

TVET Project Overview Report

(1st October 2021 - 31st May 2025)



"Transforming Lives Through Skill Training."

PROJECT MANAGEMENT & CENTRAL TEAM AT BIDS, SHILLONG



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TABLE OF CONTENT

Sl.	CONTENT	PAGE
1.	Director's Message	04
2.	Project Overview	05-06
3.	Key Project Outcomes	07
4.	Established 6 DBVT centres	08
5.	Social Mobilization	09
6.	Training of 10,000 youth	10
7.	Job Placement	11
8.	Self-Employment	12
9.	Trained youth accessed loans/grants	13
10.	Overall Project Performance	14
11.	Overview Representation of target group	15
12.	Our Associates/Collaborators	16
13.	Our Placement Partners	17
14.	Key Activities/Measures	18 - 20
15.	Testimonials of Trainees	21
16.	Success Stories of young people	22- 23



Executive Director's Message!



A Journey of Empowerment, Hope, and New Beginnings

With deep joy and heartfelt gratitude, I share this message as we mark the successful completion of our 44-month-long journey under the Technical and Vocational Education and Training (TVET) project. What began as a vision to empower the youth of Northeast India has grown into a powerful movement of change, hope, and transformation.

Together—with the unwavering support of our dedicated team, the invaluable partnership of Childaid Network and the Federal Ministry for Economic Cooperation and Development (BMZ), and the trust of our communities—we have touched the lives of thousands of young people, giving them not just skills, but a renewed sense of purpose and possibility.

Reaching over 37,357 youth across 1,464 villages, training 8,405 young individuals in 38 demand-based job roles, and guiding 1,520 into job placements while nurturing 1,645 young entrepreneurs, this project has been nothing short of a milestone in our mission to uplift and empower. Behind these numbers are countless stories of dreams realized, families uplifted, and futures rewritten.

I extend my deepest appreciation to the Central Team of BIDS, our Centre Directors and Principals, whose leadership and dedication have been the backbone of this mission. I also sincerely thank our centre coordinators, trainers, local partners, and all stakeholders whose tireless commitment and compassion brought this vision to life. You are the true changemakers—the silent hands building bridges to a brighter future.

This booklet stands as a testimony to our committed mission and the milestones we have achieved together. It is a reflection of the collective effort, determination, and faith that have guided us every step of the way.

As we bring this first phase of the TVET project under BIDS – INS Province to a close, let us carry forward the spirit of hope and resilience. Let us continue walking with our youth, lighting their paths with opportunities and belief in their potential. This is not the end—it is a new beginning.

With renewed faith in our mission and in the promise of our youth, let us move forward, together.

Warm regards,

Fr. James Thyrniang

Executive Director

Bosco Integrated Development Society (BIDS)

Nongshilliang, Nongthymmai, Shillong



PROJECT OVERVIEW

Project Title:

Strengthening Vocational Training Institutes under Salesians of Don Bosco in 6 clusters of Northeast India for enhancing employability and entrepreneurship among disadvantaged rural youth.

Background / Rationale:

The Technical and Vocational Education and Training (TVET) project was conceived in response to the pressing need for employment-oriented skills among youth in Northeast India, particularly in rural and marginalized communities. The region has long struggled with high rates of school dropouts, limited access to formal employment, and a lack of structured skill development opportunities. Recognizing these challenges, the project aimed to bridge the gap between education and livelihood by equipping young people with practical, market-relevant skills. With a focus on inclusivity—especially for women and underprivileged youth—the project sought to foster sustainable livelihoods through vocational training, entrepreneurship support, and job placement, contributing to broader goals of social and economic development in the region.

Project Overall Objectives/Impact:

To improve the future prospects of disadvantaged rural youth in the states of Meghalaya, Assam and Tripura in north-eastern India through access to quality vocational training and support for business start-up, leading to successful employment, entrepreneurship and improved income.

Duration & Timeline:

44 Months (1 Oct, 2021 - 31 May 2025)



PROJECT OVERVIEW



Geographical Coverage:

Don Bosco Technical School, Shillong, East Khasi Hills, Don Bosco Tech Nongstoin, West Khasi Hills, Bosco Panar, Jowai in West Jaintia Hills, Bosco Tech Silcar in Barak Valley (Assam), St. Xavier's Vocational Training Centre, Sepahijala District and Don Bosco Peace Centre, West District, Tripura

Target Group:

Disadvantaged rural young people (Men & Women) from the following communities/tribes - Khasi, Garo, Pnar, Karbi, Maram, Kuki, Mizo, Naga, Karbi, Dimasa, Advasi, Reang, Jamati, Halem, Debbarma,

Implementing Organization:

Bosco Integrated Development Society, Nongshilliang, Nongthymmai, Shillong - 793014, Meghalaya, India
Phone: +91-7005534194

Project Funding Donors/Partners:

Childaid Network and Federal Ministry for Economic Cooperation and Development (BMZ), Germany.

Key Activities:

Infrastructure & Equipment improvement, Standardization of Curriculum, Mobilization & Training, Placement, Entrepreneurship support, Accreditation, Networking & Collaboration, etc.

Expected Key Outcomes:

10,000 Youth trained in market-relevant skills, 6000 trained youth secured job placement, 1,500 trained youth lead to self-employment, 6 vocational training centres accredited and affiliated after the end of the Project.





KEY PROJECT OUTCOMES

Sl	Project Target Value	Achievement
1	10,000 disadvantaged, rural youth are successfully trained by the end of the project	A total of 8,405 disadvantaged rural youth have been trained through the project, 49% of whom are women.
2	At least 6,000 young people or 60% (of which at least 30% are women) find employment after vocational training in the project.	A total of 1553 young people have secured employment through placement, 42% of whom are women.
3	At least 1,000 young people (50 % female) are supported to lead them into self-employment.	A total of 1,645 young people have become self-employed, 69% of whom are women.
4	By the end of the project, at least 500 young people are to be supported in setting up their own micro-enterprises.	A total of 191 young people have supported in setting up their own micro-enterprises through the project.

ESTABLISHED 6 MODERN AND SUSTAINABLE VOCATIONAL TRAINING CENTRES

Through the TVET Project implemented by the Bosco Integrated Development Society (BIDS), the infrastructure and training lab equipment of six existing VET centres across three states have been upgraded and enhanced to deliver quality skill training in the region..



1. Don Bosco Tech, Nongstoin centre:
 - a. Food Processing Sector -(CoE)
2. Don Bosco Technical School, Shillong:
 - a. Automobile sector (CoE)
 - b. Beauty and Wellness Sector (CoE)
 - c. Fashion Designing
 - d. Mobile Repairing
 - e. Baking Technician & Street Food vendor
 - f. Welding and Plumbing



3. Bosco Pnar Jowai (General Trades):
 - a. Beauty & Wellness
 - b. IT/ITeS & BFSI
 - d. Automobile
 - e. Electrical
4. St. Xavier's Vocational Training centre, Bishramganj:
 - a. Carpentry, Welding & House Wiring
 - b. Sewing Machine Operator
 - c. Automobile



5. Don Bosco Peace Centre, Agartala:
 - a. Media entertainment (CoE)
 - b. Bakery
 - c. IT & ITeS
 - d. Biofloc Fish Culture
6. Bosco Tech, Silchar:
 - a. BFSI (Banking, Financial Services, and Insurance)
 - b. IT & ITeS (CoE)
 - c. Welding
 - d. Electrical
 - e. Media Entertainment
 - f. Apparel (CoE)



SOCIAL MOBILIZATION

Through the dedicated efforts of Social Outreach Officers and the Project Manager, a total of 1,465 rural villages were reached, significantly increasing awareness of the vocational skill training programs offered at six centers across three states. As a result, 37,357 youth were informed about these training opportunities, enabling more rural young people to access skill training, entrepreneurship Development services, and other resources available at the six vocational training centers. The level of awareness among community members has increased significantly in the project areas.

AREAS COVERAGE

Center	Area Covered during year 2022 + 2023 + 2024+ 2025						youth sensitized
	Districts		Blocks		Villages		
	Target	Achieved	Target	Achieved	Target	Achieved	
Shillong	3	3	16	16	109	95	10025
Nongstoin	3	3	7	7	218	245	7193
Jowai	2	2	5	5	148	162	4356
Agartala	8	8	14	13	320	275	3395
Bishramganj	3	3	7	5	173	195	5775
Silchar	4	4	32	25	600	492	6613
Total	23	23	81	71	1568	1464	37357



TRAINING OF 10,000 ADISADVANTAGED YOYTHS IN THE RURAL AREAS ARE SUCCESSFULLY TRAINED

A total of 8,405 young people (48% women) have been counselled and trained across six vocational training centers—Don Bosco Technical School, Shillong; Don Bosco Tech Nongstoin; Bosco Pnar, Jowai; Bosco Tech, Silchar; Peace Centre, Agartala; and St. Xavier's Vocational Training Centre, Tripura. Training has been provided in 38 different NSQF-approved job roles. These youth undergo 3 to 6 months (mostly) of both theoretical and practical training, delivered by experienced trainers.

COURSES IMPLEMENTED

- 1) Accounts Executive
- 2) Assistant Beauty Therapist
- 3) Associate Desktop Publishing (DTP)
- 4) Automotive- Body Painting Technician
- 5) Baking Technician
- 6) Brida Makeup Artistl
- 7) Fashion and Portfolio Makeup Artist
- 8) Beauty Therapist
- 9) Bio Floc Fish Culture
- 10) Craft Baker
- 11) Cake Production
- 12) Commercial Vehicle Driver Level -4
- 13) Domestic Data Entry Operator
- 14) Diploma in Computer Application
- 15) Electrician Domestic Solutions,
- 16) Editor -Video Editing,
- 17) Fashion Designer,
- 18) Four-Wheeler Service Technician,
- 19) Field Technician Networking And Storage,

- 21) Front Office Executive,
- 22) Field Technician Other Home Appliances,
- 23) Graphic Designer,
- 24) Hair Stylist,
- 25) Hand Embroidery,
- 26) Lead Carpenter - Wooden Furniture,
- 27) Mobile Phone Hardware Repair Technician,
- 28) Manual Metal Arc Welding/Shielded Metal Arc Welding,
- 29) Processed Food Entrepreneur,
- 30) Plant Biscuit Production Specialist,
- 31) Plumber General,
- 32) Production Supervisor,
- 33) Sewing Machine Operator,
- 34) Street Food Vendor – Standalone,
- 35) Solar Lighting Assembler,
- 36) Specialized Machine Operator,
- 37) Tally & GST Solution,
- 38) VFX Editor.



OUR ACHEIVEMENT (DATA-BASED REPORT)

DBVT centre	Total youth trained in 2022	Total youth trained in 2023	Total youth trained in 2024	Total youth trained in 2025	Overall youth trained – 3 years
Silchar	372	373	322	68	1135
Shillong	1342	1068	982	393	3785
Jowai centre	342	496	371	52	1261
Bishramgani	146	124	101	44	415
Agartala	141	154	48	21	364
Nongstoin	291	534	507	113	1445
Total	2634	2749	2331	691	8405



#Briding to You

JOB PLACEMENT

Target: At least 6000 youths (60% of total trained) are employed after vocational & skill trainings ensuring that at least 30% of the employed youth are female.

OUR ACHIEVEMENT

DBVT centre	Overall youth placed in project	Achievement in %	Male	Female
Silchar	297	26%	48%	42%
Shillong	663			
Jowai centre	101			
Bishramganj	9			
Agartala	12			
Nongstoin	438			
Total	1553			

Placement Achievement





"Turn Passion into Profit!"

SELF-EMPLOYMENT

At least 1500 young people (50 % women) are supported to lead them into self-employment in the project.

OUR ACHIEVEMENT

DBVT centre	Overall youth lead to self-employment	% of achievement	Male %	Female %
Silchar	130	110%	31%	69%
Shillong	912			
Jowai centre	131			
Bishramganj	109			
Agartala	10			
Nongstoin	353			
Total	1645			



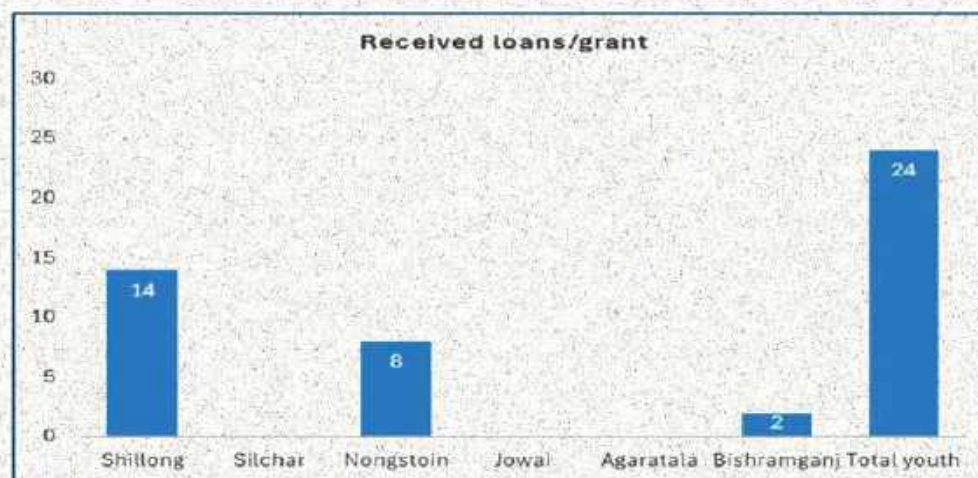
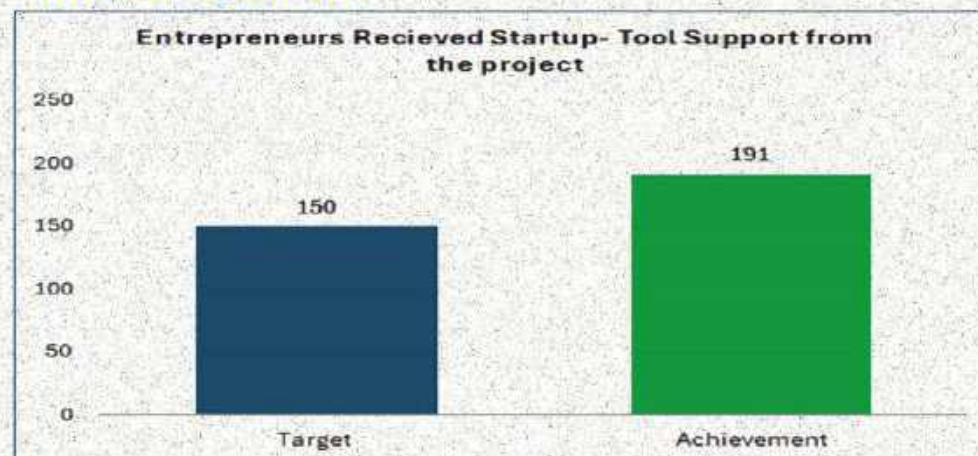


TRAINED ENTREPRENEURS ACCESSED FINANCIAL SUPPORT FROM BANKS AND GOVERNMENT



By the end of the project, at least 500 young people are to be supported in setting up their own micro-enterprises.

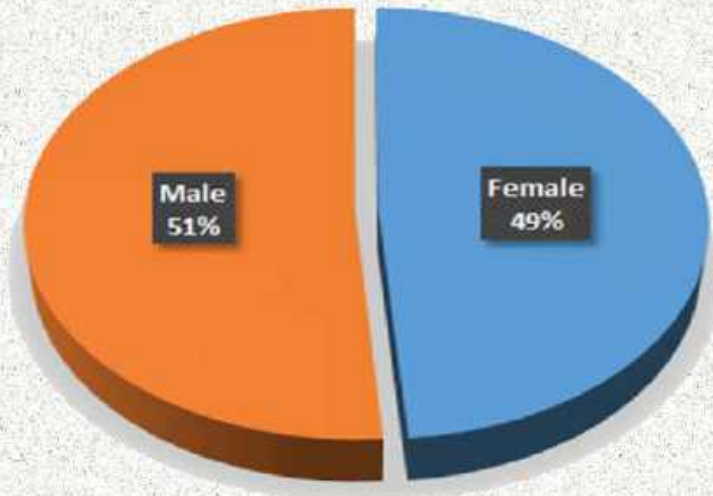
OUR ACHIEVEMENT



OVERALL PROJECT PERFORMANCE

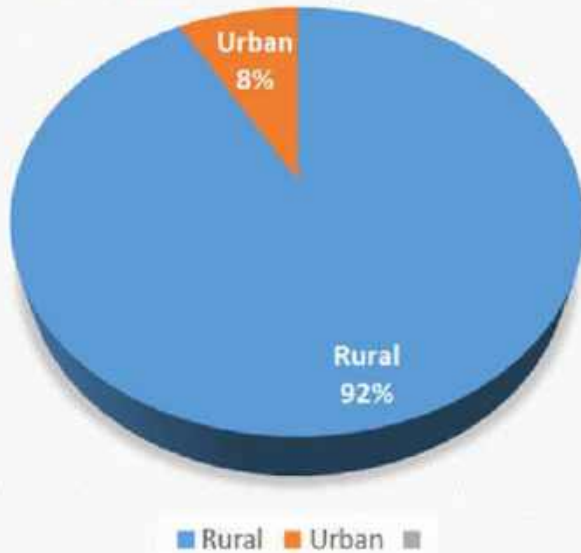


Gender representation

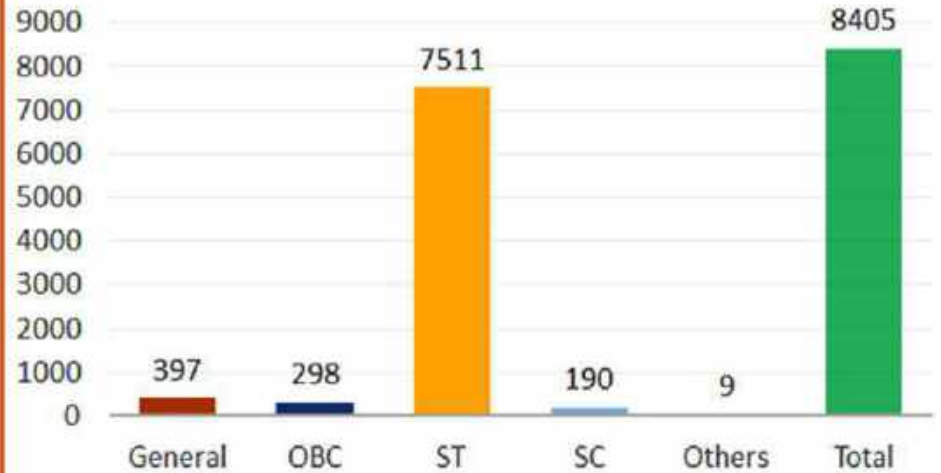


OVERVIEW REPRESENTATION OF TARGET GROUPS & COMMUNITIES

Rural and Urban representation



Representation of different groups & communities



No of candidates represented from NE states of India





OUR ASSOCIATES & COLLABORATORS



মেগালয় গ্রামীণ বঁক
MEGHALAYA RURAL BANK



Our Placement Partners:



REDMI NOTE 13 5G





KEY ACTIVITIES/MEASURES

Sub-goal 4: Ensure government support for training of disadvantaged youth and entrepreneurship in rural areas.	
4.1 Advocacy & Cooperation with Government Agencies & Accreditation	Advocacy and cooperative efforts were undertaken with the Government of Meghalaya in support of initiatives in Nongstoin, Jowai, and Don Bosco Technical School, Shillong
4.2 Advocacy with local banks and other financial institutions for financing young entrepreneurs	Through advocacy with local banks, financial institutions, and government agencies, 24 young entrepreneurs were able to access financial support.
4.3 Preparations for important state accreditations (NQAF, registration under PMKVY)	Among the six vocational training centres, four have successfully completed registration with the National Skill Development Corporation (NSDC). The Shillong centre has achieved accreditation and affiliation for the Beauty & Wellness job role, while the Silchar, Jowai, and Nongstoin centres are in the process of completing their accreditation & affiliation.
4.4 Social awareness & industry events	Total 96 Social Awareness campaigns carried out in the 6 centres and total 36 industries events organized in the project
Project management	
Equipment of the main office	Procured, installed and utilized at BIDS office
Equipment of 6 field offices	Procured, installed and utilized in the 6 centres
Recruitment procedure for project staff	Total 64 staff recruited and trained
Project launch workshop	Carried out as planned
Monthly & quarterly monitoring and planning meeting	These activities have been carried out as planned both in central and in field offices
Annual review and planning meeting	Annual review and planning meetings were carried out as planned in the project
Mid-term evaluation	Mid-term revaluation carried out as planned



KEY ACTIVITIES/MEASURES

Measures	Action planned and remark
Sub-goal 1: Establish 6 modern and sustainable vocational training centres	
1.1 Renovation of the centre in Agartala	This has been successfully implemented
1.2 Expansion of the centre in Jowai	This has been successfully implemented
1.3 Procurement of training equipment for 6 Centres of Excellence (CoE)	This has been successfully procured and installed
1.4 Procurement of training equipment for general professions for 5 centres	Procured, installed and utilized
1.5 Procurement of equipment for 3 production centres	Procured, installed and utilized
Sub-goal 2: 10,000 disadvantaged youth in rural areas are successfully trained	
2.1 Developing a mobilisation plan	Developed and implemented accordingly
2.2 Selection of an advisor for the development of the modular curriculum	This has been carried as per planned
2.3 Development of modular curricula for CoE & general professions	Development of 39 modular curricula successfully carried out in the project as planned
2.4 Staff training	Carried out staff training as planned
2.5 Review of developed curricula & ensuring NSQF standards are met	The review of developed curricula to ensure NSQF standard has been carried out as planned
2.6 Develop and print new training materials for trainees	Developed and printed 5144 trainees' manuals in the project
2.7 Course start with the new curricula	This has been implemented across 6 centres
2.8 Training of 10,000 young people in general occupations	Training implemented in 6 vocational training centres and 8405 youth trained in the project
2.9 Promoting digital and everyday skills during training	Employability skills training integrated in the training programme

KEY ACTIVITIES/MEASURES



Sub-goal 3: Young people have access to support and assistance on the path to employment and entrepreneurship	
3.1 Establishment of an Entrepreneur Hub in the BIDS Office Shillong	Bosco Entrepreneurship Hub at BIDS established and registered
3.2 Developing a long-term strategy for the Entrepreneur Hub	Bosco E-Hub long-term strategy developed and carried out
3.3 Establishment of an Alumni Centre (Apex body of alumni, entrepreneurs and trainees for regular support)	This measure was not implemented as planned, as the Entrepreneurship Hub (E-Hub) became the primary focus, and similar roles have been carried forward by the E-Hub.
3.4 Support with tools and equipment for the self-employed	A total of 121 self-employed individuals received business startup tools and equipment to support their ventures
3.5 Start-up support for young entrepreneurs	Start-up support provided to 50 entrepreneurs
3.6 Support for young entrepreneurs	Young entrepreneurs received comprehensive support, including 15 EDPs training, mentoring, business advice, guidance, and handholding assistance.
3.7 Mentoring programme for young entrepreneurs	Continuous mentoring programs and services including were provided by experts from banks, government institutions, and other financial organizations
3.8 Networking with industry, businesses and other stakeholders for collaborations	Networking with Industry, business houses and stakeholders for collaboration carried out 39 networking meetings conducted
3.9 Advice on job placement/job fairs	Carried out advice on job placement through 18 job fairs, campus recruitment and interviews
3.10 Documentation, publications and branding materials	Documentation, publications and developed and utilized the branding materials in the project.

STUDENTS' TESTIMONIALS!!

"Opening my own café has been a dream come true! It brings me so much joy to serve my customers and see them enjoy my food. This journey has given me confidence, financial independence, and a deep sense of fulfillment. I am earning at least Rs.6000-8000/month to support myself and parents. I am truly grateful for the support I received from BIDS E-Hub that helped me make this possible!"

— Wandahunshisha Lyngkholi



"My Name is Lastborn Khongthiang, I started my own mobile repairing shop after I attended the skill training at Don Bosco center Shillong. With the support and guidance from my trainers, I was able to start a small mobile repairing workshop today. I am proud to be running my own shop, earning a stable income of minimum 6000/month, and able to support my parents"

— Lastborn Khongthiang



"Specializing in cakes has been an amazing experience! Turning my passion into a business has brought me so much joy and fulfillment. Every cake I bake is a new opportunity to share my creativity and bring smiles to people. I, am able to earn Rs. 6000-7000/month now from making cakes. I'm grateful the centre and BIDS for the skill I gained from the training and enable me to do what I love and become self-dependence today."

— Banriakor Nongphud



"My name is Dolly Khyriem, I am happy that today I own my small shop where I invest my time and talent to create various forms of fashion designer clothing and this has become my passion and brings income of Rs.6000-8000/month for me and my family. I feel more confident than ever. This journey has given me independence and the opportunity to grow professionally. I am thankful to BIDS team for supporting me"

— Dolly Khyriem

"I am Plastor Mawsor, We got training from Don Bosco Nongstoin and after gaining skills, we both started our own garage near the town in Nongstoin. Today, we are able to support our families by earning some income from our workshop. We are also helping our friends to engage in our workshop. This venture has given us a sense of purpose and financial independence"

— Plastor Mawsor & Pynshailang Langsah



"Starting my own craft and baking business has been a dream come true. I now earn a steady income of Rs, 5000-6000/month while doing what I love. This journey has given me a new experience in my life. I am truly grateful to my trainers and BIDS for helping me!"

— Simple Bareh



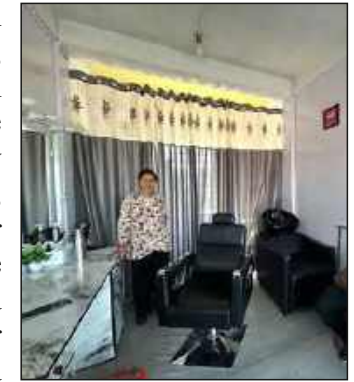
SUCCESS STORIES OF YOUNG PEOPLE!!



Krasabel Malngiang, a determined and passionate young woman from Mawlyngbna in West Khasi Hills District, Meghalaya, is the second among eight siblings. After completing her Higher Secondary School education, she took a bold step towards self-reliance by enrolling in the Hand Embroidery training program at Don Bosco Technical School, Shillong. Through dedication and hard work, she successfully completed the course under the BMZ

TVET Project, which is committed to empowering youth with practical skills and guidance. At just 25 years old, Krasabel launched her own small embroidery business from home, confidently taking customer orders and earning a monthly income of ₹6,000–₹7,000. Her journey is a testament to her courage and determination to rise above challenges and make a meaningful living. “I would like to express my gratitude towards Almighty God, my family, and Don Bosco Technical School for giving me the opportunity to explore myself and recognize my true potential,” she shares. Her story reflects how skill training not only changes careers—but transforms lives.

Nicky Merry Dhar, a 31-year-old lady from Pammanik Village in West Jaintia Hills, Meghalaya, has transformed her life through determination and skill development. As the eldest of eight siblings, she faced the heavy responsibility of supporting her family, especially after the loss of her father. After migrating to Jowai to continue her education, she completed a diploma in nursing and worked under the NHRM project. However, when her contract ended, she found herself unemployed and financially burdened, struggling to find



stable work for over a year. Just when hope seemed distant, she discovered the TVET project by Bosco Integrated Development Society (BIDS) at Bosco Pnar Multipurpose Vocational Training Centre, Jowai. Her passion for beauty and wellness led her to enroll in their Professional Beautician training program. With the support and mentorship she received during the training, Nicky not only gained technical skills but also grew personally—developing confidence, communication abilities, and time management. Today, she proudly runs her own salon at Iawthymme, Ladthalaboh Jowai, launched with an investment of ₹1,50,000, including a ₹25,000 revolving fund from BIDS. She reflects on her journey with gratitude: “This training has provided me an opportunity to grow, groom myself, and gain essential industry knowledge. It has truly changed my life.” Nicky’s story is a powerful example of how access to skill training can empower individuals to rise above adversity and create a better future.



Ram Debbarma, a graduate with a B.A. and B.Ed from Dasharam Para near Agartala, always had a deep passion for cinema and media production. Limited by the high costs and unavailability of local courses, his dream of learning video production remained on hold—until he discovered the Media and Entertainment course under the BIDS project at Don Bosco Peace Centre in Agartala. Despite traveling 36 km daily through challenging weather, Ram stayed committed and completed the Video Editing course, gaining skills in animation, compositing, audio, and videography. After completing the course, Ram launched his YouTube channel “Kokthai,” which steadily gained subscribers, and began earning through live event recordings and commercial projects. He also plays a crucial role in his brother’s news channel “Dongour TV,” managing everything from pre- to post-production. The BIDS training not only helped him turn his passion into a profession but also brought him recognition and a sustainable income in the growing media industry.

SUCCESS STORIES OF YOUNG PEOPLE!!

Lanaphika Lawai, a 20-year-old from Mawryngkneng in East Khasi Hills District, Meghalaya, is one of five siblings and has turned her passion into a source of income. Initially shy and uncertain, she overcame her nervousness through the supportive environment at Don Bosco Technical School, Shillong, where she enrolled under the BMZ TVET Project. With patient guidance from her trainers, she gradually built confidence, learned valuable skills, and gained the motivation to start something of her own. What began as a small idea has now become a home-based business, started with a modest investment. Today, Lanaphika earns around ₹6,500 per month, providing customized products and services from her small business. She is proud to be self-employed and credits her success to the training and encouragement she received at Don Bosco Technical School. “I am truly thankful to all the staff for supporting us, teaching us how to be self-reliant, and for the Revolving Fund that helped turn our dreams into reality,” she shares. Her story is an inspiration for other youth to discover their potential and take steps toward a brighter future through skill-based training.



Naphisha Alythia Nongrum, a young self-employed entrepreneur from Mawlai Nongkwar, East Khasi Hills District, Meghalaya, turned her childhood passion into a growing business. Inspired by the artistry of fashion and guided by her mother—a fashion designer—Naphisha spent her school years helping with basic stitching and knitting in the family tailoring business. Determined to build on this foundation, she enrolled in the Sewing Machine Operator (SMO) course at Don Bosco Technical School, Shillong after completing her Class XII. Through the BMZ TVET Project, she gained confidence, honed her skills, and learned to design and stitch full garments independently—something she had never done before.



Today, Naphisha earns a steady income of ₹8000 per month through her tailoring work, designing custom pieces that reflect her creativity and craftsmanship. With enhanced skills in measuring, designing, and selecting fabrics, she plays an active role in meeting customer demands while maintaining quality and style. “This platform helped me grow, express myself, and make others feel confident in what they wear,” she shares. Grateful for the support of her family, trainers, and Don Bosco Technical School, Naphisha now encourages other youth to pursue their passions and work hard to achieve their dreams.



Rinku Debbarma, a 34-year-old lady from Bishramganj, Agartala, has turned her determination into action to support her family. With her husband working as a primary school teacher in the private sector, his income alone was not enough to meet the family’s needs. Driven by the desire to contribute financially, Rinku learned about the Sewing Machine Operator (SMO) course offered at Don Bosco Laltila Vocational Training Centre through a mobilization program. She enrolled and completed the 3-month training in August 2022, despite having little prior knowledge of tailoring. With the support and guidance of her trainers, she quickly gained confidence and developed the skills to start her own home-based tailoring business. Since completing the course, Rinku has been consistently earning around ₹6,500 per month by taking custom tailoring orders in her locality. To further grow her small business, she has applied for a revolving fund from Bosco Integrated Development Society (BIDS) to invest in additional tools and equipment. She expresses deep gratitude to the trainers and the center for equipping her with practical skills and empowering her to become self-reliant. “I want to

continue learning, especially about business development and management,” she says, hoping for more training opportunities. Rinku’s story is a shining example of how skill-based training can empower women to build a sustainable livelihood and support their families.

"Empowering the youth is our greatest strength to achieve a developed Northeast." With this vision in mind, we are united in our efforts and have prioritized skill development, entrepreneurship, and inclusive opportunities for young people across diverse communities. By equipping them with practical training, mentoring, and financial support, we are nurturing a generation of confident, self-reliant individuals capable of driving sustainable economic growth. Through strategic partnerships with institutions, government bodies, and industry experts, we are laying the foundation for a future where youth are not only job seekers but also job creators—active contributors to the nation's progress

