



## VISION

SKIP will be an agent of change that will foster a just and fair society - more specifically to empower the socially and economically poor and marginalized communities

## MISSION

To develop and propagate vocational and entrepreneurial skills and income generating activities, to enhance the capacities of member Institutions as a means of sustainable livelihoods for poor and marginalized groups, with special focus on women, for the development of the community

## OBJECTIVES

SKIP is an association for the advancement of technical, entrepreneurial and vocational skills and shall function with the following objectives:

- To act as a coordinating body for providing technical assistance, networking and other services to private charitable institution, irrespective of caste creed and religion.
- To act as a Resource Centre for research, training and documentation on innovative, vocational and entrepreneurial initiatives.
- To liaise and collaborate with members, Government and other partners in matters of mutual concern and in interest
- To develop innovative and appropriate technologies.
- To achieve these objectives and for the fulfillment of the mission, to raise resources purchase buildings, land and erect buildings and structures thereon, to house the society's offices, and any of its staff members or to further any purpose or purposes of the society, to equip, deal with, manage, develop, improve, alter, repair, demolish or reconstruct the same or any portion thereof, and to sell demise, lease or mortgage the same.



## Message from the Chairperson

India being a young country, half of the population by 2020 will be youth. The Government has initiated a plan to arm this vast number of job seekers with skills, hoping to achieve the double objective of empowering the youth and at the same time emboldening India to become a manufacturing and service hub.

By 2022 India is suppose to skill 500 million youngsters, and therefore along with education, skilling is essential to provide the opportunities to young people. We are destined to have the youngest work force ever. The main challenge before us is to bridge the gap between Industry requirement and skill training.

In order to bridge the gap, quality training and equipments must be improved. The Industry has created a mechanism to skill and train people through PPP (Public Private Partnership) model and through implementation of CSR from April, 2014.

The students who dropout or do not get college education need to be trained in a particular vocation. For this, there should be capacity building and expansion through PPP. I feel this is a great challenge before us as we are a network of Private Technical Training Institutes.

Today, we are looked up as a major network in the country, both by the Government and Corporates. We need to strengthen our networking and collaborations with our partners.

I am very happy about the out come of the world CSR congress at Mumbai, represented by the General Secretary and me, which has already made some impact to our member Institutions.

Our dream to have a Hi-Tech CNC and PLC training centre in collaboration with SIEMENS Ltd has come true, through the hard work and dedication of our Treasurer and the General Secretary.

I do acknowledge the tireless work of SKIP National office staff and the support of our benefactors.

*Bro. Thomas C.A, Chairman  
Skills for Progress (SKIP)*



## Preface

Skills sector continues to face challenge in skilling 500 million by 2022. The current deficit for trained manpower and trained Instructors are increasing. However, this setback will rise the demands from Private ITIs to take active participation in skills development for the Nation.

SKIP since its inception in 1969, has made significant contributions to India's skill growth. Though SKIP has been providing skills training to the Industry and the service sector for the last few decades, SKIP members have not received enough support from State or Central Government agencies except for the affiliations and approvals where as Government ITIs receive substantial amount of monetary support for its establishments and maintenance. Private ITIs like the SKIP member Institutions will have to find its own resources in running its Institutions and contribute to the skills building.

In the current scenario, Vocational Training is not a profit making proposition as youth who opt for vocational training are from the most under privileged and the marginalized community. Hence Government of India and the State Government needs to extend its support to Private ITIs, so that the existing Private ITIs are sustained and continue to impart quality technical training.

At present, there are multiple challenges hovering SKIP members Institutes such as the Quality Council of India (QCI) which is an assessing body for the DGET. The norms and procedures for setting up a new training centre and for the existing training centres are very stringent like the required machineries, tools, infrastructure, 2/3<sup>rd</sup> Government salary to Instructors, limitations in the batch size, etc. Since the members of SKIP are Charitable Institutions, meeting the QCI demands for the existing Institutions or for additional units or for a new trade is of a great concern. The authorities need to have a relook into the QCI norms and relax the norms for Private ITIs if they have to be sustained. SKIP has also been encouraging its members Institutions to focus on self reliance models by undertaking production jobs and other innovative income generating activities, so that some surplus can be created and meet the investment and upgrade costs.

Taxation and legal compliance are also some issues that members and the regulatory authorities themselves need more clarity on the provisions for the NPO sector.

SKIP has been very conscious of the issues faced by its Member Institutions on some of the above challenges. SKIP from its own revenues, has been extending support to the member Institution, to ensure that good quality training is provided. The SKIP Advanced Tech Centre that is being established, would also address the advanced skills needs required by our members Institutions and for others.

**CSR (Corporate Social Responsibility) has come up in a big way in India and SKIP will try to capitalize on the opportunity and get connected with the various Corporates**

F. Joseph Stanley, General Secretary  
SKILLS FOR PROGRESS (SKIP)



## Overview of SKIP

**SKILLS FOR PROGRESS (SKIP)** an All-India Association of Private Technical & Vocational Training Institutions is in its 46th year. SKIP was registered as a Society in 1969 in Bangalore under the Mysore Societies Registration Act. SKIP members are from charitable Vocational Training Institutes who are registered under the nonprofit sector and are conducting a range of technical and non-technical training programs in formal and non-formal trades for employment in the manufacturing & service sector and for self-employment.

SKIP offers a range of value based services to the members by enhancing the effectiveness of technical training and to specially provide good quality and state-of-the-art training in technical and non-technical skills so that trainees are recruited by good client companies.

SKIP capacitates its members through training programs, learning events like projects and work shops, etc. Apart from training the youth in trades to the standards set by the National Council for Vocational Training (NCVT) under the Ministry of Labour, SKIP members conduct short term, need based training in employable skills both for urban and rural areas, network with NGOs, identify livelihood opportunities and train and establish micro enterprises. Some of the SKIP members, who work with rural communities, create and nurture self-help groups, promote income generation activities and facilitate linkages with banks.

A average of 40,000 trainees pass out from SKIP member Institutions. More than half of them are from rural areas trained in about 50 skills in SKIP member Institutions. About 30 percent of them are girls and young women.

Members are clustered strategically in 8 different regions combined with few States. Members in the Regions support one another and collaborate for mutual learning and sharing.

Members composition Region wise:

Regions	States of India	Total
North	Rajasthan, Uttar Pradesh, Haryana, Punjab, Himachal Pradesh, Jammu & Kashmir, Uttaranchal, Nepal.	17
North East	Assam, Meghalaya, Manipur, Mizoram, Nagaland, Arunachal Pradesh, Tripura.	14
East	West Bengal, Sikkim	14
West	Maharashtra, Gujarat, Goa.	21
Central	Madhya Pradesh, Bihar, Orissa, Jharkhand, Chhattisgarh	15
South Central	Karnataka, Andhra Pradesh	29
South East	Tamilnadu, Pondicherry	56
South West	Kerala	34
	Associate members	7
Total		207



## Governing Body members for the Year 2013-2014

### OFFICE BEARERS:

Name	Designation	Contact address
Bro. Thomas C. A	Chairman	Director Montfort Industrial Training Institute Ballarpur – 442701, Maharashtra brocathomas@rediffmail.com
Sr. Alphonsa Paulose	Vice Chairman	Principal Technical Institute Vasco-Da-Gama-403802, Goa, p.alphonsa@yahoo.com
Fr. Jose Podimattathil. sdb	Treasurer	Salesians of Don Bosco 52A Radhanath Choudhury Road Kolkata 700 015, West Bengal jose.podimattam@gmail.com
Mr. F. Joseph Stanley	General Secretary	Skills for Progress SKIP House, III Floor, No. 25/1, Museum Road, Bangalore – 560 025, Karnataka skip@vsnl.com / skip@dataone.in

### HONORARY REGIONAL SECRETARIES

Fr. Reji Tom. sdb	Northern Region	Director Don Bosco Technical Institute Okhla – 110 025, New Delhi. boscopress@gmail.com/ skip.northernregion@gmail.com
Fr. Jaison Thomas. sdb	Eastern Region	In-Charge Don Bosco YuvaJyothi Murshidabad-742 102, West Bengal njaison5@gmail.com
Fr. Benny P. Basil. sdb	North East Region	Principal Don Bosco Technical School Shillong -793 001, Meghalaya. bennysdb@rediffmail.com
Rev. Narendra Gagrai	Central Region	Principal Fudi Technical Training Centre Khunti, Ranchi - 835210, Jharkhand ttc.fudi.gelc@gmail.com



Sr. Alphonsa Paulose	Western Region	Principal Technical Institute Vasco-Da-Gama – 403802, Goa p.alphonsa@yahoo.com
Fr. John D' Souza. s.j	South Central Region	Manager/Principal Loyola Industrial Training Institute Bangalore – 560 076, Karnataka loyolaitc@yahoo.co.in
Fr. Joe Augustine. sdb	South East Region	Principal Don Bosco Private ITI Amsam – 620009, Trichy, Tamil Nadu dbpiti@gmail.com
Fr. Jose Kuttikeril	South West Region	Director Mar Severios Memorial Private ITI Piravom, Ernakulam - 686664, Kerala msmitc79@gmail.com
<b>WOMEN'S REPRESENTATIVE:</b>		
Sr. Lilly George	Women's Representative	Principal Infant Jesus Vocational Training School Chennai - 600 013, Tamil Nadu <a href="mailto:infantjesus2008@yahoo.com">infantjesus2008@yahoo.com</a>
<b>CO-OPTED MEMBERS:</b>		
Fr. Paul Kuttala.sdb	Co-opted Member	St. Peter's Church Shillong, Meghalaya -793119 kuttala@gmail.com
Mr. D. K. Manavalan IAS(Retd.)	Co-opted Member	Executive Director Action for Food Production (AFPRO) New Delhi - 110 058. <a href="mailto:dkmanavalan@afpro.org">dkmanavalan@afpro.org</a>
Mr. Albert Joseph	Co-opted Member	Executive Director Functional Vocational Training & Research Society (FVTRS) Bangalore 560084 Karnataka <a href="mailto:fvtrs@dataone.in">fvtrs@dataone.in</a>
Mr. J. Crasta	Co-opted Member	CEO M/s. CM Envirosystems Pvt. Ltd. Bangalore – 560058, Karnataka <a href="mailto:crasta@cmenvirosystems.com">crasta@cmenvirosystems.com</a>



The SKIP Governing Body Members for 2013-2014

## A glance at AGM-2013

The 46<sup>th</sup> Annual General Body Meeting (AGM) of SKIP was held on 10<sup>th</sup> & 11<sup>th</sup> May 2013 at Don Bosco Technical Institute, Okhla, New Delhi. About 119 members participated in the AGM-2013.

The theme for AGM was “Networking for Progress and Effectiveness”.

The Chief Guest was Shri. Jawahar Sircar, CEO of Prasar Bharti (Broadcasting Corporation of India and National Broadcasting Network of India).



Chief Guest address by Shri. Jawahar Sircar

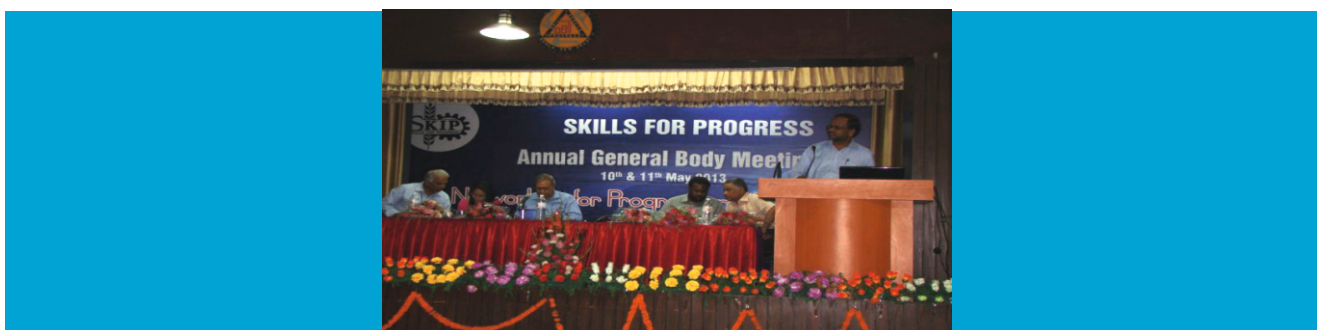
Shri. Jawahar Sircar, conveyed his first respect for Fathers / Brothers as he had studied under their guidance. He stated that in 1981 DGET in Delhi had high priority for skills development, but it was under several Ministries. He highlighted the demand for employable skills to meet the growth and development across all sectors. However during his term in the Ministry for Small and Medium Enterprise (SME), he had given high priority and importance to enhance skills and encouraged the SME sector to extend all support to skills training and skilling the youth. He suggested that SKIP should make use of all mass media channels and media technology to educate the community on skills training and its potentials for employment and self employment opportunities.

The Chief Guest also released the Annual Report 2012-2013.

Mr. Thomas Kandasami Chartered Accountant, from Chennai made a presentation on Good Governance through Financial Management and Legal Compliances for NGO's and FCRA / Income Tax and other taxation issues. He stressed the need to develop credibility of the Institutions through following proper compliances in the financial systems.



Mr. T. Saravanabava, Deputy Director General, DG&ET, Government of India, Ministry of Labour & Employment presented the updates on the Modular Employment Skills (MES). He said the Government of India has relaxed the norms for the Vocational Training Providers (VTPs) so that more number of VTPs could participate in skills development and conduct the MES courses. He stated that the current training reimbursement fee is Rs. 25/- per hour as against Rs.15/- earlier. There is no security deposit. The DG&ET website contains all the updated information on the MES courses, syllabus and all procedures. For those VTP in the North East States, the Government of India is even reimbursing the boarding and lodging fee.



Mr. Ashok Kumar Jain, Principal Advisor, Quality Council of India (QCI) presented the various norms and procedure for compliances with QCI. He said the reason for QCI to insist those norms is to provide the state-of-the-art training in the country for quality training, so that skills in India is of global standards. The Government of India is keen to see that the youth in India are skilled and are ready to take up overseas jobs. Hence stringent norms are emphasized on the training Institutes.



## PROGRAMMES FOR THE NETWORK

### **SKIP Scholarship Programme:**

Under the SKIP scholarship program, SKIP allocated a budget of Rs.15 lakhs for the year 2013-14. A total of 101 members who applied for scholarship were sanctioned scholarship amounting to Rs.18,55,670.00.

As per the existing scholarship rules, member Institutions were granted scholarship as per their eligibility. Scholarship amount per institute was dependent on the total student's strength in the Institute, the nature of trade, its duration, formal or non-formal, and the socio-economic background of the trainees.

Maximum amount of scholarship was Rs.25000/- to an Institution. 1:10 for girls and 1:20 for boys.

### **Support Services for Employment / Self Employment (SSES):**

Our proposal on SSES project titled "Occupational Skills Training for school dropout girls and young unemployed women from the tribal and the neglected community" to "Deutsch- Indisches Kinderhilfswerk" (DIK), Germany was sanctioned for 2 yrs, 2014 and 2015 for INR 63,84,000.00.

This project on Short Term Skills Training will support 500 girls and young women and 100 boys from the tribal and dalits from Andhra Pradesh, Orissa, Bihar, Jharkhand, Chhattisgarh and all the 8 North East States on various skills for employment or self-employment.

SKIP members from the above States were invited to attend a orientation workshop at Kolkata. We have sanctioned the project proposals for 20 member Institutions. We have received INR 49,87,390.00 and have disbursed Rs.15,80,000 as on 31<sup>st</sup> March 2014.

## SSES project details supported by DIK for the year 2013-14:

Sl. No	Institutes Name & Address	Trade	Trainees	
			Girls	Boys
1	Auxilium Convent Tangla - 784 521, Darrang, Assam.	Basic Computer	15	
		Tailoring & Knitting	15	
2	Rural Tribal Women Multi Training cum Health Care Centre, Kokrajhar - 783 370, Assam	Basic Computer	15	
		Village Health Worker	15	
3	Nazareth Women Empowerment Society, Bongaigaon - 783 380, Assam	Cutting & Sewing	30	
4	Centre for Development Initiatives (CDI) Ferrando Vikas Kendra Guwahati -781015, Assam	Electronic Tailoring	15	
		Hospitality	15	
5	Don Bosco Tech School Maligaon, Guwahati-781011, Assam	Tailoring	15	
		Hospitality	15	
6	Montfort Industrial Training Institute, Chabua, Dibrugarh -786184, Assam	Under process		
7	Women's Working Centre Dimapur - 797112, Nagaland	Health Care Assistant	30	
8	Don Bosco Technical School Kokar, Ranchi 834 001, Jharkand	Hospitality	26	4
9	Don Bosco Vocational Training Institute, Sundergarh -770039, Odisha	Basic Electrical		15
10	Fudi Technical Training Centre Ranchi - 835210, Jharkhand	Welding		15
		Plumber		15
11	Mata Bernadette Vocational Training Centre Khunti, Ranchi-835210, Jharkhand	Tailoring	15	
		Embroidery	15	
12	St. Anne's MahilaKalyan Kendra, Ranchi -834001, Jharkhand	Tailoring	15	
		Embroidery	15	
13	UrsulineVTC, Ursuline Convent, Ranchi 843 001, Jharkhand	Tailoring	30	
14	Little Flower Technical Institute (ITI) Balasore -756045, Odisha	Computer		15
		Driving		15
15	The Leprosy Mission India, Champa-495671, Chhattisgarh	Bedside Nursing Asst.	30	
16	Fatima Industrial Training Centre Warangal -506004, Andhra Pradesh	Tailoring & Embroidery	15	
		Beautician		
17	Wilhelm Meyers Developmental Society Visakhapatnam-530040, Andhra Pradesh	Beautician -15	15	
		Health Assistant-15	15	
18	Montfort Industrial Training Institute Ballarpur, Chandrapur -442701, Maharashtra	Indl. Security Guard	4	14
		Basic Welding		12
19	Nirmala Educational Centre Nadia-741256, West Bengal	Garment Manufacturing	30	
20	Bishop Morrow ITC Krishnagar Nadia-741101, West Bengal	Fashion Designing	30	
<b>TOTAL</b>			<b>465</b>	<b>105</b>
			<b>570</b>	



## Capacity Building Workshops and Programs during the year 2013-2014:

The demand for CTI (Craftsmen Training Institute) trained instructors across the country is increasing. Though Government of India is keen on promoting and encouraging the institutes to upgrade their instructors and faculties, the demand will still continue. The Government of India is encouraging more private institutes to participate in training of the trainers, but the norms laid out by the Government for Private Institutes to start CTIs are not feasible due to huge investments cost. There are no grants available for this proposal. Since SKIP members are charitable Institutions and not for profit, there are no surplus created to meet the establishment and maintenance cost.

SKIP will collaborate with the existing CTIs and ATIs (Advance Training Institutes) in the country and encourage ITI graduates in pursuing Instructors training.

### The following programs were conducted during the year 2013-14:

Sl. No	Workshop Title	Dates	Region & Place	Resource Persons	No. of Participants
1	Inspired Leadership	11 <sup>th</sup> -13 <sup>th</sup> December 2013	South West Region at Ashirbhavan Ernakulam, Kerala	Mr. Sajju Kurian	29
2	'Formal Trade Compliance and Exposure to Technology' (QCI / Corporate Training Partnership/ placements portals / welding & automobile simulators demo)	16 <sup>th</sup> -17 <sup>th</sup> January 2014	South Central and Western Region at Vidya Deep College Bengaluru, Karnataka	Mr. Joseph Chacko Mr. Joydeep Ms. Swathi Mr. Shivram Krishnan Mr. Balan	19



Sl. No	Workshop Title	Dates	Region & Place	Resource Persons	No. of Participants
3	MES, QCI and Semester System	30 <sup>th</sup> March 2014	Easter Region & Central Region at Don Bosco, Nitika Kolkata, West Bengal	Mr. Joseph Chacko	19
					
4	Skills in Counselling	28 <sup>th</sup> -29 <sup>th</sup> March 2014	Western Region at Agnel Technical College Bandra, Mumbai, Maharashtra	Fr. Victor Rebello Mrs. Jenny	26
					
5	Orientation Workshop for DIK, Germany supported Project	10 <sup>th</sup> -11 <sup>th</sup> January 2014	South Central, North East, East and Central Region held at Don Bosco, Nitika, Kolkata, West Bengal	Fr. Jose Podimattam Mr. Joseph Stanley	29
					





## SKIP Regional Reports

### Northern Region:

Northern Region plays a very vital role in being a catalyst, due to their existence in and around Delhi. The members in the region have very good network and access to various Government Departments. This works as advantage to SKIP member Institutions, to seek assistance and other services from the Northern region.

A workshop was held on 29<sup>th</sup> March 2014. Mr. Chacko, Consultant from QCI was invited to handle a session in the morning. He highlighted the norms and procedures laid down by DG&ET for starting new trades, assessment process, etc. He explained the inspection process for assessment, records and documents to be maintained for the verification process. A video of an accredited Institute was viewed as they had complied with all the norms which were more than required.

The second session was handled by Fr. Noble George. He briefed the members on the semester system developments which is currently in practice from August 2013. The system is constantly being rectified from the feedback and suggestion given from all the stake holders. He stated that since SKIP and DB Tech have large number of ITIs in its network, we should jointly lobby with QCI to reduce the assessment fee with an assurance of getting our ITIs assessed in a planned manner.

The Region concentrated on networking. The General Secretary and Regional Secretary visited few member Institutions in Patiala, Jalandhar, Ludhiana, Chandigarh and Delhi for networking with members for strengthening and encouraging them.

The Region had hosted the 2013 AGM at Don Bosco Technical Institute, Okhla, New Delhi. Though there were only few members in the region, the arrangements made were well appreciated. Members went out of their way to make the AGM a grand success.

Fr. Reji Tom.sdb.  
Regional Secretary, Northern Region



## Central Region:

Central Region comprises of 4 States i.e. Jharkhand, Orissa, Bihar and Chhattisgarh. Currently there are 14 member Institutes and among them 6 are women Institutes. There are many critical challenges members face as most of the trainees are from the tribal dominated areas and economically backward. Some of the SKIP member Institutes also accept trainees from the vulnerable areas which are affected from the extremist and Maoist groups. In this way SKIP Member Institutes participate in the social transformation by admitting trainees from vulnerable groups and provide employable skills and placements.

Demands for short term courses are rising in these States for Modular Employable Skills (MES) and also SKIP promoted Occupational Skills Training. Members are conducting these short term training based on the skills demand as required by the market.

The members from the Central Region participated in the 2 day Orientation Workshop “Occupation Skills training for school dropout and young unemployed women from the Tribal and neglected community” supported by DIK, Germany. This workshop was held at Don Bosco, Nitika, Kolkata in the month of January 2014.

There were 2 Regional meetings held during the reporting period. The first was in September 2013 at Ranchi and the next was during March 2014 at Kolkata. In both these Regional meeting members, shared their issues faced by them on the semester systems and QCI. Considering the socio-economic background of the trainees, member Institutes cannot charge exorbitant fee. Also many of the trainees cannot afford to pay the fees. In most Institutes training is offered free of cost. Hence there are no revenue for the Institute to meet the upgrade cost and pay 2/3rd salary to the Instructors. These are some of the current worries and constraint for members Institutes across the network.

Rev. Narendra Gagrai

Regional Secretary, Central Region.



## Western Region:

The SKIP members in the Western Region have displayed a high level of training commitment in training poor youth, who are deprived of their socio-economic equities and are struggling to eke out a living. Member Institutions have been very pro-active in addressing the skills needs of the poor. As effective training providers, Institutes have adapted to the Industry and market standards to be relevant to the changing trends in the skills sector.

Members from the Western Region participated in the workshop organized by the National Office at Bangalore on 16<sup>th</sup>-17<sup>th</sup> January 2014. It was combined with South Central Region for the Directors / Principals of the Institutes. The workshop was abounded with relevant themes such as QCI, Software presentation, success of skills, knowledge and employability, Corporate Sustainability – Learn and Earn Program from TATA Motors, Training demo kit on welding and automobile simulator. The sessions enriched the participants, brought in good rapport and networking among the participants for mutual cooperation and sharing of their recourses.

A Regional meeting was also held on the same day of the workshop on 16th January 2014. The members shared and exchanged information on the current ongoing training programmes in their respective Institutes. Participants shared their success stories and the tribulations they face in their Institutes. This assured them to strengthen themselves and forge ahead the renewed commitment.

The Region organized a 2 day workshop for the instructors on “Skills in Counseling” at Agnel Institute of Technical Training & Entrepreneurship Development, Bandra, Mumbai from 28<sup>th</sup>-29<sup>th</sup> March 2014.

26 participants from the 3 States i.e. Maharashtra, Gujarat and Goa participated in this workshop. Fr. Victor Rebello and Mrs. Jenny were the resource persons. The feedback from the Instructors were encouraging as the Resource persons provided them with valid inputs for their career upgrade, teaching technology and good understanding of the trainees needs. Agnel's trainees are recognized by leading Industries in Maharashtra and overseas, due to its good quality training that guarantees placements to all the trainees. Trainees are recruited by overseas companies from this Institute directly. The Western Region is proud of Agnel's as the region is capable of conducting ToT for the member Institutes successfully.

Xavier Technical Training Centre, Srirampur shared that some of the students who have completed short term courses had difficulty in getting placements. Hence importance was given to ITI Courses in 4 Wheelers and Auto Mechanic.

St. Joseph's ITI Pune - The institute conducts very good quality training for the rural poor youth in Trades like - Turner, Fitter, Mechanic Motor Vehicle, Welder, Electrical, Machinist, etc. The Institute has training partnership with Hyundai and Mahindra's. Placements isn't a constraint as the Institute is well known and all trainees are well placed. Production jobs are being carried out at the Machine Shop.

Western Region is proud of Montfort ITI, Corlim, Goa who have achieved 100% result. The Institute receives very good support from the State Government. This Institute is also planning to start a Beautician Course with the help of M/s. Godrej Ltd.

Xavier Technical Institute (XTI), Sevasi apart from their regular ongoing trades, had started a non-formal course to prepare technicians to take care of their devices using solar energy way back in 2004. The Institute concentrated on the applicants who could not get admission in other courses. Basic qualification is 8th pass, so many who could not go ahead in technical education benefitted from this course. The Government of Gujarat had encouraged Solar energy in a big way. The Technical Education Board of Gujarat recognized the XTIs non-formal syllabus and approved it under certificate courses as "Solar Energy Service Technician".



Montfort ITI is accorded as the best training centre in the District of Chandrapur for the last one decade. The percentage of pass out is 95% during the last many years. More than 70% of the trainees get employed in various small scale Industries. Montfort ITI imparts Vocational Skill Training in Electrician, Fitter, Welding, M.M.V., Carpentry etc. It is also a production - cum - training centre. All the trainees are well disciplined and many are achievers. The Institute is quite self-reliant in the Vidharbha Region of Maharashtra among the private ITIs.



Sr. Alphonsa  
Regional Secretary, Western Region



## **Eastern Region:**

The Region made all efforts to contribute to the vision of SKIP through networking strategies. During the year, emphasis was given to build capacities for the heads of the Institutions. The Region organized the following training programs.

The Regional Secretary was given the responsibility of organizing the “Occupation Skills training for school dropout and young unemployed women from the Tribal and neglected communities” supported by DIK, Germany. This workshop was held at Don Bosco, Nitika Kolkata on 10<sup>th</sup> – 11<sup>th</sup> January 2014. The Members participated from Odisha, Jharkhand and from the 8 North East States. A few selected members attended from SKIP Eastern Region. The workshop was well organized with good clarity for implementation of the DIK, Germany short term project .

The Region had organized a one day training programme on QCI on 30<sup>th</sup> March 2014, at Don Bosco, Nitika, Kolkata. Mr. Joseph Chacko - Consultant from QCI, New Delhi was deputed from QCI to be the resource person. The inputs from Mr. Chacko gave the members good clarity on the QCI norms and procedure as it had been a nightmare for many of the Private ITI since its implementation. Participants had number of questions to the resource person and cleared their doubts and apprehensions connected with the assessment process. Participants appreciated the inputs provided by Mr. Chacko and found the workshop very useful in addressing the current challenges in upgrading their Institutions. The region is grateful to SKIP National office, Bangalore for supporting this workshop.

The Region is also making constant efforts to encourage SKIP members to take active part in the network, so that members mutually complement and support each other.

I am also thankful to all the member in the Region for their cooperation and assistance in executing the programmes and activities during my tenure as Regional Secretary of the Eastern Region.

Fr. Jaison Nedumkallel. sdb  
Regional Secretary, Eastern Region.



## **SKIP North East Region**

SKIP North East Region is making headway in various skill based trainings in different sectors. Demand and desire to take up MES courses and MHRD programs is rising from members. Don Bosco ITI, Shillong has been successful in conducting many MES courses and members were asked to seek their help and advice. Since the North East States are not industrially developed, job opportunities in the service sector for the short term courses are in demand for technical trades like electrical, plumbing, automobile mechanic, driving, hospitality sector, health care, beauty culture, farm and non-farm based activities, agro products, livestock, knitting and crafts, herbal medicines, BPO, data processing, etc. Currently the youth are being trained in their home States and are finding jobs in other cities in the country.

Most of the member Institutions are becoming quality conscious for effective skills training. Institutions are prepared to collaborate and network with agencies like, Employment Generation Mission (EGM) of Govt. of Assam, Municipality Board of Govt. of Meghalaya, Axis Bank Foundation, ITC, DBTech, TATA Motors, Maruti Suzuki, Godrej Boyce, Child Aid network of Germany etc. to impart skill training. Few Institutions have participated in the Skill expo held at Guwahati in the month of February 2014.

The Region had lost its steam for some time as members were finding difficult to participate in SKIP network activities due to its geographical spread and travel constraints. But during the year the region got rejuvenated as the members felt the need to be part of the network. The Region will continue to strengthen the network and be vibrant. Fr. Paul Kuttalla, Co-opted Member of SKIP, the General Secretary and Regional Secretary were on their way to visit 6 member Institutions in the region, but a last minute road block in Shillong put a stall on our travel and the visit was cancelled. But members visited a few other Institutions in the State of Assam.

Members from the region took part in the workshop on "Occupational skill training for school dropout girls and young unemployed women from tribal and neglected communities" conducted by SKIP National office on 10<sup>th</sup>-11<sup>th</sup> January 2014 at Don Bosco, Nitika, Kolkata. 8 of our member Institutions from the Region decided to conduct the short term training programme.

Since, most of the members were present in Kolkata for the workshop, a Regional meeting was conducted. Regional Secretary exhorted everyone to take active participation in the various initiatives taken by SKIP.

During the year an extra effort was made to increase the membership in the region. Accordingly, the application forms were sent to number of Institutions. The following Institutions (1) Ferrando Developmental Educational and Welfare Society, Guwahati Assam (2) St. Francis De Sales Technical Institute (MSFS) Kheroni, Kaharbi Angalong, Assam and (3) St. Therese's Industrial Training Centre



Tezpur, Assam responded positively and applied for new membership. The Regional Secretary visited each of these Institutions and presented a report to the National Office and accordingly they were accepted as new members in the region.

The Region is grateful to National Office for strengthening the region by way of increasing the membership and initiating various training programmes for the unemployed, tribal and other neglected communities.

Fr. Benny Alex. sdb  
Regional Secretary, North East Region

### **South East Region Report:**

The Region had planned for few activities during the beginning of the year like workshops, State level seminars, website for the region, membership drives, etc., but due to the changes in the training systems in the formal training, members were grappling with issues and constraints. But most institutes were beginning to adapt to the system and were finding ways to comply with the Government requirements.

The Region held its regional meeting on 9<sup>th</sup> November 2013 to discuss on some the issues connected with the semester systems, Government grants, new admission, reductions in trainee strength, lack of demand for certain trades, etc. 35 participants attended the regional meeting. Most of them expressed their constraints in upgrading their Infrastructure. The General Secretary stated SKIP members should also look into the Dual System Training model and tie up with the Industry for practicals as DG&ET permits this model. Also Institutes can move into this direction to provide training in modern machineries and tools

During the Regional meeting some of the members suggested that SKIP should bring out a syllabus on tools and equipments for different trades for formal and non-formal courses. Members suggested that trainees should also visit other ITIs as an exchange program and for additional learnings values.

3 ITIs from the Region expressed their interest in becoming SKIP members. Accordingly, the General Secretary and Regional Secretary visited 2 Institutes and assessed them. Among the 2 ITI assessed, 1 is a women's institute conducting very good quality training that are employment oriented. There are some more good Private ITIs waiting to join SKIP.





The General Secretary and the Regional Secretary visited some of the member institutions at Trichy, Madurai and Kanyakumari. Members felt encouraged with such visits by SKIP officials. Few members who have automobile trades in the Region will be engaged with TATA Motors this year.

Loyola ITI, Madurai sent their final year trainees to undergo the CNC training at SKIP Advanced Tech Centre. The Institute has also booked their trainees for PLC training.

St. Joseph's ITI, Tanjavur, had sent their final year trainees to undergo the CNC training.

Fr. Joe Augustine. sdb  
Regional Secretary, South East Region.

## **South Central Region:**

During the year, the Region had planned to organize a Regional meeting in Vijayavada and the second one in Bangalore. Due to disturbances in Vijayavada, the Regional meeting was postponed. The meeting planned at Bangalore was held on 16<sup>th</sup> January 2014. There were 13 participants.

Some of the issues discussed at the meeting were, admission trends which is going down for certain courses Government new admission policy, semester systems, confusions over QCI norms, minority certificate, etc.

A combined workshop was organised for Western and South Central Region and was held at Bangalore. The title of the workshop, "Formal Trade Compliance and Exposure to Technology". Mr. Joseph Chacko, consultant from QCI was sourced as resource person. He briefed the participants on the norms and procedures for compliances with QCI. Mr. Shivaram Krishnan, Assistant General Manager, TATA Motors presented the 'Learn and Earn' program that is being currently offered to ITIs and implemented in many of the ITI's in India. TATA Motors Ltd have extended the same support to SKIP member Institution specially to those having automobile trades.

Mr. Balan from Infinity Marketing demonstrated the virtual welding and automobile simulator. The approximate cost of the welding simulator was about Rs.20 Lakhs and Rs.4 Lakhs for Automobile simulator. Members felt the investment cost on the simulator was very high.

Ms. Swathi and Mr. Joydeep made a presentation on their placement service through a web portal 'Kamyabi', wherein SKIP members and the trainees can source employers for employment. If the trainees would like to source a vocational training Institute around his/her locality, the site would also offer the required information on the institute, industry, approximate salary, etc.



**Collaborations:** TATA Motors Ltd has collaborated with 2 of the institutes in the South Central region. St. Aloysius, Mangalore and Loyola ITI, Bangalore. The 'Learn and Earn' program has been a very successful program in the country as it was designed to get adequate hands on experience on the automobile technology. The training consists of 3 months theory conducted at the Institute and 9 months practicals at the Dealers Service Centre. During the 9 months practicals, the trainee would be paid a stipend of Rs. 3000/- per month. At the end of the 1 year the trainees will get a joint certification from TATAs Motors and the Institute. The Region acknowledges its gratitude to TATA Motors for its support and encouragement with the 'Learn and Earn' program, specially to Mr. Vinod Kulkurni and Mr. Shivaram Krishnan.



The General Secretary and the Regional Secretary visited 2 ITIs who had expressed their interest in becoming SKIP members i.e. St. Patricks ITI, Bangalore and Angelo ITI, Hindupur.

We are thankful to our collaborators and the SKIP National Office for its support and encouragement to the Region

Fr. John Dsouza  
Regional Secretary, South Central Region

## **South West Region:**

The Region conducted a workshop on 'Inspired leadership'. The need for a workshop came from the Region on the concepts and best practices for a developed institute. Accordingly Mr. Sajju Kurian, a resource person from Bangalore was sourced to handle this workshop. Apart from the various traits of a inspired leader, the workshop helped the participants develop the vision and mission for the Institutes.

Little Flower Engineering Institute (LFEI), Kalamaserry – The Institute is a Centre of Excellence awarded by SKIP. It is one of the leading training Institute in the region with high very good infrastructure and training. The institute has the capacity to organize and conduct training programs for ToT for ITI





instructors in the State. The Institute has partnered with TATA Motors Ltd and signed an MOU under the 'Learn and Earn' program. Aggregates have been supplied by TATA Motors. Since the media coverage was strong, the program attracted many of the applicants for this program. Similarly a MOU was signed between M/s.Godrej Ltd and LFEI for short term training in Airconditioning and Refrigeration. The Institute facilitates the trainees for overseas job placements.

During the year the General Secretary, Treasurer and the Regional Secretary visited 7 member Institutes in the Region. Members appreciated such visit and felt encouraged.

Most of the members in the region were busy with the AGM arrangements. The region had number of meetings for planning and executing the AGM successfully. The General Secretary participated in 2 AGM planning meetings.

We are happy to have the following 5 new members in our region.

Fatima ITI for Women – Calicut

St. Thomas Private ITI – Kanjirapuzha

Christopher Private ITI - Palakkad

Archana Women's Centre - Ettumanoor

Thozil Abhyasana Peedam - Thrissur

The region mourns the loss of Msgr. Paul Figarado who was the former Director and Principal of LFEI. He served SKIP as Treasurer and Regional Secretary in SKIP and supported the Region for many years since 1972.

We thank all the members in the Region for their selfless support and cooperation extended during the year and especially to the SKIP National Office.

Fr. Jose Kuttukeril  
Regional Secretary, South West Region

## SKIP Resource Centers

### Technical Institute, Vasco DaGama, Goa :

The Institute was established in the year 1970. SKIP recognised this Institute because of its credible trainings for the youth with good social values since Goa is a place for tourism and holiday destination. There is every chance that youth may be attracted to unethical professions and activities if they are not provided with appropriate skills and value education. Goa's local economy depends on tourism and hospitality sector, Accordingly the Institute plans for good employable skills to fetch decent employment in the region. This way it would lead the youth to live a life of dignity and self respect.

The Institute is run by Cluny Sisters. It conducts skills training in Bakery & Confectionary, Fashion Designing, Fabric Painting, Computer Application, Cutting and Tailoring, Beauty Culture, Secretarial Practice.

SKIP upgraded this Institute as a Resource Centre in Food Production, Bakery & Patisserie, Cutting and Tailoring.

Due to the upgrade in the machineries and equipments, a gradual change was noticed in the admission and demand for the Food Production, Bakery & Patisserie trades. Trainees are well placed in hotels and resorts that have star rating. Trainees are also well placed overseas.

The Institute acknowledges its gratitude to SKIP for recognising them as a Resource Centre which has changed the training environment.



## **Nirmal Jyothi Technical Institute, Bangalore, Karnataka:**

The Institute is a pathway to educate young girls and even homemakers to earn a livelihood and support their family. Nirmal Jyothi is the first choice provider of top quality technical and communication skills for a better living for the underprivileged young women using appropriate resources and technology

The courses are developed and designed with the help of industry experts to equip the trainees with the knowledge and skills to excel in an evolving and *challenging job market* with *the best employment outcomes*. Innovative programmes too are introduced in a timely manner. Thanks to SKIP for being a mentor, supporting us with a digital classroom and all other facilities required.

The Diploma Courses offered by the Institute are: Communicative English, Medical Transcription, Modern Secretarial Practice, Graphic Designing, Fashion Designing, Beauty Parlour Management, Cutting & Tailoring, Embroidery and Electronic Mechanic.

### **Achievements:**

The institute has attained high quality training and placement. Companies come forward to recruit the candidates and offer them very good salary. The commitment and dedication shown by the passed out trainees in their work places made lot of name and fame for the Institute.



## **Vidya Deep Community College, Baruch, Gujarat:**

The nature of activities conducted by the Institute are educational, medical, agricultural and relief. It is the sister concern of the Institute of Social Service, Nirmala Niketan, Mumbai. It empowers women of the weaker sections through vocational education and awareness programmes. In Gujarat it has 4 Community Development Centres: at Baroda, at Narukot, at Koth-Gangad, and at Vattaman having outreach work in several villages.

The students come mainly from 11 civil districts of Gujarat State viz., Bharuch, Narmada, Dangs, Dadra Nagar Haveli, Navsari, Sur at, Vyara, Panchmahals, Tapi, Vadodara, and Sabarkanta. Vidhya Deep functions as a Nodal Centre, which trains students primarily for improving the quality of life in their own villages. The focused objective is to provide vocational skills, which aims at the holistic growth of the students to build up their self-reliance, self-confidence, leadership and also to promote their cultural identity.



### **The training programmes held are:**

Diploma in Office Administration, Computer Education and Functional English, Nursing Assistant, Gruhini and General Nursing.

To enhance the skill and to enrich the students the following workshops are held regularly:

Goal setting, Personality Development, Legal Aid & Right to Information, Women's Leadership in the villages, HIV/AIDS Awareness, Health Care, Home safety and Entrepreneurship development

### **Job Placements**

Vidhya Deep networks with different organizations for the job placement of the students. 95% of the students who passed out last year are working, some are gone for higher studies while others are in some employment. Nursing students have got 100% job placements soon after they finished their training. Few of the companies where the students working are: Oil and Natural Gas Corporation, Ankleshwar; Gujarat Narmada Fertilizer Company, Bharuch; D.E.O. Office, Bharuch; Zeel Hospital, Bharuch; Pragruti Hospital, Bharuch and many others.

This Resource Centre had conducted a workshop for SKIP women's institutions. The institute is capable of conducting capacity building workshop for other women's institutions.

Vidya Deep Community College is grateful to SKIP for recognizing as a Resource Centre.



## **Bishop Morrow ITC, Krishnagar, West Bengal:**

The Institute has one NCVT recognized trade i.e. Cutting and Sewing. Besides this, there are other short term courses being conducted. Courses like Garment design, Basic Nursing, Bedside assistant are certified by MES, while hand embroidery, industrial sewing machine operator and cutting and sewing is certified by the Institute. The institute is exclusively for women. There is no age bar in admission.

SKIP has supported us to become a Resource centre. With the funds received we bought 5 high speed Industrial sewing machines. We use them for training as well as production. There are already 12 women working in two shifts. These women come from very poor families whose husbands are either rickshaw pullers or day labourers or unemployed. They stitch school bags, tiffin bags, school uniforms and other dresses. With the income earned from this work, they are able to support their families.

ITI and MES students get to practice and work on these machines before they complete their training and move out of the institute. Many of our trainees are employed as instructors in the State run Vocational Training Centres. Those who have not completed their class X get employed under some prominent dress makers or self employed. A smart woman who is self employed easily earn Rs 500/- per day.

Thank you SKIP for enhancing our capacity.



## **The Rural Tribal Women Multi Skill Training cum Health Care Centre, Kokrajhar, Assam:**

The Institute conducts training programme for the tribals in the following trades: Computer, Dress making and knitting, weaving traditional dresses and health care. With the support of SKIP we were able to set up our Computer Centre. Every year we train about 50 poor, young school dropout girls who find placement in and outside the State.

The health workers are also in great demand. They have one year of intensive coaching in the institute. Then they are placed in the various hospitals for their On the Job Training (OJT). Even before they complete their OJT they are absorbed by the different hospitals. Some of the students do move out of the State for better job opportunities.

With these above trainings we give a new meaning and purpose to the lives of these students who are hailing from riot ridden areas always confronted with hatred, suffering, poverty and destruction of their properties. To motivate and bring them to mainstream it is really an uphill task.

Thanks to SKIP for their unflinching support.



## **Nazareth Women Empowerment Society, Bongaigaon, Assam:**

The Institute started in 2001 with 20 trainees with objective of empowering the young women with skills that will make them earn some income to their family. The State of Assam is yet to be an industrial hub. Sourcing employment is rather difficult as tribal's hesitate in moving out of their village. Today life has changed due to development in education and empowerment. Most tribal girls are eager to learn a skill and be self supportive. They have a natural talent and gift of creativity. With a little encouragement and training support they are able to change their life and have a meaningful living.

The Institute conducts short duration courses in a variety of skills such as Tailoring, Embroidery, Painting, Craft work, Fabric and Glass painting, Nib painting, plain glass painting, Metal embossing, Cookery, Bakery, Portrait and Doll making. They also conduct one year course in Home Science and six months in spoken English.

SKIP upgraded our Centre as Resource Centre. This upgrade had certainly resulted in better quality training for the girls.

The Institute greatly values the support received from SKIP from time to time for our progress in skills training.





## **St. Mary's Vocational Training Centre, Rajgangpur, Orissa :**

St. Mary's Vocational Training Centre, Rajgangpur is selected one of the Resource Centre, and had received financial support from SKIP to upgrade existing tools and equipments, for training materials and for the selected Skill Training.

The amount was used to buy the following items such as:-

1. Siruba single needle high speed electronic machine
2. Siruba five needles high speed electronic machine
3. Siruba two needles high speed electronic machine
4. Usha Roopa Family Model Pico, button stitch and border designing machine
5. Samrat Electronic motor Embroidery Machine
6. Sewing Equipments (Measuring, drafting and cutting tools and equipment)

The above mentioned Machines, Tools and Equipments are very much useful for Skill Training as well as for Production, Its very fast and smooth to operate and has good finish. The students of Cutting and Sewing under NCVT, benefit a lot out of these Machines. We train them to face the realities required by the Textile Industry.

The advantages of these machines are, it saves time, able to get innovative ideas for new designs, helps in demonstration classes; Instructors are able to show different parts of the Machines with explanation, students get acquainted with these new high speed machines. As a whole we use these machines with its full capacity.

We the staff and students of St. Mary's Vocational Training Centre, Rajgangpur, are very much grateful to SKIP for being with us and the kind support and encouragement we receive from them.



## **Jayamatha Training Institute, Trivandrum, Kerala:**

The Institute is a member of SKIP since 1980. Started by the Franciscan Brothers, the institute provides skills training for the very poor youth from the interior areas with residential and hostel facilities.

This Institute is situated in the heart of the city surrounded by good natural greenery and vegetation that are needed for a healthy learning environment. There is adequate space for future growth and expansions.

SKIP recognised this Institute because of its training capabilities and good infrastructure. Faculties and Instructors are well trained to provide good quality training. The courses conducted in this Institute are, Computer Operator and Program Assistant (COPA), Electrician, Mechanic Radio & Television, Plumber, Secretarial Practice, Interior Designing, Automobile Mechanic, Diesel Vehicle Mechanic and other MES courses. All the courses conducted at the Institute are demand based in India and abroad.

Placement has been 100%, as the Institute has established very good contacts with Corporates and industries in and around the District. Most trainees find placements overseas.

The Institute is happy to have been selected as a Resource Centre by SKIP. It was an award of recognition for the hard work and dedication put in by the staff and management. This award has certainly encouraged and motivated our staff, to give their best of service in training the poor youth in skills training and development.

We thank SKIP for this valuable support and encouragement



## **Ursuline Vocational Training Centre, Ranchi, Jharkhand :**

The Institute is a member of SKIP since 1990. Started by the Ursuline Sisters, the Institute provides training for the very poor tribal girls and young women in skills that have opportunities for employment as well as self employment.

SKIP awarded this Institute as a Resource Centre in recognition for their quality embroidery production work it has been doing ever since its initiation. The embroidery designs are of high quality that most of the business community in and around the area have to wait upto two months to collect their materials. Such is the demand in this Institute for the quality of embroidery work.

The Institute provides one year training in Tailoring, Machine Embroidery and Machine Knitting. There are always not less than 100 girls and young women getting trained each year. Since the Institute is very popular in the area for its quality training, placement has not been a problem. The trainees find placement with the garment manufacturers, cloth merchants and retail outlets. Most of the trainees get employed at the Institutes production centre itself.

The Institute had upgraded the Tailoring and Embroidery units under the Resource Centre support from SKIP. Because of the upgrade in machineries the Institute is now comfortable to train and do production. They were able to replace some of the old and obsolete machines. Modern machines are of high speed and its functions are simple and user friendly.

The Institute is grateful to SKIP for recognizing it as Resource Centre. It is prepared to conduct ToT for SKIP members especially for women's Institute.



## **ANNAI ITC, Perundurai, Tamil Nadu :**

The Institute was registered in 1996 and member of SKIP since 2001. Since then there has been no looking back as the Trust under which this Institute is functioning is involved in number of development activities and has been working closely with the community around Erode District. It is involved in training some of the Government and Non Profit Organisation, field staff in community organisation. Because of their rapport with the community, skills training are being encouraged among the youth and young women.

The Institute conducts formal and non formal training in trades such as Mechanic Motor Vehicle, Electrical, Cutting and Tailoring, Embroidery and Arya work, Hand block printing, Basic computer, and some short term courses under Modular Employable Skills (MES)

The Resouce Centre has been providing training all throughout Tamil Nadu supported by Commissioner of Municipal Administration (CMA).

There is no difficulty in placements for trainees from this Institute as there are number of Garment Industries in and around Erode and adjacent District. Tirupur being very close and a garment manufacturing hub in Tamil Nadu, there is no dearth for employment .

Trainees earn nothing less than Rs 5000/- either wage employment or self employment.

During the year 2013-14, Women Development Corporation, Chennai and 3 other Panchayats sponsored 194 candidate with financial support.

The Institute is planning to give training to about 300 participants in various skills training during the year 2014-15.

The Institute is grateful to SKIP for recognition as Recourse Centre. This in turn has certainly resulted in better quality training for the youth.





## SKIP Membership 2013-14

**For the year 2013-14 we have 8 new members who have joined SKIP family:**

South West	:	Fatima ITC, Calicut, Kerala
	:	Thozil Abhyasana Peedam ITI, Thrissur, Kerala
Western	:	Montfort ITI, Khandwa, Madya Pradesh.
South East	:	Don Bosco – Hosur, Krishnagiri District, Tamil Nadu.
	:	Carmel ITC - Narasinganur, Villupuram Tamil Nadu.
North East	:	Centre for Development Initiatives, Guwahati, Assam.
	:	St. Francis De Sales Technical Institute, Diphu, Assam.
	:	St. Therese's Industrial Training Centre, Sonitpur, Assam.

**We also, have the following new members for the year 2014-15 approved by the Governing Body of SKIP.**

South East	:	St. Patrick's ITI, Trichy, Tamil Nadu
	:	Don Zati, Amsam, Trichy, Tamil Nadu
South West	:	Christopher ITI, Palakkad, Kerala
	:	St. Thomas ITI, Palakkad, Kerala
	:	Archana Women Centre, Kottayam, Kerala.
South Central	:	Angelo ITI, Hindupur. Andhra Pradesh
	:	St. Patricks ITI, Bangalore, Karanataka.
West	:	St. Francis ITI, Borivli Mumbai, Maharashtra.
North	:	Don Bosco, Chandigarh, Punjab
East	:	Don Bosco ITI, Kalimpong Darjiling, Sikkim

Members at the last AGM-2012 held at Kolkata, discussed the increase in membership fees and decided 3 new slabs for the Annual Membership Fee. The membership fee from 2014 will be as follows:

1.	For strength of less than 50 trainees	- Rs.1000/-p.a.
2.	Between 51 trainees to 200 trainees	- Rs.3000/-p.a.
3.	For trainees above 200	- Rs.5000/-p.a.



## Awards and accolades:

### SKIP congratulates the following Institutes for their outstanding achievements:

**The Leprosy Mission – Villupuram, Tamil Nadu.** Over the period, the Institute is consistently receiving awards from skills competition in various trades such as:

2009 - 1<sup>st</sup> Rank in Data Processing and Computer Application

2010 - 1<sup>st</sup> Rank at State Level in Electrician Trade under - NCVT

2010 - 1<sup>st</sup> Rank in Mechanic Refrigeration & Air Conditioning - SCVT

2012 - 2<sup>nd</sup> Rank at State Level Electrician Trade under- NCVT

2012 & 13 State Women's champion in sports among Private ITIs in Tamil Nadu

2013 - 1<sup>st</sup> Rank in Data Processing and Computer Application

2013 - 1<sup>st</sup> Rank in Automobile Mechanic under - SCVT

**Loyola ITI, Bangalore, Karnataka** - got the second place for the project work competition conducted by State owned Vishveswaraya Industrial and Technological Museum, Bangalore. 3 of their trainees appeared for the All India Trade Test at State level.

**IID – Chennai, Tamil Nadu** - celebrates its 40<sup>th</sup> jubilee year. A hearty congratulation to Rev. Jochen Tewes and to all his team members for the mile stones it has achieved during the last 40 years. We wish the management and the staff of IID for many more years of achievements and success towards serving the community and the society.



## Collaboration with stake holders and Liaison activities:

### CSR initiatives and workshops attended by the General Secretary and the GB members:

- FICCI Global Skills Summit held on 4<sup>th</sup>-6<sup>th</sup> September 2013 at Delhi. The General Secretary attended the summit.
- Annual National Skill Conference (NSC) organised by FVTRS at Hyderabad on 28<sup>th</sup>-29<sup>th</sup> November 2013 at Hotel Marigold (Green Park Hotel), Hyderabad. The General Secretary attended the conference.
- World CSR Congress on 17<sup>th</sup>-18<sup>th</sup> February 2014 at Taj Lands End at Mumbai. Bro. Thomas, C.A and the General Secretary attended the Conference.
- CII CSR Summit & NGO Mela 2014 “The New Business Model: Engaging with Society & Enhancing Competitiveness” on 25<sup>th</sup> February 2014 Hotel Lalith Ashok, Bangalore. Fr. Jose Podimattam attended the CSR summit.
- “TechCamp Bengaluru” a one -day technology conference being organized by the U.S. Consulate General, Chennai in partnership with the Global India Fund and Samhita Social Ventures on 28<sup>th</sup> February 2014 at The Gateway Hotel Residency Road Bangalore. The General Secretary attended the conference.
- “Indian Sustainability Congress 2014”, on the 4<sup>th</sup> - 5<sup>th</sup> March, 2014 at Hotel Atria in Bangalore. The General Secretary attended the conference.
- CII Southern Chapter CSR Meet at Chennai on 10<sup>th</sup> March 2014 “A Call to Action toward Conscious Competitiveness” at ITC Grand Chola Chennai. The General Secretary attended the conference.



## SKIP Advanced Tech Centre:



*Inauguration of SKIP Advanced Tech Centre by Mr. J. Crasta, Mr. Satish Godbole, Vice President, Motion Control Systems and Fr. Jose Podimattam, Treasurer, SKIP.*

The Centre was inaugurated on 6<sup>th</sup> December 2013 by Mr. Satish Godbole, Vice President, Motion Control Systems, SIEMENS and Mr. J. Crasta, CEO, Envirosystems, Bangalore.

Fr. Jose Podimattam, Treasurer of SKIP helped in formulating and developing this partnership and had been actively involved in commissioning the CNC Training Centre.

M/s. SIEMENS provided training kits and other support accessories at a very subsidized cost that are charged for other authorized training centres. SIEMENS has enlisted SKIP Advanced Tech Centre as their authorized Training Partner in their data base.

Currently there is a big need for CNC operators in the country. At present about 60,000 CNC operators are needed for the Industry.

Since the potentials for trained CNC operators are very high, there are adequate demand for training needs in CNC and PLC. The revenues generated from the SKIP Advance Tech Centre will not only sustain the Training Centre, it will also provide some funds for SKIP's networking activities eventually.

This Training Centre is operational from February 2014 and until now it has completed 5 batches. Details as follows.



Batch No	Participant Details	Total No Trainees	Institute
1	Instructors	8	St. Mary's ITI, Thanjavur Loyola ITI, Bengaluru Nirmala ITI, Manalickarai Don Bosco ITI, Cochin Little Flower Engg Inst. Kalamassery Montfort ITI, Ballarpur Mar Severios Memorial ITI, Piravom
2	Students	14	Loyola ITI, Madurai St. Xavier ITI, Thanjavur Fatima ITI, Warangal SKIP Advanced Tech Centre
3	Students	20	Goodwill ITC, Bengaluru
4	Students	13	Loyola ITI, Madurai
5	Students	14	Loyola ITI, Bengaluru

The training package is inclusive of a Industry visit and soft skills training by Quest Alliance.

Accommodation is arranged at Ashirvad, (run by the Jesuits), St. Marks Road, Bangalore, at a very subsidized rate, which is just 10 minutes walk from SKIP Advanced Tech Centre.





## **TATA Motors Ltd. Mumbai:**

The Learn and Earn program initiative by TATA Motors Ltd is a Corporate Sustainability Program. Its a viable program for SKIP Technical Institutes as there are no bindings from the Corporate. Trainees have the flexibility to join any company they wish after their training.

TATA Motors Ltd has signed an MOU with SKIP and with 3 other SKIP member Institutes. i.e. Loyola ITI, Bangalore, St. Aloysius, Mangalore and Little Flower Engineering Institute, Kalamaserry. This is a 12 months program titled 'Learn and Earn Program' wherein TATA Motors Ltd will support the very poor trainees from the lower strata of the society. Its a 3 months theory at the institute and 9 months practicals at a Dealer's Service Centre. Trainees under this program will be paid a stipend of Rs.3000/- p.m for 9 months. Placements are provided by dealers of the TATA Motors Ltd for those trainees willing to join them

The Learn and Earn program has been very successful in many part of the country and it has been extended to SKIP member Institutes.

Mr. Vinod Kulkarni, Deputy General Manager and Mr. Shivram Krishnan, Assistant General Manager of TATA Motors Ltd have been extremely supportive for SKIP and its member Institutes. SKIP is looking forward to sign more MOUs with TATA Motors in this coming year, so that more number of SKIP members can benefit out of this Learn and Earn Program.

**IMOVE** – A initiative of the German Federal Ministry of Education and Research. Its objective is to promote international collaborations and the initiation of cooperation and business relationships in vocational training and continuing education.

Fr. Regi Tom, Regional Secretary, Northern Region, and the General Secretary Interacted with Ms. Anjali Sinha, Coordinator for IMOVE in India. IMOVE is willing to support SKIP in ToT programs for a duration of 3 months with an overseas exposure to Vocational Training Providers in Germany, also support resources persons from its network.

## **Quest Alliance collaboration with SKIP:**

Founded in 2005 as a program of the International Youth Foundation, Quest Alliance provides disadvantaged learners aged 10-25, a set of real-world skills along with opportunities to build confidence in a fun and engaging way, preparing them for work and life.

Quest Alliances is supporting the SKIP Advanced Tech Centre trainees with soft skills. They also will be hosting a ToT program for the SKIP Western region in the month of August or September 2014.

SKIP is looking forward to a enriching partnership with Quest Alliance for its member Institutes.

## SKIP is in touch with the following companies under their CSR:

SIEMENS Ltd,  
TATA Motors Ltd.  
Hyundai Motors Ltd.  
Cognizant, Chennai  
AMDOCS, Pune.  
Schneider Electric India Pvt. Ltd.  
Madura Garments Ltd.

## Details of SKIP Advanced Tech Centre - Kengeri

<b>PROJECT: ADVANCE TRAINING INSTITUTE FOR SKIP</b>			
Budgetary costing as on 9th Aug'13.			
Basement level - 1		9,763.00	Sqft
Basement level - 2		9,763.00	Sqft
Ground floor area:		7,458.00	Sqft
First floor area:		9,410.00	Sqft
Second floor:		11,783.00	Sqft
Third floor:		10,669.00	Sqft
Total buildable area:		58,846.00	Sqft
Terrace floor:		10,669.00	Sqft
<b>DISCRIPTION</b>		<b>AMOUNT IN RS/Sqft</b>	
BASEMENT FLOORS (1ST & 2ND LEVEL): (19526 x 1200)		23,431,200.00	
COST INCLUDING FLOORING & EXTERNAL FINISHES (Frame work construction), ELECTRICAL, SANITARY & PLUMBING: (39320 X 2000)		78,640,000.00	Rs.
SOLAR LIGHTING FOR INTERNAL & EXTERNAL ALONG WITH HYBRID WIND MILL.		2,000,000.00	Rs.
<b>TOTAL COST OF THE PROJECT.</b>		104,071,200.00	Rs.
TERRACE AREA (KITCHEN & DINING AREA)		1,700,000.00	Rs.
<b>GRAND TOTAL</b>		105,771,200.00	Rs.
<b>Option - 1</b>			
Site area:		22780.000	Sqft
Allowed FAR (For 11.58mt Road width)	1.75	39,865.00	Sqft
Basement area (1st & 2nd Level)		19,526.00	Sqft
GF, 1st, 2nd & 3rd Floor		39,320.00	Sqft
Total Built-up area:		58,846.00	Sqft
FAR Achieved:		1.73	Sqft
Achieved Ground Coverage		32.74	%
Setback considered all-around		5mt	

## **SKIP's Land at Kengeri, Bangalore:**

The Governing Body members has approved the building design that was prepared by M/s Innovarch Architects. The design takes care of all the projection for future growth and expansions.

Currently there is a 750 feet borewell yielding 2000 gallons per hour, electricity, 5 foot compound wall all around and a security room.

GB Members deliberated on how to make use of the vacant land until the building is ready for construction. Bro. Thomas, Chairman, F. Joseph Stanley, General Secretary and Fr. John D'Souza, Regional Secretary South Central suggested that some short term training activities could be started for 2 to 3 year until funds are sourced for the building. Accordingly, the SKIP Governing Body approved to conduct some short term training activities for the girls in the vicinity. The Ursuline Sister across the road permitted a Sisters to help SKIP in this initiative for monitoring the training activities since it for girls. SKIP will put up 4 temporary sheds with soft roofs and temporary structure as training class rooms. This way the land will be maintained and will benefit the girls around the area with a skill training.

The funds for the building has to be raised during the coming years. Funds are also anticipated from well wishers, member Institutions, past Donors, Philanthropist, individuals, State and Central Government, Corporates and Business Federations, Foundations etc.

M/s. Infomapping is developing a fund raising proposal to target potential donors in India and overseas.

## **Proposed Design of the Building**



## Obituary:



Msgr. Paul Figarado, from the diocese of Verapoly, Ernakulam sadly passed away on 5<sup>th</sup> April 2014. He was 85 years old. He was associated with SKIP for several years since inception. He served SKIP in various capacity in the Governing Body including as a Treasurer and Regional Secretary. He was the former Director and Principal at Little Flower Engineering Institute from 1972 to 2005. Our heartfelt sympathies and condolences to the Diocese. May his soul rest in peace.



Mr. Albert Joseph, Executive Director of FVTRS sadly passed away on 30<sup>th</sup> December 2013. Mr. Albert served as a Co-opted Member in the Governing Body of SKIP since May 2012. We deeply regret for his loss. May his soul rest in peace. Our heartfelt condolences to his family and to FVTRS.

## Audit report 2013-2014

SKILLS FOR PROGRESS BALANCE SHEET AS AT 31ST MARCH 2014 (Amount in INR )				
PARTICULARS	Sch No.	AMOUNT	As at 31st March 2014	As at 31st March 2013
<b>SOURCES OF FUNDS:</b>				
General Fund	1	1,36,55,993.30		1,37,28,810.17
Scholarship Fund	2	3,91,87,357.10		3,98,84,439.61
Project Fund	3			
Cordaid		-		2,95,124.12
Skip Advanced Tech Centre		14,477.50		
DIK Projects		49,87,414.05		
Earmarked Fund	4	93,38,930.88	6,71,84,172.84	83,72,651.70
<b>Current Liability</b>				
Rental Deposits			42,87,653.00	66,15,323.00
<b>TOTAL</b>			<b>7,14,71,825.84</b>	<b>6,88,96,348.60</b>
<b>APPLICATION OF FUNDS :</b>				
<b>FIXED ASSETS</b>	5		3,27,80,286.14	3,06,18,408.48
<b>INVESTMENTS</b>	6			
Investment of Constituents Fund		67,27,213.29		78,22,106.00
Investment of Scholarship Fund		2,13,47,271.18		2,13,18,869.00
Investment of Contribution Fund		16,37,679.12	2,97,12,163.59	23,78,847.48
<b>DEPOSITS AND ADVANCES:</b>				
General Fund		6,57,895.16		4,20,342.16
Scholarship Fund		14,04,528.15		12,92,154.14
Project Fund				
DIK Project		15,80,000.00		
Skip Advanced Tech Centre		(1,728.00)	36,40,695.31	
<b>CASH AND BANK BALANCES :</b>				
General Fund		1,50,988.31		2,15,547.01
Scholarship Fund		17,09,150.17		45,05,027.44
Contribution Fund		29,922.65		29,922.65
Project Fund				
Cordaid		-		2,95,124.12
Skip Advanced Tech Centre		41,205.50		
DIK Project		34,07,414.05	53,38,680.68	
<b>TOTAL</b>			<b>7,14,71,825.84</b>	<b>6,88,96,348.60</b>
<b>NOTES ON ACCOUNTS</b>	11			
For Skills for Progress			As per our report of even date attached thereto for VENKAT & VASAN Chartered Accountants Firm Registration No.004598 S	
Sd/- Thomas C.A Chairman	Sd/- Joseph Podimattathil Treasurer	Sd/- F.Joseph Stanley General Secretary	Suresh J W Partner ICAI Membership No 215106	
Place :Bangalore Date:26/04/2014				



SKILLS FOR PROGRESS			
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2014			
(Amount in INR)			
PARTICULARS	Sch No.	For the year ended 31st March 2014	For the year ended 31st March 2013
<b>SERVICE TO CONSTITUENTS</b>	7		
Income		26,53,817.35	29,81,363.92
Expenditure		41,54,355.43	42,57,046.67
Excess of Income		(15,00,538.08)	(12,75,682.75)
<b>SCHOLARSHIP PROGRAMME</b>	8		
Income		71,81,819.48	1,14,82,681.36
Expenditure		80,88,946.90	68,09,050.41
Excess of Income		(9,07,127.42)	46,73,630.95
<b>PROJECT FUND</b>	9		
<b>CORDAID</b>			
Income		5,743.85	21,185.89
Expenditure		5,551.50	-
Excess of Income		192.35	21,185.89
<b>DIK PROJECT</b>			
Income		49,92,111.93	-
Expenditure		4,697.88	-
Excess of Income		49,87,414.05	-
<b>SKIP ADVANCED TECH CENTRE</b>	10		
Income		1,13,279.00	-
Expenditure		98,801.50	-
Excess of Income		14,477.50	-
<b>EXCESS OF INCOME OVER EXPENDITURE TRANSFERRED TO DIFFERENT FUNDS</b>			
a) General Fund		(15,00,538.08)	(12,75,682.75)
b) Scholarship Fund		(9,07,127.42)	46,73,630.95
c) Project Fund			
- DIK Project		49,87,414.05	-
- SKIP advanced Tech Centre		14,477.50	-
- Cordaid		192.35	21,185.89
d) Depreciation Fund		8,36,715.34	2,18,400.00
		34,31,133.74	36,37,534.09
<b>NOTES ON ACCOUNTS</b>	11		
For Skills for Progress		As per our report of even date attached thereto for VENKAT & VASAN Chartered Accountants Firm Registration No.004598 S	
Sd/- Thomas C.A Chairman	Sd/- Joseph Podimattathil Treasurer	Sd/- F.Joseph Stanley General Secretary	Suresh J W Partner ICAI Membership No 215106
Place :Bangalore Date: 26/04/2014			





## *Our Gratitude*

SKIP acknowledges its gratitude to Deutsche- Indische Kinderhilfswerk (DIK), Germany for its support to the school dropouts poor girls and the unemployed women from the tribal and neglected areas. We look forward to very successful implementing partnership.

**Thank you M/s. DIK Germany.**

SKIP has had the good fortune of being supported by CORDAID Netherlands, for over a quarter century. Under their guidance, SKIP had built up a strong and vibrant network of Private Vocational Training Providers in the country. SKIP appreciates the partnership, and gratefully acknowledges the support and guidance during this long journey.

**Thank you M/s.Cordaid,**

**Netherlands**

SKIP also acknowledges its gratitude to all its pas donors such as Misereor, Evangeli sche Zentralstelle FurEntwicklungshilfe (EZE), Indo German Service Society (IGSS), Unie Voor Christelijk Onderwijs Netherlands (UVCO) Deutsche Stiftung Fur Internationale Entwicklung (DSE), Church of Sweden Mission, CARITAS and Ecumenical Scholarship Program – Diakonisches Werk (ESP-DK)

**Thank you Donors**