



Cover Story

Two cheers to Youngistan!

Ministry of Rural Development, Govt of India sanctions two more projects to DB Tech taking the total number of benefitting youngsters to 40,000

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

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Message from Programme Director

Pillars of passion, columns of commitment

The past two months has been a roller coaster ride. Exciting, adventurous, highs, lows all rolled into one amazing trip. The most memorable was the nail-biting anxiety when we brought out our national team recruitment advertisement in one of the leading publications.

Through the 15 years of my work-life, I have always been blessed to work with a beautiful team of co-workers who selflessly shared their rich and varied experience. And together, the team always managed to spin magic. But invariably, these were teams who pillars and columns were present before I joined in and I was fortunate to walk in, spend a few enriching years with these enlightened, meticulous workers and always evolve to greater levels of existence in my work life through these bonds and selfless knowledge sharing.

This time it was terrifyingly different. The onus and the responsibility for looking for, spotting and getting this team rested on me. And hence the recruitment ad I mentioned earlier. The ad with a strong exhorting message was released on February 9th with walk-ins planned from March 11th and 13th. We met with over 250 people who walked in for six positions. And I was floored by the richness of the much sought-after qualities displayed by these dedicated foot soldiers. Enthusiasm, qualifications, experience, skills, competencies, strength, character, depth, dedication...you name it, and it was all there to spot and embrace in bottomless quantities and flowing out.

By the end of the first day of walk-in, I had a file of multiple shortlists for each post. And the national team recruitment drive saw not only filling up of all vacancies in Delhi, but we could also close quite a few positions for our regional offices in Mumbai, Kolkata, Guwahati, Hyderabad, etc.

If I have to single out a most touching interaction during the walk-ins, it was this: A young man flying in from one of the Middle Eastern countries to attend the interview for a job in the development sector. And his qualifications: an ITI certificate, topped up over the last 10 years with various certificates, diploma and graduate programmes, now doing his MBA in marketing. We were guarded against this display of interest bordering on the extreme. But there he was, narrating his life, the hardships, the determination, the choices and those degrees that validate it all. He impressed us with his street smartness, zeal and verve to go out there and get it for the organisation. He flew back to his workplace the following weekend itself. Of course, he is on board DB Tech now.

My dear new friends, that was just one incident! And each one of you in your own special way have conveyed stories of grit, commitment, perseverance and most importantly, passion. And these were the precise latent qualities we were looking for other than your testimonials and experience certificates

We have a long way to go. We have mountains to move. Faith in yourself, care and nurture for the weakest link in our team are the only qualities required than those listed above to beat timelines and surpass excellence in whatever we undertake.

Team, put your best foot forward, give your best shot at work and take care of your families.

Let's rock!
Minu Thommen



Rewriting the 'skillscape': DB Tech team onboard

They are different, set out to make a difference. They are aware that the task ahead is nothing short of Herculean, yet they are undaunted. Passion speaks, commitment shows and hope paves the way forward. This is precisely what has brought them together – the firm faith that things can be changed, for the better. They are the DB Tech national team who will be handling myriad functions out of New Delhi office. The strengthening of the DB Tech national team has been done keeping an unwavering focus on outcome-driven employability training and skill development programmes of DB Tech.

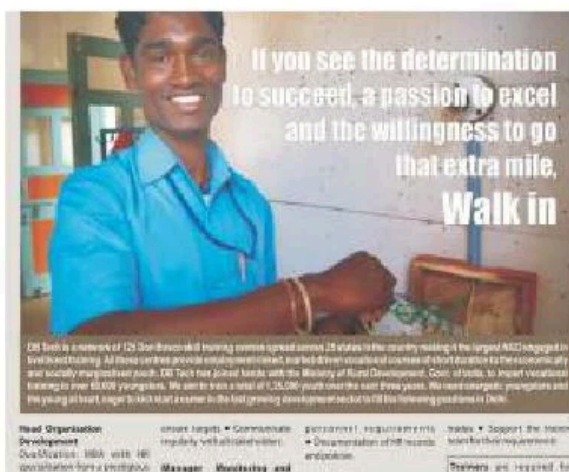
"I am sure that the new crop of qualified, experienced youngsters we have on board will bring unstinted enthusiasm, cutting-edge professionalism and above all, a result-oriented work culture to DB Tech," says Fr A.M. Joseph, Executive Director, DB Tech. The recruitment of Heads of Departments, Senior managers and

managers was conducted at DB Tech National Office in February for operations and support functions (like, Monitoring & Evaluations, Corporate networking, Placements, HR, Learning & Development, MIS, Communications and Content Development). The response to the advertisement, which has a strong exhorting message, was overwhelming.

The recruitment drive saw professionals from fields as varied as exports market development to engineering appearing for the interview and making it. However, most were those who had earned their stripes handling various departments within the development sector itself. The next recruitment drive is scheduled for the end of March which will be for the regional and training centre teams, who will form the crux of the field staff.

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Team, welcome aboard! May your passion and commitment be the driving force to do greater things better and faster.

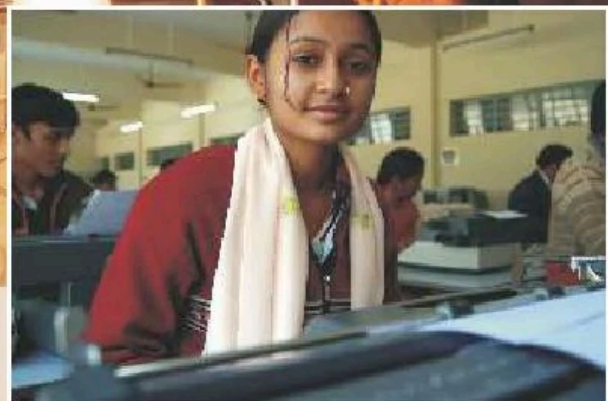


Two cheers to Youngistan!



The Swarnajayanti Gram Swarajgar Yojana (SGSY) of the Ministry of Rural Development, Govt of India, functions with the sole objective of providing employment linked, market-oriented training to youngsters from below poverty line sections of the country. The scheme is instrumental in providing skilled migration and mainstreaming opportunities for the youth in the sun-rise sectors of the economy. Favourably considering DB Tech's unmatched skill development infrastructure and a century-long work in underprivileged youth training and development, the ministry has funded two more projects for the southern (Kerala, Karnataka and Goa) and south-west regions (Andhra Pradesh, Tamil Nadu, Maharashtra and Gujarat) of the country. "With these projects," says Fr A.M. Joseph, Executive Director, DB Tech, "the total number of youngsters who will benefit from our tie-up with the Ministry has gone up to 40,000."

Earlier, the Ministry had sanctioned two placement-linked skill development projects to DB Tech under SGSY special projects.



BASE N&C (Bosco Academy for Skills and Employment, North and Central India) and BASE, N&NE (North and North East) were granted the projects which covered close to 24,000 youngsters. For the two new projects which will benefit 16,000 youngsters additionally, the Ministry outlay is to the tune of Rs 2250 lakhs. As in the earlier projects too, the unmatched coverage and penetration the Don Bosco organisation has in the land, stood firmly in favour: with 125 centres spread across the length and breadth of the country, Don Bosco is the single largest NGO in India, next to only the government.

Regarding the implementation of these projects, Ms Minu Thommen, Programme Director, DB Tech shares, "Though we have six months time for pre-training activities, the preparatory phase has already started in terms of manpower recruitment, centres and trades identification and customisation, curriculum development etc. The courses are finalised based on the skills and interests of the beneficiary community around the place and also on the basis of willingness of people for skilled migration."

The new team is extremely thrilled with the developments. Says a staff member, "We joined DB Tech having heard of the huge body of good work done by Don Bosco in India and all over the world, for over a century. These new projects show that the government of our country is also starting to recognise this fact. This is really motivating."

Not just the central government, but of late many state governments as well as civic authorities and multilaterals too have expressed their keen intent to work with DB Tech. Surely, there will be more projects on the way. And more youngsters to benefit by it all.



Happiness is...a secure future

Mapping for makeover

30,000 questionnaires were filled by enthusiastic respondents across DB Tech centres

Are adults interested in sales and marketing or computer? Are they willing to migrate? Whether they want a full time or part time employment? To assess the attitude of youth to various aspects of the skill based training, DB Tech is conducting a community mapping cum youth survey in north-central region.

DB Tech administered 30,000 questionnaires through its out reach centers in Punjab, Haryana, Uttar Pradesh, Jharkhand, Chhattishgarh, Orissa, Bihar and Madhya Pradesh. The study involves a series of interviews with youth from BPL category to understand the choices made by young adults as they make decisions related to interests, aspirations, skill sets desired, preferred employment and location. The mapping is a preliminary attempt to access to get the buy-in of the BPL youth and sound them off on mainstream options available to them through short term skill development programs.

The data is being compiled, collated and analysed to map trends and interests in youth employment and migration. The vital

questions which will be answered through this survey are:

- Does the rural youth know of the job opportunities in the new economy?
- Are they interested in picking up skills which could get them these jobs?
- Will they migrate? If yes, how far will they go? Will they pick up a job abroad?
- The ones who do not want to migrate, are they interested in local enterprise / self employment?
- What can motivate women to participate in skill development and subsequently a sustainable livelihood?

The report will be presented on the 20th March during the launch of the programme. The findings of this report will be used for implementation of project in the respective states.

New Trades and Academies

A delectable future

Bangalore: BOSCO, Summanahalli, has started a new baking and confectionary unit in collaboration with the Taj group. This is in addition to its already existing six trades which impart livelihood



training to the street children. The programme will train students in making breads, buns, puffs, cakes and cookies – essential product array for a bakery.

Restaurant management and housekeeping

Bangalore: In collaboration with Taj and Accenture, a three month programme in Restaurant Management and Housekeeping has been launched at Don Bosco training centre, Lingarajapuram, on



January 28, 2010. The first batch of 20 students is undergoing the training. The curriculum has been developed with inputs from the Taj group.

Hinterlands goes hi tech

Chennai: In January, one more feather was added to the cap of the Arch Bishop Casimir Gnanathikam Non Formal Technical Institute, Madurantakam, Kanchipuram as they started a new computer training programme for the students of the non formal training programmes. This was a dream come true for many of the villagers as well – making their kith and kin computer savvy.

New Project and Programmes

MoRD Project Orientation

Guwahati: An orientation programme for the national MoRD project was held at Bosco Reach Out, Guwahati. Eleven members comprising of the heads of different Don Bosco technical institutes of the province, the province economist, the development office In-charge and the province resource team members were present.

The various components of the just approved project for the Northeast region called "Bosco Academy for Skills and Employment" - a project under the Ministry of Rural Development, Government of India were discussed. Fr. A.M. Jose, executive director, DB Tech, facilitated the discussion.

Chennai: An orientation programme for the MoRD project was organised by the Salesians of the Chennai province on January



7th. Fr A.M. Joseph, executive director of DB Tech presided over the programme which was represented by the heads of the institutions coming under the province.

Capacity Building Initiatives

Centre upgradation

Bangalore: Three centres coming under the DB Tech umbrella in the state have been upgraded and more courses included with the purpose of enhancing the relevance of the programme. The centre upgradation has also resulted in the revamping of the curriculum and increased the student intake as well. The students are exposed to the latest technological equipments, whereby their employability potential is also vastly enhanced.



Centres of excellence

Chennai: DB Tech partnered with JUGEND DRITTE WELT, Germany, and COMIDE, Belgium for upgrading the tailoring trade at their SAGAI institute in Bagalur, the electrical trade at Don Bosco Anbu Illam Kavarapettai and ITES in Don Bosco SIHARAM, Thiruvannamalai.

To climb up the ladder

Hyderabad: The DB Tech team comprising of Mr M.A. Sudheer, PRT coordinator and Mr C.H. Mohan, placement coordinator, conducted an animation programme at PARA – Peoples' Action for Rural Awakening – here. The team was specially invited for the programme by Rev. Fr Thomas Pallithanam, director, PARA. The training duo gave valuable inputs on placement opportunities, skills and attitude required to get jobs, present youth scenario and

placement challenges. The importance of positive attitude, perseverance, multilingual skills, critical thinking, multi skills and team to sustain and climb the career ladder were emphasised.

The role of polytechnics

Delhi: A national workshop was organised by the National Institute of Technical Teachers Training and Research (NITTTR), Chandigarh on 'Evolving Roadmap for the Scheme of Community



Development through Polytechnics' which was attended by DBTI, Okhla. The Scheme of Community Development through Polytechnics (CDTP) under the Ministry of Human Resource Development, Govt. of India, aims to promote gainful employment and self-employment by imparting non-formal skill training as well as improving quality of life in rural areas through application of science and technology. The workshop was conducted with a view to evolve strategies for effective implementation of the CDTP scheme. Don Bosco was represented by Fr Noble George, principal, DBTI, Okhla.

Partnering with IIW

Kolkata: Indian Institute of Welding (IIW) forged its bond with Don Bosco by training a batch of 19 welding instructors at various Don Bosco institutes across Kolkata. The training, which took place in December, lasted for a week and was held at Park Circus, Kolkata. The feedback was quite encouraging and it was found that the



participants found the programme to be of immense benefit to them and in bettering their own teaching expertise.

Tailoring centre upgraded

Kolkata: DBTS, Liluah, upgraded its tailoring centre with Japanese industrial sewing machines. Training on these machines will serve to enhance the employability potential of the students.

Assessment and Certification

International Welding Exam – ISO 9606



Vaduthala: The first batch for the international welder examination was held from the 18th till the 25th of November at Don Bosco Tech, Vaduthala. A total of 26 students attended the exams, of which 9 were trained at Bathery. Those who passed the exam would be awarded 'International Welder Diploma' by the International Institute of welding. The icing on the cake was that five students who passed the examination were successfully placed with NAFCO, a Gulf company.

Training Programmes

Enhancing employability

Kolkata: A four day training programme for bettering the employability potential for the non formal students was organised at DBSERI, Mirpara at Nitika on January. More than 50 youngsters participated in the programme where resource personnel from different industries shared experiences and expertise. The topics discussed included: Communication, leadership, motivation, HIV / AIDS, interview, dress codes, safety measures, time management, service mindset and how to prepare CVs for job interviews, etc. The participants were also enlightened on the vast possibilities which the industrial sector offered them.

NSIC and Don Bosco for entrepreneurship

Guwahati: An entrepreneurship awareness programme was organised by the National Small Industries Corporation Ltd.



(NSIC) with DB Tech at Don Bosco Institute, Kharghuli. Resource persons from NSIC, Mr. H.R Roy and Mr. Ajay Bose, from Khadi & Village Industries Commission (KVIC) facilitated the programme. Mr. Bose discussed in detail the government schemes designed to support the unemployed youth. He also gave pointers on ways of availing loans which went a long way in motivating them to be self employed.

Life skills training for youth

Tangla: Ten days of intensive motivational and life skills training for



110 youth was organised at Bhutiachang, Bormukuli and Nonaipara areas which turned out to be greatly beneficial to the Adivasi youth from the tea garden and villages located in and around Don Bosco Tangla parish in Udalguri district of Assam.

Don Bosco Plus

Chennai: Nearly 100 students successfully completed the Don Bosco Plus training in computer basics, English language, communication skills, personality development and leadership skills from three different centres of the Chennai province. This



course was organised and designed by the principals of the participating institution as a response to the specific needs of the youth of their centre.

Organic farming

Chennai: Don Bosco SIARD, Sagayathottam, is an agricultural training Institute and trains hundreds of students from the rural areas in different areas of agricultural practices every year. The institute is instrumental in creating awareness among the farmers and school children on organic farming with special focus on vermin-compost, panchagavya (natural pest control) and horticulture practices which are of immense relevance today. Close to 70 farmers and school children participated in the two social programmes organised in December.

Detoxify life

Panjim: Another well attended programme on substance abuse was organised in January at the Don Bosco welfare centre, Parra. The program was attended by 190 students from schools and colleges in the North of Goa. The seminar covered topics of drug and alcoholic abuse. Prominent speakers at the function included Mr. Bosco George, superintendent of police, Mr. Girish Lotlikar superintendent of custom and Dr. Ajoy Estibeiro. Some ex addicts also shared glimpses from their turbulent pasts.

Tailoring success



Mumbai: In December, 25 girls from the Chotaudepur village received a government certificate for a 45-day course in tailoring and embroidery. The regional head of NABARD, Mr. Gupte was present to hand over the certificates to the students. This training being a turning point in their lives, their enthusiasm was infectious. They would also be allowed special loans from the bank to buy a new sewing machine and they are looking forward to begin a new business in their own villages. This programme has provided them a suitable opportunity, through which they may lead a more productive and financially stable life.

The importance of SHGs

Lucknow: The PRT team from Delhi province organised a three-day social and health awareness programme for the village women and girls in Lucknow. The awareness programme was aimed at income generation activities as well as the significance of SHGs,



emphasising the role of women in family and society and importance of educating the girl child.

Industry Interface and Placement

With flying colours

Guwahati: Thirty eight students who passed out of welding, electrical, office management and DTP trades from three Don Bosco institutes attended the campus interview organised by DBTS, Maligaon, at the regional office in Guwahati. A Premier Multi-National construction company – Gammon India Limited and Associated Control Panels Pvt. Ltd – a city based electrical



manufacturing company were present conducting interviews.

Grooming entrepreneurs

Panjim: Don Bosco centre in collaboration with the Ministry of micro, small, medium enterprise development institute (MSME) organised a 45 day Entrepreneurship Development Programme (EDP) in mobile servicing. This programme was attended by 22 participants and topics covered were basic electronics, mobile



servicing theory, and practice and entrepreneurship development. The students were also given information on the various schemes available under PMEGP, CMRY and Economic Development Corporation. The valedictory function for the programme was held in December at the centre and was attended by several dignitaries.

Bringing out the best

Kolkata: A technical exhibition, spread over two days, was held at DBTI, Park Circus and DBTS, Krishnagar. In all, 40 different technical innovations were presented by the students from both the formal and non-formal trades. The most commendable among them were the auto exhaust off, letter box alarm, house security system, intelligent liquid level and the cat dog repeller. A ship made by the students of the mechanical division was the cynosure of all eyes. The exhibition enabled the students to exercise their creativity and innovative skills.



From training to earning

Kolkata: Placements from Kolkata for the month of December is 100 per cent; while the placements for January is still under way. Welding trainees from Don Bosco Mirpara (20) and from Don Bosco Park Circus (27) are doing advanced training on Tig & Mig welding. Dumka Motor driving students (39) are doing their internship in prominent companies like Hero Honda Dumka Automobile, Namdalal Motor repairing, Sijad Automobile, etc.

Alumni Network

Enhancing opportunities

Hyderabad: DB Tech organised an alumni meet to strengthen the alumni association together with the centre. The meeting was attended by 35 students who had passed out from the centre over the previous years. Employment registration required for government jobs, the importance of apprenticeship and incorporating CAD early into the course itself were some of the important suggestions that came up during the interaction.

Experience speaks

Bangalore: The silver jubilee year of Don Bosco Hospet saw the getting together of 32 successful youngsters – all Don Bosco



alumni. They came from different parts of the state to share their experiences in the job market with the different ongoing batches of students. All of them wholeheartedly agreed upon the relevance of such a get-together and promised to bring more of their peers for the next alumni meet scheduled for the first week of May this year.

Boscoyuva.com

Mumbai: The alumni network of DB Tech here launched a revolutionary IT model for enhancing and enabling the lives of the youth with Boscoyuva.com. The model focuses on the communities which are socially and financially deprived, with no means for their basic needs. The launch marks the awakening of youth who really want to grow and prosper in their lives and make a difference to the lives of those around them.

The function was presided by Youth Venture, a group of youth who have got together to help young social entrepreneurs.

Centre in focus: Don Bosco, Lucknow



Don Bosco, Mohanlalganj, Lucknow (Inset) Fr C.A. Joseph, Director

Starting off nearly two decades ago in 1992, in a dilapidated shed with a couple of training programmes, today the Don Bosco Institute in Mohanlalganj, Lucknow, stands with its head tall across a sprawling 10 acres. Today there are 10 fulltime and three part time courses, housed in spacious concrete multi storied buildings. There are separate hostel facilities for boys and girls where they run their own canteen facilities with the centre involvement limited to ensuring discipline. "Every trainee is asked to assume responsibility for his or her own training, through discipline, hard work and regularity, with healthy conviction and self confidence," says Fr C.A. Joseph, the director of the institute.

The centre, which is accredited to the National Institute of

Open Schooling (Vocational) for its different courses also has its own very modern facilities including the latest in infrastructure including a digital language lab. The newly constructed auditorium seats 600 and has its acoustics and lighting in place which will vie with any modern setting.

Though placements are a major concern for the centre, it has devised its own ways of overcoming the challenge. "Marg is a database for employers and job seekers alike which has details of all employment opportunities," says Fr Joseph. "Through Marg as well as our contacts in and around Lucknow, we manage to procure about 90 per cent placement for our students year on year."

Interview

Learn a trade, earn a living



Dusk is fast falling on a winter evening at Mohanlalganj, Lucknow. A lonely figure walks with one hand folded behind, braving the cold of the descending mist inside the expansive ground of the Don Bosco centre. Boisterous laughter can be heard from the boys hostel as they eat supper, teasing their mates who take turns

donning the garb of the chef in the shared mess system. But even in the dark, it is hard to miss the fatherly pride and the motherly affection, taking flickering turns across the face as you quiz him about the centre. This is Br Cyriac, a stern disciplinarian, meticulous trainer, no-nonsense negotiator, go-getter...and more.

He is synonymous with the centre itself: it was he who singlehandedly started the centre 18 years ago and brought it to its present glory.



The hands-on guy: Br Cyriac

Br Cyriac lets in the DB Tech team into glimpses of his accumulated expertise and experience garnered from close to two score years being a one man army who turned the centre around to why the locals and students lovingly call him 'Brother Serious.'

Q: With so many years of handling the youth, what do you think about the youngsters of today? How different are they from when you started off working with them 20 years ago?

Br Cyriac: The youngsters today are generally not very serious in their approach towards life. They do not understand the value of hard work, especially during their student days. Then, all of a sudden, their life takes a U turn and they become serious, trying to get a grip on life. This is one reason why we are strict with them when they are undergoing training – it helps them realise the importance of values and principles in life.

Q: Now, let's come to your favourite topic – your centre. What is the total capacity of your centre? How many passes out each year? Is there any particular course which is a hit with your kids? Any course which will most suited for the rural youngster, one you currently have or want to start.



Br Cyriac: The best course as of date is Secretarial Practice for which there are maximum takers and the placement is 100 per cent, that too from the centre itself. All the other courses too have its own employment opportunities. We have close to 200 students on the rolls just now at the institute and a 112 at our outreach centres. Some courses are for a period of three months, some others for six months and a few which are of one year duration. Thus, on an average we train about 350 youth every year, with more than 90 per cent finding placement or becoming self employed.

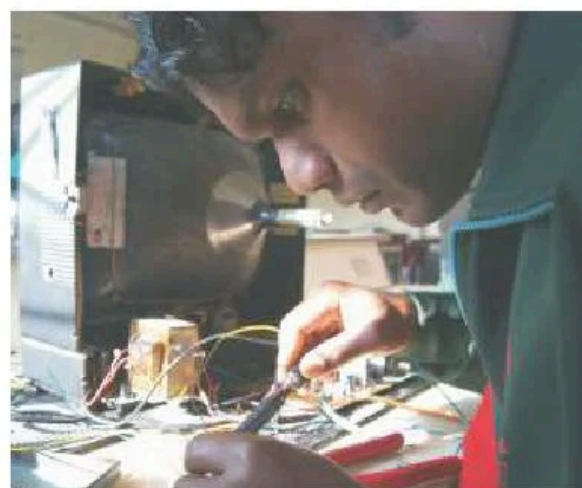
Tailoring courses in the outreach centres benefit the rural youngster most. They are given a machine for self employment and they pay back for the machine within 12 to 18 months time from their income. This is a win-win situation for everyone.

Q: What is that added advantage your centre offers which helps it get 90 per cent placement every year?

Br Cyriac: We have a very good percentage of placements because; we are strict with the students from day one about their discipline and hard work. There is no day when we do not speak about the final goal that is employment. The very purpose of our life here is to train good citizens who will be gainfully employed. Constant follow up of each student is our daily business.

Q: How do you facilitate placement in your centre?

Br. Cyriac: We do not look for employment for our secretarial students. Different institutions like hospitals, schools and colleges come to us to get our best students for their businesses. For other



trades we are in touch with different companies. Moreover, now I am giving incentives to my staff for admission and placement. If they are able to find new students as well as place the existing students, I give them monetary incentives depending on the number admitted or placed.

Q: What do you think about the national programme with the Ministry of Rural Development, Govt of India? About courses

becoming shorter in duration? Any suggestions for its successful running?

Br. Cyriac: The new national programme is a great initiative and will definitely benefit the poor rural youth. But we, the facilitators should



have our hearts in the right place; we have to be dedicated and serious about it. Being of shorter duration, we (Don Bosco, Mohanlalganj) will be able to train an additional 700 to 800 students every year. This will especially benefit the rural youth who do not want to go out of their villages.

Q: With the youngsters not willing to come out of their villages, how many of them take up self employment? Do you keep in touch with your alumni?

Br Cyriac: Frankly, not many take the self employment route. But the tailoring students from our outreach programme go for self employment since we help purchase a sewing machine on an 'earn and pay back' policy. It works very well. Yes, on a personal level I do try to keep in touch with all my students even after they have passed out. I ask them to spend a rupee and give a call just to tell me where



they are and what they are doing. Then again, not many do that.

Q: How active is Don Bosco in community development?

Br Cyriac: Don Bosco has played a major role in giving a new life to many youngsters from the neighbourhood as well from far flung areas. Besides the technical training, there are so many other programmes that DBTI is involved in for the holistic development of

the neighbouring villages – through social and health interventions.

Q: One moment which you cherish most?



Bro Cyriac: Every time a student from my institute gets a decent employment, I thank god for His mercy and kindness. So, there is not one moment, but many. And I hope there will be many, many more.

Q: One memorable moment in your career...

Br Cyriac: It could be when the ambassador of Belgium came personally and inaugurated the new building financed by the Belgian Government through DMOS COMIDE of Belgium.



Q: Any message to the youth of the country?

Bro Cyriac: They call me 'Brother Serious' as I am very strict with all my students. But that is my way of telling them not to waste time as it is very precious. That is how I ensure that my motto of 'learn a trade to earn a living' is taken seriously.

Rising Star: Tanveer Reza

Grit. Grind. Glory.

The passion with which he dons his red coloured, company uniform reminds you of the racing crew at a Ferrari pit stop. And the professionalism is evident from the way he handles the spark-spewing torch. Tanveer Reza, who 'never had any direction in life till he joined Don Bosco' is today an instructor with Lorch, a German welding equipment manufacturer.

"My life was quite aimless till I completed school," Tanveer says. "It was only after I joined Don Bosco, Park Circus, Kolkata that I slowly woke up to the realities of life. I decided that I had to do something with my own life and could not depend on my parents forever." Not that they could as his father was a fabricator with a small, private firm and his mother a housewife with five children to fend for. Realisation dawned before it was too late and Tanveer chose to take responsibility for his life. "At Don Bosco, I was taught that hard work and perseverance pays," he says. And that was what he did.

He joined the welding and fabrication course at Don Bosco and successfully completed the advanced training in Tig and Mig courses as well. While at the institute, what really made him stand out was his commitment to excel and passion for hard work. So, soon after his course he managed to become a trainee faculty at the institute where he did "almost everything like taking classes, fabrication work, handling welding jobs, working on machines." "The job at Don Bosco offered me the opportunity to taste the world of practical, real time work," Tanveer remembers fondly. "It also did the all important job of moulding my personality for the work place."

Though he pursued his studies by joining the Jadavpur University for diploma in a mechanical trade, he continued to work as faculty with Don Bosco. In 2008 Tanveer got the opportunity of a lifetime when he joined Lorch, the market leader in welding equipment manufacturing. In less than a year, he won plaudits from his seniors for his brilliance and capacity for hard work and was recognised as 'among the best employees' and was sent to Germany for higher training on the company's latest machines.

Today Tanveer holds a higher designation and draws a neat salary of Rs 25,000 per month. Quiz him about his future plans and he says that he plans to "be with the company that gave me everything I ever wanted. Everything and more." Not only is he a true source of inspiration for the youngsters in his locality, they all look up to him and try to emulate his success. He has personally seen to it that some of his friends join Don Bosco for technical training. Tanveer shares the secret, his motto in life: Dreams are not what you see when you sleep, but what keep you awake.



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