



Challenging the glass ceiling

30 young girls from BASE funded by Schneider countered the backward-looking sentiments and concentrated on moving through the labyrinth of career challenges.

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Message from Executive Director



Dear Friends,

Steve Jobs, who brought joy to the world by simplifying computers and phones, logged out of life at the age of 56 following an enervating seven-year battle with pancreatic cancer. The Apple iPhone-iPad-iPod founder taught us a lot of lessons. Some of them being to - DREAM, DARE & DO - using the talents, the Lord has blessed us with. For we will all be held accountable at the end of life. In 2005, in a moving address at Stanford University after receiving surgery for pancreatic cancer, he reflected on his own mortality, urging his audience: 'your time is limited, so don't waste it living someone else's life.'

Excerpts of Steve's speech

"About love and loss - I was lucky — I found what I loved to do early in life. Woz and I started Apple in my parents garage when I was 20. We worked hard, and in 10 years Apple had grown from just the two of us in a garage into a \$2bn company with over 4,000 employees. We had just released our finest creation — the Macintosh — a year earlier, and I had just turned 30. And then I got fired. How can you get fired from a company you started? Well, as Apple grew we hired someone who I thought was very talented to run the company with me, and for the first year or so things went well. But then our visions of the future began to diverge and eventually we had a falling out. When we did, our board of directors sided with him. So at 30 I

was out. And very publicly out. What had been the focus of my entire adult life was gone, and it was devastating.

I really didn't know what to do for a few months. I felt that I had let the previous generation of entrepreneurs down - that I had dropped the baton as it was being passed to me. I met with David Packard and Bob Noyce and tried to apologise for screwing up so badly. I was a very public failure, and I even thought about running away from the valley. But something slowly began to dawn on me — I still loved what I did. The turn of events at Apple had not changed that one bit. I had been rejected, but I was still in love. And so I decided to start over.

I didn't see it then, but it turned out that getting fired from Apple was the best thing that could have ever happened to me. The heaviness of being successful was replaced by the lightness of being a beginner again, less sure about everything. It freed me to enter one of the most creative periods of my life.

During the next five years, I started a company named NeXT, another company named Pixar, and fell in love with an amazing woman who would become my wife. Pixar went on to create the world's first computer animated feature film, Toy Story, and is now the most successful animation studio in the world. In a remarkable turn of events, Apple bought NeXT, I returned to Apple, and the technology we developed at NeXT is at the heart of Apple's current renaissance. And Laurene and I have a wonderful family together.

I'm pretty sure none of this would have happened if I hadn't been fired from Apple. It was awful tasting medicine, but I guess the patient needed it. Sometimes life hits you in the head with a brick. Don't lose faith. I'm convinced that the only thing that kept me going was that I loved what I did. You've got to find what you love. And that is as true for your work as it is for your lovers. Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle. As with all matters of the heart, you'll know when you find it. And, like any great relationship, it just gets better and better as the years roll on. So keep looking until you find it. Don't settle.

Narayana Murthy the Infosys founder had these words to say about Steve Jobs, "The Michelangelo of the computer era. He demonstrated that genius does not need an expensive, elite education".

In life all of us have our share of sickness, failure, loss, anxiety etc; Let us take inspiration from the great people who withstood all the woes to shape their dreams and build their future. Many obstacles will come our ways. Let them not bring discouragement and despair in our life, instead let us learn from these experiences and together as one family, let us work to uplift every youth entrusted to our care.

Fr. A. M. Joseph



Challenging the glass ceiling

Young girls from Madhavaram (Chennai) have invaded the work force and proved their mettle in Electrical sector that remained predominantly male. 30 female youngsters from BASE funded by Schneider countered these backward-looking sentiments and concentrated on moving through the labyrinth of career challenges.

There is no doubt that significant progress has been achieved in furthering the cause of gender equality in the labour market over recent decades. Women have been moving steadily into occupations previously reserved for men. Their access to education and training continues to improve, providing many with the necessary skills to aspire for a sustainable livelihood. The glass ceiling has been broken; and now they can work in those domains that are always considered as the men's territory. Still there are some ceilings in manufacturing sectors, which are occupied by male because hardly anyone accepts women in those professions.

DB Tech intervenes in the cause of providing sustainable livelihoods to youth from the neediest and most neglected sections of the society. A major challenge that most of us face today is to ensure employment opportunities for young girls from rural India by training them appropriate skills; inspiring them to become a part of this new economy; and by inculcating in them a proper work environment. Through Bosco Academy for Skills and Employment (BASE) program, DB Tech is drawing BPL youth, especially girls out of the cycle of dependency. In partnership with Schneider Electric India Foundation (SEIF), DB Tech is being imparting vocational training in Electrical sector to the underprivileged youth and to assist them in self and wage employment efforts in the same domain. Schneider Electric India Foundation is the social arm of Schneider Electric, which is recognized as global specialist in energy management.

Under this program, DB Tech is providing technical skill in Electrical domain, basics of computer, spoken and written English, customer Interactions training, soft skills and on-the-job training to school/college dropouts (18-25 years) from lower economic strata. Currently this four months training is implemented in 11 centres across India. Till date, the Electrical course is primarily considered as a men's domain, so after

completing the course, the BASE alumni start either their own enterprise or work as an Electrician in any organisation. Hardly anyone finds a lady electrician in our city or villages. But through this project, DB Tech made an effort to break this glass ceiling by mobilizing 30 young girls from the dismal rural areas in Tamil Nadu and assist them to become self-reliant. As a funding partner, Schneider appreciated the proposal and extended additional support of placement for these girls in their different facilities. In consultation with SEIF, it is decided that a pilot project will be initiated in South India in which only young disadvantaged girls will be given opportunity to become a role model for the fellow poverty victims. "To avoid a flop show, we did select a centre having grass root level reach and positive image at the rural areas. So that when we reach the village for mobilization, the parents will be half convinced due to the credibility towards the organisation," says Mr Venkatachalapathy Raja (State Coordinator, DB Tech, Tamil Nadu). Keeping all this nitty-gritty in mind, DB Tech approached SMA Generalate in Madhavaram (Chennai) to initiate program at their premises. SMA Generalate has a strong presence at the poverty pockets of Chennai through its various activities-providing educational opportunities, SHGs, food, youth centers, and health services. "We are running various courses for the same target group that act as a prime channel to reach out the right candidates. But regarding the Electrical course, certainly their parents were quite uncertain whether this technical course really helps their children to get a job and improves their financial condition. But the state team of DB Tech always available there to answer their queries related to the course, training and placement," says Sr. Velankanni (Centre Head, DB Tech, Madhavaram) remembering those mobilization days. Still it was really a tedious task to motivate 30 girls within a stipulated time period. Parents' faith on SMA Sisters and DB Tech's promise to provide a decent job were the two major factors to begin the show. Regarding the classroom

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training, these students were not only confined to only technical knowhow of Electrical trade but they are introduced to different activities that help them to mingle with each other. Their social, economical and educational backgrounds are completely different and they hardly know each other before enrolling to the course. The ice-breaking activities created liking not only for one another but for attending the classes without fail, which results null dropouts in the batch. "Most of our students hail from very remote areas of Tamil Nadu and first time they came to a metropolitan city. Starting from their accommodation to shopping, awareness about the city to conversation skill with bus conductor, shopkeeper, neighbour, etc., we used to instruct them very personally. Instead of addressing this commonly, we tackled them singly so that it could be resolved at individual level. These four months relation with each one of them became so strong that they considered us a part of their family," says Ms Regina (Trainer, DB Tech, Madhavaram).

From the starting of the batch, the sate team used to have a strategic plan of action to place these students of BASE. They approached the major employers in Electrical sector and involved them in the program through various activities like guest lecture, work readiness, on-the-job training, etc. The employers also used to get an updated status of this program related to batch strength, curriculum and other activities. After completion of the training program, most of young girls are placed in renowned companies Schneider, Nokia, Europa, etc. Regarding the placement of women candidates in Electrical sector, Mr Sukhesh Gopalan (Human Resources, Schneider, Chennai) shared, "Not only in Chennai plant, but in all the facilities of Schneider, we encourage female candidates to come forward and prove their talent in those fields which are primarily male dominated. As a partner of SEIF, we prefer to recruit more candidates from DB Tech because the curriculum they follow is perfectly tuned with our requirement. At the same time, we are also serving the bottom line of the pyramid, which is a key objective of our organisation." The success of the pilot project goes to the candidates who really made great strides in these four months. Placed in big companies with magnificent work environment, these young girls opened doors for other aspirants, who were having a second thought towards creating a career in manufacturing sector. Alumnus Vijay Priya's face lights up as she says, "I cannot forget the day when I got my first salary! I proudly showed my pay slip and PF slip to my parents, and they were simply overcome with emotion. I presented a mobile phone to my father from my earnings."



In spite of lots of challenges, the objectives of the program are met; and after successful implementation of the program, the future of these young girls looks very bright. "But every stage of the program from inception to completion is a challenge for all of us. Starting the centre selection to the placement, we have minutely monitored each step so that there should not be any hassle during the process," say Mr Sunil Sharma (Head-Operations, DB Tech).

The 'glass ceiling,' an invisible but impassable barrier against young girls in the society must be removed through a forward-looking behaviour. Clearly, one thing that can be done to reduce the threat of poverty for women is to position them so that they can earn a decent income. And it means educating and providing technical training to women in ways that allow them to enter the employment market with reasonable income and advancement. We have to find ways to help young women envision themselves as electricians, automobile technicians, welders and other skilled, high-paying jobs in the manufacturing sector. The cosmetic slogan of women empowerment only cannot heal the wounds of the women folk. The need of the hour is to nurse their wounds and a sincere effort to reach out to this invisible working population of the society.



Outbound Training Program 2011

The day to day life in office environment is changing more rapidly and dramatically. With the same pace, employees will have to continuously face and overcome the current and upcoming challenges. Employees try to gain the opportunity to discover and develop their true potentials. With this objective, a 3-day adventure camp was organized at Viraat Khai, 85kms up-north of Dehradun on June 28-30, 2011. The program was facilitated by Mr Rahul Dev, Ms Priyanka Das and Ms Sonia Mein from Laureate Learning Crafts Pvt. Ltd. A group of 45 members from National and State offices attended outbound training that covered high altitude trekking, rappelling, rafting in the Yamuna, nature walk, team games, photography, camping and campfire. The location itself added the undying zeal to live on the edge, coupled with the passion to promote adventure as a learning tool and to inculcate the spirit of oneness among participants. For many, it was a first time experience to the high mountains, the narrow roads that even made the bones chilled and above all to see the snow capped Himalayas.

Outbound Training is also referred to as experiential learning or action learning; it is a process wherein all the state team met outdoor to participate in a range of activities that are both physically and mentally challenging. It was a reflective learning process that took place amongst the participants. Some of the areas that have been impacted greatly by the outbound training are working within teams, trust building, goal prioritization, conflict resolution, communications, strategizing, planning & organizing and delegation. The cultural evening brought forth the multi talents, beautiful assimilation of different cultures and the sense of unity in diversity. Overall, this outbound training instilled a sense of team spirit and self belief in each team member.

Let's go camping!!!!



Honing the management skills

Management Development Program

A 4-day on-campus residential program on 'Project Management for Development Organisations' was organised at Institute of Rural Management Anand (IRMA), Gujarat on July 18-21, 2011. A team of 17 middle management employees from National and Regional offices participated the training program to hone their management skills. The Management Development Program (MDP) was facilitated by eminent professors, Prof. Hitesh Bhatt, Shri Rajesh Kapoor, Prof. Girish Agrawal, Prof. Durga Prasad, Prof. S. Roy and Prof. Rakesh Saxena from IRMA.

IRMA is one of the premiere institutes in the country which provides management education, training, research and consultancy support to co-operatives and rural development organizations in India. The MDP aims to hone the management skills of the managers and executives, who are directly or indirectly involved in the project implementation. The training includes not only managing the project but also managing the human resources. The training incorporated the sessions on introduction to project management, idea generation, selection and project feasibility, logical framework approach, network diagram for execution and crashing, use of software for project management, financial feasibility of a project, project monitoring and evaluation, social cost benefit analysis for a development project and implementation of a project. Other than the theoretical perspective of project management, sessions on team

building and team management were also conducted during the sessions. The group especially from DB Tech had a very productive time interacting with other participants from various fields of development sectors. With the skills acquired from this training program, it is firmly

“ ‘What can I do for you, so that you can perform better.’ is what people at the managerial level should ask his/her subordinates, while implementing the project. ”

Prof. Hitesh Bhatt

believed that the participant will be able to manage their daily work efficiently and become better professionals.

Beyond BASE

DB Tech participates in Weld India Expo

The Indian Institute of Welding (IIW-India) hosted the 64th Annual Assembly and International Conference of IIW on July 17-22, 2011, in the vibrant South Indian city of Chennai. Weld India 2011 exhibition was also held concurrently at the same venue on July 21-23 2011. Weld India 2011, a 3-day International Exhibition on Welding Technology, Metallurgy, Material Testing, NDT Testing, Robotics, CNC Machines, Brazing & Soldering Equipments, Steel, Aluminium, Non Ferrous Materials and other Allied Fields, was organized at the Chennai Trade Centre (Chennai, India).



Don Bosco Tech India was represented by DB Tech (Kochi) and DB Tech (Maritime Academy, Kurla). The representatives of DB Tech Included Fr Antree (Principal and Manger, DB Tech, Kochi), Mr. Soman (Principal), Mr Ramesh Koti (Sales Manger) and Mr Pramod Kambli (Instructor, DB Maritime Academy, Kurla). Besides that more than 170 high profile exhibitors across the globe and over 5,000 key traders visited Weld India 2011. Regarding the expo, Fr. Antree said, "It is a platform where all the latest welding machines were exhibited. We were exposed to modern welding techniques and various industry related processes. Most importantly, we got interactive opportunities with prospective takers, companies, industrialists and students." It provided a fine experience for DB Tech to share and interact with people from India and abroad. DB Tech (Kochi) was the only ATB authorized training body, capable of giving Diploma in International Welding.

Pronunciation Workshop at DB Tech (Puthiyathura)

A pronunciation workshop was organized at DB Tech (Puthiyathura) on August 9, 2011. Ms Eline from London VESL Charitable Society invited to conduct a workshop for the second batch students of DB Tech on



pronunciations in English language. The entire workshop was out of the ordinary for the student community in this centre and was also enlightening. The workshop was conducted for both ITes and Sales & Marketing students. Every student in the workshop got an opportunity to share his/ her life experience in English language, which was touching and effective.

Addressing the students, Ms Eline said, "As we nourish our body, we need to satisfy the need of our soul. So we want to cultivate the attitude to serve others, which produce the fruit of joy and happiness to oneself and others." In her speech she added, "We need to push ourselves to the difficult situation and have courage to take risky steps in life. Life is not only receiving something but also sharing and giving." The students were taken up by their experience and convinced that they need to go out of themselves and from locality to come up in life. The programme was very effective and helped the students to meet their goals and to feel the own excellence in effective English communication skills.

Govinda Ala re!!!

Don Bosco Technical Training Institute for the first time arranged Dahih Handi festival of Janmashtami for all the students of the institute on August 22, 2011. Students from Bosco Boys Home (Borivli, Mumbai) got together and made the arrangements for the festival. It was fun for all as the entire campus was in a mood of celebrating Dahi Handi.



It was festival time for all the students There were three Handis tied, one each for the three projects. 'Govindas' form pyramids and stand on top of one another attempting to break clay pots that are tied to ropes even as their efforts are thwarted by water splashed on them by those gathered around. Devotees believe that the broken pieces of earthen pot will keep away mice and negative powers from their life. Dahi Handi was celebrated with fervour in Don Bosco. Young men in the Institute yell 'Ala re ala, Govinda ala re!' during the ceremony.

Exposure on fire safety at DB Tech (Berhampur)

The civilization witnessed its growth through the invention of fire. It is a blessing but if handled carelessly, it is curse. Hence fire safety measures are essential to acquire. DB Tech (Berhampur, Odisha) has always prioritized learning to teaching. DB Tech's curriculum emphasized on workplace readiness. Both service and technical sector has an important to understand these measures both for individual and organizational safety. All the students of BASE visited the District Fire Office (Ganjam) for an exposure on fire safety on September 26, 2011.



Mr. M. Jagga Rao (District Fire Officer, Ganjam) chaired the occasion. The two-hour session was both in lecture and demonstration mode. Mr. Rao referred to precautions that are taken to prevent or reduce the likelihood of fire that may result in death, injury or property damage. He briefed on five types of fire like general, electrical, metal, oil and gas to take preventive measures against the same. Fire prevention officers demonstrated key elements of fire safety. Trainees put their queries like first aid of fire burn, domestic preventive measures against fire. The session was interesting for the trainees. The fear and dare against fire was addressed.

A Journey from Village Mela to City Exhibition

A wonderful experience for the Hotel Management students of BASE program at Bosco Boys Home as they all remembered their journey from the *village mela* to the city exhibition. NESCO Mumbai Exhibition Centre had organised Times Hospitality Expo presented by Times of India an Exhibition focusing on Food & Beverages, Housekeeping, Health & Fitness and Spa & Wellness on September 23, 2011. For 22 BASE students, it was a great privilege to witness the opening ceremony, which was done by Mr. Chagan Bujbal (Honourable Minister for Food), the pride of Indian Kitchen Chef Sanjeev Kapoor and the very famous Tarla Dalal were spotted for the event.



It was a golden opportunity for the students where they came across equipments that were used in the hotel industry. Students asked for catalogues, which turned out to be very helpful for their training purpose. Some food counters also took care of their tummies, where in they got to taste food items. They spent almost two hours in the exhibition centre and walked out with a lot of materials, where they promised to use it for training.

Training Programs

Life skills training program at DBVTC (Dimapur)

One can't live an upright life without acquiring and enhancing the art called 'skills' in life. It is a must if we want to live in the society and survive happily. A group of 25 Driving and Motor Mechanics trainees had the privilege of being part of this 3-day life skills training program conducted at Don Bosco Vocational Training Center (Dimapur) on July 21, 2011. The resource persons for this program were Ms Anjela, Nilima, Ms Jacinta and Mr Rakesh. Mr Rakesh began the session with an eye breaking game and name game.



The topic for the program were decision making, goal setting, hygiene and cleanliness, time management, money management, safety at work place, job commitment, performance assessment, importance of good communication, self esteem, attitude, interview technique, self awareness, stress management and perception and values. During the last half an hour of the third day program, there was a feedback session from the students' side. According to their likings and the priorities, the participants mentioned that they liked time management, money management, goal setting, problem solving, health and hygiene, self awareness and Importance of good communication. Not devaluing any session or topic of the program, some said that "Every session and every topic was equally good."

Workshop on communication skills for SIAN leaders

DB Tech team visited Good Shepherd Convent at Palvancha (Khammam, Andhra Pradesh) to empower 25 SIAN (South Indian Adivasi Network) group leaders with communication skills on July 27, 2011. The objective of this awareness programme is to work effectively among the *adivasi* communities for the development of communications skills. During the program, the need for communication was addressed



and how communication plays a vital role in the bringing the change in the lives of people.

They were divided into groups to discuss about their experiences, success stories, case studies and problems they faced in the field. They were asked to prepare charts, skits, and role plays, which gave them hand-on experience on group dynamics. Sessions were conducted on documentation, data collection, report preparation and archiving documents. Self-discovery (Knowing Thy-self) was another presentation that provoked them for discovering themselves. Presentation on 'Motivation to become creative and innovative' was able excavated their hidden skills and talents. 'Building your Life' is also one of the thought provoking presentation that tuned them towards proper utilization of their innovative ideas to help the young build their lives. Finally all the participants were ready and eager to go to their field and felt they were now equipped with appropriate skills in order to work with the young and motivate the local people on the importance of change through communication.

Life skills training program at DBVTI (Golaghat)

Very enthusiastically seven driving aspirants participated in one day animated program, which was organized at Don Bosco Vocational Training Institute (Golaghat) on August 6, 2011. Mr. Robin Dhanwar invited as resource person for the training program.

Theme of the life skills training cum guest lecture was 'Motivation'. To be more specific, Mr. Robin Dhanwar dealt with Mazlow's Hierarchy of Needs. He has given his best to motivate the participants on needs and



goals. While discussing these needs and goals, the students were made to understand various needs like physiological need, safety, love/belonging, esteem and self-actualization through activities. Regarding the program, one participant, Mr. John Indwar said, "The program was very short and useful, and it was good and well prepared indeed." The program was short though it was very enticing. Mr. Robin Dhanwar remarked, "It was a great learning for me too. Participants were few, however they were very active, smart and their will to undergo change is much appreciated."

'Attitude Matters' – A guest lecturer at DBVTC (Dimapur)

The driving force behind every person is our inner strength. Loss of motivation is loss of everything. Every aspect of our life becomes dull and we are liable to drag our life and hang around. A guest lecture was organized at Don Bosco Vocational Training Center (Dimapur) on August 27, 2011. 23 trainees participated in this guest lecture on 'Attitude matters'. Mr. Zepherinus Lugun (Development Association, Nagaland) was the resource person for the day. He is well known for his ability in conducting program for the youth of various walks of life. The whole program was about the need for 'change of an attitude'. In the process of their activity, they came to know that neither hard work, knowledge, love,



luck and money nor leadership makes 100% but only attitude can make a different in every activity. The resource person also emphasized to convert negative attitude and perspective to positive.

He began the session with an ice breaker, followed by the group activity on 'Truth to make yourself 100%' and 'Think/ prepare before you act'. Regarding the take away points from the lecture, one of the participants, Mr. James said, "It was good. We learnt about the need for positive attitude and the importance of positive perspective." The participants were so engrossed with the program that they even forgot to remind the resource person that their dinner time is at the door step. The program was ended with a short thanksgiving speech for the resource person by one of the participants.

Empowerment program for skill trainers

The trainer is the corner stone of the BASE project and in order to capacitate the trainers, an empowerment program for trainers was organized at DB Provincial House (Bangalore) on August 17-18, 2011. Fr. Joe Arimpoor sdb (Director, DB ARK, Delhi) and Mr. Vivek Kumar (DB ARK, Delhi) facilitated the 2-day training program. The trainers from various centers of Karnataka participated in the training. All participants were welcomed by Fr. Joy Nedumparambil sdb (Regional Coordinator – South, DB Tech). He also oriented the participants on the need for such a training program. Fr. Ittira Mondoth (Rector, DB Provincial House) invited the participants to shape themselves in the vision of Don Bosco.

The concern of DB Tech is not only to ensure that the poor and unemployed youth get skilled and get a decent job and settle down in life but also to ensure that they are formed to be honest citizens, motivated and enthusiastic individuals for which the trainers needs to be well



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equipped. With this objective in mind, the core skills covered during the training included interpersonal skills, team work, time management, motivational skills and skills to build up positive attitude.

Centre Inaugurations

Puhtiyathura (Trivandrum): The second batch of BASE program was inaugurated at Don Bosco Salesian Sisters Loura Bhavan (Puhtiyathura, Trivandrum) on July 21, 2011. Rev. Fr. Joseph Prasad (Parish Priest, St. Nicholas Church, Pthiyathura) was invited as Chief Guest. The dignitaries invited for the inaugural function included Sr. Alice Philip (Superior, Salesian Sisters Laura Bhavan, Puhtiyathura Trivandrum), Mr. Pushpam Simon (Member, Karimkulam, Gramapanchayath).



Rev. Fr. Joseph Prasad 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. He informed the students to make use of the opportunity, which will help them to find out a sustainable way of livelihood. Then Mr. Soujith Antony (State Coordinator, DB Tech Kerala) in his address highly appreciated Sr. Alice Philip and trainers for the good work done in the coastal areas as the part of mobilization for the programme. He assured them that DB Tech would link the students to great industries, who would pay them on a fair scale. Giving a brief update about the MoRD project, Sr. Alice said, "Puhtiyathura DB Tech centre provide vast opportunity of employment for the BPL youth in between the age group of 18-35 especially for the coastal people."

Thiruvannamalai (Tamil Nadu): The third batch of BASE program was inaugurated at Don Bosco SIHARAM (Thiruvannamalai, Tamil Nadu) on July 20, 2011. Mr. Rajendiran (Block Development Officer, Thiruvannamalai Block) invited as Chief Guest for the function. Other dignitaries present at the function included Rev. Fr. Jayapalan Raphael sdb, Rev. Fr. Ernest Rosario sdb, Rev. Fr. Andrew Stephenraj sdb, Rev.



Fr. Joseph Leo sdb, Rev. Fr. Thama sdb, Rev. Fr. Moses D'souza sdb, Rev. Fr. Peter Mathew sdb, Rev. Fr. James Vincent and Mr. Raja.

Rev. Fr. Ernest (Center Head) welcomed all the dignities and participants for initiating the third batch of BASE. Welcome speech followed by key note address which was given by Rev. Fr. Jayapalan Raphael sdb (Provincial, Chennai Province). He exhorted the students to utilize this program fruitfully and come out from poverty. The Chief Guest stated that it is a useful program for the marginalized youth in the society. He added, "Till date 350 youth from this region have been trained and placed from this center. I am also overwhelmed about the infrastructure of the center and the methodology of the training and the guidance of the trainers in BASE." Rev. Fr. Joseph Leo (Director, INM Career Guidance) wished to make this centre as a model center in Tamil Nadu. He also shared his happiness about the performance of the trainers and the capability to place the students in various jobs.

Aluva (Kerala): The first move of third batch of BASE was made with the inaugural ceremony of MoRD and Accenture project at DB Tech (Rogate Ashram, ALuva) on August 29, 2011. A group of 90 BPL youth with their parents were present to witness the inauguration. On behalf of DB Tech, Fr Babu welcomed all the dignitaries. He also addressed the trainees with a keenness of giving them good opportunities and support to establish their skill throughout the course.

Fr Vinu Veluthepillay RCJ (Rev. Rector, Rogate Ashram) delivered the presidential speech and said, "If one does anything what he/she is capable of, then for sure he would astound everyone. So make use of the opportunity given by DB Tech which has come your way to develop your skill in a right manner."



Fr Luigi Toffanin inaugurated the ceremony by lighting the lamp and highlighted the project advantages. Mr. Sarath Menon (Placement Coordinator, Kerala) briefed the gathering on the project prologue. He highlighted the fact that the program has been introduced to mould and to build the skills of unprivileged youth. Mr. Raghu (Senior HR, First Source) voiced his pleasure in being a part of this program. He highly appreciated the excellence of training offered to the students as no program offers such an assistance for a short period. He also highlighted the support given in terms of placement for previous batches and would be involved in the recruitment of candidates for the future as well.

Hassan (Karnataka): The fourth batch of BASE project was inaugurated at DB Tech (Hassan) on September 10, 2011. Mr. Mathai (Tahsildar, Taluk Panchayat, Hassan) invited as Chief Guest for the function. The program began with a prayer song by the trainees. Rev. Fr. Thomas Anchukandam (Provincial Don Bosco, Bangalore Province) presided over the function. Fr. Arogya and Br. Johnson added color to the function by their presence.

The centre in-charge Fr. John welcomed the gathering and briefed about



the previous batches. The dignitaries inaugurated the batch by lighting the lamp. The Chief Guest in his speech spoke about importance of skill training and the way DB Tech is helping underprivileged youth in the society by imparting free training and providing placements in collaboration with the Ministry of Rural Development. He appreciated the service done by DB Tech to the youth which will in turn give them a chance to have a sustainable future. Fr. Thomas Anchukandam spoke about DB Tech and the way it is growing. Fr. Arogya Raj (Principal, ITI) spoke about Don Bosco, his vision and love for youth. Students performed various cultural programmes.

Belgaum: The fourth batch of BASE programme was inaugurated at Nidasoshi (Belgaum) on September 10, 2011. Fr. Clifford Fernandes (Director, ASSISI House Retreat Centre, Karwar) invited as a Chief Guest for the inaugural function. 110 BPL students of forthcoming and previous batches were present.

Addressing the gathering, Rev Fr. Clifford Fernandes said, "The young generation is the future of India. They should be empowered in term of their skills and knowledge so that they will be in a position to take right decision. To become empowered, they need to acquire skills and values. This is the great opportunity to take benefits from this programme." Later the animator of this center Fr. Remend Lopes explained about the



mission, vision of DB Tech and MoRD Project. He also shared the importance of life skills and personality developments that they are going to acquire during this programme. He also thanked all the staff for their hard work and sincere effort.

Jehanabad (Bihar): The third batch of BASE program is inaugurated at DB Tech (Jehanabad) on August 4, 2011. Mr. K. P. Ramaiah, IAS (Patna Commissioner) invited as Chief Guest for the inaugural function. Other

dignitaries present at this occasion included Dr Maduri Verma (Retd. DEO), Fr. Joseph Raj, Mr. Z Khan (Secretary Saksharta Abhiyan, Jehanabad).

The programme started with the lighting of lamp by our honourable guests. The welcome speech was given by Fr Sebastian. In his welcome speech, Fr. Sebastian focused on the importance of this program. Addressing the gathering, Chief Guest Mr. K.P. Ramaiah congratulated our students and their parents to become a part of the skill development program. He said, "There are no shot-cuts to success. So every



individual should have to work hard to achieve success in life." He thanked to DB tech for organizing such a good program for upliftment of BPL Youth. Certificates and offer letters were also distributed to the students by honourable guests. In this occasion, Fr. Joseph Raj and Mr. Mritunjay Singh (State Coordinator) also shared their views and best wishes to the students for their journey in DB Tech. The program was concluded with vote of thanks by Dr. Maduri Verma.

Vaduthala (Kerala): The fourth batch of BASE programme inaugurated at DB Tech (Vaduthala) on August 04, 2011. Rev. Fr. Antree Kannampuzha SDB (Centre in Charge, MoRD project, DB Tech), Adv. Leslie Stephen (Councilor, Cochin Corporation), Mrs. Beena Philipose (Asst. HR Manager, Popular Motor Corporation), Mr. Harold Skaria (Sr. HR Executive, Popular Motor Corporation), Mr. Soujith Antony (Kerala State Coordinator) and Mr. Sarath Menon (Kerala State MIS, M&E Coordinator) were present on the occasion.

Adv Leslie Stephen inaugurated the ceremony by lighting the lamp and delivered the inaugural address. He highlighted the fact that government has introduced many projects to uplift the deprived sections of the society



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but it was difficult to find a dedicated implementing agency to implement the project successfully. He also expresses the importance of positive attitude and said if one has the proper attitude and confidence of completing a task then he will achieve the task successfully. Fr. Antree Kannampuzha in his presidential address emphasized that everyone should always utilize the opportunities that is made available to identify and developing the hidden skills. Mr. Soujith Antony briefed the audience about the salient features, process, placements and other details of the project making each of the participants aware of the project. Chief Guest Mrs. Beena Pilipose on the occasion delivered the key note address and explained the symbiotic relationship existing between Popular Motor Corporation and DB Tech since the inception of the project. She shared that the trainees recruited from DB Tech are efficient and passionate towards the work. She assured their continued support in placements of DB Tech trainees.

Hubli (Karnataka): The inauguration of the fourth batch of BASE was organized at Don Bosco Tech (Hubli) on September 9, 2011. Mr. Bhimappa (Project Director, DRDA) invited as Chief Guest for the function. Rev. Fr. Leandro Gracious (Director and Principal, Don Bosco Academy) presided over the function. Other dignitaries present at the function included Mr. Prakash Hire (Centre in-charge, First Source) and Francis Xavier (Center Head).

The Chief Guest inaugurated the batch by lighting the lamp. Speaking on the occasion, Mr. Bhimappa (DRDA) said, "I am personally very much pleased by the service given by Don Bosco Institution (Hubli). It is a convincing factor that the programme has been very apt and useful for the rural youth of Dharwad district. I am personally aware of the development of this training programme since first batch. Numerous



youngsters have benefited from this programme." He invited the students to take advantage of the training programme and all the facilities provided to prepare themselves in secure a decent job. And thus become respectable citizens in their villages and society at large. Addressing the students, Mr. Prakash Hire (Centre in-charge, First Source) said, "There are a lot of opportunities for those who have learned some skills. This institution is helping the youth to realize the same and helping them to realize their potentials and become the responsible citizens of the country." Rev. Fr. Leandro Gracious said, "The training that you receive in this programme may at first seem difficult and the hectic time table may disappoint you. Just as gold refined by fire the hard work that you put in now will bear abundance fruit for your future."

Exposure Visits

Hatia (Jharkhand): Exposure visits were organised for the BASE students of Hatia Centre. Exposure visit is a vital component in BASE process which gives the trainees experiential learning experiences and concrete skills, they are learning at DB Tech. It also gives them the chance to experience and witness things they have only read in the classroom.

Sales & Marketing: 27 students from Sales and marketing domain of Hatia centre went to Big Bazar (Ranchi) for an exposure visit. This is a great opportunity to learn the trade practically and to interact with the



future employers. During the visit, the Human Resource of Big Bazar also confirmed that he will be appointing some of our trainees after completion of their training. The students will be awarded with certificates for participation in the exposure visit. All the students are very excited and happy for such field visits. This kind of opportunity will definitely help them to grow in future and will help them to acquire practical knowledge.

Hospitality: Another field visit for Hospitality students is organised. The Hospitality trainees of BASE visited Hotel Emerald - Ginger Group, one of



best hotel of Ranchi. Mr. Abhijeet Ganguly (F&B Manager, Hotel Emerald) guided our students and showed every kind of service and all departments of hotel. He even showed all kinds of cutlery to the students. Even the students were very happy and they all gave a good feedback. After coming back from the visit, they are motivated to join the Hospitality sector. This kind of visit is very helpful for students to have practical knowledge of the industry which they will be joining in future.

Borivli (Mumbai): On the 27 August 2011, tribal students of DB Tech (Borivli, Mumbai), who are being trained in 3-month skill training in Hotel Management at Bosco Boys Home (Mumbai) visited Mc Donald's outlet in Borivli for exposure visit.

Mr. Ramesh Tolani (Shift Manager, Mc Donald's) welcomed them and showed them the way to little corner of the store, which is normally used for birthday parties. He explained about the outlet and how it functions. He then made groups of six students each and showed them the kitchen



and how the people who worked in different sections had to work keeping in mind the hygiene factors. He showed a few of the products and how they were prepared and presented to the guest. He mentioned the opportunities and career growth in Mc Donald's. Once he finished with the explanation, he asked the students to introduce themselves and asked them about their interest in the Hospitality sector. Before the students could leave the outlet they all enjoyed finger licking Mc Pizza and shouted out the slogan 'Mc Donald's I am loving it'. They never forgot to say, 'Hi' and take a picture with the Old Mc Donald, who sat out on the bench, the visit was a wonderful experience for all.

Parents Meetings

Siliguri (West Bengal): The parents' day of the BASE programme was celebrated at Salesian College (Siliguri Campus) on June 4, 2011. Most of the parents of the 106 students of the third batch attended the function. The programme began with the lighting of the lamp by the Chief Guest, Fr. M. A. Jose (Rector, Don Bosco). Fr. George Thadathil (Principal, Salesian College), Fr. Mathew George (Centre In-charge) and Fr. P.J.



Abraham (Administrator) graced the occasion.

Fr. Mathew George welcomed the guests and parents. He invited them to witness the miracle of transformation that has taken place in the students as a result of the intense training that the college was able to impart during the last two months. Fr. M. A. Jose and Fr. George Thadathil speaking on the occasion stressed the need for concentrating on the training and shaping of human potential so as to grab the job opportunities that are available in the fast changing Indian job market today. The success of a programme, especially for the socially disadvantaged group, is not to be gauged by the quantum of money spent for it but by the type of human character that evolves as a result of it. Several parents too spoke on the occasion expressing their deep

satisfaction at the opportunity their wards got to coming into this college and for the type of training they have received.

Chitradurga (Karnataka): The parents meeting for fourth batch of BASE program was held on Aug 13, 2011 at DB Tech (Chitradurga). Fr. Jose (Director, Don Bosco, Chitradurga), Fr. Julian (Center In-Charge, DB Tech, Chitradurga), Mr. Vitta Rao (Project Director, Zilla Panchayat, Chitradurga) and Mr Javeed (Cluster Coordinator) were invited to the function. Nearly 42 parents gathered during parents meeting. The Chief Guest for the meeting, Mr. Vittal Rao addressed the parents and motivated them to encourage their children to migrate to different places



for jobs. He inspired the parents by informing about the good training given by Don Bosco. Mr. Rao reminded the youth about their responsibilities towards their family.

Fr. Jose in his presidential speech invited the parents to make best use of the training that is imparted at DB Tech (Chitradurga) with the help of the Govt of India. He shared some case stories of past trainees who are working in Hinduja Global Solutions (Chennai) after completion of the training program. Cluster coordinator Mr Javeed said that getting admission in Don Bosco (Chitradurga) is like getting admission in a reputed college. He invited the parents to make better use of this training and encouraged parents to send their children for job.



Kokar (Jharkhand): The second parents meeting was organized at DB Tech (Kokar, Jharkhand) on August 27, 2011. All the students and parents were invited to the meeting. The program started with welcome speech by the Br Tom (Centre Head, DB Tech, Kokar).

The meeting started with a brief introduction about DB Tech. During the meeting, parents shared their happiness towards the significant behavioural changes in their children and also thanked DB Tech for

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initiating such programs for deprived population like them. At the same time, few of them raised concern about the placement of the candidates, which was cleared by the centre team by informing various entry level opportunities in different sectors. Due to lack of opportunity at the specific location, it was properly explained to the parents that their children can get job in different regions of Jharkhand or may be migrated outside Jharkhand. When the centre team asked for their concern about migration, 90% parents are ready to send them out of state for an opportunity. After the discussion, the centre team had a one-to-one discussion to clarify various queries from parents and also gathered a written feedback regarding training and meeting from the parents.

Nitika (West Bengal): BASE students of Nitika Don Bosco have taken an initiative to explore their extracurricular activities through a short cultural programme staged on July 2, 2011. Within a time span of ten days, the students managed to organize a programme solely by themselves. The programme was mainly dedicated to their parents. They invited their parents and respected Salesians of the campus with a proper invitation letter drafted by them.

The most appreciating part is that the different types of programmes like dances, recitation, Rabindra Sangeet and plays were solely chosen,



composed and rehearsed by the talented students. The whole sequence of programs had every spark of entertainment; it referred to our culture, heritage and belief.

The group hailed from the rural background, two months back was unable to stand confidently has now been able to stage a whole programme of 90 minutes without a hitch in their appearance. Moreover the show doesn't end here, our students had thrown light in the knowledge that they have received. As we all know that we impart training to the underprivileged beneficiaries and so it is well known that they won't be very much free in performing over the stage, but to our astonishment they have proved us wrong. The most notable factor in the whole show was the confidence level and the sense with which they have well organized the whole show and kept all of us spell bound.

AIDS Awareness Programs

Yadgiri(Karnataka): Yadgir is a newly created district in Karnataka which is one of the economically and socially backward districts of the state. Yadgir is also known for a wrong reason where large numbers of HIV cases are registered. May be lack of awareness among the locales be the prime reason of spreading of this deadly disease. With an intent to educate few youngsters of this region, DB Tech organized an AIDS awareness program at BASE (Yadgir) on July 8, 2011. As most of the trainees come from remote villages, a program of this nature helped them to dispel ignorance and be better educated about the disease.



Mr. Jayakumar (Interpersonal Communications Coordinator, PSI) was invited as the resource person for the awareness program. Addressing the trainees, he clarified the basic difference between HIV and AIDS. He also brought to the notice of the students that it is one of the incurable disease yet we can go for other remedies rather than taking steps to prevent it. He highlighted the ways in which one can survive from AIDS and steps to prevent from getting affected. Instead of showing kindness to the HIV victims, we are ostracizing them from different spheres. To give them clarity about the disease, Videos were shown to make the students understand more. At the end of the session, students were open enough to ask question and clarify doubts.

Loutolim (Goa): DB Tech organised AIDS Awareness Day on the August 5, 2011 at the center located at Loutolim. The centre which conducts the BASE programs in partnership with MoRD and Accenture was selected by the Goa AIDS Control Society to launch the Red Ribbon Club. Mr. Ramesh Rathod (Assistant Director, Goa AIDS Control Society) was the resource person for the day. He was also accompanied by Mrs. Gines Fernandes (Youth Co-ordinator, AIDS Control Society).



The students were informed in advance about the programme and they were asked to put their question and doubts about AIDS in a drop box which were later clarified by the resource persons.

Fr. Albano Fernandes (Principal, DB Tech, Loutolim) welcomed the guests and Mr. Archangel Pinheiro (State Co-ordinator, DB Tech, Goa) who was invited as Chief Guest for the program. The Goa AIDS Control Society chose DB Tech (Loutolim) for the Red Ribbon Day. The traditional lamp was lit and red ribbons with the AIDS symbol were distributed to all participants. Mr. Ramesh Rathod, began his session with an audio visual of a meaningful song that featured all the famous film stars joining hands to fight AIDS. Mr. Ramesh Rathod conducted the input session backed by a lot of slides which was very informative on the causes and methods of prevention of AIDS. He also stressed that people with HIV AIDS should not be discriminated. The students participated in

Feature

Centre in Focus: Salesian College (Siliguri, West Bengal)

A remarkable history of over a century of commitment to excellence in education, the contribution of the Salesians can never be exaggerated. In the North Bengal, as in many other parts of India, the name of Don Bosco is synonymous with quality education. Realising the need for empowerment of youngsters through skills, the mission was to strengthen the Salesian Society by involving more like-minded people. With this view, the Salesians procured a land at Ektiasal (Siliguri) in 1960. However, during the Chinese Aggression of 1962, the Salesians were asked to shift to Bandel near Kolkata. The army took over the building which was first used as an army hospital and later they converted it into a Central School. The present location at 2nd Mile (Siliguri) was bought in 1965. The sprawling 40 acres campus is located amidst picturesque surroundings in north east of Siliguri and is most suitable for academic pursuit. On 15 January 1973, the new Don Bosco School was started with six boys. Now the school is providing the Salesian system of education, popularly known as the preventive system to more than 2000 students.

On July 2009, Salesian College (Siliguri) was established by the Salesians of Don Bosco Educational Society thus making quality higher education available and affordable to the youth in this locality. The college has excellent infrastructure, imposing buildings with spacious class rooms, and laboratories with state-of-the-art technology. The Salesian College has stayed true to its mission of educating students in accordance with the highest standards of excellence. As a Don Bosco Institution, the institution always endeavours to mould



Salesian College (Siliguri)

intellectually competent, morally upright, socially committed and spiritually inspired persons capable of building a more humane social order within the context of the nation's plurality of religions and diversity of cultures.

Giving a hope and a future

When they didn't have rations, he gave them nutritious foods. When the youngsters dropped out from college due to lack of transportation facilities, he presented cycles so that they can continue their studies. When they suffered from any disease, he treated them in a super speciality hospital. In every step, Fr. (Dr.) Mathew George stands tall as a life saver for all the natives of Saraswatipur – a village located deep inside the forest with over 2000 Adivasi families. Besides that, Fr. Mathew conducts a number of social diversified activities in a belief to bring true transformation to the most neglected inhabitants of North Bengal.

Fr. Mathew George Kariapuram SDB hails from Kerala, became a Salesian of Don Bosco in the Kolkata Province in 1977 and was ordained a priest in 1986. He did his M.Phil. and Ph.D. from the University of Madras. He taught Contextual Theology and Comparative Religion at Sacred Heart College (Shillong) for 14 years. And for four years, he was the Director of Don Bosco *Ashalayam*, a project for street and railway children. At present he is the Outreach Programme Coordinator of Salesian College (Siliguri Campus) working mainly for the upliftment of tribal people and BPL youth in the tea gardens of this region. He has authored *Tribal Hermeneutics for a Contextual Theology* and *Contextual Reflections* and has co-edited *Be My Witnesses*, and *Breaking New Grounds in Mission*. He is the Editor of *Catechetics India Journal*.

Interview with Fr. (Dr) Mathew George (Centre Head, DB Tech, Siliguri)

DBTN: DB Tech (Siliguri) is one of the best vocational training centres in the state as well in the country. Certainly the credit goes to the Captain (you). During the initiation, what was your perception about BASE programme?

Fr. (Dr) Mathew George
Centre Head
DB Tech, Siliguri

Fr. (Dr.) MG: If DB Tech (Siliguri) has reached what it is today, the credit goes to the hard work and dedication of the trainers, the infrastructural facilities offered by the college and the unstinting support and guidance of the state and national teams.

At the time of the initiation, my perception of the BASE programme was that here was something that was worth giving a try as it would open a wide variety of avenues to BPL youth badly in need of training and placement. Though the national target looked unattainable in such a short time, the programme caught the imagination of the provinces and everywhere it got off to good start and results were fast in coming.

DBTN: You managed to motivate 112 students to enrol in the first batch? Why don't you share your mobilization experience of those days?

Fr. (Dr.) MG: The mobilization work for the first batch, though we did not know much about the project, was a smooth affair. We were completing a 6-month course in computer and spoken English for a batch of 40 students, when the new project was announced. We sent out these students in groups to make a survey among BPL youth and the response was overwhelming. At the same time, during a gathering of 3000 young people in Jalpaiguri we printed and distributed leaflets about the BASE programme and made repeated announcements over the public address system.

DBTN: After successfully completing three batches, mobilization is not a herculean task for you. How did you assemble full strength for your batches? Any innovative approach for mobilization.

Fr. (Dr.) MG: As soon as a batch is inaugurated, we begin the enrolment process for the next batch. By now the information about the BASE programme in Siliguri has been disseminated all over north Bengal. The most effective tool of mobilization we have found is the word of mouth. Those who have been trained and placed pass on the information to their family members and fellow villagers. North Bengal is home to over 250 tea gardens and each village is a well knit community and information flows quickly.



Practicing table layout in Hospitality domain

DBTN: DB Tech (Siliguri) is providing skill based training in trades related to the service sector. Is there any reason for offering these courses?

Fr. (Dr.) MG: Siliguri, the second biggest city in West Bengal, is fast emerging as a business hub with tremendous potential in the service sector. Lots of new business establishments are coming up in the city and realizing the potential for possible employment of BPL youth, the service sector was chosen. Siliguri does not have much potential in the industrial sector and that is also another reason why service sector was chosen.

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

Fr. (Dr.) MG: The institution offers a wide variety of courses at present. We offer Honours and General courses in B.Com, BBA, B.A., B.Sc. (Computer Science). Soon we will be launching courses in pure sciences, and post graduate courses too. Ours is also a study centre for several IGNOU courses.

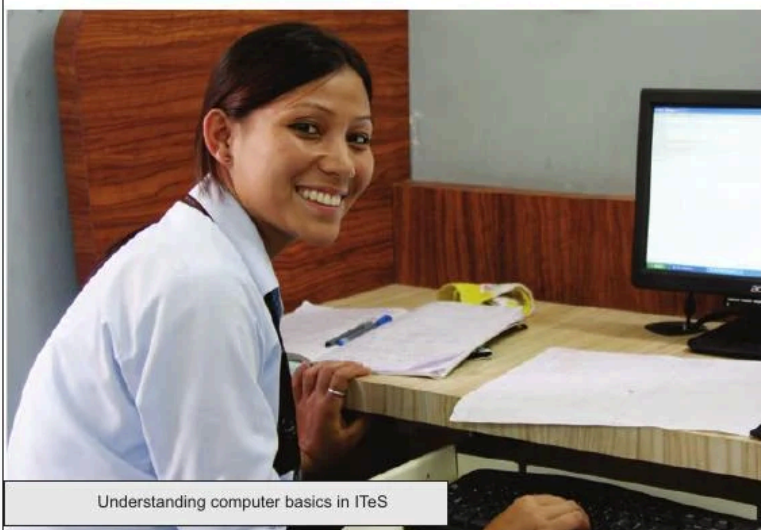
DBTN: With so many years of handling the youth, is there anything you found which we need to change in our approach / any improvement in this programme?

Fr. (Dr.) MG: As far as our centre is concerned we feel that the programme is running smoothly to the great satisfaction of all the trainees. However a few observations would not be out of place. Three month duration is not sufficient to prepare the students for good jobs in the market. Preparation for entry level job may be fine. Sometimes the trainees become over ambitious and aspire for jobs that are beyond their reach due to their educational background, and capacity.

DBTN: How did you associate with the congregation 'Salesian of Don Bosco'?

Fr. (Dr.) MG: Thirty Seven years ago I left my home in Kerala to join the Salesian Congregation and reached West Bengal. My maternal uncle was already in West Bengal working as a Salesian of Don Bosco. I came to know the congregation from him and decided to follow his example.

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



Understanding computer basics in ITeS

Fr. (Dr.) MG: Wherever I have worked, I have tried to reach out to the poorest of the poor and the sick and needy, in spite of the numerous responsibilities I was shouldering, especially teaching in the college in Shillong for close to two decades. I have tried to concentrate on literacy and education for children in rural areas, nutrition for malnourished babies and their mothers, health care for the sick, and self help groups for empowering the people. While all these programmes are going on here in Siliguri and surrounding areas too, I feel proud to be associated with the BASE programme as its specific target group is the BPL youth.

DBTN: Now three batches are completed with 85, 95 and 95 percentage placement respectively. What are your strategies to place the trainees in the relevant sectors?

Fr. (Dr.) MG: I must acknowledge that in the area of placement, the lead is generated by the state placement coordinator and with the active involvement of the trainers; we have been able to place trainees batch after batch without much effort from our part. Don Bosco is a brand name here in Siliguri and almost all business establishments are owned by the past pupils of Don Bosco which enables us to have many openings.

DBTN: When the trainees are migrated to other cities, they used to have accommodation problem in the primary days which results lots of dropout from the employment. Do you have any strategy to resolve the accommodation issue?

Fr. (Dr.) MG: This is a reality we are facing at the time of placement of each batch. Most of our out station placements have been in Kolkata and it a night's journey from here. Finding accommodation in a huge over populated city is a big problem as we are at a loss to tackle the issue effectively. However, we have been trying to take up this issue again and again with the placement coordinator to find a way to solve this problem.

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

Fr. (Dr.) MG: Some of the best practices followed in Siliguri are (1) Daily morning assembly with time for meditation, reading of news, personal sharing by one trainee from each domain, thought for the day; (2) Well equipped practical rooms for hospitality and front office from retail and sales and regular training in these areas. Mock interviews during the third month; (3) Regular industrial visits, OJT for each batch; (4) Various competitions like quiz, singing, dancing, held for each batch; (5) Parents



DB Tech warriors : (L to R) Sahara Pradhan, Sanjib Chakraborty, Nawadeep Dewan and Sukant Kumar Banerjee.

meeting on inauguration day with lunch for all. (6) Students are given a shirt piece each of 3 colours for the three different domains and Rs. 50 as stitching charge (7) One picnic for every batch with lunch; (8) One cultural programme during each batch (Xmas, Easter, Independence Day, Teachers Day, etc.) with parents meeting (9) One day outing for the trainers after each batch; (10) Lunch for trainers every working day; (11) All medical and hospital expenses of students are met; (12) Some grooming materials for girls and tie and socks for boys before the course ends; and (13) Experience sharing by the alumni during the parents meeting of each batch.

DBTN: How do you track your alumni? Do you have any tool as how to connect with BASE alumni?

Fr. (Dr.) MG: BASE has a system in place for tracking those who are placed on a regular basis. In Siliguri, we assign the job to one trainer in charge of tracking BASE students. The alumni themselves keep in touch with us and visit us whenever they get a chance.

DBTN: What is the best moment which you really cherished?

Fr. (Dr.) MG: The best moment which I really cherish so far in this programme is that when the first batch took leave of us after the completion of the training and placement for most. It was an emotionally charged moment with almost all the trainees and trainers in tears. We too felt sad but proud of the moment.



Rising Star : Sumitra Chettri

Be the
to see the **CHANGE**

Sumitra Chettri, aged 23, hails from one of the poverty stricken families at Salugara, on the outskirts of Siliguri. She is a fine example of cheerful courage and determination in the face of persistent adversity. Ten years ago, when she had just turned 13, her father left the house one morning and never returned, leaving the whole family in dire straits. Since then nothing has been heard about him; and they are still hopeful that he will return one day. He was the sole bread earner of the family, and after his sudden disappearance, black clouds hung over her forsaken family trying to eke out an existence. Everything went haywire and Sumitra had to relocate to a village near Kalimpong (Darjeeling, West Bengal) and started staying with her maternal uncles. In Kalimpong, she had to stay in a pathetic condition with no lights and proper place to sleep. She used to wake up at 4 am in the morning, help her uncle in his field work; and then she had to walk nearly over 3 Kms to attend school. She even had to finish the household chores after school, and then burn the midnight oil to get good marks in her studies.

In the meantime, her mother was running a small household business to sustain the family in Siliguri. Sumitra's elder sister was married and was staying with her husband. She has a younger brother who is studying in school. Sumitra took a lot of responsibility on her shoulders. In spite of all the hardships and difficulties she never got demotivated; instead she went ahead with extra zeal to achieve her dreams. She passed her Higher Secondary Examination from Kalimpong with first division and returned to Siliguri to do her graduation from IGNOU. In order to join the higher studies to meet the expenses of her brother's schooling, Sumitra joined *Rabindra Siksha Sadan* as a part-time teacher. But the stipend she was getting was not enough to make the both ends meet.

Sumitra Chettri
BASE Alumnus



Sumitra with her colleagues



Sharing skills with students



Sumitra's Mother and Brother

Then one day she came to know about the vocational training program from her friend, Sangeeta who is an alumnus of DB Tech and enrolled in the third batch of BASE program at Salesian College (Siliguri). The BASE program seemed to her like a silver lining amidst the dark clouds, as she could see some rays of hope. "She was in my domain (ITeS) and was one of the intelligent, sharp, disciplined and humble candidate. Sumitra was always eager to participate in any type of activity, be it inter-active sessions or games," says Mr Sanjib Chakraborty (ITeS Trainer, DB Tech, Siliguri). Sumitra is a good speaker and hosted couple of shows during her tenure as a trainee in BASE. She shared a warm relation with all the trainers and carved her own niche in the hearts of all trainers and trainees. She grasped every single opportunity to come in front and speak in English. "In fact she had an urge to perfect her English and correct her pronunciation. During the classes, she always used to keep her dictionary right in front of her desk so that she could get the meaning of all the difficult words," says Mr. Nawadeep Dewan (Comm. English Trainer, DB Tech, Siliguri). During the time of placement, she was shortlisted for the interview for Wipro BPO and was very excited. She cleared all the five rounds of interview but was unfortunately rejected in the final HR round. Obviously she was disheartened but her failure didn't deter her will to go ahead in life with the same enthusiasm. She got an opportunity to sit for an interview for the post of Communicative English Trainer for DB Tech at Gayaganga centre.

She excelled in the interview and was selected as the new Communicative English Trainer for Gayaganga centre with salary of Rs 10, 000 plus other allowances. It was a very proud moment for all the trainers at Siliguri centre and especially for Sumitra, whose dream of becoming a teacher came true. "When we find someone really bright, instead of losing the talent, we try to embrace him/her by giving a chance. The same story repeated with Sumitra; and we asked her to appear the interview for the Gayaganga centre. She demonstrated the skills during the interview, which is praised by the interviewers," says Fr. (Dr.) Mathew George (Centre Head, DB Tech, Siliguri). Now she is part of the DB Tech and serving the society by her little means. Being a change agent, she is enriching the lives of youth who are still in the dark and aspires to live the dream like her.

DB Tech in the News



NagalandPost
Skill development training for rural BPL youth

The training programme was launched in collaboration with Ministry of Skill Development and Entrepreneurship (MSDE) under the aegis of National Skill Development Corporation (NSDC) in the state capital Kohima. The programme aims to provide skill training to BPL youth in the state capital Kohima. The programme is being implemented by the Ministry of Skill Development and Entrepreneurship (MSDE) under the aegis of National Skill Development Corporation (NSDC).

The programme is being implemented by the Ministry of Skill Development and Entrepreneurship (MSDE) under the aegis of National Skill Development Corporation (NSDC).



DNA
Jalram Ramesh visits J&K, eye on employment generation

Union Minister Jalram Ramesh visited Jammu and Kashmir to inspect the progress of the skill development programme. He met with the officials of the Ministry of Skill Development and Entrepreneurship (MSDE) and the National Skill Development Corporation (NSDC).

The Minister expressed his satisfaction with the progress of the programme and urged the officials to continue their efforts to provide skill training to the youth in the state.



OneWorld South Asia
India: Skill development scheme for the youth

The government has launched a training programme for students from poor families to help them get jobs in the private sector and steer them away from violence. The package will also be extended to rural areas affected by the Maoist insurgency.

The programme is being implemented by the Ministry of Skill Development and Entrepreneurship (MSDE) under the aegis of National Skill Development Corporation (NSDC).



Tehelka
Jalram announces Rs 235 crore skill development package for J&K youth

Union Minister Jalram Ramesh announced a Rs 235 crore skill development package for the youth in Jammu and Kashmir. The package is being implemented by the Ministry of Skill Development and Entrepreneurship (MSDE) under the aegis of National Skill Development Corporation (NSDC).

The package is being implemented by the Ministry of Skill Development and Entrepreneurship (MSDE) under the aegis of National Skill Development Corporation (NSDC).



Prajvani
स्वागत समारोह

The programme is being implemented by the Ministry of Skill Development and Entrepreneurship (MSDE) under the aegis of National Skill Development Corporation (NSDC).

The programme is being implemented by the Ministry of Skill Development and Entrepreneurship (MSDE) under the aegis of National Skill Development Corporation (NSDC).



Navbharat
प्रशिक्षण संस्था की कार्यवाही

The programme is being implemented by the Ministry of Skill Development and Entrepreneurship (MSDE) under the aegis of National Skill Development Corporation (NSDC).

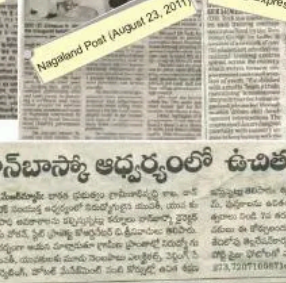
The programme is being implemented by the Ministry of Skill Development and Entrepreneurship (MSDE) under the aegis of National Skill Development Corporation (NSDC).



Kashmiri
डीबी टैक के प्रशिक्षण का दूसरा सत्र शुरू

The second batch of the DB Tech training programme has started in the state capital Srinagar. The programme is being implemented by the Ministry of Skill Development and Entrepreneurship (MSDE) under the aegis of National Skill Development Corporation (NSDC).

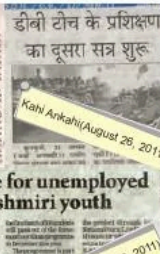
The programme is being implemented by the Ministry of Skill Development and Entrepreneurship (MSDE) under the aegis of National Skill Development Corporation (NSDC).



Prabhat Khabar
Scheme for unemployed Kashmiri youth

The programme is being implemented by the Ministry of Skill Development and Entrepreneurship (MSDE) under the aegis of National Skill Development Corporation (NSDC).

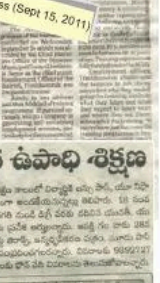
The programme is being implemented by the Ministry of Skill Development and Entrepreneurship (MSDE) under the aegis of National Skill Development Corporation (NSDC).



Prabhat Khabar
Skill development for rural BPL youth launched

The programme is being implemented by the Ministry of Skill Development and Entrepreneurship (MSDE) under the aegis of National Skill Development Corporation (NSDC).

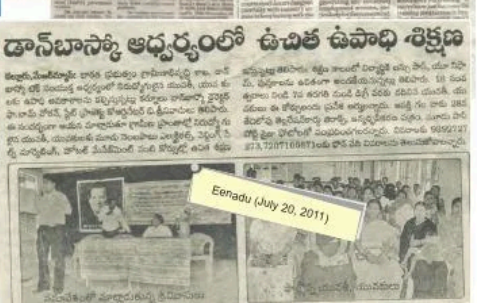
The programme is being implemented by the Ministry of Skill Development and Entrepreneurship (MSDE) under the aegis of National Skill Development Corporation (NSDC).



Morning Express
Investiture programme for 1st batch of DB Tech

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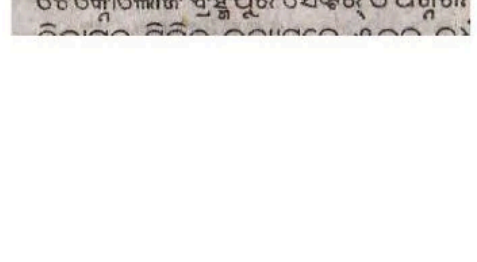
The programme is being implemented by the Ministry of Skill Development and Entrepreneurship (MSDE) under the aegis of National Skill Development Corporation (NSDC).



Eenadu
డా.बी.एन. रेड्डी के अध्यक्षता में बैठक

The programme is being implemented by the Ministry of Skill Development and Entrepreneurship (MSDE) under the aegis of National Skill Development Corporation (NSDC).

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Sambad
अभिज्ञान तारिफा शिबिर

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