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# YOUTH EMPOWERMENT SUPPORT (Department of Home, CTA)

(March 2018)



*Bringing Light to Life*



**USAID**  
FROM THE AMERICAN PEOPLE





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## FOREWORD



*I am happy to learn that Youth empowerment support (YES) section of the Department of Home, Central Tibetan Administration (CTA) is bringing out its first information booklet highlighting its past and present programs.*

*Unemployment is a major challenge facing communities all over the world and we are no exception to this malaise. We consider it our top priority to engage our youths and empower their capacities so that they become self-reliant and contributing members of the community. Considering high rate of youth unemployment in our community, the Department of Home, CTA has set up Bengaluru based the*

*Institute for Small Trade Learning (ISTL) in the year 2003 and Tibetan Career Center (TCC) based in Dharamsala in the year 2013 to provide various skills training to unemployed Tibetan youths in the community.*

*Notwithstanding various limitations, these two institutes have facilitated vocational trainings, soft skill employability trainings and, imparted career guidance on various opportunities available in the community and job markets outside the community. These opportunities are still being provided to the interested candidates and will continue with renewed vigor and professionalism. Apart from these skills training programs, micro-credit facilities are also being provided to the prospective youths with first preference being given to the students who graduate through these two institutes.*

*I have seen that since their inception, these two institutes have facilitated thousands of Tibetan youths in shaping their career to make them more self-reliant and independent. I hope that our youths will make the most out of various opportunities available under YES program in days to come.*

*Lastly, I congratulate the office bearers of YES for their endeavors, urge them to work for the benefit of unemployed youths in our community with innovative ideas, and renewed dedication.*

A handwritten signature in blue ink, appearing to be 'Sonam Topgyal Khorlatsang'.

Sonam Topgyal Khorlatsang (Mr.)

Nangsi Kalon







## **MANAGEMENT STRUCTURE OF YOUTH EMPOWERMENT SUPPORT (YES)**

Mr. Sonam Topgyal Khorlatsang	(Nangsi Kalon)
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Mrs. Tsewang Dolma Shosur	(Additional Secretary)

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Mr. Lhakchung Tsering	(Section officer)
Mr. Tenzin Palden	(Office Superintendent)

#### **INSTITUTE FOR SMALL TRADE LEARNING (ISTL), BANGALORE:**

Mr. Tashi Samdup	(Administrator)
Mr. Tenzin Palden	(Accountant)
Mr. Lobsang Chuksar	(Warden)
Mr. Irugbam Amarjit Singh	(Hairdressing trainer)
Ms. Rinzin Dolma	(Beautician trainer)
Mr. Dawa Tsering	(Cook)
Mrs. Pema Khando	(Assistant cook)

#### **TIBETAN CAREER CENTER (TCC), DHARAMSALA:**

Ms. Tenzin Choezin	(Head consultant-cum-placement officer)
Ms. Jigme Lhamo	(Counselor)
Ms. Tsering Choezom	(Computer trainer)
Mr. Tashi Samdup	(Hairdressing trainer)



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## 1. DEPARTMENT INTRODUCTION

The Department of Home, Central Tibetan Administration was established in 1960. It was one of the first Departments to be established in exile and was given the task of coordinating relief and rehabilitation works of thousands of Tibetan refugees who fled Tibet to neighboring countries of India, Nepal and Bhutan.

With expansion of the scope and nature of its continuing responsibilities of looking after the welfare and rehabilitation of Tibetan refugees in exile, it was registered in 1981 as a non-profit charitable society called “His Holiness the Dalai Lama’s Central Tibetan Relief Committee (CTRC)” under the under Indian Societies Registration Act XXI of 1860. It now effectively acts as the Relief and Development agency of the Central Tibetan Administration.

The main objectives of the CTRC are to co-ordinate and mobilize individual donors, voluntary agencies and Government assistance for the welfare and rehabilitation of Tibetan Refugees in exile. It also works towards making the Tibetan settlements in exile viable and sustainable by ushering in socio-economic development of the Tibetan communities in exile.

## 2. YES BACKGROUND

With the increasing number of school and college dropouts which in a way lead to rising rate of unemployment in our Tibetan community, it was felt necessary to provide vocational employable skills trainings to the unemployed Tibetan youths to make them self-reliant.

The ever increasing population of unemployed youths has become a serious issue in the Tibetan community and it is increasingly difficult for the school dropouts to find a decent livelihood without an institutional support. In most of the Tibetan settlements, a large part of workforce remains either idle or not engaging in any meaningful livelihood oriented activities. This situation puts the community at risk from threats of alcoholism, drug abuse, and other socially undesirable activities. It is therefore necessary to provide the unemployed youths with skills training and encourage them to set up small enterprises through micro-credit facility to make them engaged and become contributing member of the community.

The program for addressing issues of unemployed Tibetan youths was initially launched as Promotional Agency for Development of Micro Enterprises (PADME) by the then Planning Council of the Central Tibetan Administration (CTA) in 1997. The responsibility for the management of the program was later given to the Central Tibetan Relief Committee (CTRC) on 7 April 2003 and Youth Empowerment Support (YES) Section came into being as a result.





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The main objective of the YES program is to promote gainful employment to the unemployed Tibetan youths in settlements who are school dropouts or have failed to complete their formal education by providing them with relevant skills training and start-up loans for setting up of micro-enterprises in the settlements.

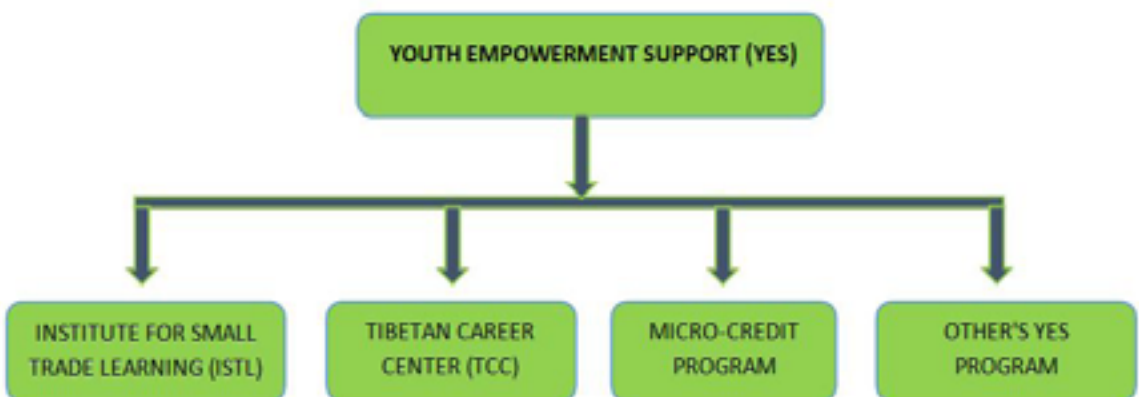
Norwegian Church Aid (NCA) has very actively funded skills training and alternative employment generation programs of the CTRC from 1998 to 2016. The YES program is currently being fully supported and funded by U.S. Agency for International Development (USAID) under a program to strengthen self-reliance and resilience of Tibetan communities in south Asia.

## 2.1 AIMS/OBJECTIVE OF YES

To empower youths through appropriate career guidance, promotion & support of self-managed enterprises

- To motivate youths to have a positive outlook & engage in diverse economic activities
- To impart relevant skills training to unemployed youths
- To coordinate suitable job placement for interested youths.
- To provide start-up loans to set up micro-enterprises

The skills training programs under YES are currently implemented in two training centers namely the Bengaluru based Institute of Small Trade Learning (ISTL) and Tibetan Career Center (TCC) in Dharamsala. Training programs for motor driving and other such trainings are also being undertaken at the settlement level depending on the availability of the funding partners.







### 3. INSTITUTE FOR SMALL TRADE LEARNING (ISTL)



It is a residential vocational training institute based in Neelamangala, Bangalore. Every year 90 to 110 trainees from different Tibetan settlements complete various skill training programs from the Institute. The institute also provides placement to the trainees after completion of their trainings. The placement rate of the ISTL has been remarkably high in the past.

#### 3.1 COURSES OFFERED AT ISTL

**Course Name:** HAIR DRESSING (JAWED HABIB CERTIFIED)

*Duration* : 4 months.

*Eligibility* : Class V<sup>th</sup> pass

*Seat Vacancy* : 15 per batch

**Course Brief Contents:** Hair structures, skin & scalp disorder treatments, health in salon, consultation, etiquette, retailing, hairdressing tools, long hairdressing equipment's, roller setting, shampoos, conditioners, methodology, blow-dry, technical and various haircuts.

**Scope:** She/he can set-up Hair salon or get employed in related trade.





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**Course Name : BEAUTICIAN (JAWED HABIB CERTIFIED)**

*Duration* : 4 months

*Eligibility* : Class V<sup>th</sup> pass

*Seat Vacancy* : 15 per batch

**Course Brief Contents:** Manicures, pedicures, facials, eyebrows threading, bleaching, waxing, shampoos & conditioning, hair structure, styling, cuts & coloring, perm & neutralize hair, various massages (leg, hand, head, back, stomach & body), various make up/make over (eye, remedial, camouflage, photography, evening, model, bridal), first aid, hygiene & health, sanitation & sterilization, bacteriology, nutrition, anatomy & physiology, cells, skin biology, science & disorders, nail science, color chemistry.

**Scope:** She/he can set-up Beauty parlor/shop or get employed in related trade.

**Course Name : BASIC & ADVANCE COURSE IN COOKERY**

*Duration* : 6 months

*Eligibility* : Class X<sup>th</sup> pass

*Seat Vacance* : 8 per batch

**Course Brief Contents :** Basic & advance courses in Indian, Continental & Chinese cuisines, Bread Baking, Cakes & Pastries etc.

**Scope:** She/he can set-up Restaurant, Cafe, and Catering or employed in Hotel industries.

**Course Name : GRAPHIC AND WEB DESIGNING (GWD)**

*Duration* : 1 year

*Eligibility* : Class XII<sup>th</sup> pass

*Seat Vacancy* : 4 per batch

**Course Brief Contents:** CERTIFICATE IN GRAPHIC DESIGN (SEMESTER I) lays the foundation for learning Graphic Designing for print & publishing. The students will acquire concepts of digital graphics and equip them with thorough knowledge of creating image-editing and publishing graphics for various industries. MODULES: Concepts of Graphics & Illustrations, Digital Design, Basic Arts, Creating Illustrations, Print Design - Composition & Layout & Design Portfolio. SOFTWARES TAUGHT: Adobe Photoshop Extended Adobe Illustrator and CORAL-DRAW.

CERTIFICATE IN WEB & INTERACTIVE DESIGN (SEMESTER II) the students learn





to design interactive websites, portals and multimedia presentations. **MODULES:** Concepts of interface & interactive Design, Designing concepts for Websites, Web Designing, Web weaver, Web Graphics & animation, Web Scripting & Interactivity, Developing Interactive Web Pages and Web Portfolio. **SOFTWARES TAUGHT:** HTML, Dreamweaver, Flash and Java Script.

**Scope:** There is a continuous demand for design professionals with graphic art computer skills to produce designs, symbols, User Interface (UI), typography, Illustration and Photography for use in print and electronic publication.. There is also a huge requirement for Web site designers using multimedia and animation in the internet publishing industries.

**Course Name : JETKING CERTIFIED HARDWARE & NETWORKING**

**Duration : 1 year**

**Eligibility : Class XII<sup>th</sup> pass**

**Seat Vacancy : 4**

**Course Brief Contents:** Basic Electronics, Applications, Hardware, Operating System, Networking Essentials, MCSA, Redhat Linux, and CCNA. Also trains in Spoken English & Personality Development. Basic Electronics with ANALOG, DIGITAL, MICROPROCESSOR & Application, Fundamentals of PC, PC memory, Microprocessor, Motherboard, SMPS, Assembling & Disassembling, Monitors, Printers, DVD Drivers/Combo drives, Laptop Troubleshooting, Peripherals, Operating system support skills (Windows Vista), Application programs, Device installation, CD writing, Managing Multiple Monitor Settings, Hardware Device and Driver Installation/Troubleshooting, Configuring Window Firewall, Norton 2007 Antivirus, Configuring IE7, Pop up blocker, IE security & privacy options, Networking Essentials with Windows Server 2008 Administration, Windows 2003 Professional & Windows 2008 Server, User & Group Management, NTFS & Share Permissions, Device Manager, Drivers Signing, Signature Verification, Ports, Printers, Disk Management Tools & Tasks, File System User Management, Active Directory, Servers Remote, Terminal Services, Backup Restoring Data, DNS, Networks, DHCP, Internet, Information Services (IIS 6.0), Remote Access, VPN, User account, Domain Groups, DFS, Auditing Access to Resources, Shadow Copies, Terminal Services, Router services, ICS, Service Forest, Server Roles, Local & Domain Security Policy, User Environment, Developing Software through Group Policy, RED HAT (Linux), CCNA etc. with all the level of English speaking, personality development, and Yoga.

**Scope:** With the completion of this course, one has to appear in exams for each of 7 papers after which he/she will be certified by the Microsoft with worldwide recognition. There is much demand for talented people in system engineering.





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## YOUTH EMPOWERMENT SUPPORT

**Course Name : HOTEL MANAGEMENT**

*Duration* : 1 year

*Eligibility* : Class X<sup>th</sup> pass

*Seat Vacancy* : 4 per batch

**Course Brief Contents:** Front Office Management: Involving guest arrivals, registration, reservation, billing, dealings with cashiers, uniformed services, business center etc.

Housekeeping: Involves general cleanliness and maintenance of hotel property, maintenance of rooms, preparation of rooms for new guests, Guest room cleaning procedures, maintain linen and uniform rooms, Public Area cleaning, knowledge & practice, cleaning agents, pest control, control of laundry service and other housekeeping knowledge including textiles, horticulture, safety and security steps.

Food & Beverage Service: Study of Restaurant, organization of restaurant, types of restaurant & bars, restaurant service equipment's types of food service, menu, restaurant procedures, room service, banquets & outdoor service hygiene & sanitation, beverage spirits, non-alcoholic beverages bar services. Food production: Deals with kitchen organization, kitchen staff, sauces, soups & garnish recipes, methods of cooking, Nutrition etc.

**Scope:** Great scope to get placement in star Hotels with good salary and other benefits. Hard working staff will get quick promotions.

### 3.2 ADMISSION PROCEDURE

Skill training application forms are available with all the Tibetan settlement offices or you can download them from [www.centraltibetanreliefcommittee.org](http://www.centraltibetanreliefcommittee.org). Application forms and all the subordinate documents are required to be submitted through concerned settlement offices. The Settlement offices will recommend the application forms and other subordinate documents to the Department of Home after necessary verification. The YES selection committee of the Department of Home will do the preliminary selection and will notify the shortlisted candidates to all the settlements with reporting date for the interview. The short-listed applicants will be interviewed at the Institute for Small Trade Learning, Nelamangala for final selection. The selected candidates must submit a security deposit of Rs. 5000 at the training center which will be refunded after the successful completion of training. In addition to this, a monthly administration and training fee of Rs. 1500 per trainee will have to be paid to the ISTL after passing final interview.

The selected candidates will be provided free training, food and accommodation, local conveyance and travelling expenses as well.





### 3.3 TRAINING ANNOUNCEMENT MONTH

COURSES:	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Basic & Advance Beautilcian	1st Batch				2nd Batch				3rd Batch			
Basic & Advance Hairdressing	1st Batch				2nd Batch				3rd Batch			
Cookery	1st Batch						2nd Batch					
Graphicj Web Design	1st Batch											
Jetking Hardware & Networking	1st Batch											
Hotel Management	1st Batch											

### 3.4 OTHER SHORT TERM EMPLOYABILITY SKILL TRAINING PROVIDED

#### AT ISTL

- Apart from the above major trainings provided at the ISTL, short term workshops or soft skills are also provided to the trainees which are as follows:
- Motivational Workshop (motivates the youths towards self-reliance. To relay positive messages, boost their morale, and enhance their attitude)
- Introduction of Tibetan Buddhism (invites Tibetan Scholars to give talks on the basics of Tibetan Buddhism)
- Career Counseling (Invites Department of Education, CTA Career Counselors to give talks on Pre & Post training counseling, Resume writing, Personality Development, Interview Tips etc.)
- Business management training (Basic business concepts are taught)
- Basic book keeping and financial management Training. (Basic accounts management and book keeping are taught)
- Conflict Resolution (Invites Tibetan Centre for Conflict Resolution (TCCR) to give awareness talks on conflict resolution to enable the youths to integrate into mainstream of the society)
- Spoken English (Trains in English speaking)
- Communication, confidence and personality development training are also provide.
- Women empowerment related workshops are also provided. (Women empowerment desk of the CTA organizes such workshops)





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## 3.5 TOTAL NO OF TRAINEE AND PROGRAM 1998-2017

ISTL SKILL Training		PADME	YOUTH EMPOWERMENT SUPPORT															TOTAL
S.No.	Course	1998-2003	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	
1	Auto-Mech & Driving	4	4	14	15		3	3	7	10	5							65
2	Bakery	0		7	9													16
3	Beautician	61	35	31	20	11	29	29	29	26	16	22	14	44	28	16	20	451
4	Book Binding	3																3
5	Carpentry	12	8	9	8	8	4	2	6	5		3						65
6	Cookery				1				5	12	3	12	5	12	9	15	14	88
7	Computer Data-Input	5																5
8	Hardware & Networking	4	2	9	11	4		9	6	4	4	5	2	3	3	3	1	70
9	Computer Software			9	11	3												23
10	Designing/Tailoring	1																1
11	Doll Making	1																1
12	Driving	6																6
13	Electrician			5		3												8
14	Electronics	12	2	3	2	2		1										22
15	Fashion Designing	6							1									7
16	Four-Wheelers	14																14
17	Graphic & Webdesigning											2	1	1	4	3	1	12
18	Hairstresser	1		7		8	15	14	27	30	28	29	28	38	44	41	55	374
19	Hotel Management														3		3	6
20	Iron Fabrication	1																1
21	M.C.S.E 2000	2	2	5	1	2	1		1									14
22	Mobile				1	2	2	1	3									9
23	Multimedia	14	14	18	6	6	7	10	5	5	1							86
24	Medical Transcription						6	5	7	11	5	7	4	1				46
25	Organic Farming		2	2	2	6												12
26	Photography	2		2	2	4												10
27	Reflexology	1																1
28	Sales Promotion							2										2
29	STD/Xerox	1																1
30	Tailoring	86	28	14	14	15	5	1	1		2	3	3	6	1			179
31	Tractor Mechanic	2																2
32	Two-Wheelers	11																11
33	Wood Carving	2																2
34	Oil painting				1													1
35	Thangka Painting				2													2
Total		254	97	135	107	74	71	87	98	109	74	82	67	105	92	88	94	1629

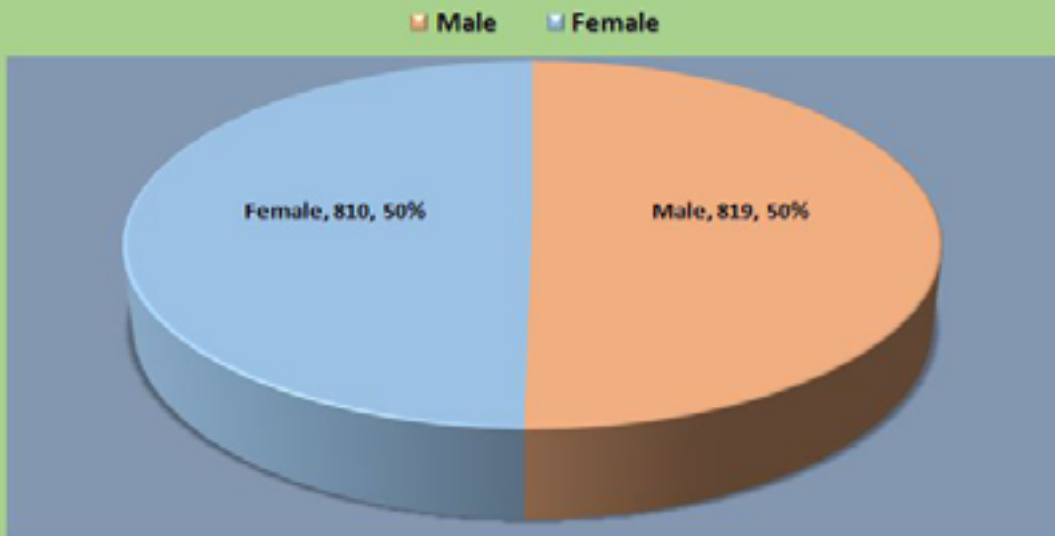


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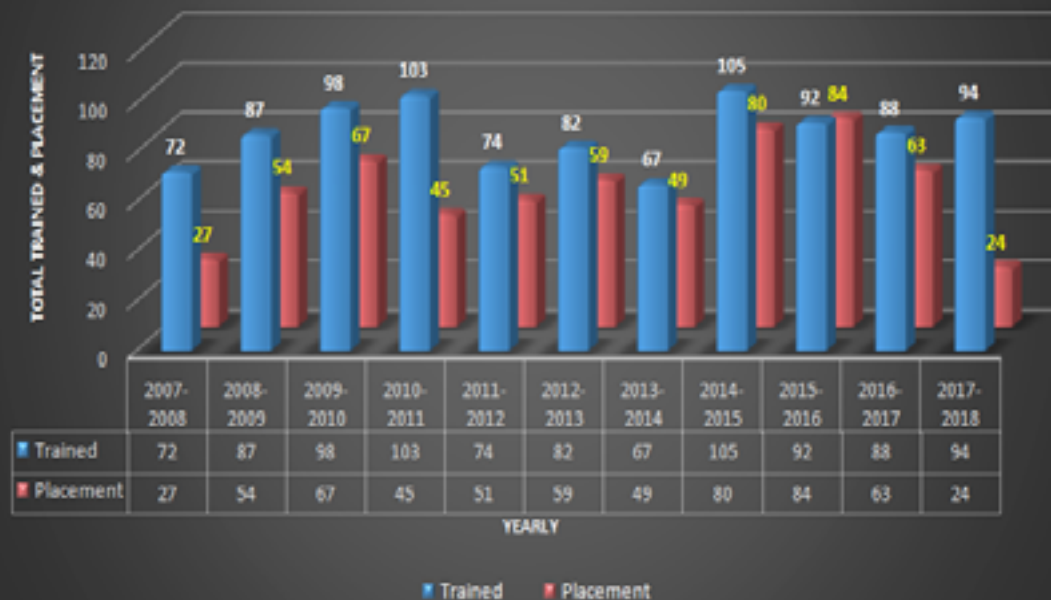
# YOUTH EMPOWERMENT SUPPORT



TRAINEE GENDER RATIO 1998-2017:



ISTL Trained & Placement Records ( 2007 - 2017 )

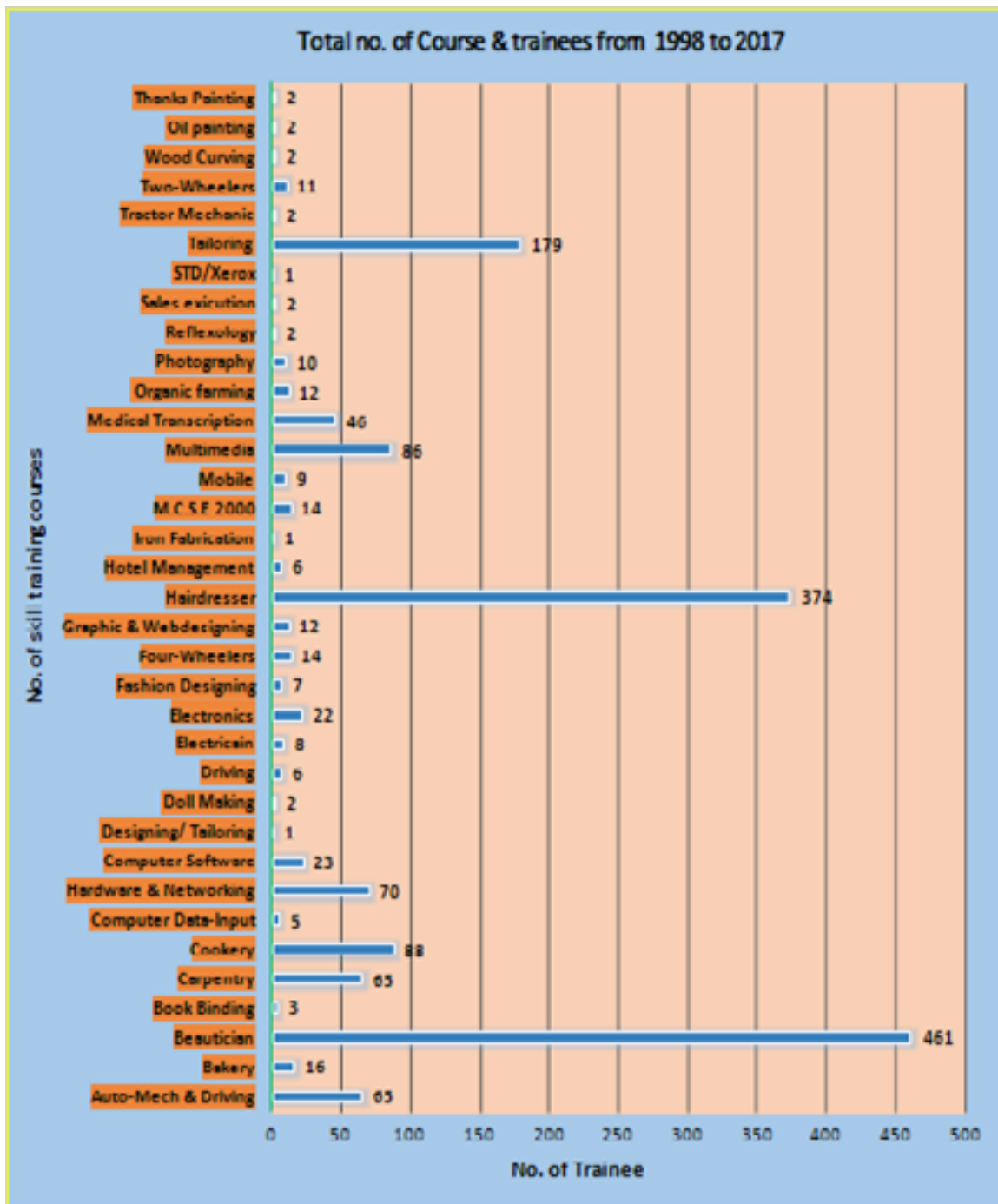






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## 3.6 PADME & ISTL SKILLS TRAINING COURSE AND NO. OF TRAINEES FROM 1998-2017







### 3.7 GLIMPSES OF SKILLS TRAINING OFFERED







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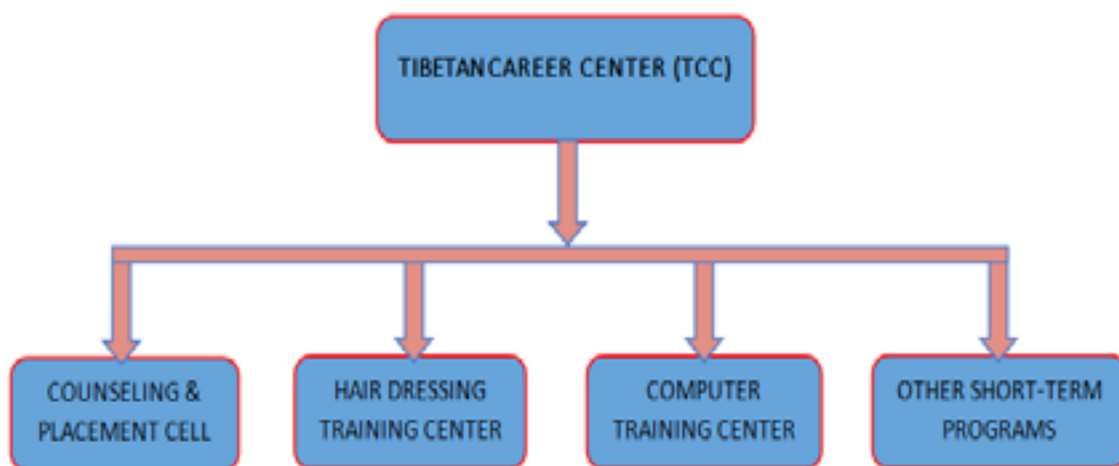
## 4. YES -TIBETAN CAREER CENTRE

The Tibetan career center (TCC) is a project initiated by Techno serve, an international organization in collaboration with the Department of Home, Central Tibetan Administration in the year 2012-2013. Due to the success of the project and its positive impact on the community, the Department of Home, Central Tibetan Administration has decided to continue it to enable more Tibetan youths to avail the opportunities to boost their employability skills available under TCC project based in Dharamsala.

This project came up after a research study carried out by Techno serve in 23 Tibetan settlements in India and found that 60% of Tibetan youths are either seasonally employed or completely unemployed. This is a grave problem which needs to be addressed accordingly.

### 4.1 OBJECTIVE OF THE PROJECT

To sustain Tibetan youths in general and unemployed Tibetan youths in particular who are deprived of opportunities and information in terms of relevant skill oriented trainings and professional career development skills.







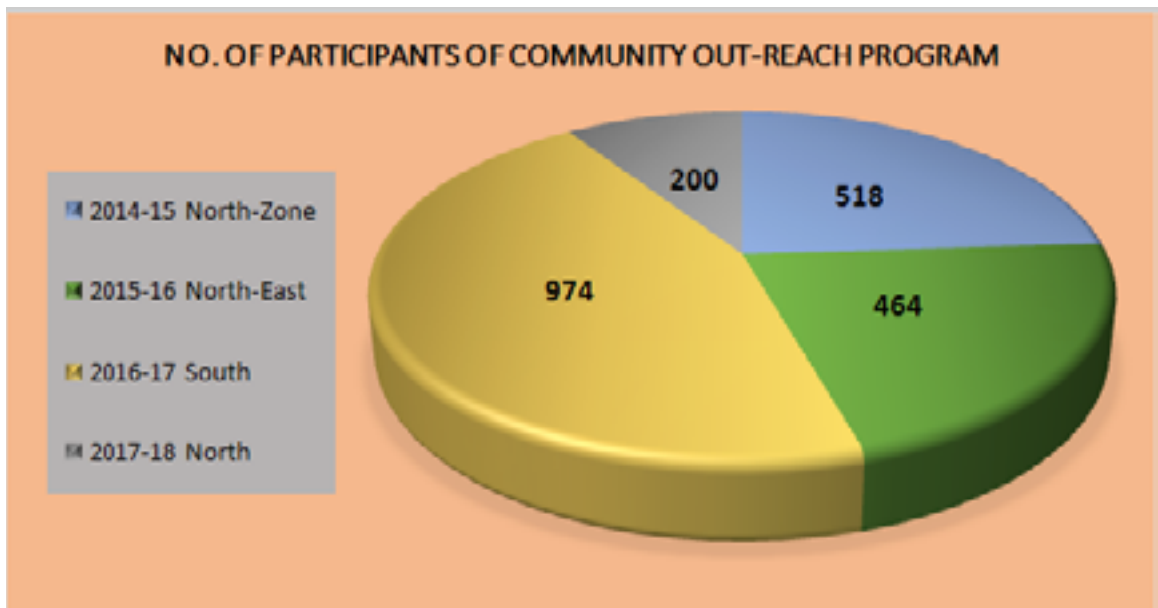
## 4.2 ADMISSION PROCEDURE

The application forms for various skill-training programs are available at the Tibetan Career Centre. Application forms and subordinate documents are required to be submitted at the Centre or can be submitted through mail or by post. TCC notifies the availability of training courses through its official Facebook pages ‘TCC Head & TCC Dharamsala and through posters.

Applicants for Hair dressing course must get their application forms and required documents verified and attested by their respective settlement officers. For hair dressing course, selected applicant are required to pay Rs.13,000 for the 4 month course which will be utilized for purchasing hair dressing related equipment and supplies for the individual trainees. Since the seats available for the courses offered at the TCC are limited, we select candidate based on their education background and the status of their unemployment. However, applicants who are recent arrivals from Tibet are given due preference.

## 4.3 COUNSELLING AND PLACEMENT CELL

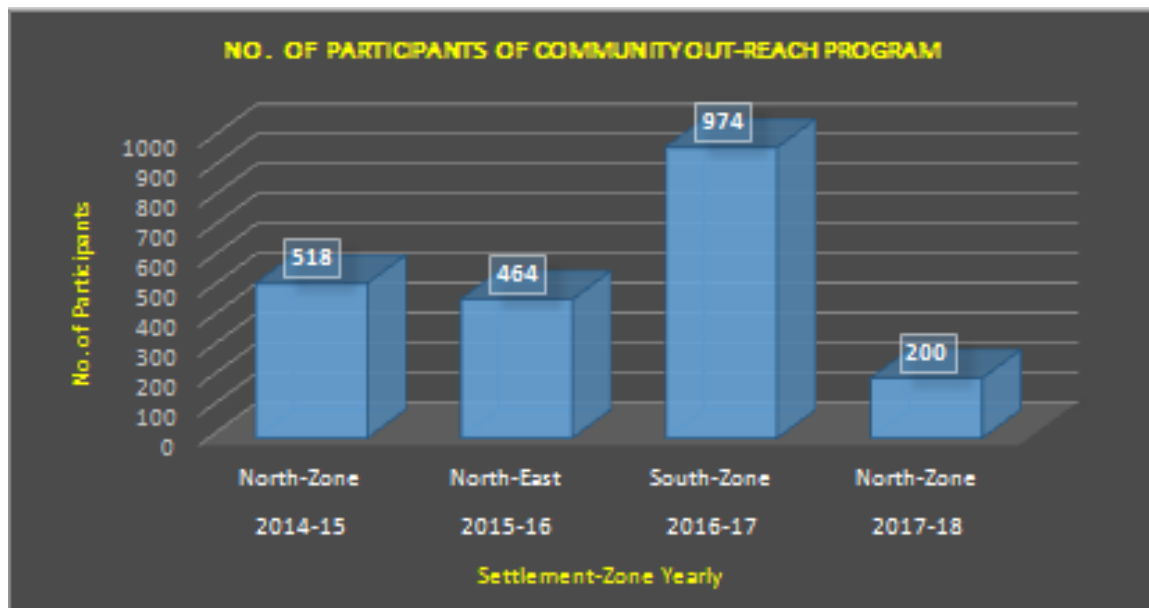
Under this program, career counseling is provided to unemployed Tibetan youths and school and college going students. In addition, parental counseling is also provided to the parents in 20 different Tibetan settlements across India. The TCC also disseminates information about the various job opportunities available in the Tibetan community and in the market through which the job aspirants are connected to the prospective employer.







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## 4.4 HAIR DRESSING TRAINING CENTER

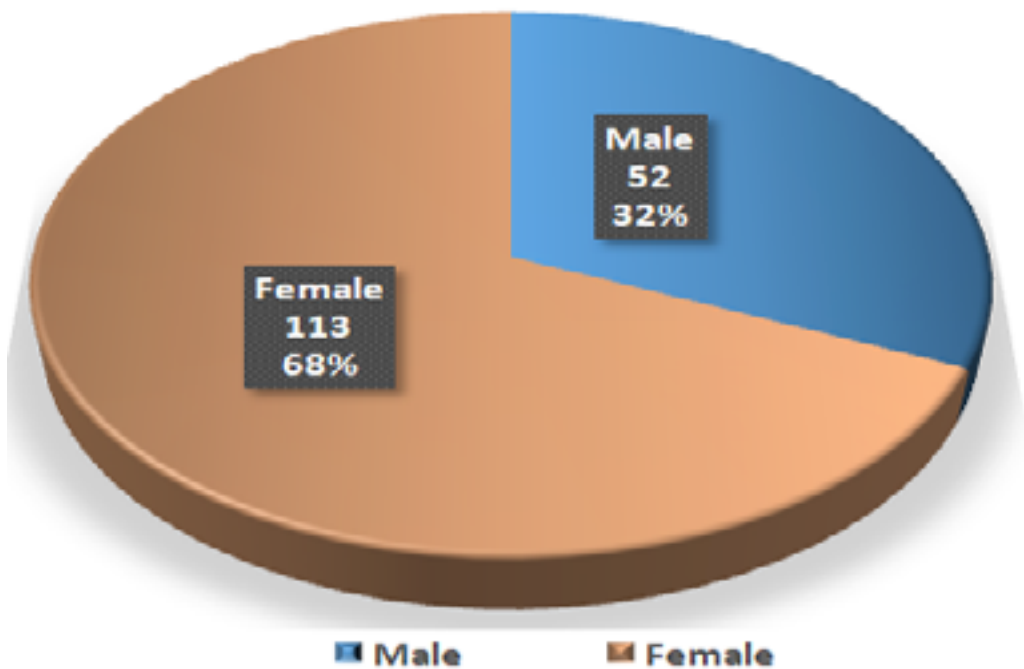
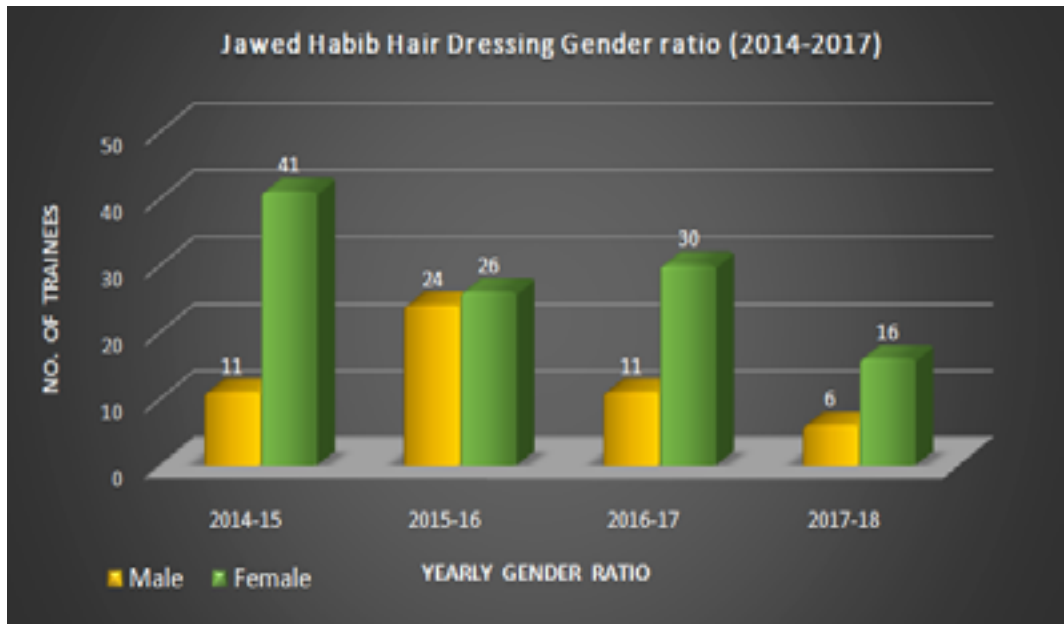


The 3-month introductory Jawed Habib certified hairdressing-training program is part of a larger initiative of the Tibetan Career Centre to reduce unemployment among young Tibetans in exile. The certification is done under the Jawed Habib Foundations.

At the end of the training students will be eligible for jobs at top hairdressing salons around the country. The center has spacious saloon space with fully equipped facilities, which can accommodate up to 20 students at a time. Jawed Habib academy is one of the top saloons nationally as well as internationally, with one stop destination for all hair styling needs for women, men and children.



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YOUTH EMPOWERMENT SUPPORT



Jawed Habib Hair Dressing Gender Ratio from 2014 - 2017





# ནང་ཁྱིད་ན་གཞིན་རྟེན་སྒྱུར་ཆོས་པ། YOUTH EMPOWERMENT SUPPORT

### 4.5 COMPUTER TRAINING CENTER

The center provides computer training to the students under the certification of Institute for Advanced Computer Technology (IACT) where course such as

- Four month Diploma in Web Designing,
- One month Indesign computer course,
- One month Basic computer course (BCC),
- One month Tally accounting software program
- One-month certificate in Photoshop.



Apart from above, basic English/Tibetan typing and basic computer fundamentals are exclusively taught to the trainees who do not have the minimum requirement to avail the certification from the IACT. Thus, this training is also helpful to the newly arrived Tibetans from Tibet and those who do not possess the minimum required educational qualifications

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Course Name	:	Certification in Web Designing (CWD)
Duration	:	4 months.
Eligibility	:	Class XIIth pass
Seat Vacancy	:	15 per batch

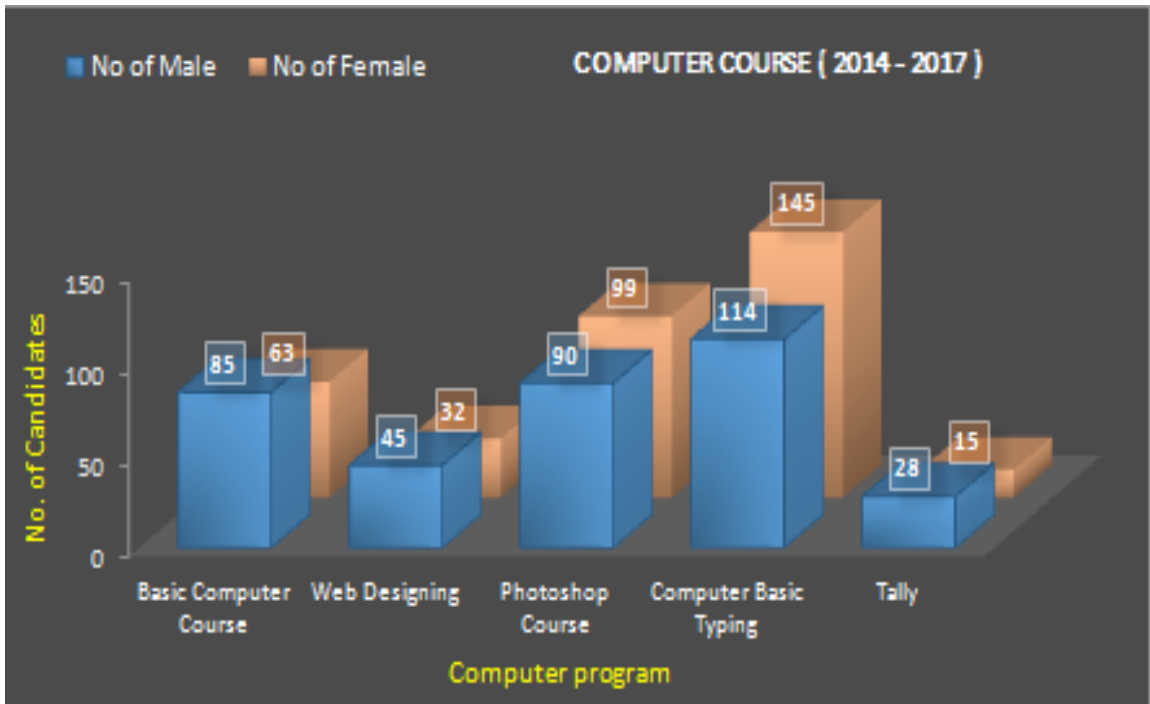
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Course Brief Contents	:	HTML,DHTML and CSS, JavaScript, Dreamweaver, Photoshop CS5, Flash
Course Name	:	Basic Computer Course (BCC)
Duration	:	1 month
Eligibility	:	Open
Seat Vacancy	:	20 per batch
Course Brief Contents	:	Computer Fundamentals, Microsoft (Word, Excel, PowerPoint) English and Tibetan Typing, Internet & Email.

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Course Name	:	Certificate in Photoshop
Duration	:	1 month
Eligibility	:	Open
Seat Vacancy	:	20 per batch





#### 4.6 TCC'S OTHER SHORT-TERM PROGRAM

- Employability Skills workshop on Conflict Resolution, Effective Resume Writing & Interview Skills
- Daily Individual or group career counseling at Center
- Personality Development & English Communication class for Hairdressing students are conducted on daily basis.





Short Term Program	No. of Trainee
English Skills	114
Employability	47
Interview workshop	31
Consultation & Counseling	143
Photography	26
Cyber Security	6
Web Designing workshop	19
Film Editing	23
Make Up	20
Women Empowerment	50



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YOUTH EMPOWERMENT SUPPORT



4.7 GLIMPSES OF TCC ACTIVITIES.







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## 5. SOME OF THE SUCCESS STORIES

I am Karma Tenpa from Kollegal Dhondenling completed my hair dressing course in 2015 from Institute for small trade learning (ISTL) currently working in Enrich salon & spa located at IndraNagar, Bangalore with a monthly salary of INR 30,000. I would like to thank ISTL and the staff for their supports, care and love. None of the other institute can provide like ISTL do and also providing good facilities and taking care for us. My life has been meaningfully changed because of ISTL kindness. Now I feel good and my families feel proud of me. Thank you and thank you so much for bringing the light in my life



I am Tenzin Ignyi from Hunsur Rabgayling Tibetan settlement completed my six months cookery course from ISTL currently working as chef at Bangalore airport with a monthly salary of INR 12,000. I really want to pay my deepest thanks to ISTL for what I have become today. They provided me good food and the best facilities for the study and the environment of ISTL, which changed my life. Thus, it bring the light in my darker life. I am happy and proud of myself for the fact that I am not dependent on my family and supports myself with whatever salary and commission I get. Thanks to all the staff and ISTL.

I am Dawa Tashi from Hunsur Rabgayling Tibetan settlement currently works at Lakme salon located in Sarajapura. I finished my course in 2017. I am earning 13,000 + incentive.

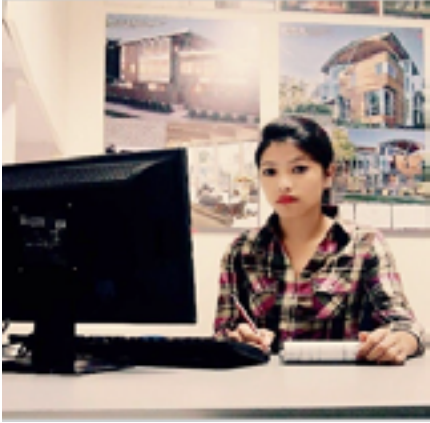
I feel lucky to have gotten opportunity to complete training from ISTL and it was like home at ISTL. Our trainer is perfect and all the staffs were there for us when we need them. They guide us so well and whatever I am today is because of ISTL.







## ནང་ཁྱིད་ན་གཞིན་རྒྱུ་ཆ་ན་པ། YOUTH EMPOWERMENT SUPPORT

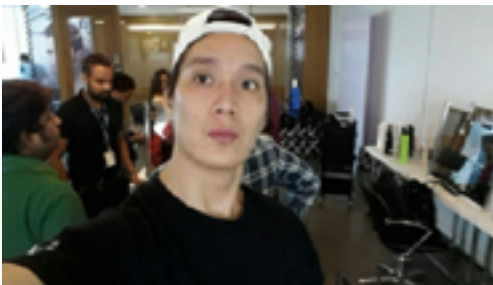


I, Nawang Yangkyi from Ravangla Kunphenling Tibetan settlement working as Graphic and Web Designer in ABKJ Infrastructure & Design Solutions, Bangalore from June 2016 till date.

I got opportunity to pursue higher knowledge on Computer/Graphic & Web Designing in Arena Multimedia, Bangalore through Institute for small trade learning (ISTL) Nelamangala, Bangalore in 2015. Department of Home, CTA, Youth Empowerment Support (YES) Organization providing different type of training skill to the Tibetan youth without charging any fee every year. The training at ISTL has really benefitted me and thankful to Home department for the opportunity.

I am Jampa Yangzom aged 19 from Mondgud Doegueling Tibetan settlement working at HSR layout based in Bangalore. I currently earn 15,000 per month.

I have received lots of knowledge in practical and theory while undergoing training at ISTL. I would love to recommend ISTL to my friends. All staffs and members are very polite and caring. It felt like home when I was in ISTL.



I am Jigme Singye aged 27 years old did my hairdressing course from ISTL in 2009 currently working in VLCC healthcare based in Bangalore. My experience at ISTL was very good and I was certified as a hairdresser. I am so glad and thankful to ISTL team for guiding me through. My monthly salary is INR 31,333 and bonus on that. I am able to stand on my feet and self-reliant.









# ནང་མིང་ན་གཞིན་རྒྱུ་ཆ་ན་པ། YOUTH EMPOWERMENT SUPPORT



My name is Tenzin Kalden. I am 26 years old. I am from Ladakh Tibetan settlement. I have completed my nursing course in 2014. Since 2014, I am helping my family business in Kerala (Antique shop and restaurant). After I learned Photoshop course in 2017 from Tibetan Career Center (TCC) in Dharamshala, It has really helped me a lot in my daily life. I was able to make my own restaurant menu book and business card. I am so grateful and thankful that I got opportunity to learn month Photoshop at TCC. These are the few pages of my restaurant menu book



*My name is **Tenzin Kalden**, 3rd batch 2016 hair dressing trainee from ISTL. I am currently working in Adams corner Bangalore and earning INR 15,000/ a month with accommodation provided by employer. I am very grateful to ISTL.*

***Norzin**, 2nd batch beautician trainee 2016 and right now I work in UaH saloon in Bangalore and earning 10,000/-month with accommodation. With the experience, my employer is ready to raise my salary. I am happy with my work, big thanks to ISTL*

***Penpa Bhuti**, 1st batch Computer hardware and networking course trainee of ISTL. I am working at Aditya Birla Minacs as a Technical Supporting, Lenovo process. I am thankful to ISTL*

*I am **Tsewang Wangmo**, ex-student of TCC. Having B.com as an educational background, I took a month Tally course at TCC, which have helped me a lot. I would like to take an opportunity to thank TCC for providing a job placement of Accountant at Gu-Chu-Sum Movement, Dharamsala*





*I am Mingure Dorjee. I had completed BCA course in DLIHE. In June 2017 I had joined webdesign course at TCC. In this four month course duration i had used to learn so many new things on webdesign and this days i am working myself to create web page. Finally what my views on TCC is :-TCC is one of the best and right platform to gain knowledge and to build skill to our youth. Thank you.*

*My name is Dolma Tsering, ex hairdressing trainee of TCC. I was enrolled in 13th batch in a year 2017. I am currently working at 'Kalsang Beauty Parlor' as a saloon Manager. I would like to thank Tibetan Career Centre and the project donor.*

## 6. YES MICRO-CREDIT

- Micro-credit scheme was initiated with the primary objective of providing low interest loans to the unemployed and capable Tibetan youths to start their own Micro enterprises to earn a livelihood. The program is open to individuals in the age range of 18 -40 years.
- Priorities are given to those individuals who have undergone skills training under the YES program and are looking forward to setting up the same enterprise within their own settlements or in the radius of 300 Kms from their settlement.
- Detailed business plan is required to be submitted as per the given business plan format.
- The ceiling for the micro-credit is set at

₹ Rs. 100,000/- for an individual enterprise,

₹ Rs. 300,000/- for a partnership of 2 individuals, and

₹ Rs. 500,000/- for a group of more than 3 individuals or more

- A nominal interest of 3 % per annum is charged on the capital with the maximum repayment period of 5 years. The repayment schedule is mandatory for each loan depending upon the nature of the enterprises. All possible legal agreements are secured to run the disbursement system smoothly.

Loan application forms are available with all the Settlement Offices or can be downloaded from [www.centraltibetanreliefcommittee.org](http://www.centraltibetanreliefcommittee.org). Local YES Micro loan committee headed by the Settlement officer has to recommend loan application and submit all the related documents to the Department of Home, CTA's Central loan approving committee. After thorough verification, the Department of Home Central loan approving committee will decide on the loan amount, interest, duration and repayment of the loan. The loan amount will be released through the Settlement office and local YES REPRO (Regional Program Officer) will monitor the program. Loan can be applied at any time of the year.





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## YOUTH EMPOWERMENT SUPPORT

Ever since the YES micro credit program was started, it has benefitted 249 Tibetan youths in starting their own businesses in and around the settlements. Loan amount of more than 26 million rupees were given to 249 Tibetan youths. This financial arrangement has not only benefited the individual applicant but it will surely have a positive impact on larger socio economic fabric of the settlement. The loan program is implemented as per the Loan guidelines formulated by the Kashag.

### 6.1. YES LOAN STATUS FROM 1997 TO 2017

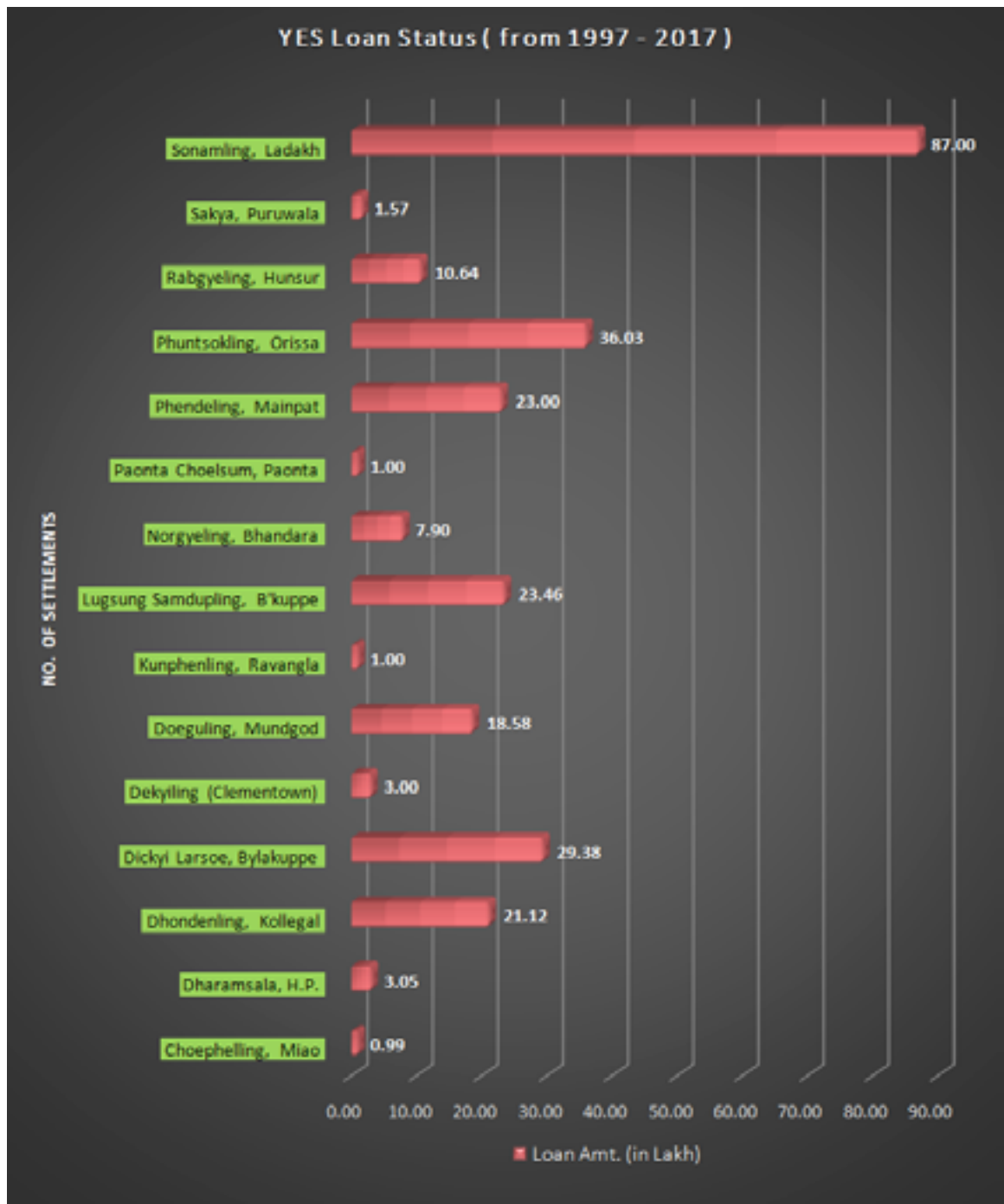
S#	Settlements	Cleared	Clearing	TOTAL	Loan Amt.
1	Choephelling, Miao	1		1	99,000.00
2	Dharamsala, H.P.	3	1	4	305,000.00
3	Dhondcnling, Kollegal	14	8	22	2,112,238.36
4	Dickyi Larsoe, Bylakuppe	10	13	23	2,938,349.00
5	Dekyiling (Clementown)		3	3	300,000.00
6	Doeguling, Mundgod	18	3	21	1,857,965.48
7	Kunphenling, Ravangla	1		1	100,000.00
8	Lugsung Samdupling, B'kuppe	10	6	16	2,346,227.00
9	Norgyeling, Bhandara	7		7	790,400.00
10	Paonta Choelsun, Paonta	1		1	100,000.00
11	Phendeling, Mainpat	18	3	21	2,300,000.00
12	Phuntsokling, Orissa	22	8	30	3,603,000.00
13	Rabgyeling, Hunsur	8	2	10	1,063,751.12
14	Sakya, Puruwalla	2		2	156,510.00
15	Sonamling, Ladakh	57	30	87	8,700,000.00
<b>TOTAL Beneficiaries</b>		<b>172</b>	<b>77</b>	<b>249</b>	<b>26,772,440.96</b>



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### Graphical representation of YES Micro-credit from 1997 to 2017







# ནང་ཁྱིད་ན་གཞིན་རྒྱུ་ཆ་ན་པ། YOUTH EMPOWERMENT SUPPORT

## 6.2 SOME OF THE MICRO CREDIT BENEFICIARIES AND THEIR PROGRAM



Loan beneficiaries from Ladakh Sonamling Tibetan settlement starting his own restaurant.



Mr. Tenzin Sherap bought tourist cab



Mr. Tenzin Sonam from Dekyi Larsoe, Bylakuppe starting his own travel business



Mrs. Tsering Dolma from Kollegal settlement,



Group of three people are starting grocery shop in Camp no-2 Mainpat Phendeling Tibetan



Mr. Tashi Tsering established T-Shirt printing Business at Norbuliunga, Dharamsala



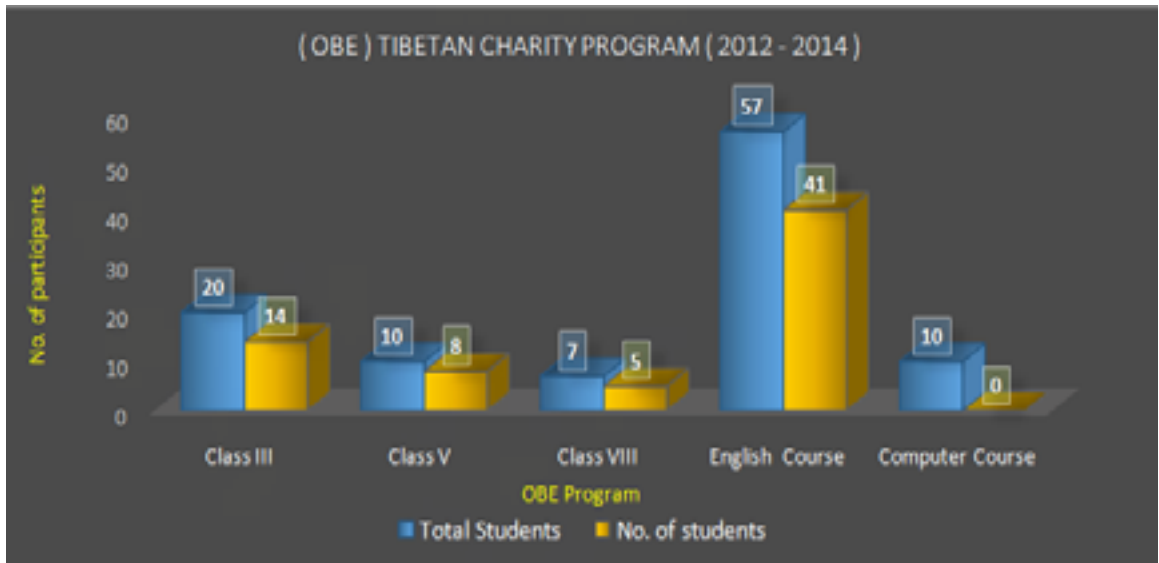


## 7. OTHER PROGRAM OF YES

### 7.1 OPEN BASIC EDUCATION (OBE)

Youth Empowerment support (YES) section of the Department of Home, Central Tibetan Administration (CTA) in collaboration with Dharamsala based Tibet Charity initiated an open basic Education (OBE), Computer courses, beginner and Intermediate English classes for newly arrived Tibetans from Tibet in the year 2013.

The program was started for the newly arrived Tibetans from Tibet to help them overcome language difficulties they face in India and more importantly to motivate them to join mainstream schools to pursue higher studies. The program is also extended to unemployed Tibetan youths in the settlements who have not been able to complete their primary education.







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## 7.2 MOTOR DRIVING

For any community to thrive and prosper, its workforce should have a diversified set of skills aligned to the market and need of the community. Motor driving training program was implemented in 33 Tibetan settlements across India for 286 Tibetan youths in the year 2014 and 2017 as an added skill and also to earn a living from it.



Group of trainees from Bylakuppe  
Tibetan settlement



Trainee from Shillong

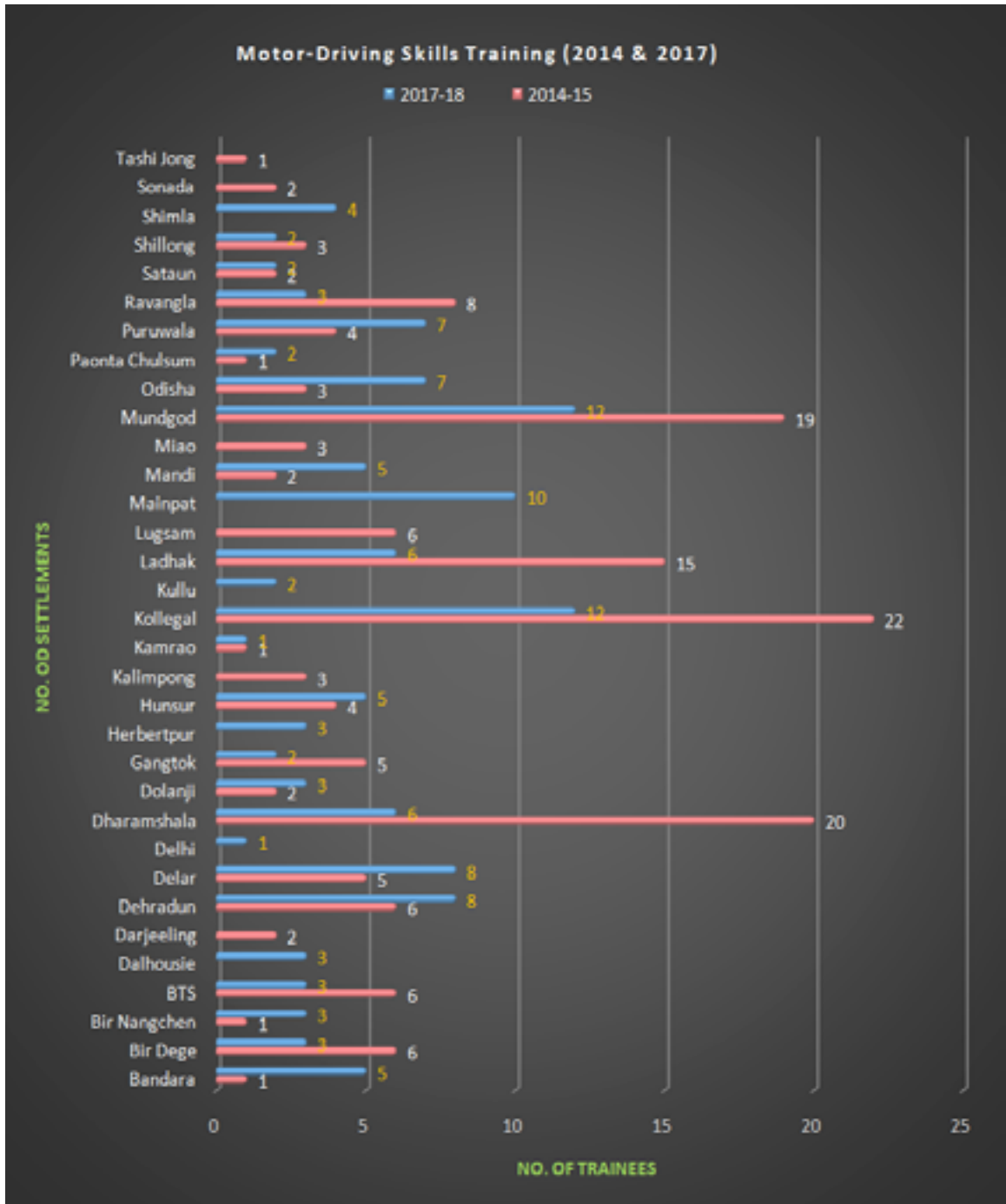


Group photo of Odisha Driving trainees.





## Graphical representation of YES Motor Driving Training







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## 8. LIST OF LEADING TIBETAN INSTITUTES OFFERING VOCATIONAL COURSES

### 8.1 NORBULINGKA INSTITUTE

Sno.	Courses	Duration	Eligibility	Admission	Seats	Fees
1	Thangka Painting	3 Years	8th Pass	After every 3 years	No seat limit	No charges
2	Sculpture	3 Years	8th Pass			
3	Applique Thangka	3 Years	8th Pass			
4	Woodwork	3 Years	8th Pass			
<p><b>Address:</b> Norbulingka Institute P.O. Sidhpur - 196057 Dharamshala, Distt. Kangra Himachal Pradesh <b>Website:</b> <a href="http://www.norbulingka.org">http://www.norbulingka.org</a> <b>E-mail:</b> <a href="mailto:info@norbulingka.org">info@norbulingka.org</a> <b>Phone:</b> 1892-246405   <b>Mobile:</b> 9418436410</p>						

### 8.2 SHERAB GATSEL LOBLING SCHOOL, DHARAMSALA

S#	Course	Duration	Eligibility	Admission	Seats	Fees
1	Food Craft	2 years	Below 35 and new arrival from Tibet	Between August to September	No seat limit	No Charge
2	Thangka Painting	5 years				
3	Tailoring	3 years				





### 8.3 TCV SOS ITI DEHRADUN

S#	Courses	Duration	Eligibility (18-25 Yrs)	Admission (Merit-based)	Seats	Fees
<b>HOTEL TRADES</b>						<b>Total Boarding Fee:</b>
1	Bakery & Confectionary	20 mths	8th Pass	1st week of June	22	Rs. 3,550.00 pm (inclusive of fooding, lodaging, tuition and pocket money)
2	Food & Beverage Service	20 mths	8th Pass	“	10	
3	Food Production	20 mths	8th Pass	“	28	
<b>TECHNICAL TRADES</b>						<b>Day Scholars Fee: (Full Fee Payee)</b>
1	Wireman	25 mths	8th Pass	1st week of June	8	Total Fee: Rs. 2,400.00 pm
2	Technical Allied	25 mths	8th Pass	“	8	
3	Mechanic	25 mths	8th Pass	“	10	
<b>SERVICES TRADES</b>						<b>Deposit Amount:</b>
1	Secretarial Practice	24 mths	12th Pass	1st week of June	12	Rs. 5,000.00
2	Spa Therapist	12 mths	10th Pass	Only Female	20	
3	Hair & Skin care	18 mths	10th Pass	“	20	
4	Computer Application	26 mths	12th Pass	“	20	

**Contact Address:**

Tibetan SOS vocational Training Centre.

**Affiliated to:**

NCVT-DG&T:6/35/1/2002  
TC (Govt.), Accredited  
to NIEL (DOEACC):AC-  
CR/01263

**Website:** [www.sostcv.in](http://www.sostcv.in)

**E-mail:** [tibetansostcv@rediffmail.com](mailto:tibetansostcv@rediffmail.com)

**Phone:** 0135/2102617/  
269829/269892





# བད་མིང་ན་གཞིན་རྒྱུ་ཆ་ན་པ། YOUTH EMPOWERMENT SUPPORT

## 8.4 SOS VOCATIONAL TRAINING CENTRE, POKHARA

S#	Course	Duration	Eligibility (Age 16 above)	Admission	Seats	Fees
1	Carpentry	1-2yrs First Year: Multi Skill training. 2nd Year: Emphasis on specialized training. 1 year-Secretary training 6 months- crash training is mainly meant for imparting practical skills.	8th Passed	Admission is basis on entrance test conducted by the institute in the month of August for long term training.	8	Day Scholar: Rs.1500/- per month Boarding Fee: Rs.3000/- per month Admission Fee: Rs.300/- Security Fee:Rs. 1500/- Address: Post box:23, Chhorepatan, Pokhara, Nepal. Website: vtc.pokhara@sosnepal.org.np Phone no: 0097761460445
2	Electrical		8th Passed		8	
3	Electronics		8th Passed		8	
4	Motor-Mechanics		8th Passed		8	
5	Turner		8th Passed		4	
6	Welding		8th Passed		4	
7	Secretarial		8th Passed		10	

## 8.5 SOS VOCATIONAL TRAINING CENTRE, THE MUSSOORIE

S#.	Course	Duration	Eligibility	Admission	Seats	Fees
1	Thangka Painitng	5 years	Open	Admission Announcement March-June	No seat limit	(No-Charge)
2	Modern Oil Painitng	4 years				





## ACKNOWLEDGEMENT AND GRATITUDE

We would like to express our heartfelt gratitude to the following donors for their support for our program.

- Norwegian Church Aid (NCA), Oslo
- Bureau of Population, Refugees & Migration (PRM), Department of State, United States
- United State Agency for International Development (USAID)
- AET, France
- Tibet Fund, USA
- Tibet Relief fund, UK

## HOW CAN YOU SUPPORT US?

- Make an unrestricted donation in support of YES operating costs
- Make a full or partial contribution for one of the program
- Contribute to the YES corpus fund
- Provide professional help in project planning, mentoring and help accessing funding sources
- Send donations- only checks payable to Central Tibetan Relief Committee (CTRC)

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### Kindly address all inquiries to:

Central Tibetan Relief Committee (CTRC),  
Central Tibetan Administration(CTA)  
Gangkyi, Dharamsala - 176215  
Distt. Kangra  
H.P. INDIA

**Email** : yes@tibet.net  
**Contact** : 01892-222214  
01892-222412

### Bank details

**A/C Name:** Central Tibetan Relief Committee  
**FC Account No.** 10551095322  
**Local Account No.** 10551095399  
**Bank Swift code:** SBININBB277  
**IFSC code:** SBIN0000634  
**Bank Name:** State Bank of India  
**Bank Code:** 0634  
**Bank Branch:** Kotwali Bazar, Dharamsala,









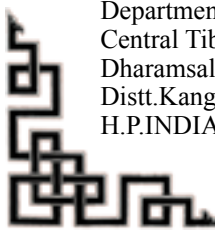






*This booklet is the product of collective effort of YES and TCC staff members.  
(Saturday, 17th March 2018)*

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Central Tibetan Relief Committee (CTRC),  
Department of Home (DoH),  
Central Tibetan Administration(CTA)  
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