

FIFTIETH ANNUAL REPORT 2019



VISION

SKIP will be an agent of change that will foster a just and humane 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

The Society is an Association for the advancement of technical, entrepreneurial and vocational skills and shall function as a non-profit making organization with the following objects.

- To act as a coordinating body for providing technical assistance, networking and other services to private charitable institutions, irrespective of caste, creed and religion.
- To act as Resource Centre for research, training and documentation on innovative, vocational and entrepreneurial initiatives.
- To liaise and collaborate with members, Government of India, State Governments and other partners in matters of mutual concern and 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.

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Since the last 50 years we have been fulfilling the aspirations of underprivileged youth, men and women of our country. Our approach is defined by a mission set for years and we look forward to follow the legacy in upcoming years.

SINCE INCEPTION

It was in this ambiance that 9 Technical Skills Training Institutions in the country forged and established "Skills for Progress (SKIP)" in 1969 with the aim of facilitating private technical training institutions to modernize and adapt to the opportunities for employment and self employment opportunities generated by the country's 5 year Development Plans.

The core aim of this registered NGO was economic and social development of the marginalized sections of our society. 2019 is the golden jubilee year of SKIP. From 9 member institutions it has grown into 220 members in all geographical states of India facilitating the achievement of its core aim through quality technical vocational training with inputs for overall development and progress of their families. Whilst numbers and figures are indicators of success, the main achievements of SKIP is the manner in which it has dealt with the financial and social issues involved. Establishing technical training institutions and running them with courses relevant to the fast changing industrial and commercial needs is an expensive and daunting task.

SKIP and member institutions depended heavily on the benevolence from the overseas funding. The striving for self dependence and freedom from foreign funding, has now shifted to Government and Corporate bodies. The measure of success of these phenomena is visible in the close collaboration, guidance and interaction with these bodies indicated in this report.



Northern

Central

Eastern

North East

Western

South Central

South West

South East

SKILLS FOR THE **FUTURE**

AS WE TRAVEL ALONG THE CHANGING
SCENARIO, SKIP WILL EXPLORE THE
VARIOUS SKILLS NEEDED TO BALANCE
THE GLOBALIZATION

220+
Member Institutes

20+
Development
Trainings for
Institutes Annually

60,000
Annual Beneficiaries

Started of in the year 1969, with only hand full of institution members and a strong moto of providing quality training and education in the field of skill development. Our network has been spread across 8 different regions covering all the geographical locations of India. Giving access to quality training and sustainable living to deserving youth aspiring for a change.

2,500
Scholarship
Beneficiaries
Annually

10,000+
Project
Beneficiaries
Annually

50
Years of
Service



Foreword from the Chairperson

Skill Development is one of the essential ingredients for Indian future economic growth as we are transforming into a diversified and internationally competitive economy. Skilling the youth is going to be the defining element in our growth story. We need to re-define the relationship of education, employment and Skill development.

It calls for a concerted effort from Government, Private Institutes and NGOs to address this issue. Government alone cannot accomplish this great task. If India is to gain its rightful place in the world, reap the equal benefits and opportunities for all and rise from the debris of poverty and several other pressing issues, Skill development will require to be given a place right on top of national priorities.

It is here that Skills for Progress (SKIP) in its 50th year of yeomen service to the youth comes to fill the gap of the industry demand with its youth power. We are a strong 220 member institutes with an average of 6 million youth skilled across the country, who are able to gauge and see the exact requirement of the Industry and we are also a strong group of mentors who can train and certify our student to a level which is accepted by global standards.

We could see the energy and optimism that each Institute exhibited through several golden jubilee celebrations across the 8 Regions. The collaboration that we are enjoying with Governments and other NGOs are commendable and well appreciated. The initiatives that each Institutes showcased the partnership beyond States and boundaries. Kudos to each and every Directors, Principals, Collaborators, Partners, Associates, with whom we have worked for the last 50 Golden Years. SKIP National Office situated at Bangalore, Karnataka has given its best coordinated services to the sector which is commendable. Thank you for welcoming us into our prosperous and happening Institutes and Organizations. We only look forward to the next 50 Years of partnership between you and SKIP for a greater empowerment of our youth.

Rev: Bro. Thomas CA Sg.
Chairman - SKIP

Message from the General Secretary



Gold had been the standard of exemplary, purity and excellence from time immemorial and SKIP is celebrating the Golden years of skilling. A great milestone for SKIP!! Over the years it has grown from charity mode to mission mode. We have moved away from dependency on foreign donor agencies for support for our various programmes to sourcing support from the Corporates and Government for various skilling programmes now. As a result many of our member institutes have become centres of excellence with the support of SKIP and Corporate collaboration. This is the greatest achievement for the SKIP organization.

Over the years we have grown from a core group of 9 members to over 220 members. We were able to enter the Technical/ skilling area with professionalism, providing skilled and industry ready human resource across India. This was the dream of the founding fathers and it is being materialized especially from the past 10 years or so. This is because of the clear transparent vision and commitment from all the members and stake holders of SKIP.

For the past 50 years, SKIP was not living in a bubble of self-interest, but very much part and parcel of every member institution and its beneficiaries. It has created opportunities for them to fulfill their potential and transform their dreams into reality. It is our endeavour that every institution dream big and strive to visualize the futuristic trends in skilling and the need of manpower by the industries and corporate both at home and abroad. Let our training be market-oriented fast track skill acquisition as well to be able to make the trainees think out-of-the box. This is the need of the hour.

And while companies are upgrading their technological infrastructure, professionals are struggling to keep up with the fast-changing requirements of specialized skill sets needed to work with advanced technologies. Our top priorities would be skilling the youth for Employment and Self Employment, up-skilling and re-skilling of the workforces while keeping our eyes wide open to the changes taking place in industry and open new avenues of skilling.

This is our real challenge for the coming years in keeping our objectives relevant with the growth and development of various sectors.

We acknowledge our gratitude to all the corporate partners, Government of India and collaborators.

Dr. F. Joseph Stanley
General Secretary

Governing Body Members 2018-2019

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49 SKIP National Seminar 2018

KOLKATA



This annual event was hosted by the Eastern Region SKIP members at Kolkata on 25th & 26th May 2018, at Seva Kendra. More than 101 delegates gathered to participate the event. The sessions were designed around the theme “Innovations & Advanced Technology for Enhanced Skills Opportunities in Indian Context.” Guest for the event were as follows.

- The Most Rev. Thomas D’Souza
Archbishop of Calcutta
- Dr. Thomas Kandasami
Chartered Accountant, Chennai
- Mr. Aakash Sethi,
Executive Director, QUEST Alliance
- Mr. Anup Wadhwa,
Director, Automation Industry Association (AIA)
- Mr. Rohit Saroj,
Senior Manager, TATA Motors Ltd, CSR projects
- Ms.Sharon Mogose,
Executive Indo-German Chamber Of Commerce

Innovations & Technology has been the change driver around the world—intervening to provide accessible and affordable solutions to meet ever-shifting industrial needs. Exemplars from around the world clearly depict the role played by innovative solutions in increasing national economic growth and improving standards of living.

This AGM highlighted the need for a innovation-driven path for India to achieve non-linear growth over the next two decades, a path that maintains a balance between economic development and social well-being.



49 AGM 2018 KOLKATA

The 48th Annual General Body Meeting of SKIP was held on the 26th May 2018, at Seva Kendra, Kolkata and about 101 SKIP member institutions from 8 regions had participated at the AGM-2018.

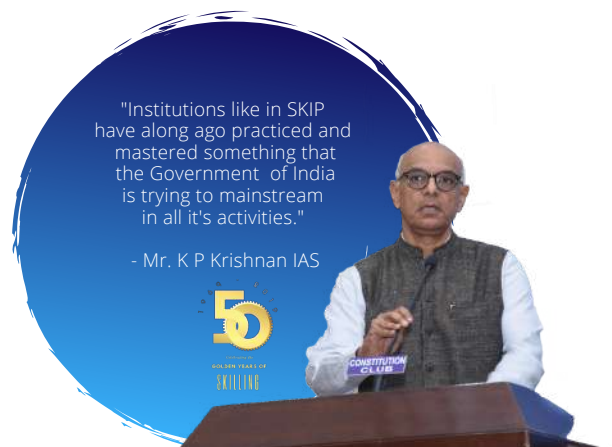
Members discussed on various difficulties faced at their institutes and matters relating to affiliations, accreditation, norms in formal courses.

The General Body transacted the following business:

- Confirmed the minutes of the Annual General Meeting AGM-2017 held on 27th May 2017 at Ranchi.
- Approved the Annual Report for the year 2018-19.
- Approved the Audited statement of Accounts for the year ending 2018-19.
- Approved the Budget for the period 1st April 2018 to 31st March 2019.
- Appointed the Auditors for the period April 2018 to March 2019.
- Elected vacant positions on SKIP Governing Board for the year 2018-19.
- Decided the venue for AGM-2019.



50 Jubilee Year Inaugural Delhi



On 9th November 2018, we officially inaugurated our Golden Jubilee Year, which was held at 'The Constitution Club of India' New Delhi. Dr. K. P. Krishnan, IAS Secretary, Ministry of Skill Development and Entrepreneurship (MSDE) inaugurated the jubilee ceremony together with Mr. Rajesh Aggarwal, IAS, Director General, DGT, MSDE, Honorable Guests like Mr. Vinod Kulkarni, Head CSR, TATA Motors Limited, Mr. Karl Adam, Deputy Cultural Affairs Officer, United States Embassy, India, Mr. D.K Manavalan, IAS, (Retd) Executive Director AFPRO, Dr. J. Alexander, IAS (Retd), GB Member, SKIP, Rev. Bro.Thomas CA Sg, Chairman, SKIP, Dr. F. Joseph Stanley, General Secretary, SKIP.

The SKIP Governing Body Members, SKIP - Northern Region members, students from the member institutes and other invitees from Delhi NCR, were part of this inaugural ceremony.





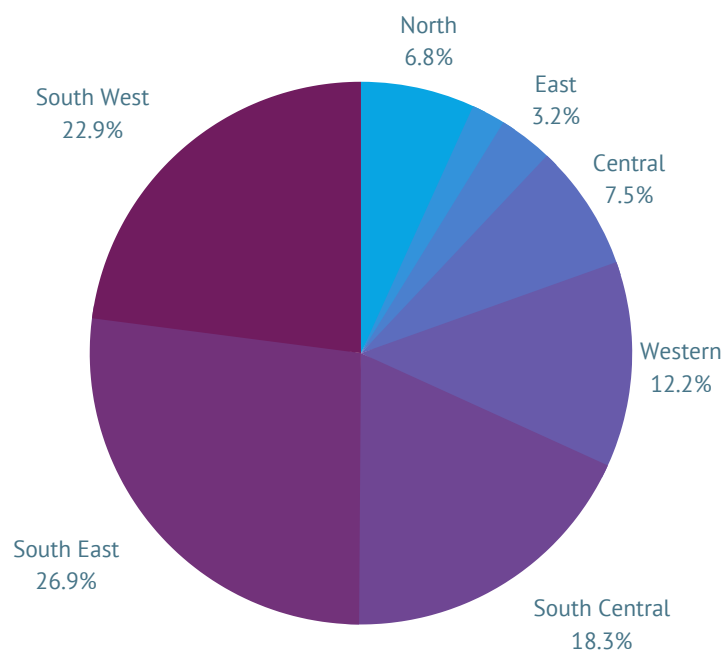
SKIP Scholarship

2019



Our focus is ensuring to support & reach deserving students through our self generated funds. For over the period of 3 decades SKIP has been supporting for better education with less disparity. Students from low socio-economic backgrounds are the major priority. This flagship in-house program has been benefiting 100's of youth each year,

- During the financial year 2018 -19, the total amount sanctioned was INR 24,83,825.
- Total beneficiaries (boys+girls) ws 2475 across the country.
- The pie chart below depicts the regionwise distribution of scholarship amount for the fiscal year 2018 - 19



INR 24,83,825

IDP Institute Development Program 2019



Institute Development Program - IDP continuously enhances the institutions management quality, capability which often refers to strengthening the skills and competencies of trainers. Our goal is to strengthen member institutes and increase their effectiveness, social impact and help them to achieve their goals and sustainability over time. In addition, we focus on the capacity building among our member institutions on management aspects.

The goal of capacity building is to update and adapt to the change according to modern era of training techniques and industrial needs. We have been supporting the member institutes to achieve their objectives through various programs.

STRENGTHENING INSTITUTES



TATA Motors Trainings

15

Participants

Training of Trainers (ToT)
which is to upgrade the trainers
with syllabus & teachings techniques.

15

Institutes

36

Participants

Management Development Program (MDP)
which focused on the management aspect to the
Institution heads in happening topics and policies

34

Institutes

QUEST Alliance Trainings

29

Participants

Employability Skills Training - ToT
helps students build their personal attributes and
abilities to function and perform well in the
workplace.

19

Institutes

26

Participants

Placement Officers Training
This training gave significance to post training
aspect of employment and approach techniques
of Industries.

23

Institutes

18

Participants

Digital Skills
upgraded the trainers towards integrating
technology in training.

14

Institutes

38

Participants

Entrepreneurship Development Programme
The skills that are required to run a business
successfully is developed among the students
through this programme

11

Institutes

Godrej Trainings

16

Participants

Modern RAC training
provided training to upskill the trainers with the
emerging technologies, latest in refrigeration, air
conditioners & home appliances.

14

Institutes



MDP - Training



IDTR - Training



Drivers Training



Digital Skills Training

SKIP ADVANCE TECH CENTER



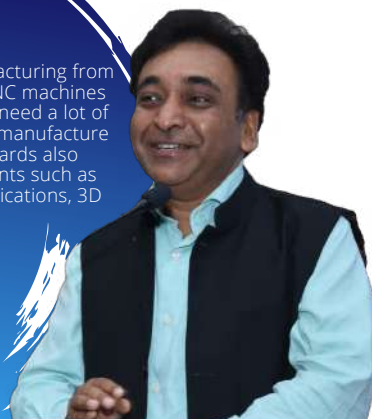
The rise of new digital industrial technology, Industry 4.0, is a transformation that makes it possible to gather and analyze data across machines, enabling faster, more flexible, and more efficient processes to produce higher-quality goods at reduced costs. This manufacturing revolution will increase productivity, shift economics, foster industrial growth, and modify the profile of the workforce—ultimately changing the competitiveness of companies.

Computer Numerical Control (CNC), Programmable Logic Controller (PLC) and industry automation are processes that use control systems to monitor and handle processes and the machines which were previously under manual interventions. This consumed more time & had less productivity. Modern technologies in the industrial workplace provides the advantages of improving productivity and quality while reducing errors and waste, increasing safety, and adding flexibility to the manufacturing process.

We at SKIP have been providing training in automation to the students of member institutes for over a period of 7 years at a minimal cost making it affordable to all and preparing them for the industry in all aspects. During 2018-19, 73 students were trained at the SKIP Advance Tech Center (SATC).

"Industry standard 4.0 is in effect. Manufacturing from traditional lathes to we have moved to CNC machines so today in the manufacturing sector we need a lot of people to run, program, repair & actually manufacture CNC machines. Accordingly skills standards also to be in par with the industry requirements such as automation, robotics, sensor based applications, 3D Printings, and so on"

- Mr. Rajesh Aggarwal IAS





Advanced digital technology is already used in manufacturing, but with Industry 4.0, it will transform production. It will lead to greater efficiencies and change traditional production relationships among suppliers, producers, and customers—as well as between human and machine. We have bridged this need by providing quality training to youth through SKIP Advanced Tech Centre. The training at SKIP Advance Tech Center (SATC) is jointly certified by SKIP & SIEMENS which is an add on benefit for the trainees during the placements

SKIP charges a meagre sum of INR. 3000/- +GST per trainee which is highly subsidised since most of the trainees are from poor socio-economic background & cannot afford to pay the market price.

Advantages of the Training

- CNC & PLC play a major role in the manufacturing sector and there is huge scarcity of skilled workforce in the industry.
- SATC makes sure that the trainees are well trained by experienced trainers both in programming and operation.
- During the training period the trainees get opportunity to work on CNC machines at Siemens Digital Experience & Application Centre at Peenya.
- This training creates a real time job experience for the trainees at our state - of - the - art training centre & also gives an opportunity to work with the CNC machines at SIEMENS Technology Application Centre, which is the only training centre in India & one among the 7 centres in the world.
- SKIP has been supplementing the demand for skilled manpower through this training initiative.

TATA Motors LEAP TRAINING



A leading automotive industry has been partnering with SKIP under Koushalya Project since, 2012 which focuses on development of students in MMV trade. This program supports students financially through their scholarship & stipend during the On-Job-Training (OJT).

LEAP (Learn, Earn and Progress) is a one-year training programme established by Tata Motors for youth to become motor vehicle mechanics. With the support from the dealers and implementation partners, this program provides classroom training to students and practical hands-on experience in Tata Motors authorized dealer workshops. During their on-the-job training, students are paid nominal stipend which helps them cover their training fee and travel expenses etc. This extended engagement has ensured 80% job placement immediately after completion of the training programme.

"Amongst various NGO partners, SKIP is one of the best performing NGO partner with whom we are working with and we are jointly developing programs in the areas of Skills training."

- Mr. Vinod Kulkarni
CSR Head, TATA Motors Ltd.



MANAGEMENT DEVELOPMENT TRAINING – MDP



TATA Motors Ltd continues to make significant investments in developing the ITI management through its MDP training. In the last 6 years of collaboration, this partnership has delivered 5 different topics. It also included one day industrial exposure visit to TATA Steel & TATA Motors. This year the training was held at the prestigious TATA Industrial Plant, Ltd. Jamshedpur, Jharkhand. A total of 36 participants from all the LEAP partners took part in the 3 day workshop. This training helps the ITI's management & administration to keep abreast with the modern technologies and managerial skills.

TRAINING OF TRAINERS – TOT

The ToT engages participants in a comprehensive, multi-day distributive learning process that builds the knowledge and skills required to effectively train educators to increase and update their training skills according to the updated technology. This 7 day workshop which includes advanced training on the science of learning, intensive coaching on effective strategies for engaging students, and targeted instruction and practice in training others to deliver a specific curriculum.



AUTO
TECH
FEST
2019



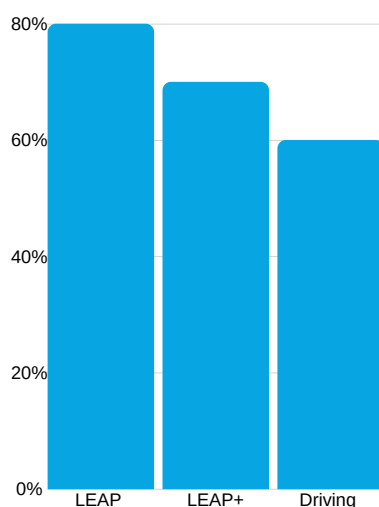
Tata Motors has conducted 3rd annual "Tech Fest" in collaboration with SKIP for the LEAP member institutions and was held at Montfort Vocational Training Centre, Goa. The program is an initiative to recognize the knowledge & skills of the students of all the TML Leap partners. The program received an overwhelming response from students & institutes. Around 336 students from across India took part in it. The host institute also designed a few new events for the tech fest which was an eye opener for the trainees and institutes.



WINNERS DETAILS OF AUTO THROTTLE 2019

Events	First Prize	Second Prize	Third Prize
Automobile Quiz	Trinity ITI, Udupi	St.Francis ITI, Borivali	St. Aloysius ITI, Vaizag
Pit-Stop	Little Flower, Kerala & TLM, TN	Montfort ITI, Goa	KIDS ITI, Kerala
Battle of Trainer	Little Flower ITI, Kerala	Balanagar ITI, Kerala	Don Bosco ITI, Kolkata
Service Point	Little Flower ITI, Kerala	Montfort ITI, Goa	Trinity ITI, Udupi
Auto Service	Little Flower ITI, Kerala	Trinity ITI, Udupi	Little Flower ITI, Kerala
Auto Doctor	Montfort ITI, Kerala	Little Flower ITI, Kerala	Balanagar ITI, Kerala
Fast & Furious	Seva Sadan ITI, Kerala	Little Flower ITI, Kerala	Don Bosco ITI, Kolkata
Project Expo	Little Flower ITI, Kerala	Kottoor ITI, Kerala	Mary Matha ITI, Kerala

IMPACT OF THE LEAP PROGRAM PLACEMENT FOR TATA TRAININGS



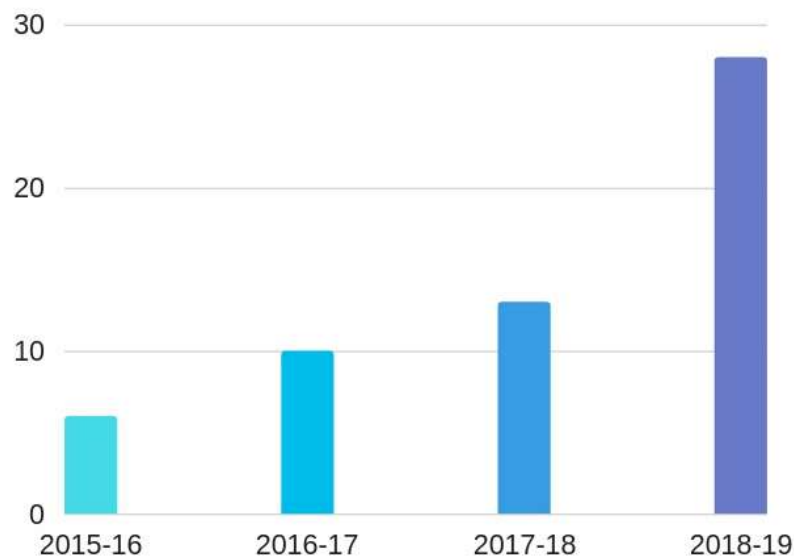
OVERALL TATA MOTORS CSR PROJECTS HAVE TRAINED 1,202 SC/ST TRAINEES IN 4 DIFFERENT PROJECTS FOR THE LAST 6 YEARS

LEAP SALARY POST TRAINING

PROGRAMS	MIN. SALARY	AVG. SALARY	HIG. SALARY
LEAP	10,000	12,000	18,000
LEAP+	5,000	8,000	12,000
DRIVING	8,000	15,000	20,000

LEAP TRAINEES FOR AUTOMOTIVE SKILLS DEVELOPMENT COUNCIL (ASDC) EXAMINATIONS

Year	Institute	Completed
2015-16	6	107
2016-17	10	126
2017-18	13	162
2018-19	28	413



PROGRAM QUALITY ASSESSMENT

A TATA Affirmative Action Assessment evaluated the total project processes and outcomes. This process involved various measurement parameters and the processes like methodology, techniques, procedures, documents, properties, budgets, expenses and its level of completion. The life-cycle of a project was also done at a institution in Bangalore and at the dealer place. Mr. Netaji from Titan's & Mr. Vinod Kulkarni, TATA CSR Team conducted the audit on 8th March 2019 at SKIP National Office, Bangalore



VIRTUAL ONLINE CLASSES FROM TATA MOTORS

These finishing school training have topics and discussions which are specific to each session. Institutes can access any sessions on prior intimation to co-ordinator. One of the greatest advantage of taking these online classes is that the faculties are expert from the field. These classes feature robust discussions threads on the relevant topics. Classes may include live interaction where students reach out to the experts on live resolving the queries.

A total of 3570 students from 31 SKIP member institutes have been benefited from this online training. Such training provide students opportunity to network with the network with other institutes across India. At the same time, it makes them culturally sensitive and able to fit into any work atmosphere across India



TATA MOTORS INPLANT TRAINING FOR STUDENTS

The annual OJT training at the Tata Motors plant at Pune, Maharashtra is specifically to gain hands on experience and industrial exposure for the selected high performing trainees of LEAP Institutions. For the one month in plant training students are evaluated and selected based on different parameters and criteria set by TML. This year 47 students from 8 different institutes participated in the training.



FINANCIAL SUPPORT FROM TATA MOTORS FOR CSR PROGRAMS

Description	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
TML, Stipend	3,69,000	19,44,000	36,34,000	53,11,800	62,02,800	71,00,900
Dealer Stipend	7,38,000	38,88,000	71,28,000	52,03,800	56,53,800	1,50,30,000
Aggregates	16,00,000	24,00,000	1,20,00,000	96,00,000	8,00,000	6,49,944
Training Programs/MDP & TOT	Nil	18,00,000	18,00,000	30,90,123	6,20,906	7,50,000
Tech Fest	Nil	Nil	Nil	3,00,000	3,00,000	3,00,000
Admin Support	Nil	Nil	7,51,106	5,54,986	6,60,185	8,35,347
Training at Plant for Students	Nil	Nil	Nil	Nil	5,00,000	5,00,000
Total	27,07,000	1,00,32,000	2,53,13,106	2,40,60,709	1,47,37,691	2,51,66,191



ROAD SAFETY TRAINING PROGRAM



Tata AIG General Insurance Company Limited, a joint venture between the Tata Group and American International Group (AIG) has collaborated with Tata Motors and Skills For Progress (SKIP), to launch a Road Safety programme for heavy motor vehicle (HMV) drivers in India. The program was launched across 5 locations in India – Pune, Ajmer, Muktasar, Silchar and Dimapur and this program has reached more than 5000 drivers of heavy motor vehicles (HMV).

This program mainly empathizes on creating awareness on HIV/ AIDS, substance abuse, stress management, medical checkups and personal accident among the Heavy Motor Vehicles (HMV) drivers.

TATA AIG PROJECT SUPPORT

Location	Target Achieved	Expenditure
Silchar	45	72,360
Muktasar	2003	31,16,000
Aimer	1769	35,20,530
Pune	1205	24,92,400
Total	5022	92,01,290

INSURANCE SUPPORT FROM TATA MOTORS LTD 2018-19

Location	Target	Expenditure
Silchar	45	9,000
Muktasar	2000	4,00,000
Almer	1755	3,51,000
Pune	1200	2,40,000
Total	5000	10,00,000



Post training completion follow-up calls are made to all the Drivers to ensure that they put into practice all that was taught and their families are contacted for information on their Insurance Policy coverage.

Quest Alliance



QUEST Alliance a modern technology based education platform which enables self learning through new methods and approaches that are centered around the learner. who aim to materialise & enabling self-learning by trying new methods and approaches that are centred on the learner. This Technology enables youth to learn and stay connected, and has the power to bridge the education system and opportunities in the emerging economy.

SKIP has been partnering with Quest Alliance for the past 12 years. This collaboration aims at providing & enriching quality of student trainees and making them industry ready with the support of employability skills & softskills.

EMPLOYABILITY SKILLS TRAINING

Employability Skills training has been a compulsory subject for the NCVT trade, QUEST Alliance has tried to simplify the subject & create an interactive digital content in the regional languages. This program has been successful in reaching out to the students and making it student friendly learning kit.

A three day workshop was organized for the trainers of Tamil Nadu region at The Citadel, Chennai from 23rd to 25th October 2018. 29 trainers from 19 SKIP member institutes took part in the workshop.



PLACEMENT OFFICERS TRAINING

Placement is a crucial interface between the stages of completion of skill training of the trainees and their entry into the suitable employment. Recognizing the need for the training QUEST Alliance designed a training specifically for the Placement Officers at Maitreya, Bangalore from 4th - 6th February 2019. A total of 26 trainers from 23 SKIP Member institutions across the Nation took part in the 3 days workshop. The objective of the workshop was to create a Campus Placement Cell organize programs like, Mock interviews, group discussions, case studies, etc. Which, also includes Personality development, Interpersonal and Communication Skills, Career planning and career mapping, Interview Techniques etc.

DIGITAL SKILLS TRAINING



Digital literacy is a requirement to travel along the technocracy era. This training was designed to upgrade the trainers on the use of modern techniques videos, free applications and online books. The objective of the training was to create depth and breadth to ensure the trainers & instructors are digitally literate in all aspects of their jobs. A special training was organised at Montfort Spirituality Centre, Bangalore from 20th - 22nd February 2019. 18 Trainers from 14 SKIP Members Institutes took part in the training.



EDP TRAINING

An Entrepreneurship Development Programme (EDP), of 3 days duration was held at Bangalore from February 13th - 15th 2019, 38 students from 11 Southern SKIP member Institutes took part in it. The aim of the workshop was to assist the students in the essentials of conceiving, planning, initiating and launching an enterprise successfully. The programme consisted of activity based class room training and a partial field survey on essentials of entrepreneurship Market survey, identification of business opportunities, role and management of an enterprise.



Godrej Quality Audit



SKIP - Godrej Quality Audit and Institute Rating for SKIP member Institutes was initiated. The first phase of the auditing was carried out at Xaviers Technical Institute, Sevas, Vadodara,. initially and then followed by St. Aloysius ITI, Mangalore, Jayamatha ITI, Thiruvananthapuram, Little Flower Engineering Institute, Kalamessery, Kochi & Don Bosco Technical Institute, Kolkata. This audit rated the institutes based on following criteria: Infrastructure, Training process, Socio Economy, Environment, Impact & Sustainability.

Godrej Disha Program



Godrej DISHA Program – M/s. Godrej under their CSR program is supporting the TOT for enhancing the capacity of the Refrigeration and Air Conditioning instructors. Training was supported to enhance the RAC instructor's to the advanced equipment's & technology. Total of 16 participants from 14 SKIP Member institutions took part in the workshop held at Mumbai in the month of September 2018.



Mahindra & Mahindra Financial Services Limited – (MMFSL) Women's Auto Technician Training



This program is designed to benefit marginalized and deprived women and girls. As demand for skilled labor in automobile is high due to increase in taxi services in cities & towns. This association with Mahindra & Mahindra Financial Services Limited & SKIP is making an attempt in that direction to make women self sufficient through these training. The main aim of this program is to enhance the quality life of girls and women.

This program equips girls and women in handling service & maintenance of the automobiles, The curriculum is designed in such a way that the trainee gets equal opportunity and gain experience in all the departments of garages in the form On Job Training – OJT. They are also remunerated for the services rendered. As a pilot project, this program is implemented in 4 different location of Tamil Nadu benefiting 94 trainees.

BSE Sammaan CSR Capacity Building workshop for NGOs



NGOs/civil society organizations are working constantly to bring change through social development program with the support of the corporate by investing in them. To bridge the communication and information gap between the NGOs/CSOs and corporates, BSE Sammaan is organized a Series of workshops across India and activating discussions between the stakeholders of this sector.

BSE Samman & SKIP as coalition partner conducted the third workshop of this series which was held at Bengaluru on November 20, 2018 at the Indian Social Institute. Around 20 NGO representatives were present during the interactive session along with Ms. Pratibha A. N. from Titan, Mr. Abhishek Ranjan from Brillio Software Solutions and Mr. Prashanth Appuswamy from Bosch. This program shed more light on aligning the corporate objective & bringing out better CSR opportunities.

Women's Day Celebration

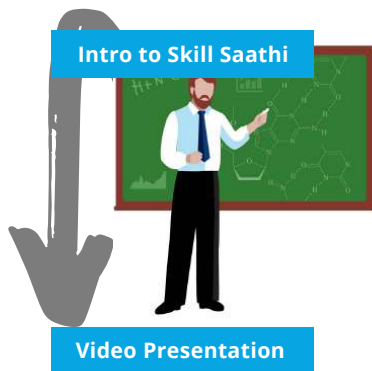
International Women's Day – an occasion to celebrate the progress made by women in all walks of life. It is also the perfect time to acknowledge the extraordinary role played by women over the years at SKIP. We are proud & to have the 72% of our staff as women. As a mark of celebration & recognition to their involvement, we celebrated with cutting a cake and felicitating them in the presence of Mr. Vinod Kulkarni, TATA Motors Ltd, CSR Head and Mr Nethaji, Titan CSR.

Graduation Day



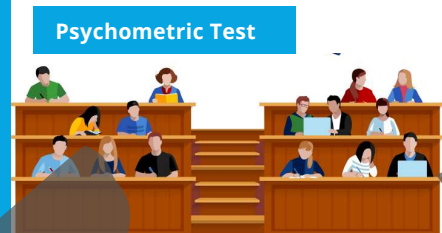
Awarding the outgoing students for the excellence in education & extra curricular activities at our member institute St. Aloysius ITI, Mangalore. The Graduation Day, which marks the beginning of new phase of life of the students who tend to achieve their life goals. The Chief Guests of the programme were Mr U. T. Khadar- Minister for Urban Development and Housing, Karnataka Government and Mr Geo D'Silva - Ex-Special Officer Placement, VTU. The Guests of Honour were Dr. F. Joseph Stanley - General Secretary of SKIP, Bangalore and Mr Anup Annigeri- Area Service In-Charge, Jaquar Foundation.

Skill Saathi - Career Counselling National Skill Development Corporation



This was a part of the larger Skill India Mission that was launched by Government of India to empower the youth of the country with skill sets which make them more employable and more productive in their work environment.

SKIP in partnership with Habitat for Humanity conducted sessions in School /college/ community Colleges for students/ youth about the Skill Eco System. This sessions created an awareness on career pathways based on their aspirations and interest profiles through the Psychometric Test.



1,400

STUDENTS TRAINED

Skill Saathi National Skill Development Corporation



SKIP MEMBER INSTITUTES AMONG TOP 10 PRIVATE INDUSTRIAL TRAINING INSTITUTES (ITI) OF INDIA



2 of our SKIP member Institutes have been ranked among India's Top 10 Industrial Training Institutes. An event which was held on 5th of September 2018 in New Delhi, where Shri Dharmendra Pradhan, Hon'ble Minister for Skills Development & Entrepreneurship, handed over Certificate of Appreciation to all the top-ranking institutions.

We congratulate The Leprosy Mission Trust Vocational Training Centre, Vizianagaram, Andhra Pradesh and Boys Town, ITI Hyderabad, Telangana for their efforts, hard work and dedication for providing sustainable livelihood for young boys/girls and making it to premier Institutes in India.



To the left is Mr. Vijay Patta, Principal, The Leprosy Mission Trust Vocational Training Centre, Vizianagaram, Andhra Pradesh receiving the award and to the right is Bro. Thomas C.A, Director of Boys Town, ITI Hyderabad, Telangana receiving the award from Shri Dharmendra Pradhan the Hon'ble Minister for Skills Development & Entrepreneurship.



A special congratulation to Mr. Nithish Joseph, from Little Flower Engineering Institute, Kalamaserry, Kerala for best craftsmen award in field of MRAC awarded on the same day

REGIONAL REPORTS

Northern

Hon. Regional Secretary: Thomas C J

States Clustered: Delhi, Rajasthan, Uttar Pradesh, Haryana, Punjab, Himachal Pradesh, Jammu and Kashmir, Uttarakhand and Nepal

Total Members: 17 Institutions Members and 2 Associate Members.

Northern region actively took part in the Jubilee Inaugural activities. This region also hosted the Golden jubilee Inaugural which was held on the 7th November 2018 at the Constitution Club of India, New Delhi.

Northern regional members helped in coordinating with other regional members in policy developments for autonomous status of ITI's. There were few delegates from selected organizations, SKIP members and Don Bosco Institutes. India Youth Coalition forum intends to reach out to youth in four different zones across India by creating footprint nationwide.

Habitat for Humanity India has been working on the facilitation of partners for creating meaningful engagement platform for the youth across the length and breadth of India. Members in the region are very active and have participated in SKIP programs.

The Institutes are well connected with various CSR and Government programs on Skill Development. Some of the members from the region attended the Quest Alliance ToT on Employability Skills at Bangalore. This region provides quality and highly skilled manpower to industries.



Hon. Regional Secretary: Mahendra Rao
States Clustered: Madhya Pradesh, Bihar, Orissa, Jharkhand and Chhattisgarh
Total Members: 16 Institutions Members

LEAP program is been conducted in 3 Institutions of the central region, due to the duration & the benefits of the training, TATA Motors plans to expand the training to other institutes . As a part of the due diligence Mr Rohith John Paul, TATA Motors visited 6 institutes in this region.

The Regional members actively took part in all the training organised by SKIP, that were of common interests like TOT for instructors and training programs for Principals/Directors. The regional members also participate in various Government Schemes including Grading of ITI. The regional members were active in the regional SKIP Golden Jubilee celebrations. They invited the youth from other skill training centers and had celebration consisting of various indoor and outdoor activities.

This region provides quality trainings to marginalized & tribal youth, creating a sustainable livelihoods.



Hon. Regional Secretary: Jaison Thomas
States Clustered: West Bengal, Sikkim and the Andaman & Nicobar
Total Members: 16 Institutions Members and 1 Associate Member.

Fr. Jaison was elected as the Regional Secretary at the 2018 AGM.

This region hosted the AGM 2018, held at Seva Kendra, Kolkata. It was a herculean task to organise this National Event, but Fr. Joseph Podimattamthil along with his dedicated staff from Don Bosco Technical Institute, Park Circus took up the challenge in conducting the event very successfully.

Don Bosco Technical Institute, Park Circus, Kolkata, In partnership with Habitat for Humanity India conducted a “Skill Sathi Career Counselling” programme reaching to 5000 students benefiting to recognise their personal interest.

Apart from regular skills training by the members this region also, organised the Hand wash & Sanitation Awareness Program for the student spreading need for cleanliness and hygiene this program creates a ripple in an individual – Friend – Family – Community – Infinity by knowledge transfer module.

Delegates from Osaka University, Japan & Panasonic, Japan visited Don Bosco Technical Institute, Park Circus, Kolkata and appreciated the infrastructure and training provided to students. Fr. Joseph Podimattathil, Principal, Don Bosco Technical Institute, Park Circus, Kolkata, was asked to head the Technical Commission of all the Don Bosco Technical Institutes in West Bengal. He also serves as the resource person for many private & government Institutions.

A one day training was organised for the Institute heads on the theme “Management of Technical Institutes” in partnership with Central Staff and Research Institute (CSTRI), Kolkata. Directors and Principals of 5 SKIP member Institute took part in the training.

This region provides a superlative training on the modern technologies & industrial standards which makes employment easy for the trainees.



North Eastern

Hon. Regional Secretary: Jacintha Monterio

States Clustered: Assam, Meghalaya, Manipur, Mizoram, Nagaland, Arunachal Pradesh and Tripura.

Total Members: 12 Institutions

Members from this region conducted skill training for service sector and many other sectors. A few the institutes have LEAP/Toyota training program, agriculture and health related trainings. Trainees from this region have exceptional communicative skills and adaptability which makes them more desirable for various service industries. Members had connected with DDU-GKY of the Government and other CSR projects.

The Skill India programs have taken significant strides in the North Eastern states. Under Pradhan Mantri Kaushal Vikas Yojana (PMKVY), free skill training and certification across roles is provided to improve employability.



Hon. Regional Secretary: Aamar Prabhu
States Clustered: Madhya Pradesh, Maharashtra, Gujarat, Goa
Total Members: 22 Institutions members.

St. Joseph Industrial Training Institute (SJTI) and Don Bosco Centre of Learning (DBCL), in its mission to skill the young for life and livelihood, hosted the first-ever Maharashtra State Skills Competition 2018 called the “Mahakaushalya 2018” on 4th and 5th of May 2018.

This event attracted more than 350 students from various technical streams. The Region had 2 Regional Meetings during the year, one at Saint Joseph Vaz Spiritual Renewal Centre, Goa and the other St. Joseph Technical Institute, Shankarahett Road, Pune.

Habitat for Humanity Youth leader, this training creates leaders with critical thinking skills, problem solving and other modules that will empower to become today's leader. The modules were created by one of the frontrunners in transformative leadership development, the Centre for Creative Leadership (CCL) and Habitat for Humanity. SKIP member institutes were a part of this training, which was held at Leadership Country Master Training Program, Mumbai, India from 30th April 2018 to 3rd May 2018.

SKIP Western Region - Also, conduct an Instructor Skill Competition in the trades of Fitter, Mechanical Motor Vehicle and Welder. The Instructor Skill Competition was conducted on 2nd May 2019 at St. Joseph Industrial Training Institute, Don Bosco Kurla. A total of 35 instructors from SKIP West Region institutes participated in this competition. The members of the region conduct high quality training for the domestic and international man power needs.



Hon. Regional Secretary: PT Joseph

States Clustered: Karnataka, Andhra Pradesh and Telangana

Total Members: 28 Institutions members.

The South Central Region had one Regional meeting and workshop, at Boys Town ITI, Hyderabad. Mr. Narasimhaiah, Regional Deputy Director, DET and Mr. S M Krishana, MD - Lokesh Machines LTD, along with Mr. Vinod Kulkarni, Head CSR TATA Motors were the chief guest for the event.

Boys Town ITI - Hyderabad, launched the LEAP program, Mr. Vinod Kulkarni, CSR Head - Tata Motors, Mr. Rohith Saroj, Senior Manager - CSR Tata Motors and Dr. Joseph Stanley - General Secretary - SKIP were a part of the inaugural ceremony.

Support and Senior Expert Service (SES) which is a project of IGCC is engaged with SKIP as agent to vocational training in India especially to bring experts from Germany to enhance the quality of training and apprenticeship. A meeting was organised for the South Central region members in Bangalore with the representatives of the Indo-German Chamber of Commerce (IGCC), Ms. Sabina Pandey, Regional Director, IGCC, Kolkata and Ms. Sharon Mogose, IGCC. This venture will be very beneficial for the SKIP member institutes since it can help in up skilling our trainers. On the other hand it will also increase bi-lateral relation between the two countries. This region clusters major southern industrial states providing 80 – 85% placement.



Hon. Regional Secretary: Tobin VC

States Clustered: Kerala and Lakshadweep

Total Members: 36 Institutions Members and 1 Associate Member.

Fr. Tobin, was elected as the Honorary Regional Secretary of the Region for the 1st term in 2018 AGM, at Kolkata. Major Trainees from this region get placed in overseas. During the course of the year, Little Flower Engineering Institute, Kalamaserry inaugurated the Advance Robotics Welding Training which is one of its kind in the ITI training sector offering future skills training to the students.

Apart for the technical training they were involved in supporting the flood affect victims, as this region was affected with major natural calamities causing severe damage to life and property. Most of the member institutions organised shelter and relief camp for the flood affected areas reaching to 25000+ individuals. And also, involving in the major construction through monitory and man power support in restoring of houses that were affected and some vehicles which were submerged. KIDS ITI, Kottapuram did a commendable work by providing shelter to 18000 people per day for 12 days spread out to 25 temporary shelters. It also provided livelihood support for 2500 individuals. The institute also constructed with the support of the corporate and other like-minded NGO's, 100 houses for the people who's house were completely destroyed in the floods.

The Godrej Quality Audit was conducted at Jayamatha ITI, Thiruvananthapuram & Little Flower Engineering Institute, Kalamaserry, Ernakulam. Jubilee Memorial ITI, Kochi signed the TATA Motors MoU and launched the LEAP Program which is at the most in demand due to the duration, scope for the training and job oriented demands.

Member Institutes from this region are regularly sending their trainees to SKIP Advance Tech Centre, Bangalore for CNC and PLC Training program. Trainees after the completion of this training see a big value when they attend interview for employment in India and overseas. This region provides the most advanced & future skills training for the student.



Hon. Regional Secretary: Mr. Joseph Premnath

States Clustered: Tamil Nadu

Total Members: 52 Institutions Members and 2 Associate Member

Apart from technical skill training institutes emphasise the importance of soft skill training. A 3 Phase ITI visit was planned for the Tamil Nadu Region in the month of September and October. Travelling across Tamil Nadu covering the districts of Chennai, Vellore, Coimbatore, Ooty, Trichy, Madurai, Dindugal, Thiruvavoor, Kumbakonam, Villupuram and Tiruvannamalai. The purpose of the visit was to create new partnership with unexplored SKIP member institute, explain them the project and inviting them for the ToT. This visit covered a total of 21 institutes in 7 Days.

Employability Skills Training was conducted for the South Western Region members. A total of 29 members from 20 Institutes were a part of the 3 full day workshop which was held from 23rd to 25th October 2018 at The Citadel Kilpauk, Chennai. The instructors were given the best in terms of theoretical inputs as well as activities based learning. Each and every individual in the training were given ample of opportunity to explore themselves, their skills, talents, qualities and above all they were taken into a journey that enable them to explore various methodologies in teaching techniques and develop their potentialities.

Students from St. Mary's ITI, Kumbakonam, Tamil Nadu and few other institution took part in the massive restoration process in the flood affected areas of Kerala. Students were deputed to work on electrical components of the flood affected houses and welding students in reinstate the structure. This region provides highly skilled manpower to the industries through its quality and advance trainings.



Auditor's Report

We have audited the attached Balance Sheet of **SKILLS FOR PROGRESS** as at March 31st 2019 and also the Income and Expenditure Account for the year ended on that date annexed thereto. These financial statements are the responsibility of the management of **SKILLS FOR PROGRESS**. Our responsibility is to express an opinion on these financial statements based on our audit.

We have conducted the audit in accordance with auditing standards generally accepted in India. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also included assessing the accounting principles used and significant estimates made by management as well as the evaluating the overall financial statement presentation. We believe that my audit provides a reasonable basis for my opinion.

We report that

1. We have obtained all the information and explanations, which to the best of our knowledge and belief were necessary for the purpose of the audit.
2. In my opinion proper books of account as required by law have been kept by **SKILLS FOR PROGRESS** so far as it appears from my examination of those books and proper returns adequate for the purposes of our audit.
3. The Balance Sheet and Income and Expenditure Account dealt with by this report are in agreement with the books of account.
4. The Balance Sheet and Income and Expenditure Account dealt with by this report are prepared in accordance with the accounting standards issued by the Institute of Chartered Accountants of India.
5. In my opinion and to the best of my information and according to the explanations given to us, the said accounts give the information required by the Income Tax Act, 1961, in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India.
 - (i) In the case of the Balance Sheet, of the state of affairs of the Trust as at March 31st 2019; and
 - (ii) In the case of the Income and Expenditure Account, of the **Excess of Income over Expenditure** for the year ended March 31st 2019 on that date.

Place: Bangalore
Date: 11/09/2019

for Simon Rodrigues and Associates
Chartered Accountants


Simon A. Rodrigues
Proprietor
Membership No. 27091
UDIN: 19027091AAAAF4933

SKILLS FOR PROGRESS CONSOLIDATED BALANCE SHEET AS AT 31ST MARCH 2019				
(Amount in INR)				
PARTICULARS	Sch No.	AMOUNT	As at 31st March 2019	As at 31st March 2018
SOURCES OF FUNDS:				
General Fund	1	(20,19,717.59)		14,99,290.23
Scholarship Fund	2	4,46,37,906.89		4,43,46,465.45
Project Fund	3			
- Skip Advanced Tech Centre		(18,04,450.45)		(13,55,626.23)
- DIK Projects		1,99,337.75		1,96,427.75
Earmarked Fund	4	99,30,291.03	5,09,43,367.63	99,41,091.03
Current Liability				
Payables			13,16,031.89	10,12,064.70
Project Advance received			71,08,798.00	1,36,83,745.00
Rental Deposits			36,47,340.00	40,21,650.00
TOTAL			6,30,15,538.61	7,33,45,107.93
APPLICATION OF FUNDS :				
FIXED ASSETS	5		3,75,86,804.61	3,67,80,719.55
INVESTMENTS	6			
Investment of Constituents Fund		37,81,022.83		37,81,022.91
Investment of Scholarship Fund		1,06,16,407.78		1,51,65,959.37
Investment of Contribution Fund		8,80,516.48	1,52,77,947.09	8,80,516.48
DEPOSITS AND ADVANCES:				
General Fund		4,39,773.36		4,65,148.36
Scholarship Fund		29,59,476.51		25,62,693.20
Project Fund				
- DIK Project		33,000.00		33,000.00
- Skip Advanced Tech Centre		10,392.00	34,42,641.87	10,392.00
CASH AND BANK BALANCES :				
General Fund		64,82,523.06		1,32,32,488.26
Scholarship Fund		(2,511.62)		2,64,409.28
Contribution Fund		-		29,923.27
Project Fund				
- DIK Project		1,65,338.35		1,62,428.35
- Skip Advanced Tech Centre		62,795.00	67,08,144.79	6,330.00
TOTAL			6,30,15,538.60	7,33,75,031.26
NOTES ON ACCOUNTS	11			

As per our report of even date attached .

For Simon Rodrigues & Associates
Chartered Accountants
Firm Reg No.-007934S

Simon A. Rodrigues
(Proprietor)
Membership No.-027091
UDIN : 19027091AAAAF4933
Place:Bangalore
Date:11-09-2019

For Skills for Progress

Fr.Prasad Kandathipparambil
Treasurer

Dr.F.Joseph Stanley
General Secretary

SKILLS FOR PROGRESS CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2019			
(Amount in INR)			
PARTICULARS	Sch No.	For the year ended 31st March 2019	For the year ended 31st March 2018
SERVICE TO CONSTITUENTS	7		
Income		12,24,088.00	10,83,552.64
Expenditure		47,43,095.82	47,15,203.38
Excess of Income		(35,19,007.82)	(36,31,650.74)
SCHOLORSHIP PROGRAMME	8		
Income		60,99,353.38	65,31,548.84
Expenditure		58,84,543.95	64,66,847.47
Excess of Income		2,14,809.43	64,701.37
PROJECT FUND			
DIK PROJECT	9		
Income		2,910.00	5,384.42
Expenditure		-	-
Excess of Income		2,910.00	5,384.42
SKIP ADVANCED TECH CEN	10		
Income		1,83,036.10	6,10,022.00
Expenditure		6,31,860.32	10,24,419.88
Excess of Income		(4,48,824.22)	(4,14,397.88)
EXCESS OF INCOME OVER EXPENDITURE TRANSFERRED TO DIFFERENT FUNDS			
a) General Fund		(35,19,007.82)	(36,31,650.74)
b) Scholarship Fund		2,14,809.43	64,701.37
c) Project Fund			
-DIK Project		2,910.00	5,384.42
-SKIP advanced tech centre		(4,48,824.22)	(4,14,397.88)
d) Depreciation Fund			
		(37,50,112.61)	(39,75,962.83)
NOTES ON ACCOUNTS			

As per our report of even date attached.

For Simon Rodrigues & Associates
Chartered Accountants
Firm Reg No.-0079345

Simon A. Rodrigues
(Proprietor)
Membership No.-027091
UDIN: 11027091AAAAF4933
Place: Bangalore
Date: 11.09.2019

For Skills for Progress

Fr. Prasad Kandathippambal
Treasurer

Dr. F. Joseph Stanley
General Secretary

Golden Jubilee of St. Johns ITI, Trichy

Jubilee year provides us an opportunity to reflect on the past achievements of the organisation as well as introspect on the preparations to meet the challenges that lay ahead. congratulate the management, the Principal, the staff and the students of St. John's Private Industrial Training Institute, Manapparai, Trichy for the magnificent service to the society through quality education.



SKIP Complex Tenant

M/s. Bussan Auto Finance
M/s. Aditya Birla Capital
M/s. Aegon Life
M/s. Adani Capital Financial Services
M/s. Oil Tech Pvt. Ltd
M/s. Habitat for Humanity (Regional Office)



Our **Gratitude**

Our Founders

Mr.Stephen Mathai,

Director,
Christian Agency for Social Action,
16, Ring Road, Lajpat Nagar,
New Delhi 110 024

Fr.J.B.Thiel,S.J.

Superintendent
St.Joseph's Technical Institute,
Pune 411 037

Fr.G.Rego,

Director,
Catholic Charities,
C.B.C.I. Centre,
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Mr. Peter Chowfin,

Deputy Director,
Lodhipur Institute,
Shahjahanpur 242 001 U.P.

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Technical Superintendent,
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Mr. James E.Balraj,

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Dr. Joseph Gnandikkam,

Manager & Director,
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Tiruchirapalli – 620 001
Tamilnadu

Mr.M.J.Culshaw,

Manager – Training
CSI Vocational Centre,
Post Box No.101,
Tumkur 572 102,
Karnataka

We appreciate our Partners, Supporters and their valuable guidance during our long journey. SKIP Network would like to THANK all our past Donors –

- Misereor
- Indo German Service Society (IGSSS),
- Unie Voor Christelijk Onderwijs Netherlands (UVCO)
- Evangelische Zentralstelle Fur Entwicklungshilfe (EZE)
- Deutsche Stiftung Fur International Entwicklung (DSE)
- Church of Sweden Mission
- CARITAS
- Deutsch-Indisches Kinderhilfswerk (DIK)
- Cordaid
- Manos Unidas

Because of your support we were able achieve greater heights. 'THANK YOU'.

Our **Team**

Dr. F. Joseph Stanley

General Secretary

Ms. Vibha Khera

Manager Corporate Affairs

Ms. Mary Selvi

Project Associate

Ms. Sumathi Dinesh

Sr. Accountant

Ms. Fathima Sharmili

Jr. Accountant

Mr. Vimal Raj

Project Executive - TATA LEAP

Ms. Renuka I

Project Assistant

Mr. Lokranjith

Project Executive - QUEST Alliance

Mr. Gunasheelan

CNC Trainer

Ms. Hemalatha

Project Executive - TATA AIG

Ms. Maria Shilpa

Receptionist

Mr. Nagraj

Project Executive - SELCO Foundation

Mr. John Paul

Project Assistant - TATA LEAP

Ms. Manimegalai

Service Staff

Ms. Padma

Service Staff

Late Ms. Mary Louisa

Service Staff



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