

AIAT-Newsletter 2018

December 2018



Inauguration of the Dual System of Training: It was like a fairy tale in which all good spirits come to the official birth celebration, each with wonderfully helpful, mental and practical gifts (see details: AIAT page on Facebook 17.10.2018)

*Dear friends, sponsors and interested
of the vocational training school
Auroville Institute of Applied Technology (AIAT)*

This time we would like to share with you:

- A) From the fruits of our hardship or "We made it!" - AIAT started the Dual training in two subjects and 'the little plant' is growing and thriving!!!
- B) This year's marketing concept for mobilizing new students with the trump card "Dual" was more successful than ever.
- C) Finally it's here - the long-awaited and deserved salary increase for our staff.
- D) Down with the frontal teaching: New pedagogical methods are enormously enlivening the cooperation of students and teachers.

E) Beyond everyday life: Additional highlights of the year.
F) Finances or “Will it ever end, this laborious search for sustainability?
We see *light at the end of the tunnel*.”

A) From the fruits of our hardship or “We made it!” -
AIAT started the Dual training in two subjects and ‘the little plant’ is growing and thriving!!!



On 15.10.2018 the Consul General of Germany Mrs Stoll as our chief guest officially inaugurated the Dual System of Training/DST in AIAT. The guests of honour present were the Labour Minister and the Commissioner of Govt. of Pondicherry, the Chairmen of the Indian Industry, Pondicherry as well as the member of the Auroville Governing Board and the undersecretary of the Auroville Foundation. The managing directors of the companies we work with in the Dual System/GT Electronic, Grace Infrastructure, Appasamy and Sunlit Future were also present and handed an apprenticeship contract to ‘their’ students as part of the ceremony. In their speeches the guests praised the management of AIAT for the spirit and heart of the pioneering work on DST, exemplary equipment and they assured us of supportive cooperation.

For example, the new Consul General Mrs Stoll was very impressed, praised our efforts and promised good cooperation. She also motivated the students to use this type of education to reduce unemployment in India. The chairman of the Indian Industry in Pondicherry, Mr Nanda Kumar, owner of the company Le Bracs Rubber was so impressed that in the aftermath he arranged a meeting of interested companies and informed them about the opportunities available at AIAT and about the Dual System of Training. Le Bracs also signed an MOU with us for 10 students to be trained under DST.

At the inauguration function our students presented their projects and an extensive cultural program provided entertainment.

Now we call once again "Let him live high, our principal", that he has remained tirelessly true to his vision all these years, against the countless obstacles, and that a win-win situation for everyone (students-parents-villages, companies, school, Auroville, India, world) can now happen! Really admirable!

In reality, the DST courses at AIAT had already started on 15.7.18 in two subjects/fitter and electronic mechanics. Mid-October the first batch of students have joined their industrial practice at our partner companies. Till today we have received a positive feedback from them. The apprentices have received their first salary! And: AIAT's reputation of being one of the first ITI's in Tamil Nadu implementing DST is growing, e.g. we were able to sign additional MOU's with two other companies. This response from industry encourages us now to increase the capacity for fitter and electronic mechanics courses and include the welding course also under DST offering. AIAT has applied for it to the concerned authority.

The special features of the Indian Dual System of Training are: Students receive a stipend only for the time of the training in the companies, and they pay tuition fees for our private vocational school. Unlike in Germany, for example, the Indian government does not contribute to the costs of training at private ITI's. The training period in industry is between 4-5 months/year and the course duration is between 1 and 2 years. The training is conducted in blocks of 3 and 2 months.



B) This year's marketing concept for mobilizing new students with the trump card "Dual" was more successful than ever.

We have changed our marketing concept: Away from expensive television advertising towards "students recruit students and get a bonus for it" and intensive publicity campaigns by our teachers in the villages about the advantages of DST and AIAT education. We also visit schools and conduct career guidance to 10th and 12th grade students and create awareness on the advantages of vocational training, especially of DST. Because in India it's like everywhere else: Even the poorest of the poor want to enable their children college education, but

for that they take loan and deposit jewellery, etc. They do this in spite of high unemployment among college graduates.

Thanks to our marketing activities: 98 students have enrolled for the new school year 35 more than last year. Together with last year's students, 135 students are currently studying in AIAT. Do you remember? AIAT has a capacity of 270 students. Now because of the good response on DST we are confident to have 200 students and more to become financially sustainable in coming years. Our long cherished dream! *Thanks to our marketing team of Kesavan.*



C) Finally it's here - the long-awaited and deserved salary increment for our staff

2016 was the last time for our staff, a salary increment was given, not a sustainable situation, especially when we consider the current inflation rate of about 5% (statista.com) and their engagement! But it just didn't work. Now they got an average salary increment of 13.5%. Good and satisfied teachers are the key to success.



There it is, the whole AIAT-team, only Mohammed is missing, the volunteers in the front row

D) Down with the frontal teaching: New pedagogical methods are enormously enlivening the cooperation of students and teachers.

The fruitful cooperation between the Pedagogical Management of AIAT and the specialists of the Senior Expert Service has enabled us to implement new students centric learning methods such as "Think-pair-share", "1-Minute-presentation", the "Motivation programme I can" and "Project Based Learning". The continuous teacher training ensures the quality of training and - let's say - 'life comes into the classroom'.

In former times the students sat down, listened more or less attentively with decreasing tendency, answered in choir, copied from the blackboard and learned at best by heart for the examination - to fall asleep. Today, students are encouraged in various forms to actively participate in the lessons. We see shining eyes, joy (also with the teachers), amazingly good project results as well as a greater understanding of the content and beyond.



Farewell to J. Timmermann, teacher for special needs and trainer. This year he spent 3 months and 3 weeks in AIAT (via SES and on his own account) and successfully familiarized our teachers with pedagogy and its practical methods.

Again and again: A big thank you, Joachim!

E) Beyond everyday life: Additional highlights of the year

* Auroville birthday and visit of the Prime Minister Modi.

Auroville has turned fifty, how wonderful - and the Indian Prime Minister Narendra Modi has honoured Auroville with his visit.

See also:

<https://www.youtube.com/watch?v=zcr4Ref6zvc> und

<https://www.youtube.com/watch?=mOXre8teX71>

* Sangamam-Festival in March. AIAT participates with an information stand. Students and teachers exhibited their projects, here for example a tool box.



- The AIAT management team was a guest at the [reception of the President of the German Federal Republic Dr Walter Steinmeier and his wife](#) on 25.4.18 in Chennai - What a friendly and interested person!



* **Value orientation!** A delegation of the AIAT staff participated in a seminar conducted by Monica Sharma on "managing group conflicts " based on values (personal and corporate). M. Sharma is an internationally renowned personality. She has worked with the UN and many other organisations on value based leadership and personality building for 20 years. The teachers were so exalted that they practiced this value based conflict management with their colleagues. We ourselves believe that value based behaviour may lead to harmonious and fruitful teamwork. Follow-up events are planned.

For those who are interested: Radical Transformational Leadership:

Strategic Action for Change Agents, Monica Sharma, 201



The whole Monica Sharma "Learning- and Education Program Group"

- * **SES experts in AIAT to train the teachers.** We thanks Sticig DE Zaiier, the Dutch Foundation for the financial support, which enabled us to invite four SES trainers in one year. Two helpful men, Mr B. Arnold for electronics mechanics and Mr Gröner for the welder workshop supported our teachers in practical know how. The other two's were Ingo Herde, retired principal of the Vocational Training Centre in Marbug (we have already reported about it) and Joachim Timmerman retired teacher trainer in pedagogy from Bremen.

We thank everyone from the bottom of our hearts for this generosity!



B. Arnold, Electronics teacher



K. Gröner, Expert in welding methods

- * Young and fresh: **a new volunteer** from Austria, a trained welder has joined AIAT in September 2018 for a period of 1 year. His task is to support our staff in teaching and practising welding on projects, e.g. a torch holder on the bicycle handlebar or a barbecue grill made of scrap steel gas cylinder. He is also conducting classes in welding for German adults.

Karim's self introduction "My name is Karim Abdalla, I am 21 years old, come from Vienna and have been working at AIAT since September 2018 as a volunteer in the field of fitter/welder. The Austrian Foreign Service makes this

possible. My work is to help the teachers in the workshop, to work on my own projects and to raise funds. Until now it was very exciting to work here with the students, and on my own projects like the torch holder. Students and teachers helped me a lot. I enjoy working with them. The biggest challenge is probably the language, because their English is very poor and my Tamil is even worse. I have enjoyed the time at AIAT very much so far and look forward to the next 7 months."



E) Finance or "Will it ever end this laborious search for sustainability? We see *light at the end of the tunnel* !

As we know from our own lives, the finances are the foundation to build something. In AIAT the finances are still strained:

- We haven't been able to increase school fees for four years because the families are stumbling even with the current fees.
- Every year about 15-20% of the students drop out of education because the hope or blind flight to pay the fee is shattered - and we have no more funds/scholarship to support them.
- Mostly for existential reasons, many parents send their sons to work as daily labourers and withdraw them from education. In order to counter this and for a good as well as for bad, we try to arrange part-time work for these students.
- The monthly school fee is only paid after massive actions such as suspending the student from school. A laborious undertaking, since only then it becomes clear what unbelievable conditions prevail in the families.

We need many scholarships for such cases.

For your information: Last year we supported 10 students with a stipend sponsored by you.

Financial aid this year:

- We have used your donations, to cover the running costs (unless it is expressly mentioned as scholarships to support the poorest).
- Dutch Foundation Sticig DE Zaiier funded teachers training conducted by SES. Senior Expert Service trainers helped the AIAT management to implement modern pedagogical methods and to improve the quality of teaching.

- German Consulate General funded replacement of unserviceable items for Electronic Mechanics trade, out dated computers for Hardware and for Fitters. *Many thanks to all of you !*

In spite of the increased number of students we are still missing 16000 € by the end of the academic year due to the above mentioned reasons (and the old burden of the unpaid debts known to you).

We also need an additional 3000 € to buy additional items in order to shift the current regular courses to DST.

Please support our *ray of hope and future perspective "Focus on Dual Training"* to meet the expenses for additional tools and equipment for the courses under DST. Under DST we will be able to raise the training capacity to approx. 200 students by reducing the capacity of regular courses and by including welding under DST. We believe that such a strategy would enable AIAT to be self-sustainable one day.

Call for donations!

Any amount is welcome

Without the good will and generosity of you, friends and supporters, AIAT wouldn't exist. Your donations are the essential lifeline of our school and thus of all students. Through the training in AIAT, many of the former students have been able to stand on their own feet and even realize their dreams.

AIAT gets a lot of thanks, which we are happy to pass on to you!

Even if there are alarming signs worldwide of the revival of the egocentric side in us human beings, our main goal remains to nourish the spirit of hope and renewal, the dream of harmony and peace in the world, i.e. to provide education and training opportunities to the disadvantaged people in the rural environment of South India. This is to secure their financial basis and to develop their inherent potential.

How to donate:

- a) Support a student with a stipend (Indian rupees 2000/month or \$ 30/month).
- b) Any amount to cover the running costs (salary, material maintenance, power supply, communication, replacement of damaged or lost items and to meet new requirements).

(97% of it benefits young people directly; only 3% is used for administration; we ourselves in the management team work on an honorary basis.) Your donations are tax deductible.

Important pl. mention always in your remittance to AIAT: „***AIAT Scholarship***“ or „***Donation for AIAT***“ so that your money actually reaches us.

Important to specify: your name and address on the transfer, so that we can send the donation receipt.

Pl. inform us via E-Mail so that we can follow your remittance;
principal.aiat@aurovill.org.in

Bank accounts:

1) FOREIGN INWARD REMITTANCE:

SWIFT Code: SBININBB474
Bank Name: State Bank of India
Branch Code: 03160
A/C Holder: Auroville Unity Fund Foreign
A/C Number: 10237876508
Beneficiary: Auroville Unity Fund
Purpose: Auroville Institute of Applied Technology (specify which stipend)

Address: Auroville International Township Branch, Main Road
Auroville, Kilapalayam-PO, Auroville 605101, Tamil Nadu - India | Ph.
0413 2622137

Email: avunityfund@auroville.org.in and principal.aiat@auroville.org.in

2) INDIAN INWARD REMITTANCE:

IFSC Code: SBI0003160
MICR Code: 605002007
A/C with: State Bank of India, Auroville International Township
Branch: Kilapalayam, Auroville 605101 T.N
A/C Holder: Auroville Unity Fund Main
A/C Number: 31612623238
Purpose: Auroville Institute of Applied Technology
(specify which stipend)

*A big and full-hearted thank you
from our side!*

A I A T - M a n a g e m e n t - T e a m



The Vocational Training Institute with difference

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Account number at Auroville Financial Services: 0456