

ANNUAL REPORT

Assisting Youth towards Safe, Secure & Decent Jobs 2023 2024 March



















Our Partners

























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Director's Message



Fr. Santhanam SDB Director - Bosconet

We are proud to present the achievements of the Don Bosco Job Placement Network - India for 2023-2024, a key initiative in our region's training and placement efforts.

As Pope Francis states, "Youth with jobs gain respect and dignity, which provide the freedom and authority to make decisions and express their individuality."

Through this network, we have supported youth in securing not just employment, but also their identity and individuality within society. We thank all our partners for their support and remain committed to helping young people achieve a better livelihood through our services.

National Director's Message



Fr. Gabriel SDB Director - JPN

"Making decent work a reality" for young job seekers is the priority for Don Bosco job placement networks across India. The young people provided with jobs in the various sectors are ensured with quality work time, adequate wages, increased social security, improved occupational safety and health, eliminate work-based violence and harassment, and provide formal labor market access which enhance their livelihood.We are happy to share with you the reach out, interventions and impact Don Bosco Job Placement Network (DB JPN) has made in the lives of young people.

2023 - 2024 ENGAGEMENT

10396

JOB SEEKERS ONBOARDED

9835 JOB READINESS PREPARATION

238

RECRUITERS

6166 PLACED IN JOB

7426

VACANCIES

13774 CAREER GUIDANCE FOR SCHOOL CHILDREN



Our Presence



Don Bosco Job Placement Network India is a network of career guidance ad job placement centers functioning in various Salesian provinces across India. Several interventions have been made by the network to create awareness among the marginalized youth on career options and to impart necessary skills in view of providing them with suitable decent jobs which provide decent living.

Through the 9 regional centres we are working across 8 states at Delhi, Nagaland, Jharkhand, Assam, Telangana, Andhra Pradesh, Karnataka and Tamilnadu.





We aim to improve the livelihoods of underserved jobseekers by enhancing their aspirations through career guidance and skill training, enabling access to secured job markets through job referral services, ensuring retention and improving their livelihood and social integration through quality job opportunities with adequate wages, decent, safe and secure working conditions.

JPN Objectives

To strengthen the Job placement centers in the Province of Hyderabad by making know its services through promotions via direct meetings, letters and email and other means of advertisement.

Mobilise.

into

donboscojobs web portal no

fewer than 1000 young job

seekers of the age group of

18-30, who are underserved

referrals for the project year.

job

during

lack

information,

project year.

and

the

market

Identify,

Onboard

and

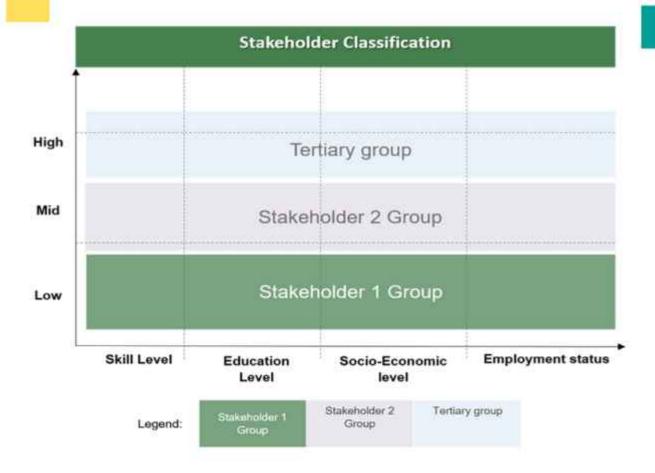
- Maintain and enhance existing Job Placement software to connect job centres with job seekers and employers, as well as provide information on career development, private and government jobs, skills training centres, helpful locations, and facilitating access.
- Enhance job seekers' job acquiring and Life coping skills by organizing sessions on capacity-building programs for the project year and improve the career possibilities of around 700 onboarded youths.
- Coordinate with the recruiters and job seekers via web portal and App service and provide job opportunities to 50% of our Onboarded job seekers through job fairs and direct

 Follow up with the youth, who have been provided with jobs opportunities and make sure 50% job seekers take up the offer and enter formal labour market.

- Connect young job seekers with potential employers via web portal www.donboscojobs.org the JobsDBI mobile app in finding suitable Jobs, avail information Industryon specific training programs, affordable food. and accommodation.
- Identify and engage with potential recruiters, ensure that they provide descent, safe and sustainable employment, onboard them into the Job Placement Portal and catalog no less than 500 job vacancies for the project year.
- Ensuring 30% of placed Job seekers make safer accommodation choices, access health care services and reach out to social integration centres through our Don Bosco help location centres.
- To make a scientific study of the job market and related researches that will provide adequate insight for the youth to choose career which have demand in the job market.



Target Group



The programme specifically focusses on job seekers between the age group of 18-35, mostly unskilled, semiskilled, skilled- youth from rural, tribal, slum, urban and semi-urban areas belonging to lower socio-economic groups.

Our engagement is greater towards Stakeholder group 1, which comprises of young job seekers whose skills are low, without basic educational qualification, or from lower socio-economic backgrounds.

Stakeholder Group 2 consists of job seekers who have some kind of skills, with technical education or graduation or minimal work experience and from better socio-economic backgrounds.

The tertiary group comprises of job seekers are skilled, educated or from higher social economic groups and have already entered the job market.



JPN Process



We prioritize fostering a positive connection between employers and job seekers by providing high-quality job opportunities that come with competitive pay and excellent working conditions. Our commitment lies in offering decent, safe, and secure workplaces, ensuring not only job retention but also enhancing the overall livelihoods of our employees.







JPN Process

Coverage - Catchment Area: Each Centre would cater to a catchment area comprising around 3-4 adjacent districts covering an area of approximately 100 sq. km to map out the availability of institutions, industry, demographics, etc., and post the details on the JPN portal for general access. The catchment area is to capture information on the portal in a comprehensive manner and is not intended to deny access to services to any candidate.



- Candidate Engagement: On the supply side, Centres will provide counselling services to the job seekers and make them aware of opportunities based on their skills, area of interest, and requirements. Career Centres will thus provide a range of employmentrelated services like career counselling, job matching, employment market analytics, and other value-added services.
- Industry Interaction: Centres will undertake a market sizing exercise to estimate the number of employment opportunities in their area, associated skill requirements, skill training capacity availability, etc. This will require a close and constant interface with local industry and employers. The details will be comprehensively updated in the portal for access to anyone registered in eh portal.



JPN Process

- Job and Skill Mapping: Centre will undertake the job skill mapping for the identification of right-fit fit job for the candidate. The candidates will be assessed and guided to the right opportunity whether it is for employment, skill training, apprenticeship training-the-job training, finish course (gap training) etc.
- Providing Job Opportunity: Centre will recruit to post job requirements in the JPN portal and initiate the matchmaking process with the job seekers. The recruiter's requirements and job seeker qualifications and expectations are matched and the shortlisting takes place. The jobseekers are then interviewed and placed in various organizations during the placement process.
- Continues Follow up: Ensuring Job seekers make safer accommodation choices, access health care services and reach out to social integration centres through our Don Bosco help location centres existing at Tiruppur, Coimbatore, Chennai, Tiruchirappalli, New Delhi, Bengaluru, Hyderabad, Rangareddy, Kolkata, Ranchi, Dimapur, Guwahati and Shillong





OUR Interventions

Career Guidance Services

- 1. Student Career Workshops
- 2. Career Guidance Publications
- 3. Educator Development Seminars
- 4. Enlistment Sessions for Candidates
- 5. Personalized Counseling
- 6. Career Expos

Coaching Classes for Govt Jobs

- 1. Government Exam Prep Manuals
- 2. Competitive Exam Coaching
- 3. Youth Self-Employment Facilitation

Job Placement Services

- 1. Employer Outreach for Placement
- 2. Resume Database Management
- 3. Referral Placements & Job Fairs
- 4. Job Skills Seminar
- 5. Self-Employment Workshops

Job Research Services

- 1. Job Market Research
- 2. Course and Subject Needs Analysis
- 3. Employee Skill Requirements

Job Information Network Services

- 1. Job and Career Resource Networking
- 2. Comprehensive Library for Job Information
- 3. Youth Job Acquisition Support
- 4. Regular Job Circulars for Salesian Institutions





Tech Led Process



The JPN process has been facilitated through our Web and App based platforms.

As the pandemic started raging across the globe earlier last year, the lockdown restrictions jeopardized the careers of the aspiring underserved youth. Our digital platforms helped us to get connected with the job seekers and recruiters in these precarious times virtually.

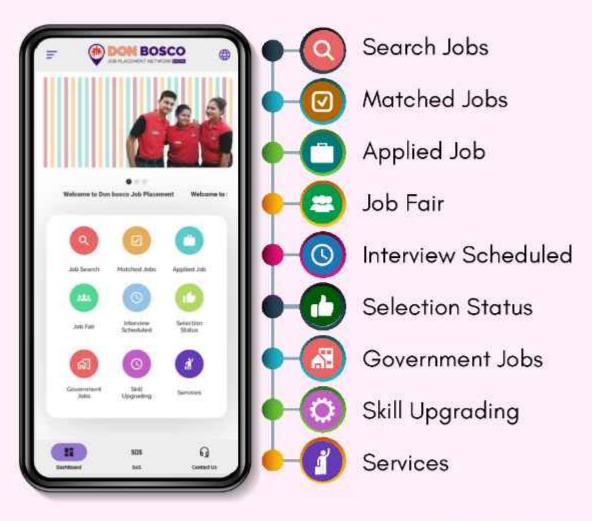
The JPN web portal and App is a tech-led process that ensures digital literacy among migrant and rural youth and enables them to navigate and discern this form of digital technology. Through the Web portal, JPN ensures that there is an Improved understanding of digital platforms/services to search for job opportunities





Tech Led Process







In January 2020, an Android based Mobile app was launched for the benefit of job seekers across the country, the app is widely being used by the job seekers and it offers the following features.





Milestone

Don Bosco Job Placement Network India, has given a wider visibility to our services.

01



Right Opportunities, Right Time

Recognised as Placement Organisation- by Ministry of Labour and Employment

02

NASSCOM® FOUNDATION NASSCOM® TECH FOR GOOD Recognised by NASSCOM for Tech for Good Award, in accelerating the usage of technology. Selected for the final jury of 3 among 500 participants pan India.





Impact



Tech Led process has led to the digital inclusion of the underserved youth.

Placed Candidates entered the formal labor market with assured job security and livelihood enhancement.





Of the total onboarded candidates 47% of onboarded were women.



Among the placed candidates 42% were women and most of them are entering the formal labour market for the first time.

More than 40% of the candidates have retained their job for more than 3 months.





16% of the job seekers are from socially Backward communities.



"Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all"



Regular skill training and career counselling has enhanced the career possibilities of Jobseekers.

Recognized as Placement Organisation by the Ministry of Labour and Employment.



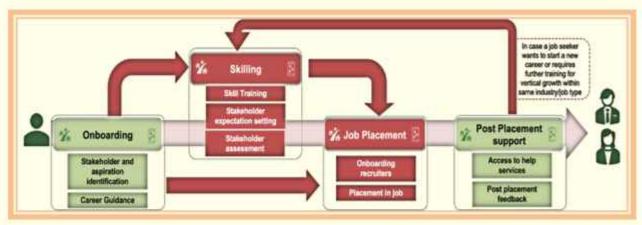


Our Initiatives

Onboarding of Job Seekers

The 9 region had registered 10396 candidates.

Job seekers were onboarded from urban, semi-urban & rural places of 6166. Through social media, data camps (at parishes, ITI Colleges), advertisements and connecting with other NGO's.



Onboarding Flow Chart

Outcome

Short term

Improved understanding of JPN platform and its offered services

Medium term

Improved understanding of digital platforms/services to search for job opportunities

Long term

Improvement in income of job seekers



Our Initiatives

Strategies for Onboarding Job Seekers

- Periodically sending Pamphlets and posters regarding Vacancies through post and email
- Organizing database camps
- Coordinating with the other placement coordinators of institutions, Youth Directors, Program coordinators and communicating with them regularly.
- Promoting JPN through social media handles.
- Building Rapport with the government and other employment services.
- Increasing the number of potential candidates through referrals
- Conducting Sessions at these institutions (Career Guidance, Training, Job Acquiring Skill trainings etc.) and collecting Job seeker Information

Outcome

Short term

Improved understanding of JPN platform and its offered services

Medium term

Improved understanding of digital platforms/services to search for job opportunities

Long term

Improvement in income of job seekers

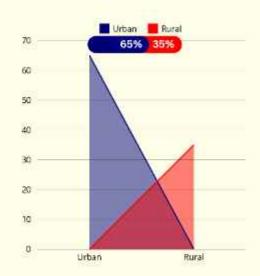


Job Seekers Classification

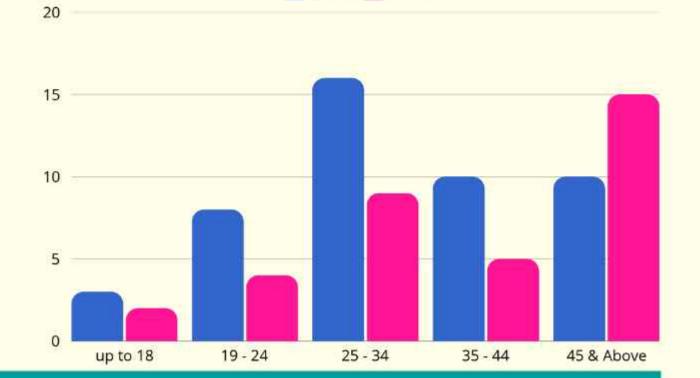
Job Seekers Onboarded:

10396





Age Classification



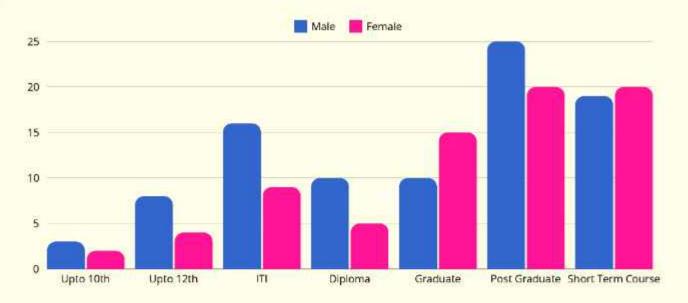
Male

Female

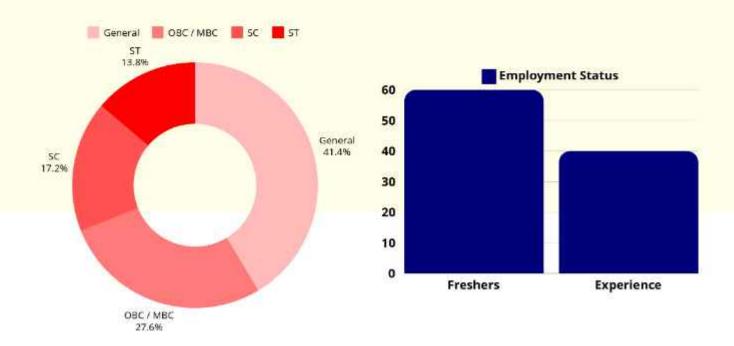


Job Seekers Classification

Educational Classification



Social Status

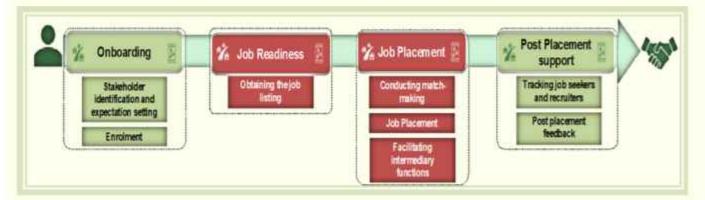


Our Initiatives

Onboarding of Recruiters

Recruiters from different companies all over India were contacted through various means. The Recruiters were made to understand the goal and services offered by JPN. Methods like newspaper advertisement, referrals from one-to-one, and visiting the job fairs helped to connect with the companies. Through the initiatives 238 companies were onboarded providing with 7426 vacancies across various sectors.

Onboarding Flow Chart



Outcome

Short term

Improved understanding of JPN and other digital platforms

 Improved understanding of job seekers cohort

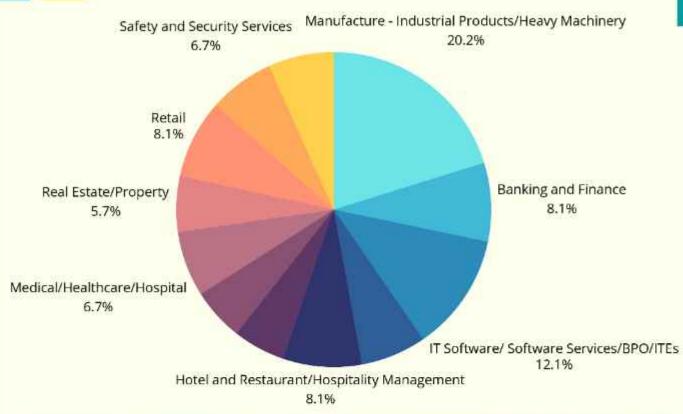
Medium term

- Increased usage of digital platforms
- Increased enrolment of recruiters on platform

Long term

 Improved understanding of job placement ecosystem resulting in better job listings

Vacancy details





Career Guidance

Activities:

Career guidance is "a process in which two people meet to explore professional aspirations and identify solutions for the prospective growth of the job seeker". Career guidance is usually conducted through either group sessions or individual sessions as well as according to the preference and ability of the regional team member. The guidance is aimed at expectation setting for the candidates during which the JPN team:

- Break down and convey the objective of the entire program
- Remove any misconception or ambiguity about the program
- Provide clear information about the kind of job profiles that are available
- The logistics of the program
- The logistics of potential job locations
- The skill-set that the possible recruiters expect
- Possible salary structure for the entry level job seekers



Conduct career guidance session with job seeker



Bifurcate job seekers into job ready and require skilling categories

Outcome:

Short term

Improved understanding of career and expectations and availability from job industry

Medium term

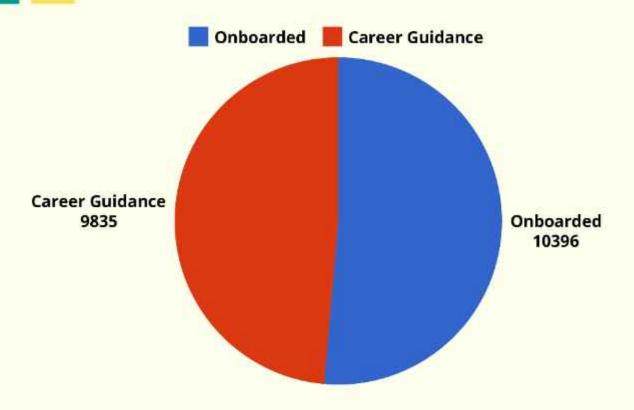
Improvement in understanding career aspirations and understanding the pros of career guidance

Long term

Improvement in income of job seekers

Career Guidance

Career Guidance Status





Job Acquiring Skill Training

Activities:





Conduct career guidance session with job seeker



Bifurcate job seekers into job ready and require skilling categories

Outcome:

Short term

Improved understanding of career and expectations and availability from job industry

Medium term

Improvement in understanding career aspirations and understanding the pros of career guidance

Long term

Improvement in income of job seekers

Job seekers have benefited through Job Acquiring Skills such as Life coping skills, Interview Techniques, Resume Preparation, Communication skills, Mock Interviews etc., to keep them job ready. Candidates were provided Entrepreneurship skill training and they were guided to take up self-employment.



Macquarie's Training Session

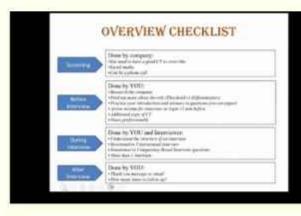
Don Bosco Job Placement Network, in collaboration with dedicated volunteers from the Macquarie Foundation, has made a significant impact on the lives of unskilled youth by offering them employability skill training.

This initiative aimed to empower these young individuals with valuable skills, enhancing their prospects for a brighter future. Through a series of 8 online training programs, a total of 690 youth were equipped with the tools and knowledge needed to secure meaningful employment, breaking the cycle of unemployment and poverty.













Macquarie Foundation Week

Furthermore, Macquarie Foundation went beyond training and actively engaged with the community. They celebrated their foundation week by connecting with the youth at the DBTI Centre in Okhla, Delhi. This interaction not only fostered a sense of camaraderie but also served as a source of inspiration for the aspiring youth.



Additionally, a memorable cultural event was organized with the children of Navajeen Centre in Palam, New Delhi, reinforcing the commitment of Macquarie Foundation to enriching the lives of underprivileged communities. These initiatives exemplify the transformative power of collaboration and dedication in creating opportunities and fostering growth within disadvantaged populations.









Placements

Based on the onboarded candidates, matchmaking is done and the placement process for the candidates is assisted via.

- Direct referrals
- · Walk-in Interviews
- Job Fair
- Campus Drive

with Connecting the local communities and Don Bosco centers across JPN has organized several job fairs and direct referrals. Through these initiatives, 9081 candidates opportunities where given participate in various job fairs and direct referrals. Out of these events, nearly 6166 candidates were placed successfully.







Activities:



Conduct matchmaking based on data available from previous project phases



Conduct job placement activity



Facilitate intermediary functions between job seekers and recruiters



Short term

Medium term

Long term

Increase access to job opportunities

Increase in confidence to apply and be placed in jobs Improvement in income of job seekers and retention in well matched jobs



Post Placement

The job placement phase, includes the tracking of the journey of the job seeker after placement and the type of support required by the job seeker after placement. The post placement will allow the regional teams to monitor the journey of the job seeker for 3 months after their placement and provide additional services and information for upskilling or reskilling if required.

Finding the one who is retaining for long period of time is the key asset to any organization thus it can show the quality placements instead of quantity. The feedback given by the placed students was really boosted the program of JPN.

Recruiter feedback also helps to understand the perception and the services provided by the JPN program. This also helps understand the quality of the job seekers/candidates that have been engaged with through the program and the likelihood of the recruiter utilizing the services of the program again.

Job Seekers Outcome:

Short term

Increase in understanding of job seeker's self-career growth and awareness of JPN help services

Medium term

Increase in job satisfaction, linkages to recruiters and connection to JPN programme

Long term

Improvement in income of job seekers and average tenure in jobs



Activities:



Provide linkages to post placement help services (health, financial, legal, etc.)



Conduct feedback session with job seekers



Provide post placement career guidance for upskilling and reskilling



Collecting feedback from recruiters periodically about JPN platform & job seekers



Track the job seekers growth/retention in the job



Recruiters Outcome:

Short term

Increased dependability on JPN platform/programme

Medium term

- Improved retention of JPN candidates
- Improved return on investment per candidate

Long term

Improvement in utilizing JPN platform for quality placement



Staff Capacity Building

The Capacity Building Report emphasizes the critical role of career guidance and training for staff at the Don Bosco Job Placement Network (DBJPN) to better support youth in their career journeys. Key sessions were dedicated to the importance of early career guidance, with Mr. Anto Varghese underscoring the need for tailored approaches to help young people understand their options and make informed career decisions. Training modules covered effective methods to engage and guide teens, recognizing the unique psychological and developmental needs of 14-18-year-olds. Staff also received hands-on training in employability skills, such as resume building, interview techniques, and understanding labor market trends, to equip them with practical tools to support youth in job readiness. Additionally, they explored the DB Jobs platform, enhancing their familiarity with the technology essential for modern job placement activities. Through this structured training, staff members were equipped with both foundational knowledge and practical skills to provide meaningful career guidance and empower young people with confidence in their career paths.







Networking



The program aims at providing Free Employability. Training for the SC/ST and other economically weaker candidates who are either pursuing graduation or have completed graduation and are unemployed.



It's a early career program for 12th students with Partial Scholarship. After one year Training at HCL, candidates can pursue graduation program in BITS Pilani, SASTRA University or Amity University at the same time working with HCL.



National Career Services, a placement portal by the Ministry of Labour and Employment, has recognised DBJPN as a Placement organization. (Reg. No: E17F76-1805395627986) in order to collaborate with them in training and placement.





Recruiting Partners





TESTIMONIALS



Larishisha Sohtun

My journey has taken me from Nagaland to Tony and Guy Salon, where I've built my career as a Hair Stylist, earning ₹15,000 along with additional benefits. With the steady support of JPN, I have grown into my role, which has not only provided me with financial stability but also enabled me to support my family. This experience has opened up new possibilities for both me and my loved ones, and I'm grateful for the opportunities that purposeful placement has brought into our lives.

Rajesh Aind

I am grateful for the support I received from the Job Placement Network, which helped me secure a position as a Machine Operator at Sain Mark Company in Tamil Nadu. The guidance and compassion shown to me during this process were unlike anything I had experienced before. I now find the work environment comfortable and positive. This support has given me the confidence to focus intensely on my training, aiming to become an expert technician for the company. My journey highlights how personalized guidance and care can shape one's growth, and I am deeply appreciative of the role that support has played in my success.





Davis Gifty

I began my career journey as a BE graduate with a position as a Client Support Executive at Altruist Technology in Chennai, starting with a salary of ₹17,000. This role is an important first step for me, and I am grateful for the guidance provided by JPN, which helped me reach this point. Seeing the pride in my family's eyes gives this achievement extra meaning as I take on new responsibilities as a professional and provider. My journey reflects the value of determination, supportive networks, and timely opportunities in building a career.



TESTIMONIALS



Vinothini

Coming from a family where my father works as a daily wager and my mother is a homemaker, I faced a major decision after graduation: pursue further studies or start a career. During this uncertain time, I found DBJPN, which became a turning point for me. My father's hard work to support us, combined with my own drive, motivated me to take a job as an Admin at Andromeda Sales & Distribution Pvt Ltd. Today, I'm able to lighten my father's load while also working toward my own goals. This journey isn't just about my own success; it's about showing others that, with determination, we can support our families and build independent paths.

Paskharius Nongrem

My path led me from Nagaland to a role at Tony and Guy Salon, where I work as a Hair Stylist, earning ₹15,000 along with additional perks. With the support of JPN, I secured this position, which allows me to support my family financially. This achievement is not just a step forward for me—it strengthens my family as well. Now, as an independent provider, I feel proud of the chance to create a better future, made possible by JPN's guidance and strategic placement.





Kamal Kumar

I grew up in the PWD colony of Diphu town, Karbi Anglong, with a dream of becoming an entrepreneur. Financial difficulties led me to resign from my role as a resort manager, and I then worked as a delivery executive, later being promoted to Sorting Executive. However, due to family health issues, I had to leave the job, facing further financial challenges. When I discovered an ad from JPN Guwahati for an Education Facilitator role with Bosco Reach Out, I applied, interviewed, and secured the position. I'm grateful to DBJPN for helping me align with a career that supports my aspirations and provides a fresh start.



Photo Gallery



Industrial Visit



Networking





Career Guidance







Employability Skill Training









Job Fairs













Help Location Services



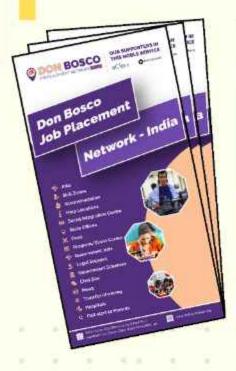








Promotional Materials











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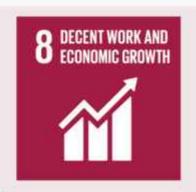
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Moving towards "Global Goals"

PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL.



TARGET 8.1



SUSTAINABLE ECONOMIC GROWTH TARGET 8.3



PROMOTE POLICIES TO SUPPORT JOB CREATION AND GROWING **ENTERPRISES**

TARGET 8.5



FULL **EMPLOYMENT** AND DECENT WORK WITH **EQUAL PAY**

TARGET 8.6



PROMOTE YOUTH EMPLOYMENT, **EDUCATION AND** TRAINING

TARGET 8.7



END MODERN SLAVERY, TRAFFICKING AND CHILD LABOUR



TARGET 8.8

PROTECT LABOUR RIGHTS AND PROMOTE SAFE WORKING ENVIRONMENTS

TARGET 8.A



UNIVERSAL ACCESS TO BANKING, **INSURANCE AND** FINANCIAL SERVICES

TARGET 8.C



DEVELOP A GLOBAL YOUTH **EMPLOYMENT** STRATEGY

DON BOSCO:

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