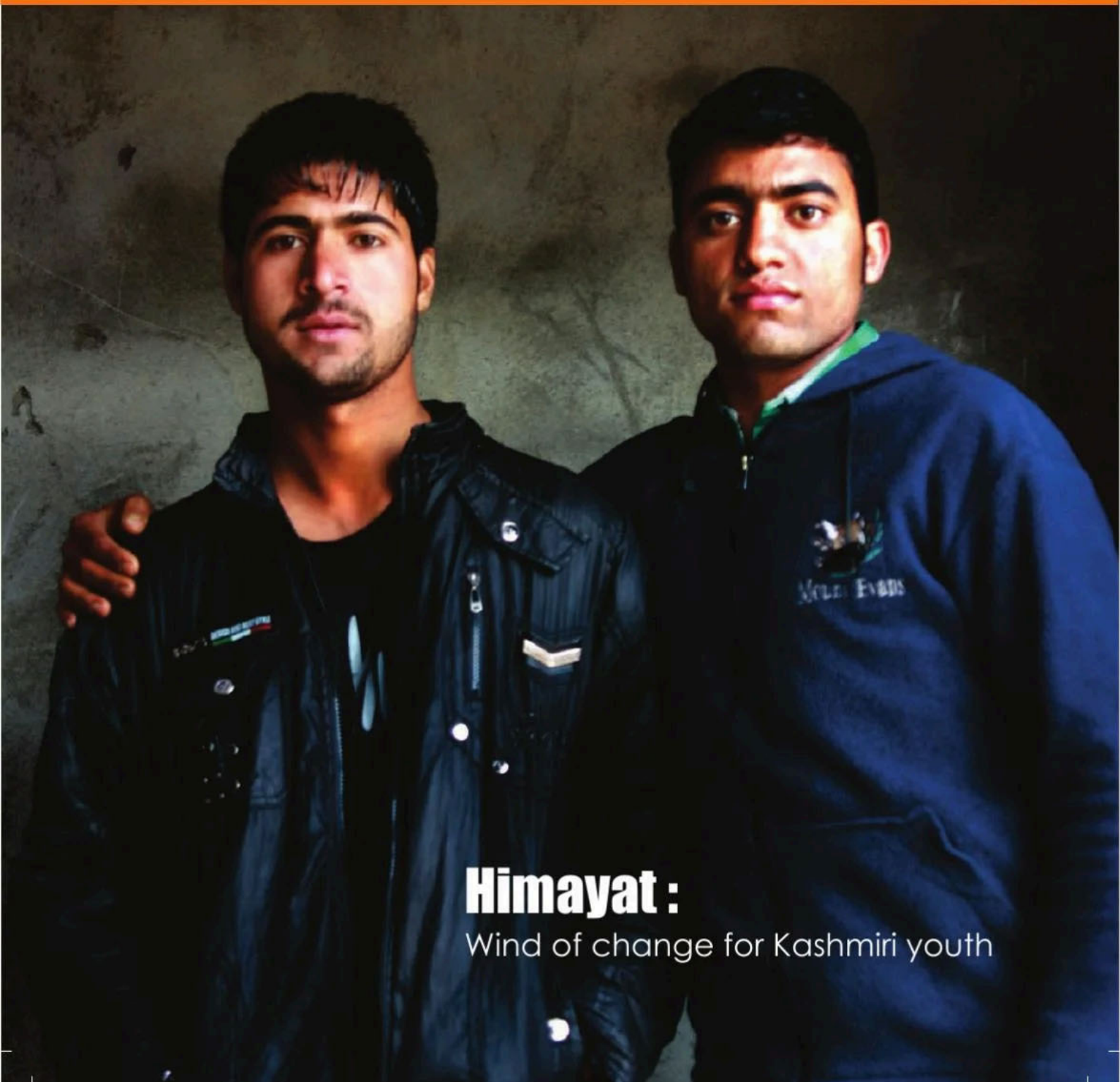




Himayat :

Wind of change for Kashmiri youth

Message From
Executive Director



Dear Friends,

The Honorable Prime Minister Dr. Manmohan Singh in his speech at the National Council on Skill Development on 19th January 2012 said, "India can reap the demographic dividend of a young population provided the young citizens of the country are educated and possess the skills required for earning a

decent livelihood, and reaching higher levels of achievement in their personal and professional lives. We have the serious challenge of providing quality education and skills to about 85% of the people aged between 15-59 years, who acquire less than 12 years of education. A social and economic policy of inclusive development cannot ignore the fact that a significant proportion of India's citizens are forced to take up unskilled work because they lack the education and skills required for taking up economically and professionally rewarding employment.

Skill requirement studies estimate that India will require 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".

Looking through the DB Tech training data, I realize that we are crossing the training of more than 40,000 young people across India in the last 20 months. It was a dream few months back and today it is a reality. Congratulations to each one of you – the staff, the students and our partners. It is because of

your hard work and determination we have achieved the implementation of our training programme in record time.

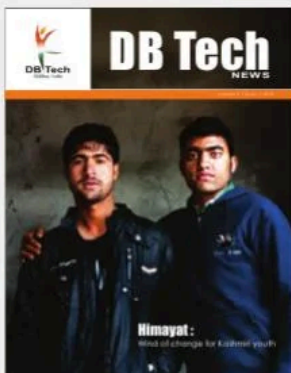
I consider it a great achievement to have touched the lives of these young men and women and their families. It is a small gift that the DB Tech family is offering to our nation as we celebrate the 63rd Republic Day. Speaking on the occasion, our President Pratibha Devisingh Patil cautioned, "While shaking the tree to remove the bad fruit, we do not bring down the tree itself." The president was speaking against losing the long-term goals and pulling down the whole system.

In certain areas there are instances that our efforts on behalf of the BPL youth are misinterpreted and challenged. However we are clear about what we want to achieve i.e. to provide skills for decent livelihood to deserving young men and women and bring prosperity to their lives. We are all part of this great nation building mission. Hence we need to rise above the small problems that we may come across on our way.

We are in a new year 2012. With greater determination and commitment, let us go ahead and build our Nation. May our efforts bring more smiles and prosperity.

God bless you.

Fr. A. M. Joseph



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We are 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 hearing your reading experience. Please do mail your inputs, comments, suggestions and feedbacks to comm.dbtech@gmail.com

Photographs
Devi Prasad Mahapatra



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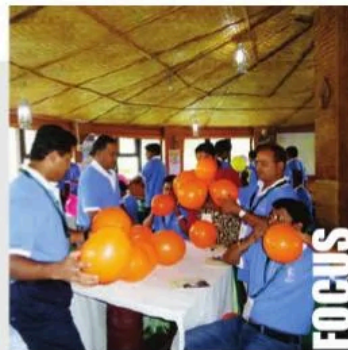
Wind of change for Kashmiri youth

16,920 youngsters from BPL and non-BPL categories will be trained by DB Tech in tailor-made market-driven crash courses for salaried jobs or self-employment initiatives according to their interest in next five years. In the first phase, 652 youngsters are undergoing training in Retail, Hospitality, BPO and Electrical sectors.



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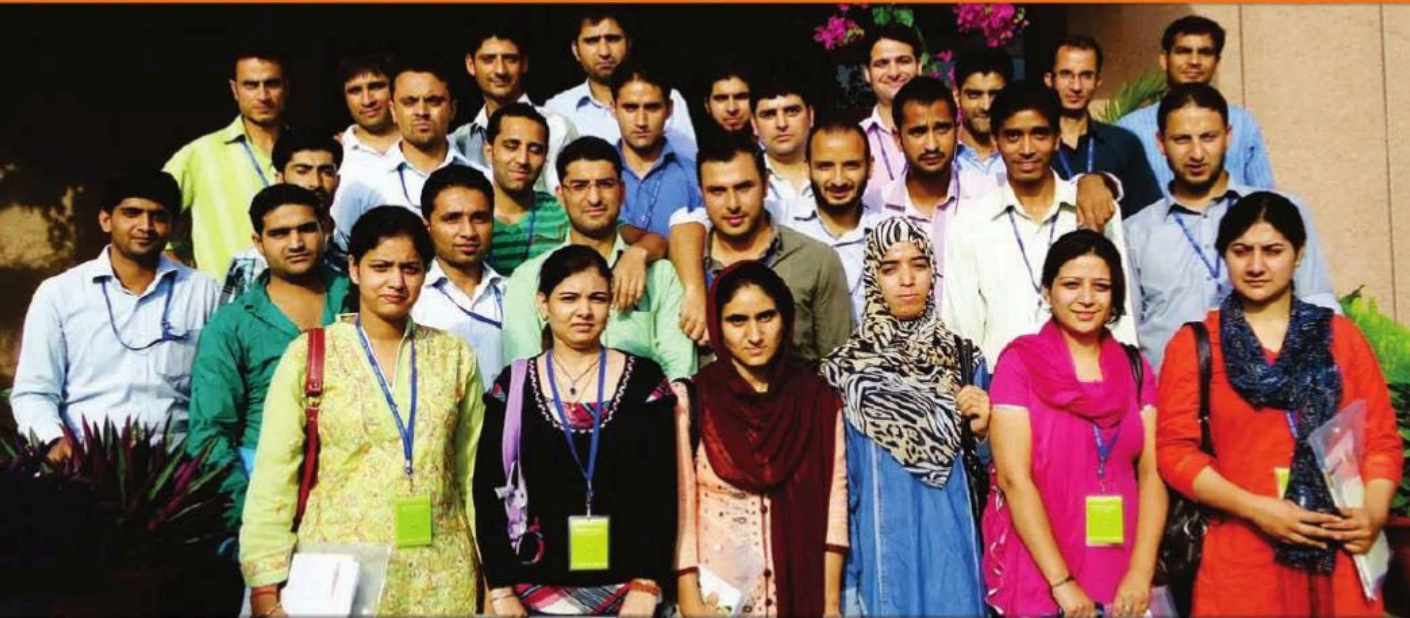
Highlighting the success story of Romesh Lal from Himayat centre (Bishnah) and his journey towards economic independence.

Himayat :

Wind of change for Kashmiri youth

Despite being a Sunday, the streets are blocked with traffic; the shops are filled with customers bargaining for everything from carpets to walnuts. Srinagar witnessed a buzz as shoppers swarmed the street-side flea market, and you could for a moment think, you are in an Indian city with its babel of languages from Bengali to Gujarati rather than a disputed region. Kashmir is no more a disturbed territory. Life in the valley becomes normal with tourists flooding in this chilling December to witness the first snowfall in Gulmarg and businesses from dry fruits to shawls running in a full pace. This indication certainly paves the way for economic development that attracts more business houses to start their operations in the valley. Now the Kashmiri youth, who have been stereotyped as violent, rebellious, and discontented are also chalking out their strategy for a brighter future. Improving skills of adult can be an important instrument for sustainable future, which is a classic merit with large positive externalities. It not only improves the livelihood of the natives of J&K but also gives them a stake in societal progress. To engage the Kashmiri youth for prospect of the state, the Prime Minister set up a special committee headed by Mr. C Rangarajan (Chairman, PM's Economic Advisory Council) that attempts directly aimed at reaching out to the youth and create jobs in the state. The committee in consultation with the Ministry of Rural Development





Shaping in 'DB Tech way'

The orientation program for the newly recruited trainers of Jammu and Kashmir was held at Mithri Bhawan (Jammu). All together, 38 trainers for various centres in Jammu and Kashmir attended the orientation program. Rev Fr. A. M. Jose (Executive Director, DB Tech) warmly welcomed all the participants and briefed about the project. Bishop Peter Celestine Elampassery (Bishop, Jammu & Kashmir) was also present at the opening session and encouraged the trainers to work earnestly in streamlining the youths of Jammu and Kashmir and to be part of the development process.

The first three days of the orientation was set aside for DB Tech, to orient the trainers on the Himayat process and to give a clear understanding of the various activities, roles and responsibilities. The trainers were given an in-depth knowledge on their role as a facilitator through various games and life skills activities. On the fourth day, the trainers were grouped according to their domains for the domain specific orientation. The trainers of BPO and ITeS were oriented by a team from Accenture and the trainers of Sales & Marketing and communicative English were oriented by a team from Quest Alliance.

(MoRD) has developed a special placement linked, market driven skill training programme in public private partnership mode to train 1,00,000 J&K youth in the next 5 years. The skill upgradation programme will be imparted required skills in five sectors, which are employment intensive – tourism, horticulture/floriculture, handicrafts, food processing and environment. As a major implementing partner of this ambitious dream project 'Himayat', DB Tech has been imparting training to Jammu and Kashmir youth in various demand driven courses and providing placement in private sector across J&K and other parts of India.

Towards helping youth achieve

To get first hand information related to the Himayat, Mr T. Vijaykumar, IAS (Joint Secretary, MoRD, Govt. of India) visited the Himayat centre located at Srinagar on December 10, 2011. The team updated him starting from inception to completion (i.e. batch initiation, trainee selection, domains, life skills, work

readiness, etc.) The team also shared the filled registration forms, interest inventories, activity planner and the supporting documents of the trainees with him.

During the visit, he also interacted with the state team, trainers and trainees. Mr Vijaykumar in his humble way approached the trainees to enquire about their interest in the classroom, locality from where they come from, their educational/family background, etc. He assured them of gaining better life skills and employment opportunities after completion of the course and shared, "Himayat programme will take the Kashmiri

youth towards self-reliance and will also build their capacities in a manner to lead an empowered life." Mr Vijaykumar briefly sat with the representatives of DB Tech and discussed about the best practices related to skill development and self-employment opportunities. He also highlighted upon meeting the targets within the stipulated time, formulating a yearly planner targeting and completing at least three batches in a year.



“ Himayat programme will take the Kashmiri youth towards self-reliance and will also build their capacities in a manner to lead an empowered life. ”

**Mr T. Vijaykumar, IAS
(Joint Secretary, MoRD, Govt. of India)**



Pre-launching assessment

A day prior to the formal launch of Himayat project, Shri Jairam Ramesh (Minister of Rural Development, Govt. of India) visited Himayat center located at Rajbagh (Srinagar) on December 16, 2011. Minister's visit to the centre provided a new vibe in the ongoing classes, trainers' work and the follow-up placements within and outside valley. The agenda of his visit was to evaluate and monitor the available infrastructure, quality education and meeting the staff. He placed emphasis on meeting the requirements of the trainees, migration if placed outside the state and willingness of the trainees to do so. He said, "Moving out for jobs will help them gain some work experience and make them financially sound."

Shri Jairam Ramesh addressed the trainees collectively, where the trainees were asked about their willingness to choose a

particular domain, the teaching style of trainers and how they came to know about the training program. Brief discourse with the trainees was commendable and interactive, evoked a lot of discussion. The trainees were taking

immense pleasure and pride that the minister visited the classrooms and heard their voices. Later Shri Jairam Ramesh had a meeting with the national, state and center team. Speaking about the training, Shri Ramesh said, "All the trainees

under the programme have to be imparted computer skills and communication skills as it has become a requirement in all the sectors." He also passed a word of appreciation to Don Bosco team for putting in meaningful coordinated efforts and meeting the targets in the stipulated time for quality skill development of unemployed youth.



"The meaningful coordinated efforts by DB Tech team certainly will achieve the mission of Himayat through quality skill development of unemployed youth in J&K."

Shri Jairam Ramesh
(Minister of Rural Development, Govt. of India)



Grand Himayat Launch

The program was formally launched at the Convocation Auditorium of Kashmir University on December 17, 2011 in which Mr. Jairam Ramesh (Union Minister of Rural Development) was invited as Guest of Honour and Mr. Omar Abdullah (Chief Minister, J&K) as Chief Guest. Other eminent guests present at the function included like Dr. C. Rangarajan (Chairperson, Prime Minister's Economic Advisory Council), Mr. Ali Mohammad Sagar (State Minister for Rural Development, Panchayats and Law, Govt. of J&K), Mr. Aijaz Ahmad Khan (State Minister for Fisheries and Rural Development, Govt. of J&K), Prof Dr. Talat Ahmad (Vice Chancellor, University of Kashmir), Dr. Arvind Mayaram, IAS (Additional Secretary, MoRD, Govt of India) Mr T. Vijayakumar, IAS (Joint Secretary, MoRD, Govt of India), Mr. Farooq Ahmad Peer (Commissioner Secretary Department of Rural Development, Jammu and Kashmir). Over 550 participants of Don Bosco Tech from Jammu and Kashmir attended the event, which included trainees, trainers, representatives of state and national team, alumnus, parents of the trainees and potential employers, etc.

Addressing the gathering, Mr Jairam Ramesh said, "This is a small step in long journey ahead. We have trained 1000 youth and they will be working in Shimla, Chandigarh, Delhi and other places across the country." Terming the launch of the first phase of Himayat as a 'historic step', Ramesh said, "Such promises are

made in the past as well but were not fulfilled. But this is a promise that we will fulfil with the support from State Government. To keep it transparent, the detail list of the candidates, who have been appointed in various sectors after the training, are uploaded in the Himayat website." Meanwhile, the Chief Minister assured full support from the state to the youth benefitting under the scheme. Expressing satisfaction over the launch of the first phase of Himayat, Chief Minister Mr. Omar Abdullah said, "Unlike the other projects, it was not thrown into dustbin or forgotten after the situation improved here. I am happy that the first batch of youth has been trained and placed under the scheme."

Speaking on the occasion Dr. C. Rangarajan said, "The basic idea for launching Himayat was to ensure the development of skill and self-confidence of the youth. If we have to provide jobs in the state, its economy has to grow and for that matter initiatives have to be taken in Agriculture, Horticulture, Tourism and other sectors. The answer to provide safe future to the youth lies in economic growth of Jammu and Kashmir." Emphasizing on the implementation of the project, Fr. A. M. Joseph (Executive Director, Don Bosco Tech) oriented the audience about the network of Don Bosco across India and its expertise in skill development training programs.

The success story of Sajad Ahmed Misgar

Course: Hospitality

Centre: Srinagar

Employer: Café Coffee Day

Salary: Rs 4500 pm



Sajad hails from Down Town Hawal, a very sensitive locality during *Bandh* in Srinagar. His father Jameel Ahmed Misgar is a poor labourer who makes less than Rs 2000 a month from making of copper vessels. Sajad has two younger brothers, all of whom are studying and living in extreme poverty. Though keen to be well educated, Sajad had to quit studies after Class X, as there was no money to afford his fees.

Forced to drop out of school, Sajad started to work as a daily labourer in the construction sites to add his own income to his father's. "Still I remember those days, when every day's income decided our daily minimum requirements, particularly food. When curfew was imposed in our area, we had to sit idle for weeks without any work, which compelled our family to spend few days without food," shared Sajad. One day while returning from work, he saw a poster about the skill development training provided by DB Tech in association with MoRD (Govt. of India). He was keen to know if it could help him learn more about any skill and be able to make a living from that. What the trainer at the centre told him about the skill development programme was music to Sajad's ears. They said the three-month course would

not only teach him a lot about Hospitality, but also improve his English language and communication skills. The trainers assured him that, if he worked hard at the course, they would even help him find a good job in the Hospitality sector at the end of the training period.

After successfully completing the course, Sajad attended two rounds of interviews for a job at Cafe Coffee Day with a starting salary of Rs 4500 pm. Sajad's parents are happy for him, and extremely thankful to the Himayat project of MoRD for transforming their son's life as well their own. "I was very diffident about myself before joining DB Tech", Sajad says, "but thanks to the training I received there, I now feel capable of taking on any challenging situation in life. Apart from giving me technical skills, it has instilled self-belief in me, which I think is equally important at the workplace. I would advise my fellow-aspirants to make the fullest use of the skill development programme, and thereby get the best possible footing in the competitive job market. It is indeed a wonderful program; there should be more centres all over the state."

Implementation strategy

With funding from the Ministry of Rural Development (Government of India), under the Himayat project, DB Tech aims at empowering school dropouts to college educated from BPL and non-BPL categories tailor-made crash courses for salaried jobs or self-employment initiatives according to their interest.

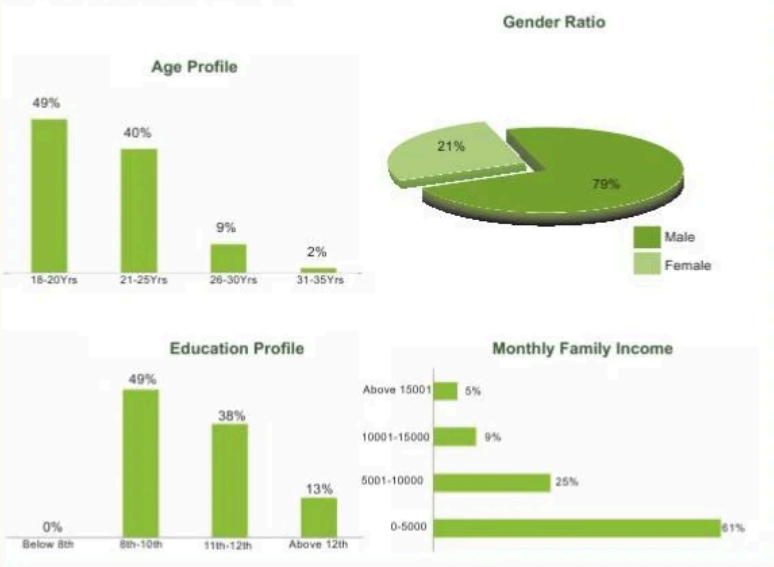
Under this project, around 16,920 youngsters will be trained in market-driven course and placed in entry level opportunities in various sectors in five years. In consultation with industry leaders like, Quest Alliance, Accenture, ITC, Schneider Electric, etc, DB Tech prepared appropriate content to ensure employability for the needy youth from Jammu & Kashmir. Apart from technical

skills, soft skills are also to be imparted to beneficiaries to face transition challenges of moving from different background to the industry environment.

In the pilot phase, DB Tech set up four training centres in Srinagar, Pulwama, Kupwara and Jammu in which 200 needy youngsters were trained; out of which 122 were placed in Café Coffee Day, V Mart, Uninor, V Tech, Bajaj Alliance, Airtel Call Centre, Best Price (Bharti Wallmart), Dominoz Pizza, Easy Day, Eureka Forbes, Pizza Hut, Mafoi Consultancy, Hotel Miraj, Hotel Rotana, Khyber Hospital, and NIIT Technologies. In the first phase of implementation, eight training centres have been set up in Srinagar, Pulwama, Kupwara, Baramulla, Jammu, Doda, Rajouri, and Poonch. 810 youngsters were mobilized for the first batch of Himayat program but due to extreme cold weather condition, 158 students were dropped out from the training program, who will be again called in the second batch for reorientation. Now 652 youth are undergoing training in Retail, Hospitality, BPO and Electrical sector. After successfully completion of the course, entry level opportunities will be offered in Food Retail Chains, Domestic BPOs, Retail Marts and Electrical Projects etc. The programme structured in such a way that it will deliver several benefits. It will improve adult literacy, income earning capacity of the poor, and will also mitigate the problem of educated unemployment.

Youngsters are now set to cross the borders of the state for the first time to shape their destiny which, in turn, will usher in a turnaround in the State's sparkle. It underlines the changing perception of their parents and neighbourhood in accepting that the time had come to march with changing times. As a state with unique features and a strategic location, the speedy development of Jammu and Kashmir needs an integrated approach. A sound

Socio-economic profile



policy should be devised to exploit the potential in the sectors of strength. The development of potential sectors such as horticulture, handloom and handicrafts, biotechnology, tourism and information technology will have strong inter-linkages with the rest of the sectors. As a result, it will create huge entry level opportunities inside the state, which not only engage the Kashmiri youngsters for a socio-economic development at the personal level but also lead the state of Jammu and Kashmir to a faster development path. Even as the night dew crystallizes to ice, the ice is obviously melting in the Valley. This wind of change certainly sweep the state for a better tomorrow.



ADVENTUROUS TRAINING

Outbound Training (OBT) is a valuable addition to formal training, helping support the values and standards of the DB Tech and enhances an individual's ability to withstand the rigours of operations. Outbound Training was a time for the team to come together as a group and get to know each other. It was a time to relax and rewind. It was a time to get lost in the sand and deafened by the mighty waves.

A 3-day OBT camp was organized at Sun and Sands (Goa) on Sept 29 - Oct 1, 2011. Over 61 members from Karnataka and Kerala participated the training program. The second OBT was conducted at Magadi on November 23-25, 2011. 48 participants from Karnataka, Kerala and Goa attended the adventurous training.

The three days were filled with fun and frolic. As the participants got engaged in a range of activities that were both physically and mentally challenging. It was a time for reflective learning process. Some of the areas that have been impacted greatly by the outbound training are:

- Working within teams
- Coordination
- Trust building
- Time management
- Communication
- Strategizing
- Delegation
- Planning and organizing

The three days were of great fun and learning. It unraveled great aspects of leadership, team work, time management, co-ordination, respecting other ideas etc. Every activity gave different learning. The participants were able to learn and experience the challenges in an unfamiliar ground which helped to enhance behavioral skills, qualities of an individual and bringing out latent facets of one's personality.



“OBT delivers key fundamental messages through experiential learning and to build leadership and high performance amongst teams. The activities are creative and encourage participants to experiment and try out new behavior.”

Preethy James
Trainer (Sales & Marketing), Vaduthala



SMTP: EXERCISING TO SOLVE TOMORROW'S CHALLENGES

Effective implementation of the programs, self-management and managing the employees are important parts in today's corporate world. And it's not different in the development sectors as well. With the managers involved in multitasking, it becomes stressful at times and things can go haywire if it is not managed well in a planned manner. Hence, there is always a need for a self analysis, effective feedback mechanism, team synergy and strategic visioning for the organization.

The Salesian Management Training Program (SMTP) conducted at Ooty (Tamil Nadu) and Barapani (Shillong) aimed at preparing the Salesians to face the wide array of challenges involved in supervising projects and also introduce to them some of the management tools. The Management Training Program was facilitated by Rahul Dev and his team from Laureate Global. Altogether 38 Salesians, who are also the centre heads of South and South West DB Tech centres attended the program at Ooty and 45 Salesians of East & North East, South and South West attended the program at Barapani.

A psychometric questionnaire 'Myers-Briggs Type Indicator (MBTI)' assessment, which designed to measure psychological preferences on how people perceive the world, was introduced. It is a professional personality sorter used by many psychologists, companies and organizations to better understand their clients or staff. Team synergy was also introduced to the groups by way of an activity called the 'Township Building'. The groups had a muddy experience of planning and building a town right there which involves each groups to plan and work within the group and also along with other groups.

Strategic visioning for DB Tech brought together the participants to seriously think about the vision, mission and to

analysis whether DB Tech is on the right track. A feedback mechanism is an important tool to understand self and also know how people perceive things. With the help of an activity, the participants were able to learn more about self and gain insights. This feedback process allows personal growth and creates an open environment for effective interpersonal communications. Another activity 'Desert Gold' simulated the participants in a bit to find gold. This training program was not only a fun time but was rather a learning session with lots of activities.



A day with the destitute children of Shanti Daan Ashram, Borivali

The students of BASE spent a day out with the destitute children of Shanti Daan Ashram located in Gorai (Borivali West). On reaching the ashram, they were greeted by the Brothers of Missionaries of Charity founded by Mother Theresa. Almost 270 children are residing in Shanti Daan. There were two groups of children in the ashram. One group is having the mentally challenged children and the other physically challenged children. These children are taken special care by the Missionaries of Charity. The place looks small from outside but enormous amount of work is done for these children by the brothers and the volunteers, who come to render their time and service. Few children came and started touching and holding the hands of students of BASE; it looked as if they were longing for love.



Brother then introduced young men who were making candles of different shapes, colours, and sizes. At the end the visit, Fr. Bastin Thomas (Administrator) thanked the Brothers of Shanti Daan for showing around and explaining how everything worked. Fr. Anthony Santarita (Director) said, "You would not know what the world looks like if you have not visited Shanti Daan Ashram. We make a living of what we get, but we make life in what we give. So let's all make this world a better place by giving out time to these people."

A Leap towards Standardization

A seminar on 'A leap towards standardization' for Don Bosco Technical Institutes was conducted at Don Bosco IMAGE (Kochi) on November 19, 2011. Keeping in mind the need to standardise the technical training being imparted, DB Tech organises Evaluation and Standardization seminars in different parts of the country periodically. Fr. Joyson Mulavarickal welcomed the gathering while Fr. Shibu sdb (Head, Technical Commission, Bangalore Province) inaugurated the programme. In his inaugural address, he appreciated the initiatives and interests shown by the staff and managements of institutions in participating, and he explained the relevance of the theme in the present times.



Mr. Tom Stantly animated the group with visual aids, group discussions and participatory activities. "I am very much satisfied about the seminar and I feel very positive about the growth of our technical institutions in the future," said Mr. George from Vaduthala. In the concluding session Fr. Shibu presented the diverse activities of technical institutes at the national and provincial levels. "It was a very conducive place for a programme of this sort and we enjoyed both the sessions as well as the atmosphere at Don Bosco IMAGE," remarked Mr. Vijan, a participant. All the delegates had a pleasure trip through the Arabian Sea to conclude the day.

Now they can bake their own Bread and Cookies

A day's journey with the Baker at Bosco Boys Home (Borivali, Mumbai) for the marginalized students of Bosco Academy for Skills and Employment (BASE) will benefit them after they finish their three months' training program. When any student joins the 3-months Hotel Management Course at Bosco Boys Home, DB Tech assures him/her that they will not leave the institute empty handed, instead they will learn something which they never expected. These students who come from different parts of Maharashtra are undergoing this training in Hotel Management with a special curriculum designed for Restaurant Service and Housekeeping.



Chef John Patro with great experience both at the national and international levels, leads these students into a journey of baking. For most of these students, it was something for the first time they heard when the chef said, "Today I am going to teach

you how to make milk bread, sweet bun, and milk cookies." Chef John spent almost two and a half hours with these students explaining the ingredients, the quantity required, how to make dough, how to place them in the baking tray, how hot the oven has to be, and how long the product has to be kept for. When all the three items were ready, they also got a chance to taste it. They all loved the milk cookies so much that they appreciated the Chef for teaching them. Some of the students said that this Diwali when they go back home, they will teach their mothers how to make these cookies.

Training Programs

Teachers' training program at Don Bosco (Dumka)

A Teachers' Training program on 'Benefit of IT and its usage' was organized at Don Bosco (Dumka) on November 11, 2011. Mr. Subhechha Ghosh (PRT Coordinator, Kolkata) was invited as the resource person for the training program which was arranged for the teachers of Kalimpong. Fr. Noble introduced the PRT Coordinator to the teachers of Kalimpong.



The training topic covered usage of Information Technology (IT) like eLearning, Web Marketing, eCommerce, Mass Communication etc. It also covered how IT is beneficial to us in these fields. Mr. Subhechha Ghosh shared some different ways of advertisement by different companies with the help of IT like Search Engine Optimization and advertisement in the social networking website. The objective of this training program was to create awareness about the usage and benefit of Information Technology. This training program enhanced the participants' knowledge of internet and also the benefit of Information Technology in various fields like media, education etc. Some teachers shared that through this training program they updated themselves about the modern technology.

Training Program on Health & Hygiene at Don Bosco (Liluah)

A training program in 'Health and Hygiene' was organized for the students of Don Bosco Technical School at Don Bosco (Liluah) on November 18, 2011. The training program was organized by Ms Shikha (PRT, Kolkata Province). The training program started with an introductory speech by Fr. Tomy (Principal, Don Bosco Technical School, Liluah). The training program was facilitated by Dr. Samarendra Nath Banarjee and Ms. Shikha.



In the first session, the resource person Dr. Samerendra talked about general health and hygiene. In the second session, he stressed more about HIV/AIDS and Cancer, the factors of those diseases, the treatment available and the effect of those diseases. Apart from this, he also spoke about other diseases as per the students' questions. At the end of the program, the students were asked to appear a small test, from which we got an idea about how much the training was helpful for them. The students shared how this program was helpful for them to prevent them from certain diseases and to keep them healthy and happy.

Lecture on Personality Development at BASE (Pansora)

A guest lecture was organized for the BASE students of Pansora centre on August 30, 2011. A team of six MSW interns from J.M Patel College (Anand) was invited to conduct this guest lecture on personality development.



They guided the students on how to choose the career path in which they are interested. They appreciated the process of BASE which not only figure out the interest of the students but also provide appropriate skills in those specific domains. They spoke on the importance of skills which will provide them sustainable livelihood. As India faces the huge problem of unemployment, we should focus on domain specific knowledge. DB Tech in partnership with MoRD (Govt. of India) provides free short duration skill based training to the poor students. After successful completion of this course, they can have a bright future. So they should really excel in whatever domain they have chosen and prepare themselves for the job. Many students, who are not able to do study because of financial difficulties in the family, can

utilize this opportunity. It was a very inspiring lecture for all the students of BASE. Trainees also wholeheartedly took part in the program and clarified their doubts.

The Skill Trainers' Meet at Don Bosco Royal ITI (KGF)

The Skill Trainers' programme in KGF on November 11, 2011 was inaugurated by Fr. Augustine Kizhakenellikunnel (Rector, Don Bosco Royal ITI, KGF). In his inaugural speech, he welcomed the gathering while emphasizing on the objectives of the programme and appealed to the staff to make the best use of the opportunity. Fr. Arokia Nathan (Diocesan Priest, Bangalore), Fr. Dominic (Principal, Don Bosco) and Fr. Arogya Raj were present at the event to encourage the participants. The inaugural programme was anchored by Mr. Joseph (Province Resource Team Coordinator, BREADS) which was followed by the cultural programmes by the staff of Hassan and KGF.



The purpose of this two-day programme held every year is to update the staff with the latest technologies in the technical field, new ways of understanding the students and also a kind of renewal, where they meet the staff of different centers to share their experiences and knowledge with each other. This initiative of DB Tech helps the centers to be competent as per the requirement of the industries and in the long run increase the efficiency of the students as well. As part of the event, a short picnic was arranged to a place called Rosary Garden, which was enjoyed by the participants. The programme ended with the evaluation of batches of different centres.

INAUGURATION OF BASE CENTRES

Sulthan Bathery (Kerala): The fifth batch of BASE program was inaugurated at Don Bosco Tech (Sulthan Bathery) in November 2011. Mr. Sadanandan (Director, Nest Computers) was invited as Chief Guest for the Inaugural function. Other dignitaries present at the function included Fr. Varghese Pynadath, (Rector Don Bosco, Bathery), Rev Fr. Antony, SDB (Administrator, Don Bosco, Sulthan Bathery), Prof. George Abraham (Principal Don Bosco College, Sulthan Bathery) and Mr. Soujith Antony (State Co-Ordinator, BASE).

The inaugural function began with welcome speech, which was delivered by Rev. Fr. Varghese Pynadath. The presidential address was given by Mr. Soujith Antony. He briefed the participants about the significance of the BASE project. The



function was officially inaugurated by Prof. George Abraham (Principal, Don Bosco College, Sulthan Bathery), who encouraged the trainees and told them not to miss the golden chance that the Ministry of Rural Development, Central Government was offering them. He urged them to fully utilize the opportunity and make the most of it by working hard. Our trainees performed various programs and entertained the audience. Rev Fr. Antony, SDB (Administrator, Don Bosco, Sulthan Bathery) released the wall magazine published by the Sales & Marketing trainees. Mr. Sadanandan shared his experience and wished the trainees a bright and prosperous future.

Dimapur (Nagaland): The inauguration program of the first batch at AIDA Centre was held on September 14, 2011. The chief Guest of the programme was Mrs. Imtirenla Jamir (Chief Executive Officer, Dimapur Municipal Council). Mr. Yimlikumzuk (Employment Officer, Dimapur District) was the Guest of Honour. Fr. Jose Paley SDB, (Provincial Economist, Salesian Province, Dimapur), Mr. Andrew Gangmei (State Coordinator DB Tech), Mr. Sandeep Sakia (Placement Coordinator, DB Tech), trainees and their parents were present during the function.

During the programme, Mrs Imtirenla Jamir lauded Don Bosco Tech for taking initiatives in introducing various welfare schemes for the rural youth in Nagaland. She also asked the trainees to utilize the opportunity given to them to become self-reliant and to move towards self employment. Mr. Yimlikumzuk asked the trainees to evaluate their learning and to see where they see themselves after the completion of the training. He further urged the trainees to always keep in mind the six Ps: Proper Prior



Planning Prevents Poor Performance. Mr. Andrew gave a brief about the MoRD Project, DB Tech Network and the skills training provided at various centres across the country. Ms Hokani and Mr. Wimethulu shared on behalf of the trainees their experience on the training of past 45 days. Mr. Wimethulu said that attending the training for the past one-and-half months has changed him in many ways. He expressed about his confidence to take up the challenges in life. He said that the participatory learning adds more fun to their learning process. Ms. Hokani from Spa domain shared about the transformation in her life after joining the training program. She said that every trainee should work hard, have faith in God and focus on what the dreams in life is.

Jawalgera (Karnataka): 19th November 2011 was a special day for the students of CCFT Center Jawalgera, as the new batch was inaugurated on this day. Fr. Mari Swamy (Asst. Director, CCFT) welcomed Dr. Kumara Selvan (Director, Central State Farm, Jawalgera), Mr. Johnny (Gram Panchayat Leader, Jawalgera), Fr. Poul Mark Moras (Parish Priest, Jawalgera) and Mr. Javed (Cluster Co-ordinator, DB Tech).



Then the lighting the lamp was done by the Guests of Honour. After the lighting of the lamp, Ms. Evelyn gave a brief explanation about the project and success of the last two batches and what were the activities conducted in the previous batches. Chief Guest Dr. Kumara Selvan gave a dynamic speech to the parents as well as the students, which impressed them and motivated the students to join the DB Tech at CCFT Center. In his speech, he appreciated the centre and its development. Mr. Johnny addressed the trainees and instructed them about the training facility, which is available in the CCFT Centre and motivated the students to work in different fields and build up their lives. Mr. Javed addressed the trainees and instructed them about the mode of functioning of Don Bosco Tech and spoke about the MoRD project and its benefits.

KGF (Karnataka): The third batch of BASE program was inaugurated at DB Tech (KGF) on November 2, 2011. Mr. Edwin Christopher (Principal, Mahaveer Jain College) was the Chief Guest for the inaugural ceremony. Other dignitaries were present at the function included Fr. Thomas Augustine (Rector) and Fr. Dominic (Centre Head, BASE, KGF).

The function started with the lighting of the lamp by the dignitaries Mr. Edwin Christopher, Fr. Thomas Augustine and Fr. Dominic. In



welcome address, Fr. Dominic welcomed the Chief Guest, Rector, staff and trainees. While speaking on the occasion, Fr. Dominic briefed about the life of St. Bosco and Don Bosco institutions across India. He also shared about the BASE program which is being implemented by DB Tech Society in partnership with Ministry of Rural Development (Govt. of India) across India. Two batches of this short duration skill development program were completed in DB Tech (KGF) with a fair percentage of placements in various sectors. To give a clear status of the centre, Mr. A. N. Subramani (Electrical Trainer, BASE, KGF) read out the reports of the last two batches. Speaking on the occasion Mr. Edwin Christopher told that there are many needy youngsters who still don't know about this training. But the training provided by the Don Bosco Institution gives another chance to them to come up in their life. Don Bosco Institute is already serving the poor and the needy for past many years. The Rector, Fr. Thomas Augustine shared his satisfaction about the implementation of this project across India. He congratulated the staff for the successful completion of two batches. He exhorted the trainees to make best use of the time and the facilities provided at the centre.

Pinguli (Maharashtra): The fourth batch of Bosco Academy for Skills and Employment (BASE) was inaugurated at Bosco Udyogshala, Pinguli on November 12, 2011. Fr. Maria Arokiam (Regional Counselor, South East Asia, Don Bosco) was invited as Chief Guest for the occasion. The Inaugural ceremony began



with the lighting of the lamp followed by prayer and Bhajan. Addressing the students on the occasion, Fr. Arokiam encouraged the students to specialize in their respective trades so that their employability chances in the industrial setup would be very high. He also exhorted the students to develop life coping skills along with technical skills so as to be well equipped to handle the pressures of work and life.

Besides that the students participated in the inauguration pertaining to different domains like Electrical and ITES. The students expressed their willingness to join the program and also spoke to the Center Head and Regional Counselor about their expectations and reasons to join the program. Students were also informed about the last three batches placement done in different companies. Fr. Arokiam expressed his sincere thanks to the project facilitators for doing a fantastic job in placing the rural youth and doing something special for them. Expressing concern over the youth of today Fr. Arokiam requested the centre to show the right path towards success. Lastly, the Centre Head and the trainers thanked Fr. Arokiam for being a part of the Inaugural Program.

Puthiyathura(Kerala): The third batch of BASE program was inaugurated at Don Bosco (Salasian Sisters Laura Bhavan, Puthiyathura, Trivandrum) on November 23, 2011. Mr. Pushpam Vincent (Vice President, Karumkulam Grama Panchayath) was invited as Chief Guest. The dignitaries invited for the inaugural function included Sr. Cresentia D'Almaitha (Provincial, Salasian Sisters) and Mr. Sarath Menon (M & E Officer, DB Tech, Kerala).



The program started with a welcome speech by Sister Alice Philip (Centre Head, DB Tech, Puthiyathura). After the welcome speech, Mr. Jacob Vincent (Trainer, DB Tech, Puthiyathura) presented the report on previous batch of BASE. Fr. Pious (Co-Priest, St. Nicholas Church, Puthiyathura) delivered the presidential address. Addressing the gathering, he appreciated the contribution of Don Bosco towards the community by shaping and helping the youngsters in finding a way of living. Then Mr. Pushpam Vincent (Vice President, Karumkulam Grama Panchayath) inaugurated the meeting by lighting the lamp. He exhorted the students to make use of the opportunity, which will help them to find a sustainable way of livelihood. Then Mr. Sarath Menon (M & E Officer, DB Tech Kerala) in his address highly appreciated trainers on behalf of DB Tech for the good work done in coastal areas of Trivandrum part of mobilization for

the program. He explained the BASE project in details and motivated the students to blossom and come up in life. He assured them that DB Tech would link the students to the industries, who would pay them on a fair scale. At the conclusion, Mr. Jomy Paul (Centre coordinator, BASE) gave the vote of thanks to guests and participants.

Trasi (Karnataka): The inaugural function of the third batch of the skill development training program in partnership with Ministry of Rural Development (MoRD) was organized at Don Bosco Tech (Trasi) on November 2, 2011. Rev. Fr. Maria Arokiam Kanaga sdb (Regional Councilor, South Asia, Don Bosco) was invited as Chief Guest for the inaugural function. Rev. Fr. Anand Noronha (Rector, Don Bosco Trasi), Mr. Abraham Chacko (Proprietor, Turtle Bay Resort), Mr. Dolphy D'Silva (Proprietor, Amith Automobiles), Mr. Richard D'Almeida (Social Worker) and Rev. Fr. Leo Pereira (Director) were also present on the dais.



Rev. Fr. Maria Arokiam Kanaga sdb inaugurated the program by lighting the lamp. In his inaugural address, Rev. Fr. Arokiam spoke about the present trend of the youth and insisted on the importance of the technical know-how which is the key for successful living. He also mentioned about the job opportunities that are available not only in India but also in countries around the world. Rev. Fr. Anand Noronha appreciated the team work of the trainers, which has resulted in a grand success of the program. Rev. Fr. Leo Pereira then shared his experience of the previous two batches numbering two hundred students and thanked the parents/guardians for sending their children to this program and encouraged the students to achieve a bright future in their career. He also mentioned that the trainees who have already completed the training are presently working in various well-known companies like Tata, Kirloskar, Pizza Hut, The Taj, Hotel Mothi Mahal etc. Many alumni shared their experience and expressed their gratitude to Don Bosco for providing them this opportunity to build their career and thus have a bright future.

Madurai (Tamil Nadu): The fourth batch of BASE program was inaugurated at DB Tech (Madurai) on October 14, 2011. Mr. Bala Venkatesh (Global Motors Owner, Madurai) was invited as the Chief Guest for the inaugural function. The dignitaries present at the function included Rev. Fr. Francis (Director), Rev. Fr. George (Principal), Rev. Fr. Eugene (Vice Principal) and Bro. Arun. The

program started with welcome speech by Mr. Joseph (Electrician Trainer) who welcomed the guests.

Chief Guest Mr. Bala Venkatesh inaugurated the ceremony by lighting the lamp and delivered the inaugural speech. He appreciated the contribution of Don Bosco towards the community by shaping and helping the youngsters in Don Bosco organization for implementing this program for Rural BPL youth. Mr. Arockia Doss explained about the Mission, Vision and Goal of DB Tech. He asked the youngsters to come up and face challenges with commitment. He thanked all the trainers for making this program a success. He explained the reason as to why the Govt. of India has given this responsibility to DB Tech and presented the project details.



Rev.Fr. Francis (Centre Head) exhorted the trainees to make use of the golden opportunity available at their door step for a decent living. He asked the students to face the hardships involved in completing the course. "We are hopeful that there will be 100 percent job placement at the completion of the training", he added. He also explained about the MoRD project and said, "The Madurai centre provides excellent infrastructure support. The trainees are put through Spoken English, Basic Computer Knowledge, Soft Skills and WRM, which help them to understand the details about the Industry, and which will take them to greater heights." He asked the students to make use of the opportunity. Rev. Fr. George introduced Don Bosco and the objectives of the salesian society to the students. His speech motivated new students to achieve the job oriented goals. Rev. Fr. Eugene gave a delightful speech on the importance of life skills, personality development and soft skills, which they are going to acquire during the training program.

EXPOSURE VISITS

Chennai (Tamil Nadu): Mr. Vijay Krishna Dasari (State Placement Coordinator, Tamil Nadu, DB Tech) organized a industrial visit for the students of BASE (Accenture) at Pizza Hut (Manady) on October 21, 2011. The objective of the industrial visit is to enabling students to acquire knowledge and to gather real time industrial exposure as well to realize the opportunities and growth in the sector. 18 students from DB Tech (Manady) visited the Pizza Hut outlet where they were welcomed by Mr Arun (HR Manager). During the industrial visit, students visited various departments at Pizza Hut such as production unit,



cleaning unit and service unit. They also got an opportunity to have an interaction with the department personnel and in turn helped them to get an understanding on the work patterns of the organization. Later the training executive of Pizza Hut showed a presentation to the students on personality, grooming, personal hygiene and organizational behavior. He also covered points on company policy, career growth in the company and hierarchical system of the organization.

After the sessions, the interested candidates were called for an interview on the same day for the outlets in Chennai. Out of 18 students, 8 students were selected for different branches of Pizza Hut. The selected students were enthusiastic and eager to join the organization. The visit has helped them to get a clear picture on the corporate work culture and the roles/responsibilities of service personnel.

VALEDICTORY FUNCTIONS

Mysore (Karnataka): A certification day was celebrated at Roshini Centre for Development Initiatives (Mysore) on November 5, 2011. The dignitaries invited for the valedictory function included Rev. Fr. Joe Tauro, Rev .Sr. Myriam and Mrs. Margaret.



The program began with a welcome dance by the students. The students set the evening rolling by their stunning performance of singing, dancing and skit which enthralled the audience and the chief guests. Later certificates were issued to the students by the Chief Guest and the guest of honour. The Chief Guest

addressed the gathering with his views about the progress of the Institute under the skilled guidance of DB Tech, which brought more clarity on the futuristic vision and mission of the project. Sr. Lisy George (Centre Head, DB Tech, Mysore) gave a warm and heartfelt welcome speech. She presented the project report tracing the progress made in the last few batches.

INDUCTION TRAINING

New Delhi: A 4-day orientation program was organized for the trainers of North Central at DB Tech National Office (New Delhi). A total of 14 trainers from Punjab, Uttar Pradesh, Jharkhand, Bihar, Orissa, Madhya Pradesh and Jammu & Kashmir participated in the training program. The trainers were from varied background and for various domains like Electrical, Sales & Marketing, Automobile, ITeS, Hospitality, R&AC and Communicative English.



The day started with words of welcome and encouragement from Rev. Fr. A. M. Jose (Executive Director, DB Tech). He laid emphasis on working together as a team, collaborating with one another to achieve the set targets. Rev. Fr. Raju Philip (Assistant Director, DB Tech) introduced the Society of Don Bosco to the group and explained to them the Preventive system of Education followed across Don Bosco institutions. Skill Development Program and the partnership of DB Tech with MoRD were discussed by Mr. Stanley Jones (Head, Learning and Development). The rationale as to why this program is important and why Don Bosco Tech has taken up this project were also further discussed. The training program was filled with fun and laughter as various activities on life skills modules were introduced to the group. Various topics like team building, decision making, managing money, goal setting, perception & values, handling emotions, self esteem & attitude and many others were discussed.

Hyderabad: An induction program was organised for the trainers of EGMM project at Bon Bosco Provincial House (Hyderabad) on December 8-10, 2011. 38 newly recruited trainers from Andhra Pradesh participated in the training program. The objective of conducting induction training is to introduce the unique process to the newly recruited trainers which will equip them to handle their respective centres.

In the induction program, the facilitators cover facilitation skills, adult learning methodology, life skills, soft skills and BASE



process. The facilitators add vigor and enthusiasm with their active participation in the training programme. Each participant is given the opportunity to conduct mock classes related to their respective trades. The sessions are packed with various activities like role plays, games and group discussions, story sharing, video/audio recording and case studies, which bring out the best in the participants.

Raipur: With the scale up of the skill development project across India, many new centers in the North Central Region were also initiated. An induction cum orientation program for the newly recruited trainers of North Central region was conducted at St. Vincent Pallotti Centre (Raipur) on December 12-14, 2011. The trainers coming from varied backgrounds and selected for different domains, assembled together to acquaint themselves with the project for three days.

The skill development program 'BASE' explained to the group.



The rationale behind why the Govt. of India is partnering with private NGOs to impart skills to the rural BPL youths, give them employment and thus create livelihood amongst the rural families were also discussed. DB Tech follows a well structured program model for implementing the project. This model helps not only in achieving the target but also maintains the right approach to achieve the target. The model which includes the Pre-Implementation, Implementation and the Post-Implementation stages were discussed in detail. The trainers got an insight on how to go about mobilizing, train and place the rural youths in the industries. The approaches were supplemented with activities and role plays which helped them to understand the whole process better.

Centre in Focus : Don Bosco Tech (Bishnah, Jammu)

With the motto 'Learn a skill, Earn a living', DB Tech has been addressing the unemployment issue with a sustainable and replicable mechanism in which needy youth from different walks of life are being empowered. In this regard, DB Tech believes that cross-sector partnering is an important instrument for addressing critical sustainable development issue of youth unemployment. In this cross-sector collaboration, DB Tech partners with other likeminded organizations in a transparent, equitable and mutually responsible way towards achieving the goal. Though Don Bosco is having unmatched infrastructure in 25 states across India, but to reach out to the grass root levels in the poverty pockets, DB Tech works together with NGOs, corporates, Government departments and educational institutions. In Jammu & Kashmir, DB Tech approached Diocese of Jammu-Srinagar to extend their support to implement the dream project 'Himayat'.

Regarding the Diocese's USP, Fr. Thomas Niravathu (State Head, DB Tech, J&K) says, "The Diocese has seen a considerable growth and expansion in last 25 years. Presently it is comprised of three regions in Jammu and Kashmir, in which Jammu region consists of 10 districts, Kashmir region with 10 districts and Ladakh region with 2 districts. Out of 22 districts, the Diocese is presently working in 12 districts in which we have extended our support in education by establishing 26 schools and in addition another 10 schools by the religious belonging to various congregations. The diocese also is not lagging behind in rendering health services and other community development activities through Diocesan Social Service Society." Now the need of the hour is to impart some technical skills to the youth so that they can have an employment and also have a sustainable livelihood. He added, "We had a desire that Don Bosco should get involved through technical training so that the needy youngsters from the state may benefit."

As a part of this joint mission, DB Tech started its operation with inception of a Himayat centre at Fatima Convent High School (Bishnah). Since 1983, this school has been rendering yeoman service in the field education in the Bishnah block. Fatima Convent High School is known for high quality value-based education which shapes and moulds the personalities of the young to be responsible human beings. "I had started the school with just 24 students. Now the school strength has reached to 1325 students, who come from far away villages in Bishnah block to excel both in academic and co-curricular activities," says Fr. Varkey TJ (Vicar General, Diocese of Jammu-Srinagar).

DB Tech (Bishnah) is one of the model centres in Jammu & Kashmir with regard to infrastructure, training facility and placement. Implementing a program which is completely new in J&K, certainly have number of hurdles. "The association with Diocese helped a lot during mobilization. The villagers are benefitting from different programs conducted by the Diocese. As a result, with little effort we were able to enrol 113 students in the first batch," says Amit Bhat (Centre Coordinator, DB Tech, Bishnah). The successful implementation of this project certainly opens up new rays of hope for the thumb generation of the state.



Towards building a just society



Being a diocesan priest, Fr. Ivan Pereira is a mediator who belongs to the community but does not limit himself to it. That confers on him the task of accepting their culture while going beyond it to an updated value system and reform. He joins the community both as a

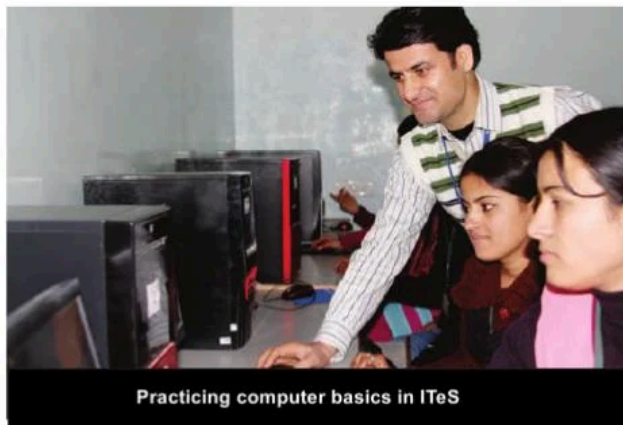
teacher and a learner with the realisation that becoming a mediator also involves an encounter of diversified issues. In this effort, he recognises the diversity of cultures in Jammu &

Kashmir not as a state of conflict but as its strength; and he begins to assist the communities to go beyond themselves for the betterment of society at large.

Fr. Ivan Pereira is a messenger of reconciliation. He is always there to respond to the ambiguity and sense of alienation amid which many of its communities live. While being one with the communities, he is an agent of social change and a reformer. He in this capacity as priest never rejects any community or culture. DB Tech News got an opportunity to speak Fr. Ivan Pereira about the ground level realities in Jammu & Kashmir, youth empowerment in the state, skill development training and partnership with DB Tech.

DBTN: You have been intervened in various social development related issues in Jammu & Kashmir. Why did you choose Kashmir to extend your service?

Fr. Ivan: I am here because of God's grace. It is a call for us. We don't choose; we have been called. When I came to J&K in 1982, it was quite peaceful at that time. I was determined to come and join here to render the services in whichever way it is possible.



Practicing computer basics in ITeS

DBTN: From the religious perspective, what have been some of the critical challenges you have overcome or key opportunities you have seized, which significantly contributed to the success of Diocese's mission?

Fr. Ivan: The whole state of 'Jammu & Kashmir' is there to extend our services. We are open for any work at anytime and anywhere in the state. Whether Government of J&K requests us or when we feel that our interventions are required, we are always there to assist them. I have been involved in pastor activities as a priest as well as in the field of ducation to impart value based education leading to all round development of children. Though in Kashmir there is a threat to life yet we are quite safe in the state. Even in the peak time of militancy, militants have not disturbed us. We are here with our aim to work for the betterment of the people whoever they are irrespective of their caste, creed and religion.

DBTN: Let's come to the point of discussion! The dismal conditions that prevailed in the region have pushed the youth towards militancy. Is the state returning towards normalcy? What is the ground level reality in the state?

Fr. Ivan: It is incorrect to say that the youngsters from this region are exploited by militant groups. They may be able to recruit a small group but most of them want normalcy in the state. The problem of militancy can be addressed very well politically. It is not the gun that brings the peace. It is mutual dialogue and trust that will definitely bring the peace. I am sure that Government is trying its level best to restore the normalcy leading to peace and prosperity in the state. Government of India is pouring crores of rupees for development and empowerment of youth through various projects. We should have lots of patience to reach out to the people. There are unresolved issues, the government must take further steps and walk an extra mile to resolve those issues.

DBTN: As per your thoughts, what would be the best way to engage these youth for the development of the state?

Fr. Ivan: If somebody is hungry, you can give him food to eat for a day or two. But along with it, it will be better to teach them to catch fish. Same formula applies to youth of this state. The intervention is to educate and train the youth in different trades as per their interest and abilities, which will help them to earn a livelihood and give them a better and respectable way of living.



Light moments at the leisure time in the campus

DBTN: Now Diocese of Jammu is an active partner in the landmark livelihood programme 'Himayat' with the Ministry of Rural Development. What do you think about the programme?

Fr. Ivan: Any program aimed at development is always welcome. DB Tech in partnership with MoRD under this Himayat project certainly enhances the employability skill of youth. This training after completion will bring lots of change in their economic condition and enhance their social status.



DB Tech team: (L to R) Ravi Kumar Thappa, Vikas Bharti, Amit Bhat, Rahul Kumar Panjathia and Ashwani Sharma

DBTN: Why do you choose to be partner with DB Tech Society? Is there any specific reason?

Fr. Ivan: The partnership with DB Tech is not by choice, it is by chance. Our Bishop always had ardent desire to provide technical skills to youth of the state. As Don Bosco is the leader in the skill development sector, he always wanted that Don Bosco should extend their expertise for the betterment of the state through skill development. Now with this Himayat project, DB Tech and Diocese of Jammu-Srinagar has come together to empower the youth with some market-driven skills. Knowing the way Don Bosco works, we are happy to open our doors to the Govt. of India through Don Bosco with an intention that let our youth prosper wherever & wherever they may be.

DBTN: Regarding skill development training, the model implemented by DB Tech is found very effective across the country towards empowering the youth for a sustainable future. What is your view on whether this model will have same impact in J&K too?

Fr. Ivan: When you compare J&K with other states, there is lots of difference because of extreme climate, couple of years of militancy, fear factor, poverty, etc. This program certainly has a great impact provided it should have required infrastructure. Other states have industrial areas that create huge employment opportunities, which is really lacking in J&K. Naturally we have to choose right courses as per the availability of employment opportunities so that they can be easily absorbed in J&K and other parts of the country.

DBTN: The skill development can solve the problem of unemployment in J&K? Don't you think a lot of skilled youth end up having to migrate other states? As per your reflection, how to tackle this issue of migration?

Fr. Ivan: The issue of migrating from one's own state comes only when the talents and expertise of youth cannot be utilized locally. If government and private sector entrepreneurs could make available various employment opportunities, the question of migration for the sake of employment can be effectively addressed. In rural areas we have one hurdle regarding the migration. The boys can go anywhere in India for the employment but the girls may have to think twice before leaving their home and migrate to faraway places due to lack of parental support. Parents want their daughters to be empowered and have a sustainable livelihood. Many girls are enrolling in the different courses in DB Tech but when it comes for placement many parents from rural areas are unwilling to sent their daughter very far. We need to counsel them and support them with some kind of post-training hand holding for first few batches to break that taboo.

DBTN: In Bishnah centre, the first batch of Himayat is about to complete. What are the hurdles you have faced during the implementation of the program?

Fr. Ivan: As I mentioned, it was a desire of Bishop and the clergy to implement such type of programs in J&K and we are happy to become the part of the project. To give the best to the youth, we have extended our support with this infrastructure. The hurdle that I faced was of finance which was sorted out by taking loan. I am happy that at our cost, our own younger brothers and sisters are going to benefit. I am sure that by God's grace and each other's support we can overcome any hurdle that may come our way.



A practical session in Electrical course

DBTN: Besides the education for children and skill development program, do you have any other community related activities in this locality?

Fr. Ivan: We have many community related activities. We, with the help of Diocesan Social Service Society have started self help groups, farmers' club, village committees, mahila mandals, tuition centres, health awareness programs, medical check-up programs, training for multi-purpose health workers, driving training centres, beautician centres, tailoring centres, etc. These activities will help the community to better their social and economic status.

DBTN: With so many years of handling the youth, is there anything you found which we need to change in our approach / any improvement in this program?

Fr. Ivan: It is for the first time I am getting involved with the skill development program through Don Bosco. Though we have experience in various fields but DB Tech is having lots of knowledge and expertise in technical education. Working with master is always better. We only expect that DB Tech keeps on rendering their service wholeheartedly to the needy youth of J&K. One suggestion I have that is to help the parents of the trainees who are from rural areas to overcome their fear of sending girls away to work. They could be assisted by way of counselling.



A multimedia class in progress

DBTN: What do you consider to be your greatest contribution to the community you have worked in, in the light of that what do you feel, you can bring to the institution?

Fr. Ivan: My contribution to the community is in the field of education and pastoral activities. Education is directly linked with development. Where there is education, there is development. The aim of our Diocese is not only to educate everyone in academics but also empower them economically, psychologically, spiritually, morally and socially. Institution should stand not only for their primary goal but along with that they too should aim at fostering healthy value system and aim at boosting self image.



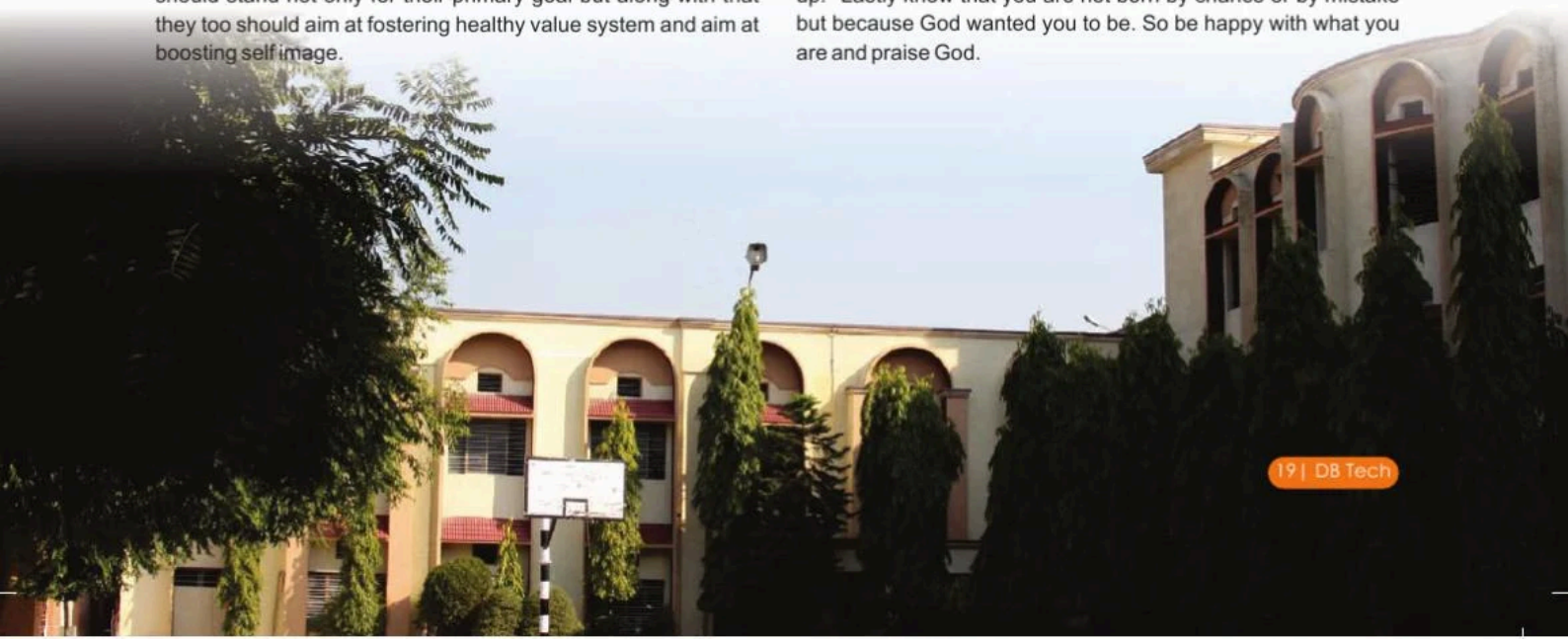
Understanding table layout in Hospitality

DBTN: Describe a little bit about the inspiration and motivation behind your involvement with the Diocese of Jammu-Srinagar?

Fr. Ivan: To become a priest is a gift of God. Naturally it's a call. Wherever the spirit leads us we follow him. That's the reason; I came all along from Mumbai to Jammu to serve the community. As priests we walk on the footsteps of our Lord rendering whole hearted service to our brothers and sisters and thus bringing God's love and His presence in their particular life situation. The state of Jammu & Kashmir is in need of God's grace. Hence we not only work here for educational & social upliftment of people but above all as spiritual leaders we intercede and pray for the people of Jammu & Kashmir and its leadership that good will, religious harmony and true brotherhood may prevail. Our sole intention is that by our presence, this state may not only return to normally leading to peace and prosperity but prove to the rest of the world that, "if there is heaven on earth it is here...."

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

Fr. Ivan: Friends first believe in you, in your strength and powers that God has given to you. Second, allow yourself to be properly trained as per your interest and ability in area you are gifted. Third, work hard with passion and optimism. Fourth, never give up. Lastly know that you are not born by chance or by mistake but because God wanted you to be. So be happy with what you are and praise God.



A resident of Deoli (Bishnah, Jammu), Romesh has been through many a struggle in his life. His parents died while he was still a child which is really a bitter reality of his life. Though he has three brothers but both the younger brothers are staying separate just after their marriages. He lives with his elder brother, who is a vegetable vendor. His meager income is insufficient to meet the household needs of his family. Against several odds, he managed to complete 12th standard but unable to continue further studies due to deprived financial background. His dream was to become a manager in a good company. Sitting idle at home and being unaware about his future made him depressed. So he too started selling vegetables with his elder brother. Sometimes he really cursed himself for the condition he passed through because most of his friends were either continuing their studies or joined some unorganized sector.

DB Tech's Himayat centre funded by MoRD was like God's gift for Romesh. During mobilization campaign in his village by a team of trainers from the DB Tech, he came to know about the Himayat project implemented by DB Tech at Bishnah. The trainers put him through an 'Interest Inventory' check, based on which he was counseled to take up a course in Hospitality. His trainers also told him of the plethora of opportunities available in the Hospitality sector, and he started to take the technical inputs seriously. Expressing his gratitude, he says, "I am grateful to DB Tech and the trainers, who gave me an opportunity to study again in a market-driven course. Having no idea about Hospitality, this course was an eye opener for me. It helped me to learn great things about the service sector, customer dealing, communication skills and etiquettes."

Almost as soon as he finished the three-month course, he received a job offer from Pizza Hut (Ludhiana) with a starting salary of Rs 5000 pm. About his training, Amit Bhat (Centre Coordinator, DB Tech, Bishnah) shared, "I am glad that he has been placed in a brand like Pizza Hut, which offers great opportunities, dynamic work culture and a great career. During induction, he was very reserved and shy but after six days of induction and soft skill training his attitude changed a lot and that too in positive direction. He used to be very active and energetic participant in all the activities during three months training."

HR personnel from Pizaa Hut, Prakhar Srivastava is all praise for him and says, "Romesh works with remarkable dedication. If he continues like this he will certainly have a bright future in Pizaa Hut." Sharing his journey towards economic independence, he says "DB Tech has changed my life and my future is safe now. I can enhance the economic condition of my family. My trainers are my mentors; and I really appreciate their efforts that helped me to get an opportunity to work in a good branded company. I appreciate the program launched by the DB Tech for up-lifting our society and DB Tech has come as a ray of hope for economically and socially backward students who could not continue their study due to their poor monetary conditions".



Journey
towards
economics independence



