



**BREADS**  
Bangalore Rural Educational  
and Development Society

# SLICE

**NEWSLETTER**

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BREADS Bangalore

[www.breadsbangalore.org](http://www.breadsbangalore.org)

**START**



## Director's Message

**FR GEORGE PS**

Executive Director  
BREADS

The Salesians are known for their skill training centres through which young people are offered quality human formation and preparation for work, enabling them to face the future with confidence and responsibility. Don Bosco BREADS' Employment and Skill Training (DB BEST) Academy is BREADS' skilling centre started in 2016, to respond to the concrete needs of young people, especially the poor and most needy living in the urban slums and rural settings of Karnataka and across the country as well. Since its inception, this project has grown steadily, and we now celebrate the successful completion of 25 batches, with 1616 trained youth. It is a joy to reflect on this journey and to see whether it lives up to the hopes and dreams with which it was started.

BREADS conducted a study of DB BEST's past students to evaluate the impact of the skilling courses in their lives. We are pleased to share the findings of the study, which will help us further improve this initiative. The findings overwhelmingly confirm the value of DB BEST as an institution and as an intervention in the lives of the youth we serve. Both the findings and the lives of the youth are a happy testament to the vision and efforts of BREADS towards creating better futures for underserved communities. This edition of Slice covers *The BEST Story*.

It is inspiring to know how this initiative undertaken on behalf of vulnerable young persons, is providing them a bright future. I offer my congratulations and appreciation to all the past and present Directors, staff and trainees of both BREADS and DB BEST Academy on this momentous occasion. Wishing you all the best as you continue to create good and honest citizens of India!!



# Celebrating 25 Batches of Empowered Youth



On 22 November 2024, in Lingarajapuram in Bengaluru, Don Bosco BREADS' Employment and Skill Training (DB BEST) Academy, celebrated **25 batches of 1616 successfully trained youth**. Hon. Minister for Energy and MLA of Sarvagnanagar, Shri KJ George was present in his own electoral constituency to felicitate the youth, Don Bosco BEST Academy and its partners on this momentous milestone in their journey of empowerment.

In his address, Minister KJ George stressed the need for skilling as India is a young country. He emphasised the need for all kinds of skills, not only white-collar jobs. In this context, he said institutions like Don Bosco, who work tirelessly for the upliftment of disadvantaged young people are performing a great service. He especially admired and appreciated Don Bosco for its excellent work in his constituency. Minister KJ George also felicitated Job Francis, a successful graduate of DB BEST.

Fr Fabio Attard SDB, extra ordinary visitor from the Don Bosco Generalate, Rome, was the Guest of Honour on the occasion. Appreciating the trainees of DB BEST Academy, he said that Don Bosco graduates were similarly appreciated worldwide. He



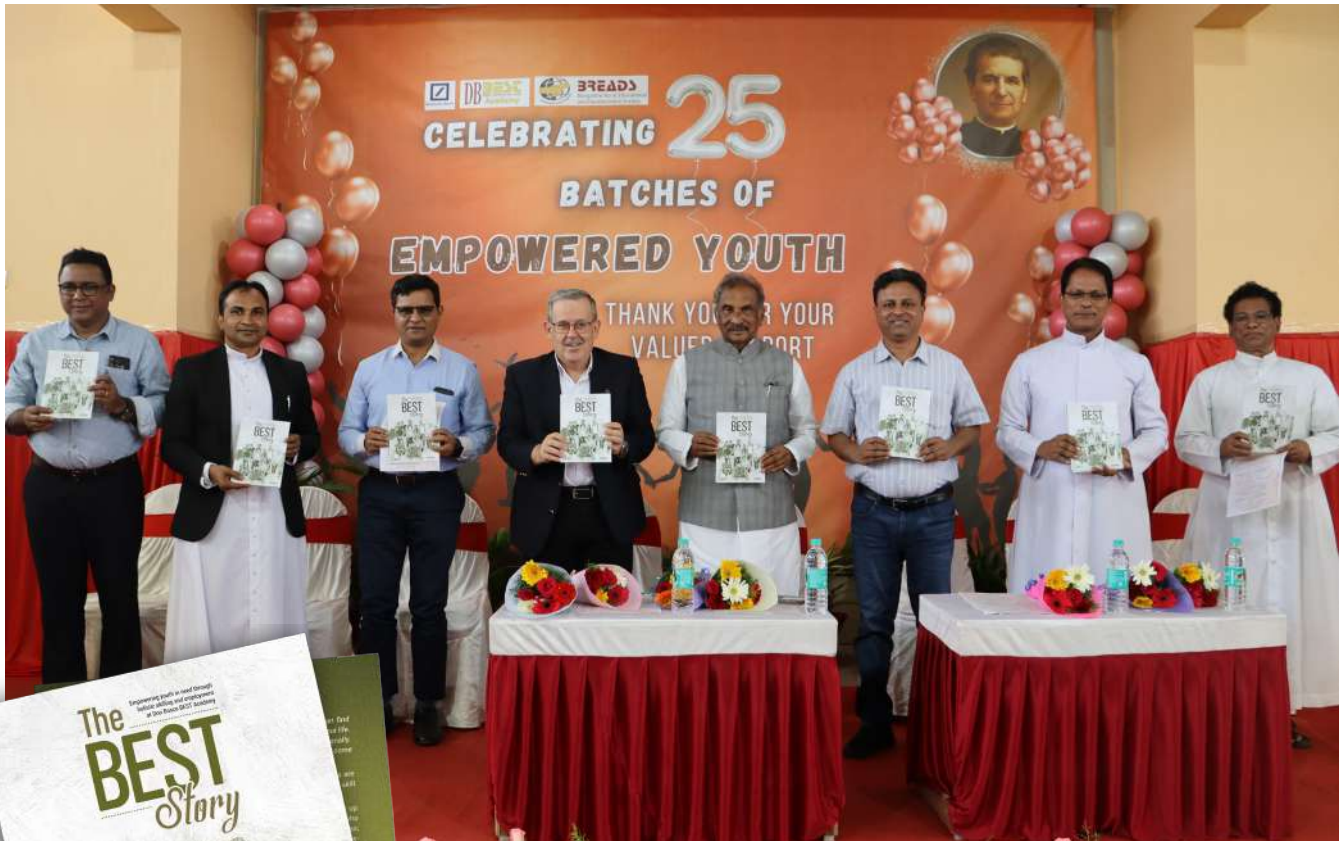
recalled the way corporates like Schneider highly appreciated Don Bosco graduates and trainees, saying that they were identifiable by their etiquette and positive spirit in the workplace.

Mr Sriranga Bhandarkar, Global Head of Confirmations and Settlements, representative of Deutsche Bank, which



has partnered with BREADS since the inception of DB BEST Academy, also appreciated the growth and impact of the institution and the mutual value of the partnership.

Other special guests present who addressed the gathering were the Provincial team of the Salesian province of Bangalore – Dr Fr Jose Koyickal (Provincial), Fr Shalbin Kalanchery (Vice-Provincial), Fr Joy Nedumparambil (Economer & DB BEST Founder), and Fr Jose Kootiyanickal (Parish Priest-Don Bosco Church).



**The BEST Story**—an impact assessment report about 25 batches DB BEST Academy, was released by Fr Fabio Attard on the occasion and presented to all the dignitaries. Based on the data collected, the report presented achievements of DB BEST as well as the personal stories of the trainees.

Three graduates: Job Francis, Miranda and Haneivan, shared their experiences of growth in DB BEST Academy. The Human Resource personnel, volunteers and former trainers who contributed significantly to the success of the trainees and the institution, were honoured. Vibrant dance performances by past and present students energised the atmosphere and a delicious lunch shared with batchmates was the happy culmination of the programme.



# Job Francis - A Journey to Success



27 years, BTech, Tamil Nadu

DB BEST Hospitality Management, Batch 21

*Any place you go, anything you do, is not the end goal; rather it opens up new opportunities in life, to take more risks and to make ourselves stronger by continuously learning and sharing that knowledge to make the world a better place for all.*

*I have always wanted to do something that would make me successful in life and kept myself busy thinking about the ways to be successful. But I never thought once about the definition for success. Lost and confused, I was unemployed and broke for more than a year, when one day, my aunt told me about DB BEST academy. Initially, I thought it was a course mostly designed for very young people and what could happen in my life with a three-month diploma? At the same time, I didn't ignore it fully either, as I had heard a lot about the Don Bosco missions and their education programmes. And for a broke man whose life has come to a full stop, the fact that the course is free and has placement assistance wasn't something that I could totally ignore.*

*I reached Bangalore, as guided by Mrs. Baby who was my only point of contact in this new city. I was welcomed with warmth into the academy by Mr. Kennady. Days went by, all the trainees were younger than me. Funnily, I was nearly as old as some of the trainers, and as a person who had worked at different jobs for two years, I felt very uncomfortable and unable to fit in. But through fate, as I would call it, I was elected student representative, and this is when I started to see things differently and go with the flow.*

*The three-month course pushed me to try new things, face new people and break my ego, which finally resulted in me growing myself from the inside. When I look back, I would call that place my home, and those people, my family.*

*I got my first job in Bangalore at Hotel Geo as a Housekeeping Supervisor and I thought my problems would end, but things got rough. God, as I would call that energy, pushed me into the darkest of times in my life, yet slowly it whispered to me, "Life doesn't get easier, so make yourself stronger." I grew through various positions in the same group of hotels and now, with the blessings of the Almighty, I am the Manager of one of the few restobars in my hometown, Conoor in the Nilgiris. I know that this is not the end of my life but just the beginning of many more things yet to come. I also realised that I'm not alone in this, my God will work through different people and incidents so that I'm stronger through him. Humbly thanking all those who were the reason for making me who I am now."*

# Genesis of DB BEST Academy

As all good stories go—once upon a time (in 2015 actually), in a low-income area called Lingarajapuram in Bangalore, the dream of DB BEST sprouted. At the time, the Salesians usually implemented formal skilling programmes through industrial training institutions (ITIs), while non-formal skilling programmes of 1-2 years were conducted as means of rehabilitation for children/ youth rescued from the streets or child labour.

In 2010, the Indian Ministry of Rural Development (MoRD) began to promote short-term skilling programmes through various partners across India to take advantage of the huge young population that was mostly unskilled. All the Don Bosco training institutions came together under the DB Tech umbrella to promote the 3-month skill training programmes in various domains. The MoRD prescribed a particular format of 3 domains and 5 trainers for every centre, wherein the trainees received domain skills as well as English and Computer training.

BREADS took up the MoRD project under the DB Tech umbrella, implementing various domain trainings through 24 centres across Kerala, Karnataka and Goa. BREADS also ran a short-term hospitality skill training supported by Bosch in the BREADS premises, which was in high demand. The programme could not be expanded for lack



of infrastructure. By 2012, the MoRD project ended and as a result, many skilling centres had to be closed.

However, the situation in Bangalore and in Lingarajapuram in particular, was ripe for social initiatives as the socioeconomic situation was poor due to unemployment and low income. The youth were largely aimless, unoccupied and unskilled, due to incomplete education and the lack of access to skilling opportunities. At the same time, there were lots of entry level jobs available because of the booming information technology sector in Bangalore.

BREADS, under the leadership of Fr Joy Nedumpambil (Executive Director at the time), resolved to address these issues with a long-term solution, which took the form of a skill training initiative that would provide direction, accompaniment through skills and personality development, and gainful formal employment in industries that could provide sustained livelihoods.



# The DB BEST Structure

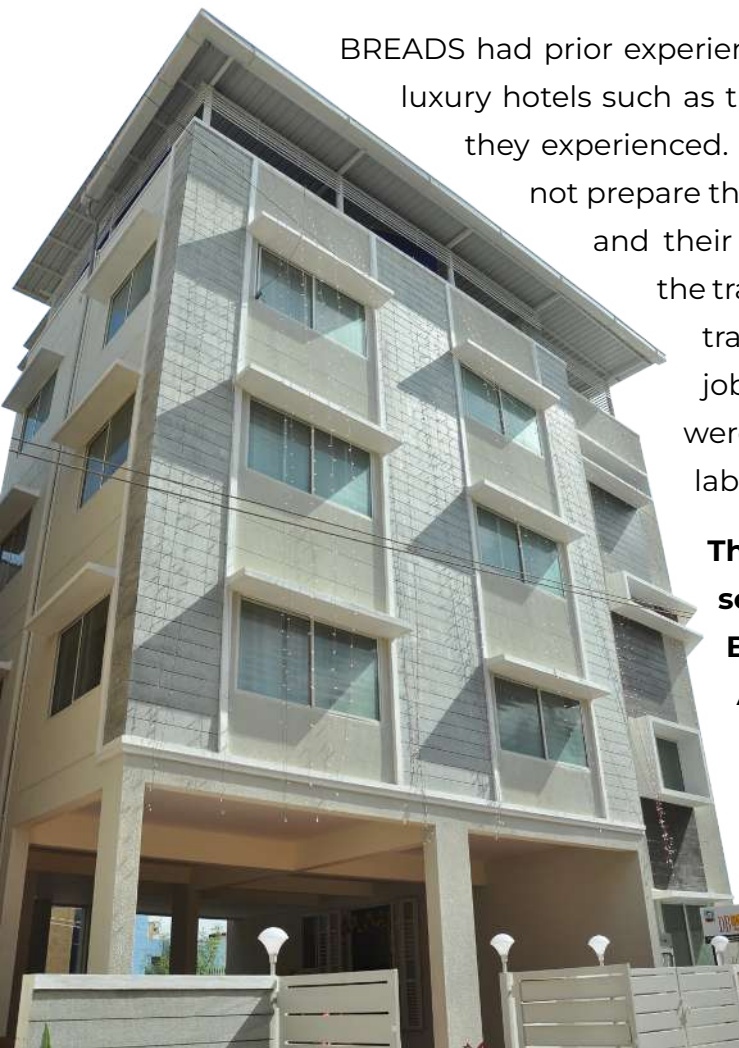
BREADS was already in possession of a plot of land with a run-down house in Lingarajapuram near the Banaswadi railway station, since 2003. In 2015, BREADS decided to put this asset to best use as an exclusive skill training centre with boarding facilities, which could also function as a transit home for other trainees from Don Bosco ITIs, skill training centres, and colleges, who came from other smaller towns looking for jobs in Bangalore.

Don Bosco Mondo, Germany, after a prompt assessment, agreed to support the construction of a Skill Training Centre for Urban and Migrant Youth in Bangalore. Corporate partners Deutsche Bank and Axa Business Services also came on board for programme support.

The 651.51 square meters (7012.80 sq. ft) building began in 2016, comprised three storeys (excluding the ground level parking), and was designed exclusively for the short-term skilling format in three domains—Hospitality Management, Retail Management and Business Process Outsourcing—while also providing boarding facilities for the youth in need. The first floor had two classrooms with a capacity of 30 trainees each, one office and the computer lab. The second floor had a kitchen, the Director's office, Warden's room and the dormitory. The third floor had an assembly hall which doubled as the hospitality classroom and two hospitality labs, which were designed with the input of the Taj Group of hotels. The terrace has open space for gatherings and washing facilities.

BREADS had prior experience of hospitality trainees quickly leaving jobs in luxury hotels such as the Oberoi and Taj, because of the culture shock they experienced. Their lives in disadvantaged backgrounds could not prepare them for the luxurious and alien setup of the hotels and their processes. Therefore, BREADS resolved to help the trainees acclimatise to the hotel setups during their trainings to ensure that they stayed on in their future jobs. For this purpose, two exclusive hospitality labs were designed: a suite as well as a food and beverage lab.

**The building was completed according to schedule within a year and the Don Bosco BREADS' Employment and Skill Training Academy (DB BEST) was inaugurated on 10 October 2016.** The building was inaugurated by the representatives of Deutsche Bank and Axa Business Services and Fr Joyce Thonikuzhiyil – then Provincial of the Salesian province of Bangalore, in the presence of other collaborators.



# Corporate Partnerships - A Unique Sustainability Model



DBBEST Academy is a unique case study in corporate social responsibility (CSR), highlighting the importance of corporate participation especially in the realm of skilling and employment. This is also a unique model of sustainability as a social initiative, as the academy

has been completely operating on CSR funding after the initial capital expenditure on infrastructure.

BREADS was fortunate to bring on board the Deutsche Bank Foundation as a partner in the running of DB BEST at the inception and this operational partnership has continued until the present day. This long-standing relationship is no small accomplishment and highlights the commitment of both Deutsche Bank Foundation and BREADS towards the vision of skilling underprivileged youth in Bangalore city.

Similarly, another important corporate partner was AXA Global Business Services, which generously supported the initial cost of furnishing the classrooms and the dormitory to start up the centre.

Over the past 25 batches, DB BEST Academy has reached out to numerous corporates to establish linkages for exposure visits, on-the-job training, and employment of its trainees. Over the years, numerous brands/institutions collaborated with DB BEST in offering job placements.





# The BEST Story



Don Bosco BEST Academy offers free three-month skilling and job placements for young people who are school dropouts, economically disadvantaged, and migrant youth from rural areas. Trainees engage in hands-on, industry-focused training in three domains in a supportive and nurturing environment under the supervision of the Don Bosco team. Their holistic development is facilitated through life skills and personality enhancement, strengthening of communication skills and other extracurricular activities. The trainees receive free, nutritious lunch daily. They learn basic computer skills and are introduced to the Tally accounting software. DB BEST partners with the Don Bosco Tech Society (DB Tech) as well as with corporate partners in knowledge and resource sharing.

Having reached the milestone of 25 batches, BREADS conducted a study of all the trainees to assess the programmatic impact of DB BEST Academy as a free skill training institution, as well as its impact on the lives of underprivileged youth, who come into its ambit.

At final tally, we received **635** responses from the **1616** graduates, amounting to a sample size of **39.2%**, with representation from each batch and a minimum of **30%** representation from each domain. The responses have been tabulated and analysed to arrive at the various conclusions in the report, some of which, are:

- DB BEST has enrolled **1968** young men and women and fully trained **1616**
- It has a training retention rate of **82.2%** and a job placement rate of **80.2%**
- Overall, males constitute **62.6%** of the total enrolled students, while females make up **37.4%**, indicating a higher male enrollment across all sectors. The gender distribution is **1.67** meaning that for every 1 female enrolled, there are approximately 1.67 males enrolled.



- Among the three courses, the hospitality management domain continues to have the highest demand and has the highest enrollment, especially of men (**79.3%**).
- BPO and Retail Management have a more balanced gender distribution, with BPO having nearly equal male and



female participation (**50.2% males, 49.8% females**), and retail having slightly more males (**53.9% males, 46.1% females**).

- On average, based on 539 trainees who responded to the question, we calculated that our graduates are earning **INR 17,674** as a monthly income.
- The average cost of training a student is roughly **INR 20,969** including infrastructure, which is **INR 2,73,85,514** for 1306 currently employed graduates. However, the annual income that 1306 graduates are able to generate for themselves and the economy is roughly **INR 21,97,28,104**.
- Almost all the BEST DB trainees are from socially and economically disadvantaged

backgrounds and very often undergo personal difficulties. Asked what aspects of DB BEST mattered most to them, their answers in order of importance were:

- Job placements were most important
- Communication and life skills were next
- Supportive environment and staff
- Domain skills
- Social connections and friendships
- Counselling and personal support
- **60.2%** felt that the hostel facility was important for them to complete the course
- **94.8%** found the daily fresh lunch useful

In the final analysis, DB BEST Academy was found to be highly relevant to the young people it serves. It is effective, efficient and impactful, as we can understand from the experiences shared by the youngsters. And as final vote of confidence, **92.4%** of trainees would recommend DB BEST to other young people.

DB BEST Academy is proving to be a small but smart initiative that is fulfilling Don Bosco's vision of creating good and honest citizens out of youth who are at risk.

Watch our video

# WINDS OF HOPE







# CALENDAR

## OCTOBER 2024

- Presentation on Foster Care at the YaR Annual Seminar
- MINDS initiative – state-level staff induction
- World Mental Health Day observation
- BREADS Observation visit by MSW students, DBC Kottiyam
- Rehabilitation work in Wayanad
- Project monitoring visits by BREADS

## NOVEMBER 2024

- Celebration of 25 skilled batches in DB BEST Academy
- Extra Ordinary visitation from the Salesian Generalate, Rome
- Release of The BEST Story – impact assessment of DB BEST
- Release of Navigating the Future- impact assessment of the YaR mission
- DREAM Staff State Level Review Meeting
- St Joseph's College, Irinjalakuda MSW students' orientation
- Project monitoring visits by BREADS
- Rehabilitation work in Wayanad

## BREADS NEWS



### Learn & Lead Camp

The Don Bosco Child Labour Mission (DBCLM) in Davanagere hosted an engaging Dasara camp on 3-4...

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### MINDing Mental Health

The beats of a dangoora (traditional drum) broke the quiet of the night in Balichakra village of Yadagiri...

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### BOSCO Dussehra Camps 2024

The Dussehra Camp 2024, organised by BOSCO, was a vibrant and impactful initiative that engaged a total...

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### Human Rights Training for Social Workers and Community Organizers

BREADS conducted three batches of intensive Human...

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