerships in skill development for construction, healthcare, retail and automobile trades, to reach out to large numbers of youth. This annual event ended after further deliberations for internal cooperation to achieve the mission of DBTech 'Skilling India'.

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## Discussion on Retail Sector

**M**r. Vijay Kuruvuilla (Head-Leadership Development & Training, Bharti Walmart) led the discussion on retail sector by saying that retail is the most upcoming and demanding sector nowadays. In this sector, not only youth (18-25 years) are recruited but also housewives, differently-abled, retired servicemen are also hired. Certainly lots of interpersonal skills are demanded by this sector. At the same time, there is also a huge employment scope in this sector.

Further to this discussion, Ms Swati Bhandari (Manager-HR, Shopper Stop) presented on necessity of updated curriculum design and industry ratification in skill development sector. She also explained about the different kinds of skills required in the retail sector like selling skills, customer service, visual merchandising basics, health and safety in retail, basic communicative English, listening skills, readiness to change, work ethics, soft skills, etc.

Ms Shilpa Kochar (Manager-HR, Future Groups) continued the discussion and focused on the importance of on-the-job trainings. In her presentation, she highlighted the exposure visits by illustrating different examples.

Thereafter Mr. Aman Mahajan (Sr Manager-HR, Jubilant Food Works Ltd) led the session and his focus was entirely on the sustainability of a person in job. He told about the fast track growth system by conducting different assessments and different opportunities in a particular profile.

Mr. Vijay concluded the retail session by giving diversified ideas like outlets can be open in rural places to avoid migration. He also said that organizations need to update themselves according to the market demand and industry requirement and to think out of the box to retain the youth in the job.

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## Discussion on Automobile Sector

**M**r. Vinod Kulkarni (Asst GM-CSR, Tata Motors) said that nine percent India's GDP growth is dependent on automobile industry. Presently there is acute shortage of manpower in this sector. By 2016, this sector requires one million drivers. Regarding migration, he added that if a person has technical knowledge in this sector, no need to leave the native place in search of employment. The technical skills in automobile sector can be utilized anywhere and wherever he lives rural, semi-rural or urban areas.

Further Mr. Pramod Arora (Sr. Manager, Mitsubishi Electric Automobile) also added that lot of job opportunities are available in this sector. In our society, driving may not be a respectable job but lucrative salaries and good incentives always attract youth to join the group. If ready made skilled manpower available in the society then companies certainly absorb them instantly. To prepare the technically sound manpower, the companies are always extended their support for partnership in term of placements, on-the-job trainings, curriculum validation, guest lectures, etc.

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## Presentation one

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### Don Bosco University: Today and Tomorrow

**F**r. Joseph Nellanat SDB (Vice Chancellor, Don Bosco University) shared about his master plan of Don Bosco University in Guwahati by showing glimpses of the proposed plan in the form of a movie. He also explained about the different courses and research programmes offered by university like online courses, hybrid courses, fully taught courses, etc.

After his presentation, the floor was opened for a group discussion on following topics and for that five groups were formed. The topics were:

- 1) Need of industry tie-up.
- 2) Curriculum design and industry ratification
- 3) Industry involvement in trainers capacity development
- 4) Assessment, certification and grading
- 5) Retention and up-scaling

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# Skilling

## Presentation two

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### QCI: Accreditation of ITCs Process and Recommendations

The session was started by the dignitaries from Quality Council of India. Firstly, Mr. Ashok Kumar Jain (Principal Advisory, QCI) initiated the discussion by throwing light on the concept of QCI, its structure and overall mission.

Thereafter Mr. Vipin Saini (Director, QCI) India highlighted on importance of accreditation by QCI for skilled manpower required in United States. He also briefed the participants about benefits of accreditation from QCI. The benefits of QCI accreditation are:

- Greater clarity of purpose
- Stronger internal relationships
- Wider professional recognitions: more effective methods of planning for improvement of an assessing body.
- Improved consistency between objectives of skill development initiatives SDIS based on Modular Employable skills and actual practices.

He mentioned that the overall objective is to spread quality movement in India and to Represent India's interest in international forums. He also said if a trainee acquires training from an organization which is accredited from QCI then the trainee can get employment anywhere in the world.

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## Session three

### Discussion on Construction Sector

**D**iscussion on construction started among prominent speakers from Sobha Academy, Larsen & Turbo, Ambuja Cement, Jamia Millia and CIDC.

Col. Madhu Kapoor (Advisor Sobha Academy) initiated the discussion and expressed his viewpoints regarding this sector. There after he invited Col. N. B. Saxena (Regional Training Manager- Construction Skills and Training, Larsen & Turbo) to lead the session. He firstly shared the objectives of the company to upgrading skills of the construction workers by highlighting following points:

- 1) To train the unemployed, less educated youth and workers from across the country engaged in construction industry thus creating the opportunities of employment and raising the economic level of the people in India.
- 2) To upgrade the existing skills of construction workers already working at project sites thus providing them opportunities for upward movement at national and international level.
- 3) To develop a pool of professionally proficient micro entrepreneurs for overall economic growth and development of the state and finally of the Country.

He shared that the company's various skill training centres in different places are providing skill based training to the needy youth and extended his support to DB Tech in on-the-job training at their sites.

Thereafter Mr. Furkan Ahmed (Professor Jamia Millia) also added his view point related to current scenario in the construction sector. After that Mr. Yogesh Barot (Head-North Customer Support Group, Delhi, Ambuja Cement) shared that as the CSR activity, Ambuja is working in various sectors like Health, Construction, Hospitality, Info Tech, etc. He further shared about the mason training programme and various activities like consumer guidance camps, safety awareness on earthquake assistant, professional visit etc. conducted by Ambuja.

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Mr. N. Thyagaraju (General Manager-Placement, CIDC) explained about the different employment opportunities in construction sector. He also highlighted that low salaries and poor working conditions create disinterest among people towards this sector. Though there is a huge employment scope, the companies should come forward to help out civil society organizations to make an action plan to meet the manpower demand so that it will show a clear career path for progress to the aspirants who are willing to enter the sector. Industry ensures retention through up skilling and accommodation at sites.

Col. Madhu Kappoor concluded the session by highlighting the estimated manpower required which is about 30 million by 2022. He also briefed that third party certification which is not mandatory particularly in this sector but certification by the industry leaders should be enough to get an opportunity for the youth from low economic strata. Only we need to broaden the target group so that there should not be any skilled manpower shortage in the future.

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## Discussion on Apparel Sector

Thereafter Apparel panel discussion was made by Dr. Prabir Jana (Professor, NIFT) and Mr Hariharan Pillai (VP-HR, GO GO International). Dr. Prabir Jana expressed his views regarding skill development training. He highlighted that the training particularly for this sector needs a huge infrastructure. He also mentioned that the quality training certainly opens up lots of opportunity for the students in different industries and self-entrepreneurships. He also highlighted the role of technical institutions for empowering youth by supporting in various levels. Mr. Hariharan Pillai highlighted the industry requirements in this sector and how industry can partner with various skill training institutions.

After the discussion, Ms. Minu Thommen (Programme Director, DB Tech) consolidated the two day sessions in a Power Point Presentation. She said that fine tuning is required with the corporate to have a good successful relation to achieve the goal of NRLM. DB Tech will now look forward for a cordial relationship with all the corporates in future.

Vote of Thanks was given by Fr. A. M. Jose (Executive Director, DB Tech) to all the Salesians, corporate, Ashwariya (Moderator) of the programme and all DB Tech staff for their valuable efforts.

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## Session five

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## The strength of Salesians network

The Don Bosco Tech National Convention was an opportunity for Salesians working in the area of Vocational Education to come together from all over the country to discuss and share our strength, weakness, hopes and aspirations. There were ample opportunities for interaction and introspection during the convention. The evening hours of the first two days and the whole of third day was set aside only for the salesians.

Majority of the salesians were very positive about the momentum the salesian India is experiencing in Vocational education with the introduction of BASE project. Our work is appreciated and Don Bosco is known as a player in skill development and we have a national visibility with the implementation of this project.

Many expressed the view that what is happening in DB Tech is an opportunity for salesian India, an important milestone in the roadmap of the congregation in India, a way of returning to Don Bosco. a new frontier that is opened for Don Bosco India. It has created a more institutional sensitivity to the disadvantaged and an opportunity to go outside of our walls. There is an awareness that much can be done for the poor without too much investment into the structures. Majority of the Confreres are enthusiastic about what is happening in our vocational centers. At no cost of ours we are able to reach out to many. It is an historical moment for Salesian India. This is the time to show our strength to the Govt. that we are strong in our network and that we are good partners with national presence.

COMIDE our funding partner is happy and excited about the leap DB Tech made in the past one year. They felt that DB Tech has given visibility to Don Bosco India and suggested more coordinated activity of DB Tech, DB Action, YAR and such other national level bodies and suggested that we need to gain much more through synergy. The success stories need to be told. It is the spring time of Salesian India. Some of the concerns raised related to the functioning of the programme, communication and rigidity and unwillingness of salesians to the new system.

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An interesting analogy of a newly arrived daughter in law and the resistance of the family members to accept the new member into the family was humorously mentioned by someone to compare the resistance the certain centers of ours to DB Tech projects. Salesian India is not used to placement related short term training. This is a new way of conducting, It calls for new strategies, new way of collaboration with the lay staff. All the staff are new and it is our responsibility to mould them into Don Bosco's way while appreciating the expertise and quality they bring in. This is a big challenge for us.

We had elaborate discussions on the functioning of PRTs in various provinces. Most of the DOs were positive about their role and wanted to continue in the same way as they were of great help to DOs. From the point of view of their work particularly to organize activities in our technical schools to bring in quality, they were not successful. Most of the confreres involved in Vocational education felt that PRTs did not do much for the technical schools.

Hence the assembly felt that the Technical commission should plan and PRTs should become an arm of the Technical commission as envisaged in the beginning. So far PRTs were not coordinated well in all the provinces. In future the PRTs could be appointed by the National office in consultation with the province. We need to be very clear about their roles and responsibilities and a mechanism to be developed for monitoring them. In the past 3 years 2 staff was supported by JDW and they will not continue our project. Hence we need to rely only on COMIDE which would mean we will have only one PRT in the province. We are awaiting positive response from COMIDE in this regard.

In the last 6 months we had an opportunity to touch more than 9000, deserving youth and over 350 staff who otherwise would have known Don Bosco or Salesians or have access to our institution. It is good to ask how many of us salesians grabbed this opportunity by taking some class or interacted with these youth. Although for a short time these youth have passed through our institution and today they are our past pupils. Certainly they are grateful to Don Bosco for the service we have done to them.

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It was also heartening to hear some best practices like some salesians involving in taking life skills, animation of teachers, showing the youth the Don Bosco movie, making available the Life of Don Bosco to the staff and students etc. It is to be noted that wherever salesians got involved positively there is a qualitative change. It is our approach that mattered significantly in the training.

It was a great surprise for to know that an MSMHC sister in Mysore trained and provided job for 120 candidates in a rented building. Veteran Salesians like Joe D'Souza of Delhi province was able to modify some abandoned go downs in order to implement this programme and done it quite successfully. All these show if there is will there is a way.

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# Key Speakers



Mr. T. Vijay Kumar, IAS  
Joint Secretary, Ministry of Rural Development, Govt of India



Ms. Kshitija Krishnaswamy  
Lead Corporate Citizenship, Accenture India



Mr. Niranjan Khatri  
General Manager-Welcome Environ Initiatives, ITC Welcomgroup



Mr. Ravi Bhusan  
Head, Training – BIP BOP, Schneider Electric



Fr. Thomas Anjukandam, SDB  
Provincial, Bangalore Province



Danny Van De Putte  
Program Coordinator – DIOSCOMIDE



Mr. Vijay Kuruvuilla  
Head-Leadership Development & Training, BhartiWalmart



Ms Swati Bhandari  
Manager-HR, Shopper Stop



Ms Shilpa Kochar  
Manager-HR, Future Groups



Mr. Aman Mahajan  
Sr Manager-HR, Jubilant Food Works Ltd



Mr. Vinod Kulkarni  
Asst GM-CSR, Tata Motors

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# 2010

# Key Speakers

# 6<sup>th</sup>

Mr. Ashok Kumar Jain  
Principal Advisory, QCI



Mr. Vipin Saini  
Director, QCI



Col. Madhu Kapoor  
Advisor Sobha Academy



Col. N. B. Saxena  
Regional Training Manager- Construction Skills and Training, Larsen & Tourbo



Mr. Yogesh Barot  
Head-North Customer Support Group, Delhi, Ambuja Cement



Mr. Furkan Ahmned  
Professor Jamia Millia



Mr. N. Thyagaraju  
General Manager-Placement, CIDC



Dr. Prabir Jana  
Professor, NIFT



Mr. Gopal Kukreti,  
Asst. GM, Juki India Pvt. Ltd



Mr. Pramod Arora  
Sr. Manager, Mitsubishi Electric Automobile



Fr. Joseph Nellanat SDB  
Vice Chancellor, Don Bosco University



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Fr. Peter Munna  
Asst. Director, Don Bosco,  
Azimganj  
Fr. Bellamkonda Sudhakar  
Ex. Director, Bosco Seva Kendra,  
Hyderabad  
Fr. Jose Rodimattam  
Director, Don Bosco SERI  
Flux Delpt  
Deputy Manger, DMOSCOMIDE  
Fr. Anto Kammpgha  
Principal, Don Bosco  
Br. Praful Kumar Lakra  
Principal, Don Bosco  
Fr. Joseph Manianch  
Economer, Don Bosco  
Fr. Mani Maneul  
Principal, Don Bosco  
Fr. Sebastian Palathy  
Director, Don Bosco  
Fr. Abharam Kaneth  
Director, Don Bosco  
Fr. P.K John  
Director, Don Bosco  
Fr. Dilip Bara  
Director, Don Bosco  
Rakesh Kumar  
Consultant CSR, Volta  
Fr. Abhilash V. J.  
Deputy Director, DBI Guwahati  
Mr. Maud Selhers  
Knowledge Management,  
DMOSCOMIDE  
Fr. Lawrence. R  
Principal, DBI Bhadrawati  
Fr. Dominic Savio Sdb  
Principal, DB KGF, Bangalore  
Fr. George Chempakathumil  
Director, Don Bosco, Ashalayam  
Br. Cyriac Kurias  
Don Bosco, Lucknow  
Br. Arokia Doss  
Computer Head, Don Bosco ITC  
Lalgudi  
Br. Sushil Kujur  
Asst. Principal, DB Kouli  
Fr. Sojan Puthuserry  
Economer, Don Bosco,  
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Soujith Antony  
State Coordinator, DB Tech,  
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Fr. Remesh Cherian  
Executive Director, DBDOC  
Kolkata  
Fr. V. Sebastian  
Director, DBSARC - INM  
Fr. Alex Topno SDB  
Director, DB Tech Dumka  
Fr. Babu Pushparai  
Director, DB Tech - INM  
Fr. Arul Rozario SDB  
Asst. Director, DB Tech - INM

Fr. J. D. Souza SDB  
Director, Don Bosco  
Sr. Roshni PHJC  
Director, Ashalaya - Bangalore  
Fr. Majella  
Director, Don Bosco  
Fr. Joseph Nellomatt  
Pro VC, Don Bosco University  
Fr. Vinodh  
Mount Don Bosco  
Fr. Bhakiaraj  
Director, Don Bosco NEST, Tirupur  
Fr. Joe Augustine  
Principal, Don Bosco, AMSAM  
Fr. Anchu Kanin  
Provincial INK, Don Bosco  
Fr. Julius Pasquiha  
Principal, ITC, Don Bosco  
Fr. Thamburaj  
Director, Cauveri - Tiruchy  
Sr. Lavita Vaj  
C. Coordinator MoRD, Salesian  
Sister  
Mr. George Louis  
PRT, Bosco Delhi  
Fr. Jeffrey SDB  
Technical Communication  
Head, Joe Tech, Basin Bridge  
Fr. Regi Tom  
Director, Don Bosco Technical  
Institute- Okhla  
Fr. Mathew Thomas  
Executive Director, OBYAR  
Forum, Palam, New Delhi-45  
Beels Moithe  
Programme Officer, DMOS  
COMIDE  
Fr. Henry Galbaw SDB  
Principal & Manager  
DB Tech, Hospet (INK)  
Fr. George Mathew  
Economer - INK, Don Bosco,  
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Mr. J.K. Xaviour  
Trainer  
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PRT Coordinator,  
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Fr. Corlis Gonjalues  
Director, Don Bosco  
Fr. Anthony Santarita  
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Borivili  
Fr. T.A. Nicholas  
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PRT Coordinator, AIDA, Don  
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Asst. Director, AIDA, Dimapur  
Fr. Theutimus Lakra  
Director, Don Bosco, Kohima

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Director, SURABI - Chennai  
Richard John  
Placement Coordinator, Don  
Bosco- Chennai  
Fr. Benny Alex  
Principal, Don Bosco Tech School  
K. K. Noble  
Director, Don Bosco, Kalimpong  
Thomas Elicherailsdb  
Provincial, Provincial House,  
Kolkata  
Sebastian Kuzhipala  
Parish Priest, Catholic Church  
Fr. Sebastian Chennuthsdb  
Director, Don Bosco Vocational  
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Fr. Katara Mathew  
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Justin Sengol  
Director, Don Bosco, Keelaeral  
Fr. Joy Nedumprumbil  
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Fr. Sunny Thurthiyil  
Director, Don Bosco, Yadagir  
Fr. Jijo John  
Superintendent, Don Bosco, Park  
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Fr. Mathew Michael  
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Vasundhara Bhalgava  
Manager, B-ABLE  
Br. Tom  
Principal, Don Bosco, ITC  
Fr. M.B Kishore  
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Centre Incharge, Don Bosco  
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Fr. Anil D'sa  
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Joseph's Technical Institute,  
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