



# আলোকবর্তিকা

## Alokbortika Model Training Institutes

(Public & Private)

Engaged in SEIP Training Program

Skills for Employment Investment Program (SEIP)

Finance Division, Ministry of Finance

# জালিকবণিকা

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## Message

Bangladesh is making remarkable strides in achieving faster economic growth, with the goal of improving the standard of living for people from all walks of life. This progress is driven by several key factors, including a thriving garment industry, remittances from overseas, technological advancements, infrastructural development, and essential social initiatives.

The drivers of this economic growth are both numerous and complex. In recent years, there has been a growing recognition of the importance of human capital and its significant contribution to our economic development. A central focus of this analysis is the role of the workforce in driving economic growth.

The government's commitment to educational and training reform has played a pivotal role in this journey. A noteworthy program in this regard is the Skills for Employment Investment Program (SEIP), which was launched in July 2014 with support from the Asian Development Bank and the Government of Bangladesh. SEIP is instrumental in preparing our young workforce by providing essential skills training, ranging from technology to textiles. Importantly, it prioritizes inclusivity, benefiting women, individuals from smaller ethnic communities, those with disabilities, and current employees seeking skill enhancement.

SEIP operates in collaboration with 15 industry associations and five government departments, delivering practical, real-world training that aligns with the current job market needs. This groundbreaking program spans 576 training institutes, including 233 public institutions and 343 industry association-engaged institutions; all focused on training new entrants and up-skilling current workers. Quality assurance is a cornerstone of SEIP, with a dedicated team ensuring high training standards under expert supervision.

An exceptional addition to SEIP's initiatives is an awards program that recognizes outstanding training institutes, both public and private. This program rigorously evaluates institutes within its network, assessing their teaching capabilities, program management, job placement effectiveness, operational transparency, and adherence to high standards of training delivery.

The primary aim is to set a precedent of excellence, inspiring other institutes within the TVET sector to strive for similar achievements. These exemplary institutes showcase the potential and high standards in skills training, contributing to a promising future for our nation's workforce. I hope that these training institutes will play a vital role in enhancing capability, competence, and innovative approaches in the field of skills development. I extend my gratitude to the SEIP team for their pioneering initiative and congratulate the award winners, recognized as আলোকবর্তিকা institutes

**(Dr. Md. Khairuzzaman Mozumder)**

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## Foreword

The economy of Bangladesh has been on a steady growth trajectory, propelled by various key factors including a robust garment industry, substantial remittance inflows, technological advancements, infrastructure development, social programs, continuous efforts to diversify exports, and initiatives to attract foreign direct investment. Notably, the government has underscored the importance of educational and training reforms to cultivate a skilled workforce across diverse industry sectors.

A significant milestone in this pursuit was the launch of the Skills for Employment Investment Program (SEIP) in July 2014, with financial support from the Asian Development Bank (ADB), under the Finance Division attached to the Ministry of Finance. Since its inception, SEIP has played a pivotal role in enhancing the productivity and employability of the burgeoning young workforce, equipping them with industry-relevant skills. It's worth mentioning that SEIP prioritizes inclusivity in its trainee selection, encompassing disadvantaged groups, women, individuals from small ethnic communities, persons with disabilities, and existing employees seeking up-skilling opportunities, aligning with the National Skills Development Policy (NSDP) criteria.

SEIP has established partnerships with 15 Industry Associations (IAs) and five Public Departments, offering a wide array of market-responsive, job-focused, and technology-oriented skills training programs through its partners to cater to the skill requirements of various industry sectors. Presently, a total of 576 training institutes are actively engaged in providing training programs, comprising 233 publicly run institutions and 343 managed by industry associations. SEIP places strong emphasis on monitoring and quality assurance to ensure the delivery of high-quality training in its supported institutes.

It's noteworthy that SEIP's quality assurance team conducts diligent monitoring, guided by consultants and under the oversight of SEIP project executives. Furthermore, SEIP extends its support beyond training and assessment by providing technical guidance to ensure the long-term development and sustainability of the training institutes.

In a recent development, SEIP has taken the commendable step of recognizing and awarding top-performing training institutes that have excelled in program execution and management. This recognition serves as a powerful incentive for further excellence. In the selection process of these model training institutes, Quality Assurance Officers and Specialists have consistently offered guidance in areas such as training management, internal control, job placement of graduates, documentation of training activities, financial transaction evidence, record-keeping, maintaining clean training campuses, reporting, and branding of SEIP programs.

SEIP firmly believes that this recognition will inspire these institutes to continue providing quality training and uphold the highest standards in skills training implementation in the future. These model institutes are expected to set an exemplary standard that others in the sector will aspire to emulate.

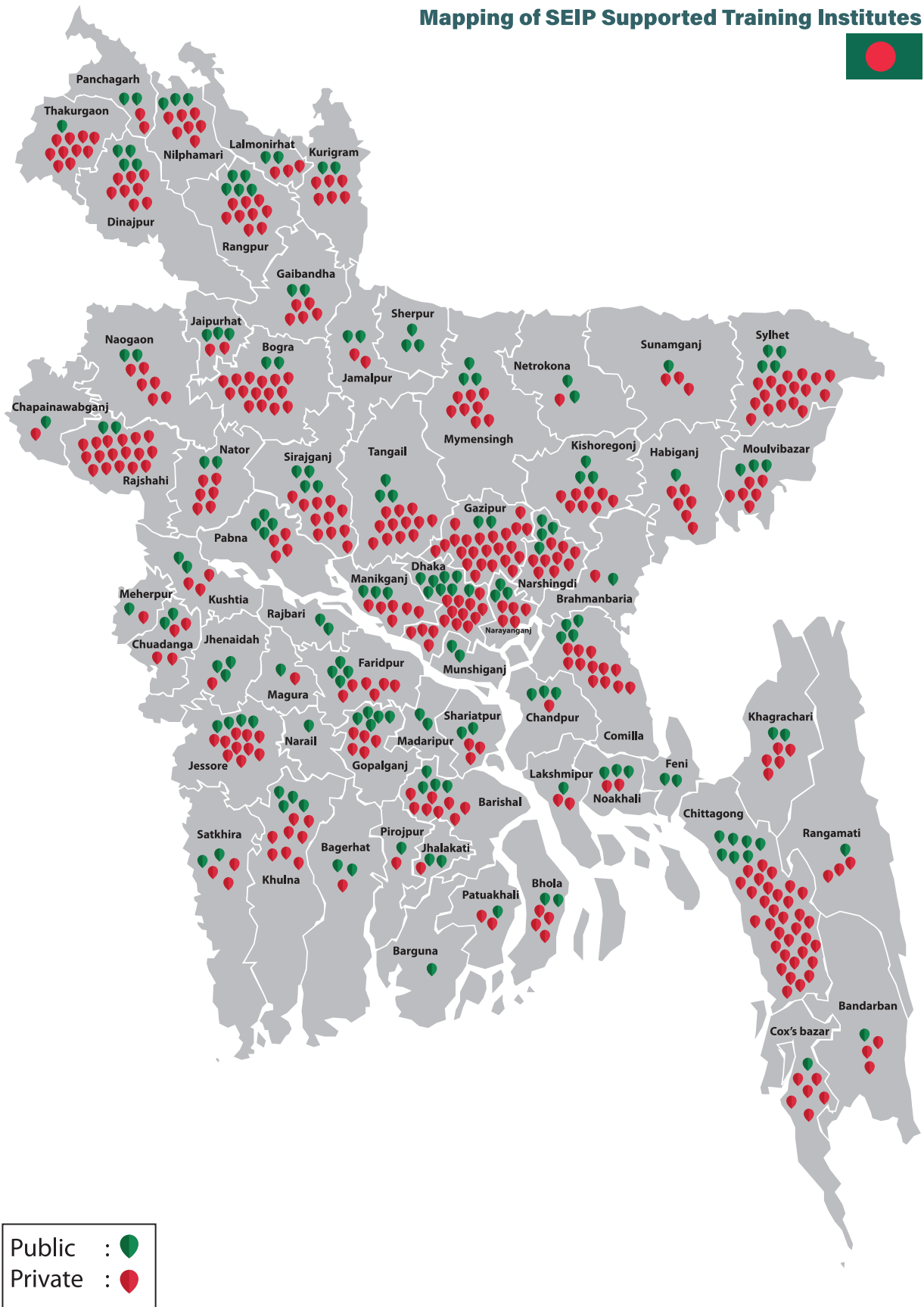
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## Mapping of SEIP Supported Training Institutes



SEIP has extended its support to expand the capacity of identified public and private training institutes, establishing a market-responsive and technology-oriented skills development system and delivery mechanism to meet the demands of priority industry sectors. The primary objective of SEIP is to facilitate high-quality skills training while enhancing the capacity of training institutes through the provision of equipment, training of trainers, and infrastructural development.

Since 2015, under the SEIP training program, 137 training institutes have been offering skills development training in partnership with three key public departments: i) Bureau of Manpower and Employment Training (BMET), ii) Directorate of Technical Education (DTE), and iii) Bangladesh Industrial Technical Assistance Center (BITAC). SEIP conducts various short-term skills training courses, including Motor Driving with Basic Maintenance, across 95 Technical Training Centers (TTCs), 37 Technical School and Colleges (TSCs), and 5 BITACs in collaboration with BMET, DTE, and BITAC, respectively. Additionally, SEIP supports courses in Heavy Equipment Operation and Hotel Management, as well as 6-month diploma programs certified by City & Guilds, UK, in select TTCs under BMET. The program ensures modern and high-quality training facilities within the workshops and laboratories of these institutes.

SEIP has initiated the process of recognizing and awarding top-performing training institutes that have demonstrated excellence in program implementation. In line with this recognition, SEIP has meticulously selected Ten leading public training institutes from its partner public departments, namely BMET, DTE, and BITAC. SEIP intends to identify Model Public Training Institutes based on institutional activities, considering factors such as consistent attendance of trainees and trainers in training programs, active participation in practical training, regular updates to SEIP's Training Management System (TMS), maintaining a clean and eco-friendly institute environment, proper display of safety signs and symbols, adherence to safety guidelines within training rooms, effective utilization of tools, equipment, and safety materials, successful achievement of job placement targets, establishment of industry linkages, and demonstration of innovation by the training institute.

Furthermore, SEIP places emphasis on specific initiatives and the inclusion of disadvantaged groups, such as small ethnic communities, individuals with disabilities, and transgender individuals.

The selection process operates in three stages of assessments, relying on assessment reports from:

- Quality Assurance Officers
- Recommendations from the SEIP engaged third-party monitoring firm “Development Project Design and Services Ltd. (DPDS)”
- Insights from the visits of executives of the SEIP project validated by the Executive Project Director (EPD).

Some new and smaller institutes have garnered recognition as Model Public Training Institutes, thanks to their impeccable record-keeping, delivery of high-quality training, and successful attainment of job placement targets. In contrast, certain technical training centers, despite their larger capacities and extensive campuses, have fallen short due to inadequate

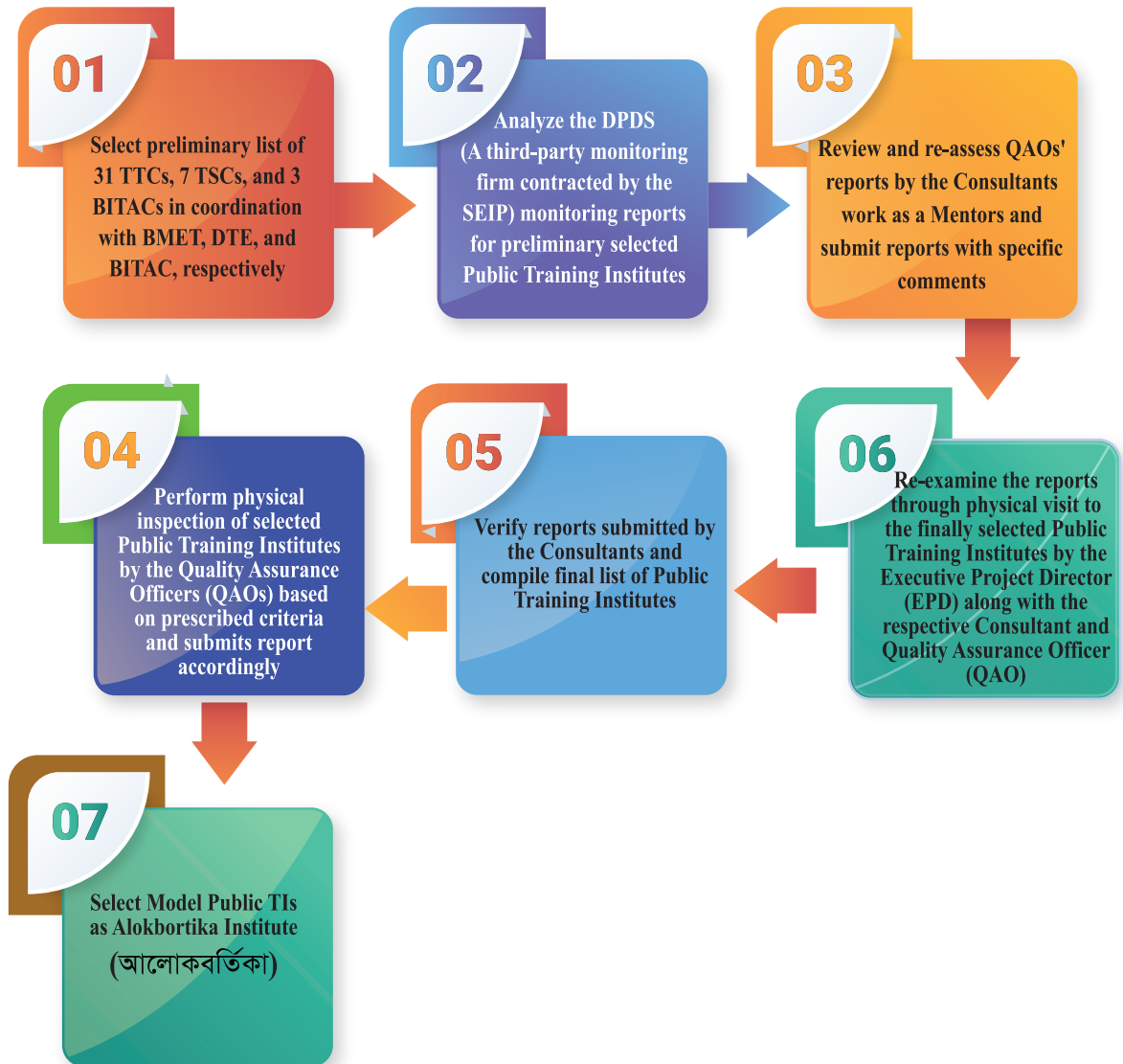
## Selection of Alokbartika Institutes (Public)

industry linkages, maintenance, cleanliness and record-keeping, which has placed them in a less favorable position.

The selection of the best-performing training institutes was based on the following criteria:

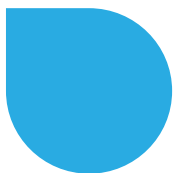
- Selection & Enrolment of Trainees
- Training Management
- Physical Resources and Training Facilities
- Financial Management and Procurement
- Job Placement and Employment Support
- Administration and Internal Management

| S.N. | Organization | Name of the Institute                      |
|------|--------------|--------------------------------------------|
| 1.   | BMET         | Nilphamari Technical Training Center       |
| 2.   | BMET         | Patuakhali Technical Training Center       |
| 3.   | BMET         | Bangladesh-Korea Technical Training Center |
| 4.   | BMET         | Rajshahi Technical Training Center         |
| 5.   | BMET         | Rangpur Technical Training Center          |
| 6.   | BMET         | Brahmanbaria Technical Training Center     |
| 7.   | BMET         | Cumilla Technical Training Center          |
| 8.   | BMET         | Tangail Technical Training Center          |
| 9.   | DTE          | Rangpur Technical School and College       |
| 10.  | BITAC        | BITAC Bogura                               |



## Model Public Training Institutes





## Nilphamari Technical Training Center (BMET)

The Nilphamari Technical Training Center was established in 2016 in a northern district of Bangladesh. Since its inception, it has been productively imparting employable skills development training. This TTC has been engaged with the training program of the SEIP project which made a breakthrough in achieving excellence in the training delivery and employment of the trained graduates.

SEIP has signed an MoU and allocated funds to this TTC to arrange four programs i.e. i) Skills training 07 trades including hotel management, ii) Training of motor driving with basic maintenance and iii) Heavy Equipment Operation and iv) Training of Trainers in Level IV. With a dynamic endeavor, the youth of this district can avail the opportunities of receiving technical training under the SEIP program. In this way, training facilities are spreading to remote areas to reach the poorer level of youth, which is one of the objectives of SEIP training focus. It is worthwhile to mention that young people from Kurigram, Sirajganj, Gazipur, Sylhet, Cumilla, Khulna and Dhaka apart from Nilphamari are participating in the training in this institution. SEIP has provided Crane, Forklift and Road Roller to operate Heavy Equipment Operation training. This was a historic addition of a training facility not only in this TTC but also in the northern area of Bangladesh. These three equipment have played a major role in the heavy construction sector on mega projects in Bangladesh and opened a new chapter SEIP project.

The Center is a popular name to many enterprises and employers, especially Nilphamari EPZ, (popularly known as Uttara EPZ) and Narayanganj EPZ due to its effective training standard. If any of these EPZ companies require workers, they directly place their demands to the Job Placement Cell. The percentage of job placement is more than 70%. Among the many successes of Nilphamari Technical Training Center, Overseas Employment stands at remarkable numbers. 32 Trained drivers have been employed in Dubai Taxi Corporation, A good number of trainees from Heavy Equipment Operation got jobs in Singapore & Saudi Arabia. Auto CAD is a very popular trade in this district. Community engagement is a major strength of Nilphamari TTC for the implementation of SEIP program. TTC Nilphamari is ahead of many in this regard and members of small ethnic communities like Santals, Harijans, Doms, and many of the Third Gender and especially-abled persons are attending the training in this institution. TTC Nilphamari has the vision to be a real hub for producing skilled manpower in line with the demand of local and overseas employment markets with special skills ensuring social inclusion.



The Patuakhali Technical Training Center (TTC), established in 2006 and commencing training activities in 2008, was founded with the aim of enhancing the skills and knowledge of the coastal area's residents. In 2019, with the financial support of SEIP, the TTC initiated its training program with a Motor Driving with Basic Maintenance Course. Subsequently, it expanded its offerings to include job-focused and market-responsive skills training programs, covering the following areas:

1. IT Support Services.
2. Graphics Design.
3. Electrical Installation and Maintenance.
4. Refrigeration and Air-conditioning.
5. Consumer Electronics.

The institute is well-equipped with the necessary training tools and equipment to deliver high-quality training. It also fosters a trainee-friendly learning environment that engages students in both practical and theoretical classrooms. A dedicated team of qualified principals, trainers, and staff manages the training program. Under the guidance of the principal, the institute has developed comprehensive training modules for each trade, including Solar Training System, Motor Control Device, and Motor Driving Traffic Signal System, which serve as valuable resources to guide trainees in successfully completing their tasks during the training process.

All trainees receive training in generic competencies, sector-specific competencies, and occupation-specific competencies, empowering them with the confidence to work effectively in various industries. Upon completing their training, these trainees actively contribute to enhancing industry productivity and effectively manage production and services in their respective placements. The institute has achieved a remarkable job placement rate, with 69% of trainees successfully securing gainful employment. In the Patuakhali district, approximately 90% of TTC graduates have found employment in hotels, motels, workshops in the BSCIC area, the Chamber of Commerce, Payra Port, and the tourist area of Kuakata. Their contributions have significantly enriched the business landscape in and around Patuakhali.



## Bangladesh Korea Technical Training Centre (BKTTC), Dhaka (BMET)

The Bangladesh Korea Technical Training Centre (BKTTC) in Dhaka emerges as a strong contender for recognition as a Model Technical Training Center, with a track record of notable accomplishments and substantial contributions to the nation's skills development.

BKTTC, Dhaka, has maintained a robust and enduring partnership with the Skills for Employment Investment Program (SEIP) since its inception. The center's commitment is evident through its impressive enrollment, with 6914 trainees across three Tranches, receiving successful skills training in nine trades, including short courses, motor driving with basic maintenance, and international certification with City and Guilds.

BKTTC Dhaka's dedication to capacity building is exemplified by the effective execution of Training of Trainers (ToT) programs, especially in CBT&A Level-IV, where 360 Trainers/Instructors have undergone comprehensive training. Additionally, the center has achieved success in Master Trainer programs (CBT&A Level-V). The outstanding performance of its Automobile course, particularly in driving, is reflected in the employment of participants, both locally and internationally, notably in Dubai, UAE.

In alignment with SEIP initiatives, BKTTC, Dhaka, actively implements City and Guilds Courses and offers a Diploma in Electrical Installation, thereby diversifying its training programs. The center's commitment to excellence and effective management has garnered recognition, including a visit from the esteemed President of ADB, who highly appreciated the achievements and robust management practices during a visit to BKTTC, Dhaka.

It's noteworthy that the center's trained graduates consistently secure prestigious positions, both domestically and internationally, building an impressive track record of overseas employment. Given these substantial accomplishments, its long-term collaboration with SEIP, and its unwavering commitment to delivering high-quality technical training, BKTTC, Dhaka, rightfully earns its place as one of the Model Technical Training Centers.



## Rajshahi Technical Training Center (BMET)

Established in 1967 to provide skills training to unemployed individuals, the Rajshahi Technical Training Center has earned a distinguished reputation as a premier institution for skill development in Bangladesh. Several key factors contribute to its status as one of the top training centers in the region.

To enhance the capacity of vocational training and improve the quality of vocational education, this TTC has been equipped with modern equipment and infrastructure development. Drawing from the vocational training expertise of South Korea, the center's trainers have gained valuable knowledge and skills. This collaboration has enabled the adoption of international best practices in skills training and training methodologies, resulting in an overall enhancement of the TTC's quality.

SEIP has engaged this TTC to provide skills training in nine trades, motor driving with basic maintenance, and training of trainers at levels IV and V. The center offers skill development programs across various occupations, ensuring that trainees acquire practical, up-to-date knowledge and skills that boost their employability. The TTC has also established strong industry connections, facilitating job placements and providing real-world exposure to enrich the learning experience.

Rajshahi Technical Training Center is deeply committed to excellence, delivering industry-relevant, high-quality training to both trainees and trainers, making it a leading choice for skill development in Bangladesh. This TTC has effectively fulfilled its mission by providing training aligned with market demand and ensuring desired employment opportunities in both local and global markets.



## Rangpur Technical Training Center (BMET)

Established in 2008 under BMET, the Rangpur Technical Training Center (TTC) has played a pivotal role in offering employable skills development training. Situated in Rangpur City, this TTC actively engages in the SEIP project, providing seven skills training programs, including motor driving with basic maintenance, sewing machine operation, electrical installation and maintenance, consumer electronics, welding, refrigeration and air conditioning, and graphic design.

Through the SEIP initiative, supported by a MoU and allocated funds, the center has expanded its outreach to reach youth in remote areas, aligning with the project's aim of serving disadvantaged populations. Notably, participants from various districts beyond Rangpur have benefited from the training, in line with SEIP's objective of broadening its impact. The center's commitment to dynamic training delivery and the successful employment outcomes it achieves underscores its role in empowering youth through technical training opportunities.

Rangpur Technical Training Center has gained recognition among various enterprises, including Rangpur handicrafts, Duranto BiCycle, Tista Power Plant, and numerous industries in Dhaka, Nilphamari EPZ, Dhaka EPZ, and Narayanganj EPZ, thanks to its effective training standards. The Job Placement Cell efficiently handles direct worker requests from these entities, resulting in a job placement rate exceeding 71%. The center's remarkable success extends to overseas employment, with trained drivers securing positions in the Dubai Taxi Corporation and many trainees finding employment in countries such as Jordan, Dubai, Singapore, and Saudi Arabia. This success has led to a surge in admission applications, solidifying the center's reputation as a hub for skilled manpower production.

Rangpur TTC's strength lies in community engagement, particularly with small ethnic communities, third-gender individuals, and those with disabilities, aligning with its vision of being a leader in skill development for both local and global employment, with a strong emphasis on social inclusion.



## Brahmanbaria Technical Training Centre (BMET)

The Brahmanbaria Technical Training Center has established a strong and enduring partnership with the Skills for Employment Investment Program (SEIP) since its inception in Tranche 3 of the training program. This TTC's commitment is highlighted by its special training arrangement for the Electrical Installation and Maintenance course under the SEIP project, conducted at the District Prison of Brahmanbaria. The center has also implemented green initiatives to enhance the environmental aesthetics of the Brahmanbaria Technical Training Centre.

The success of SEIP courses, especially in Welding, Electrical & Machine Shop Practice, is evident as participants secure employment both locally and internationally, notably in the UAE, KSA, and South Korea. Over the last five batches, 565 trainees have passed, with 386 of them gaining employment, resulting in an impressive average job placement rate of 71%.

The Brahmanbaria Technical Training Center places a strong emphasis on providing priority training to orphans, individuals with disabilities, and those facing physical challenges. Trainees who have completed the IT Support Service Course have found wage employment and ventured into self-employment. The center has also established an information center and breastfeeding corner for women trainees to ensure a smooth course attendance process.

The workshops at Brahmanbaria Technical Training Center are well-equipped with modern machinery, and trainees undertake industrial visits in every course batch conducted under SEIP training. Regular meetings are held with the Employers' Committee, and the center organizes football tournaments for trainees, providing both mental tranquility and skill acquisition. The hostel building at the center offers ample accommodation for trainees, with a dedicated hostel supervisor responsible for maintaining food quality and cleanliness. Through these efforts, this TTC plays a pivotal role in delivering standardized skills training, particularly under SEIP-supported training programs.



Cumilla TTC, one of the oldest and most esteemed institutions in the history of skills development in Bangladesh, was established in 1977 with the aim of training manpower in various employable trades, catering to the demands of both local and overseas job markets. Since 2015, the institute has been actively delivering skills training programs in various occupations, thanks to the financial support of the Skills for Employment Investment Program (SEIP). Cumilla TTC has collaborated with SEIP, expanding its capacity to fulfill its mission. Additionally, it holds the status of a registered training organization under NSDA and BTEB.

Over the past two years, Cumilla TTC has achieved a significant milestone, with more than 2500 trainees receiving competency certificates (NTVQF level) through assessments. The institute had a total training enrollment target of 4680 under SEIP in three Tranches, successfully enrolling and meeting the appropriate target for disadvantaged individuals, achieving an impressive 67% job placement rate. Furthermore, Cumilla TTC has consistently met the year-wise trainee target for the motor driving with basic maintenance course.

The institute boasts strong linkages with more than 350 small, medium, and large industries through SEIP, facilitating the placement of trainees. Given Cumilla's status as a district with a significant migrant population, more than 50% of trainees obtain their passports during enrollment, and after completing the training program, they secure overseas employment within six months. This success ensures a continuous flow of new entrants into the labor market to address skills needs. Rigorous quality monitoring has been instrumental in maintaining high standards in skills training and related activities.

In light of these remarkable achievements, its long-standing collaboration with SEIP, and its unwavering commitment to delivering high-quality technical training, Cumilla TTC is rightfully recognized as a leading institute in its field.



## Tangail Technical Training Center (BMET)

Established in 2004 in a central district of Bangladesh, the Tangail Technical Training Center has been consistently delivering productive employable skill development training since its inception. This TTC actively participates in the SEIP project training program, which has been instrumental in enhancing training delivery and the employability of trained graduates. SEIP's MoU and allocated funds have enabled this TTC to organize skill training programs in seven occupations, including Hotel Management and Motor Driving with Basic Maintenance. These initiatives have extended technical training opportunities to the youth in this district, aligning with SEIP's objective of reaching underserved populations. Notably, young people from Manikganj, Sirajganj, Gazipur, and Dhaka also participate in training at this institute.

The Tangail Technical Training Center has gained prominence for the quality of functional training it provides to renowned industrial enterprises and employers, including Walton, Nasir Float Glass, Square Group, and others. These companies directly place their worker demands with the Job Placement Cell, resulting in a job placement rate exceeding 70%. Among its many achievements, the center's success in facilitating overseas employment is particularly noteworthy. A total of 165 graduates from the SEIP motor driving course have secured employment in various countries such as Singapore, Malaysia, Dubai, and more, earning recognition for their skills and expertise.

Community participation is a significant strength of Tangail TTC in implementing the SEIP program, positioning it as a hub for producing skilled manpower with specialized skills in line with the demands of both local and foreign employment markets, while also promoting social inclusion.



## Technical School and College, Rangpur, (DTE)

Established in 1865 by Govinda Lal, the "Rangpur Technical School and College" boasts a rich history of promoting technical education in the region. Originally named "Govinda Lal Technical School" and later "Belli Gobind Lal Technical School," it held the distinction of being the sole technical and vocational institution in the area during the 1909-10 British India Education Survey. Following the abolition of the Zamindari system, the Rangpur District Board assumed management, and in 1962, it transformed into "Rangpur Vocational Institute." Over time, it further evolved into Rangpur Govt. Technical School and College, offering SSC (Vocational) and HSC (Vocational) programs in various trades, in addition to HSC (BMT) and short courses as part of a government project. Since 2015, the Technical School and College has been actively involved in offering four courses under the Skills for Employment Investment Program (SEIP) initiated by the Finance Division, Ministry of Finance.

Rangpur TSC distinguishes itself through its commitment to excellence, evident in its prime location and clear, effectively communicated vision. The institute boasts knowledgeable and passionate instructors, CBT&A-certified trainers, training allowances, and scholarship opportunities, all geared towards providing students with the best possible learning experience. Prioritizing modern facilities, strong industry partnerships for practical training and job placements, and a supportive and inclusive learning environment, Rangpur TSC stands out in the field of skills development.

The institute, under effective leadership, places a strong emphasis on regular feedback to ensure students are well-prepared for successful careers in their chosen fields.



## BITAC Bogura

BITAC Bogura, strategically located in the heart of North Bengal, plays a crucial role in offering technical support to industrial enterprises in the region. Its primary mission is to enhance technical capabilities and provide high-quality training programs, including those supported by the Skills for Employment Investment Program (SEIP) under the Ministry of Finance. Recognized as one of Bangladesh's premier training institutions, the collaboration between SEIP and BITAC Bogura has yielded successful training delivery and effective job placement in trades such as Machine Shop Practice, Electrical Installation and Maintenance, and Welding. The training center's Job Placement Cell has been instrumental in providing valuable career services to trainees, making significant contributions to skill development and employment opportunities in the region.

BITAC Bogura stands out as a leading training center, distinguished by its expert faculty, modern and environmentally-friendly campus, relevant curriculum, and hands-on practical training. Committed to offering top-notch education, BITAC Bogura focuses on state-of-the-art facilities, industry partnerships, comprehensive student support services, the integration of up-to-date technology, accreditation, and a culture of continuous innovation. Positive feedback, dedication to research, and the provision of online platforms for job placement further solidify BITAC Bogura's position as a prominent training center, playing a pivotal role in enhancing skill development and employment prospects in the region.



SEIP has extended its support to expand the skilling capacity of the identified public and private training institutes to establish market-responsive and technology-oriented skills development system and delivery mechanism for producing a skilled workforce in fulfilling the demands of the priority industry sectors.

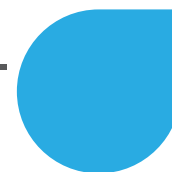
The project has ensured a four-stage training implementation cycle which includes i) targeted enrolment is ensured ii) training quality is improved iii) trainees are placed in jobs within three months of completion of training. It has also developed a close collaboration with industry associations to improve industry performance by meeting skills needs across the industry sectors while ensuring quality skills training opportunities throughout Bangladesh.

SEIP extends financial support to the 15 Industry Associations (IAs) to develop skilled workforce for their industry sectors. The Industry Associations through its own and outsourced training institutions have been offering training programs since January 2015. A total of 343 training institutes (owned and outsourced) have been involved in imparting job-focused training programs across the country. These institutes have contributed a lot to producing a skilled workforce by improving training quality and instructional services leading their graduates to sustainable employment.

SEIP has, therefore, planned to recognize the top-performing training institutes from each of the Industry Associations for their outstanding performance in accordance with a range of measurable criteria and standards. The recognition of the top-performing training institutes will aim at continuously improving the quality of training institute and programs to satisfy the needs of trainees and other beneficiaries. To identify and subsequently select the 14 top-performing training institutes, the Quality Assurance Team, Executives of SEIP and a third-party monitoring firm engaged by SEIP have carried out a rigorous assessment. The major areas of assessment include the following:

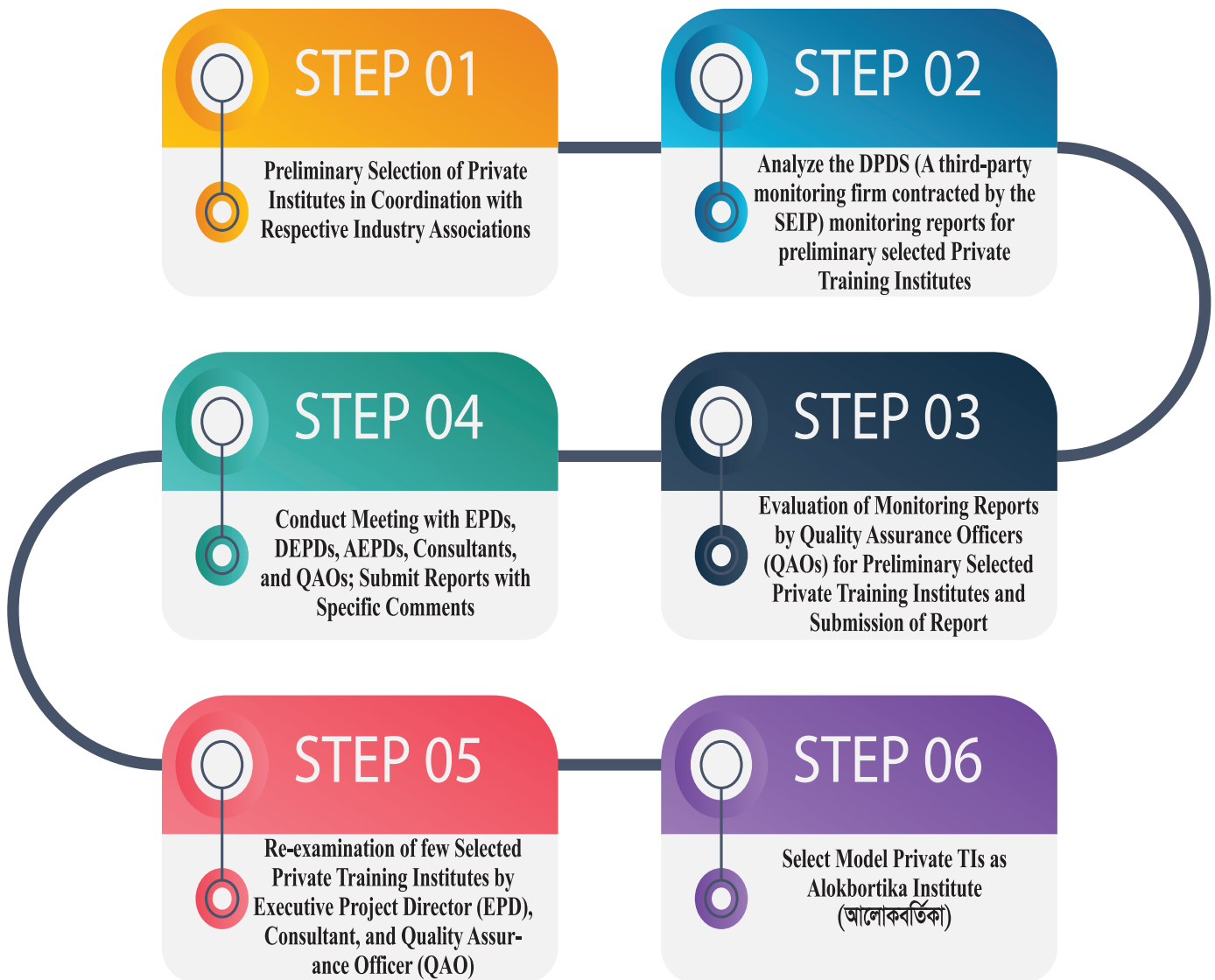
- Selection & Enrolment of Trainees
- Training Management
- Physical Resources and Training Facilities
- Financial Management and Procurement
- Job Placement & Employment Support
- Administration and Internal Management

Based on the monitoring reports from Quality Assurance Officers, recommendations from DPDS (Third-party monitoring firm), visit reports from Project Implementation Unit (PIU) of Industry Associations, insights from executives and specialists of the SEIP project, the following institutes have been recognized as the top performing training institute;



**List of the Model Private Training Institutes is given below:**

| S.N. | Industry Association | Best Training Institute                                           |
|------|----------------------|-------------------------------------------------------------------|
| 1.   | AEOSIB               | Khulna Shipyard Technical Training Center                         |
| 2.   | BACCO                | Genex Infosys Ltd.                                                |
| 3.   | BACI                 | RISDA Institute of Technology (RIT)                               |
| 4.   | BASIS                | BASIS Institute of Technology & Management (BITM), Dhaka          |
| 5.   | BEIOA                | UCEP Khulna Mahasin TVET Institute                                |
| 6.   | BGMEA                | Dinajpur Institute of Science and Technology (DIST)               |
| 7.   | BKMEA                | Fakir Fashion Ltd.                                                |
| 8.   | BTMA                 | Square Denims Ltd., Habiganj                                      |
| 9.   | BWCCI                | Hope Technical Institute, Khulna                                  |
| 10.  | KUMUDINI             | Kumudini Nursing College, Mirzapur, Tangail                       |
| 11.  | LFMEAB               | PICARD Bangladesh Limited                                         |
| 12.  | REHAB                | BRAC Dokkhota Unnoyon Proshikkhon Kendra, Nilphamari              |
| 13.  | ISC T&H              | Bangladesh Hotel Management & Tourism Training Institute (BHMTTI) |
| 14.  | PKSF                 | Mirpur Agricultural Workshop and Training School (MAWTS)          |



## Model Private Training Institutes



## Khulna Shipyard Technical Training Center (AEOSIB)

Khulna Shipyard Limited (KSY) is a renowned shipbuilding and ship repair facility, operated by the Bangladesh Navy, with a history spanning 56 years. It has earned a distinguished reputation in shipbuilding, repairing, and the manufacturing of engineering items. Located on 68.97 acres of land in Khulna, the shipyard has the capacity to construct and repair various types of vessels, including warships, patrol craft, tankers, cargo vessels, and more.

One of Khulna Shipyard's notable initiatives is the Khulna Shipyard Technical Training Center, which is committed to skill development. With the financial support of the Skills for Employment Investment Program (SEIP), the training center has been conducting industry-focused training programs since December 27, 2020. The institute is well-equipped with state-of-the-art training facilities for both theoretical and practical training, experienced trainers, and a conducive learning environment to ensure the quality of training provided. The training institute ensures that trainees receive instruction from expert professionals actively engaged in the shipbuilding sector. These trainers provide valuable insights and hands-on experience to the trainees, preparing them to meet industry demands. Over the years, the training center has gained the trust of trainees and employers alike.

A total of 914 trainees have undergone training, with 825 trainees receiving certifications and a job placement rate of 63%. The training center is recognized as one of the top-performing institutes among the outsourced training institutes affiliated with the Association of Export-Oriented Shipbuilding Industry of Bangladesh (AEOSIB).

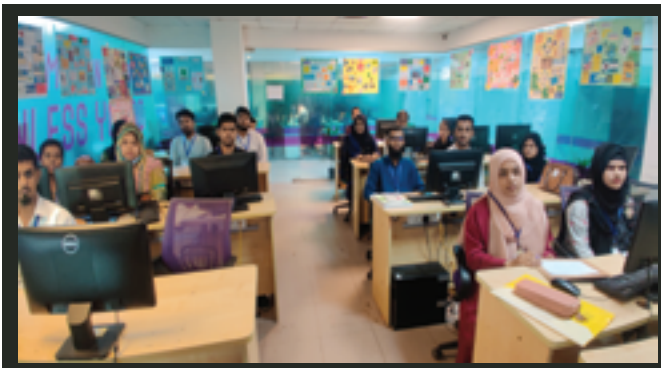


## Genex Infosys Limited (BACCO)

Genex Infosys Limited, a leading BPO and IT solution provider in Bangladesh is a proud Training Partner for the Bangladesh Skills for Employment Investment Program (SEIP), a cornerstone government initiative aimed at advancing the nation's skill development and boosting employment. Since 2016, Genex Infosys has been actively involved in capacity building for the BPO industry under SEIP. The company has successfully trained 2,175 individuals, equipping them with job-specific skills aligned with industry standards. Genex Infosys has played a key role in implementing targeted training programs, particularly within the Business Analytics and Call Center Operations (BACCO) project, contributing to the upskilling of the technical workforce.

Beyond training, the company strategically facilitates job placements within its extensive BPO workforce of 4000+, addressing unemployment challenges and empowering individuals for success in the fourth industrial revolution. The collaboration extends its impact beyond skills development, making a significant contribution to societal issues such as unemployment, women's empowerment, and the preparedness of marginalized communities for the evolving job market.

Genex Infosys Limited provides not only training but also meaningful job opportunities, contributing to the eradication of unemployment and fostering empowerment. This institute remains dedicated to bridging the skills gap, empowering individuals, and making a substantial contribution to the economic growth of Bangladesh.



RISDA Institute of Technology is a prominent training institute that focuses on the socio-economic development of the underprivileged, marginalized and hard-to-reach people. They have demonstrated the capability of mobilizing a large number of people to enroll appropriate target groups into SEIP-supported training programs. The Institute has collaborated with several SEIP partners such as BACI, AEOSIB and PKSf. Since the commencement of the program, they have been offering training in Masonry, Electrical Installation and Maintenance, Steel Binding and fabrication, Plumbing, Tiles and Marble Works, and Welding and Fabrication courses. The institute has trained 2,070 trainees and successfully placed 1,384 in jobs achieving a 72.20% placement rate.

The recognition as a leading training center comes from its comprehensive training facilities, including spacious, well-equipped workshops with trainee-friendly environment which, in fact, enable trainees to move into hands-on practice in the everyday learning process. The institute has two campuses within walking distance of each other. It also offers a residential facility alongside a farmhouse, providing a pleasant and engaging atmosphere for trainees.

Additionally, the institute is very neat & clean and keeps a well-maintained green area. RISDA is recognized as the best institute for many reasons, especially for its high-quality skill-based training and assessment, and the dynamic linkages with industry. However, the institute has established it as a renowned private training institute in Bangladesh.



The BASIS Institute of Technology and Management (BITM), located in BDBL Bhaban, Dhaka, is affiliated with the Bangladesh Association of Software and Information Services (BASIS). The institute aspires to become a leading IT institution in Bangladesh, dedicated to producing qualified IT professionals and certified IT companies. BITM has been offering a diverse range of training courses under the BASIS-SEIP program since 2015.

BITM boasts well-equipped, air-conditioned training labs that provide an ideal environment for delivering training programs. It is committed to delivering high-quality training using innovative approaches that address the evolving demands of the workforce. The content and delivery of these programs are aligned with competency standards developed by SEIP in consultation with industry experts. Additionally, the institute has established strong connections with the IT industry to ensure successful job placements for its graduates.

The institute's teaching staff consists of 38 qualified and experienced trainers who are dedicated to providing quality training, resulting in a remarkable job placement rate of over 60% for certified trainees within the IT industry. To date, BITM has enrolled a total of 29,726 trainees and successfully certified about 29,505 of them. Among these certified trainees, 20,066 have secured employment, demonstrating a commendable 68% placement rate.

BITM's standing as a top-performing training institute among the outsourcing training institutes affiliated with SEIP-BASIS is well-deserved, considering its exceptional training infrastructure, facilities, experienced trainers, and impressive job placement achievement.



## UCEP Mohsin Khulna (BEIOA)

UCEP Mohsin Khulna Technical School, established in 1993, stands as one of the premier technical schools under UCEP Bangladesh. It plays a vital role in providing a diverse range of training courses aimed at cultivating a skilled workforce to meet the demands of the industrial sector in Khulna. The institute offers specialized training in Refrigeration and Air Conditioning, Machine Shop Practice, and Electrical Installation and Maintenance, with financial support from SEIP-BEIOA.

This institute is well-equipped with state-of-the-art training facilities, ensuring the delivery of high-quality training to enhance the capabilities of enrolled trainees. UCEP Mohsin Khulna Technical School has obtained registration with NSDA and BTEB, and it boasts accreditation for a total of 09 training courses granted by the national accreditation authority. The institute takes pride in its team of industry-experienced trainers who provide hands-on training while maintaining rigorous standards throughout the training process.

An admirable aspect of the institute is its commitment to inclusiveness in skills development programs, as evidenced by achieving a remarkable 32% female participation rate in traditionally male-dominated trades. This reflects the institute's dedication to promoting diversity and equal opportunities in the field of skills development.

UCEP Mohsin Khulna Technical School has earned recognition as a top-performing training institute, actively delivering SEIP training programs in collaboration with the Bangladesh Engineering Industry Owners' Association (BEIOA)



Dinajpur Institute of Science and Technology (DIST) was founded in 2009 as a government-approved private polytechnic institute operating under the purview of the Bangladesh Technical Education Board (BTEB). While offering diploma programs, DIST has been actively conducting short-term skills training programs since 2016. The institute holds affiliations with both BTEB and NSDA, further cementing its status as a recognized training institute.

DIST commenced a training program focused on Sewing Machine Operation (Woven) under the auspices of BGMEA-SEIP in 2022. Moreover, it collaborates with various SEIP partners, including BACI, REHAB, BEIOA, and BACCO, to provide training programs that meet the evolving needs of the job market. Over time, DIST has fostered strong industry linkages, ensuring that its programs remain responsive to market demands. Many industries across the country actively seek graduates produced by the institute to meet their workforce requirements.

The institute boasts well-equipped training facilities, with each workshop providing a minimum of 1000 square feet of space to accommodate essential training equipment, thereby ensuring the effective delivery of training. DIST maintains stringent norms and high standards in the management of training and financial activities. The institute diligently follows Competency Standards (CSs) throughout its training processes, and its cadre of trainers is noted for their extensive experience and competence.

Under the SEIP-BGMEA initiative, DIST successfully enrolled 240 trainees and certified 177 trainees. Impressively, the institute has achieved an outstanding job placement rate of 88.14%. Based on its excellent training facilities, program management, and job placement record, DIST is positioned as one of the top-performing institutes supported by the SEIP project.



## Fakir Fashion Limited (BKMEA)

The private sector plays a significant role in driving Bangladesh's economy, creating a substantial demand for trained and skilled workers to sustain high productivity and accelerated growth. In alignment with this objective, BKMEA has established a partnership with Fakir Fashion Limited, a leading garment industry located in Narayanganj. Fakir Fashion Limited, with the financial support of BKMEA-SEIP, offers high-quality training programs.

The institute provides a diverse range of training courses carefully tailored to align with industry demands. These courses encompass Sewing Machine Operation-Knit, Garments Quality Management for Workers, Industrial Engineering & Lean Manufacturing, Industrial Fire Safety Management, and Social Compliance Norms.

Impressively, Fakir Fashion Limited has successfully enrolled a total of 2,786 trainees, including 1,934 females. Furthermore, it has achieved a 100% job placement rate, reflecting its unwavering commitment to the SEIP program. Fakir Fashion Limited stands out as one of the top-performing private training institutes under SEIP, owing to its outstanding performance in training facilities, enrollment, certification, and job placement.



## Square Denims Limited, Habiganj (BTMA)

Established in 2015, Square Denims Limited in Habiganj, a sister concern of Square Group, stands as a modern and well-equipped fabric manufacturer specializing in innovative denim production. With cutting-edge machinery and a commitment to quality, it has become one of Bangladesh's leading fabric manufacturers.

Square Denims Limited has entered into a strategic partnership with the Bangladesh Textile Mills Association (BTMA), one of the SEIP partners, to deliver industry-driven training programs. These programs cover a wide spectrum of skills and knowledge, including Preparatory Process and Yarn Manufacturing, Ring Frame Basics and Techniques, Yarn Manufacturing Technology, Quality Control in Spinning, Maintenance of Textile Machineries in Spinning, Basic Techniques of Weaving, Preparatory Process in Weaving, Woven Fabrics Structure and Design, Energy Management in Textiles, Compliance and HR in Textiles (CHRT), and Basic Techniques of Dyeing (BTD).

To ensure the highest quality training, Square Denims Limited has established a structured training institute within its premises, employing industry-experienced trainers. Since the inception of the program, the institute has successfully trained 1,845 individuals, achieving an impressive job placement rate of 99%. These trained individuals play a vital role in enhancing productivity and contributing to increased production within the industry. Square Denims Limited's exceptional performance in training management and its remarkable job placement record have positioned it as the top-performing training institute among those supported by BTMA-SEIP.



## Hope Technical Institute, Khulna (BWCCI)

Hope Technical Institute (HTI), managed by the Christian Service Society (CSS), is dedicated to providing skills development training to the most destitute and disadvantaged individuals. The institute has earned recognition from the National Skills Development Authority (NSDA) and the Bangladesh Technical Education Board (BTEB) due to its exceptional training facilities and the conducive learning environment it has established in the Khulna region.

HTI plays a crucial role in nurturing a competent workforce equipped with the necessary skills and knowledge. It has not only fulfilled the demands of the Skills for Employment Investment Program (SEIP) but has also created opportunities for delivering high-quality services to its target groups. The institute actively encourages the participation of females and socially disadvantaged individuals in its training programs, aligning with the SEIP's goals.

The institute boasts well-equipped training facilities, ensuring that both trainers and trainees engage in hands-on practice as part of their daily learning experience. Each of the courses offered by HTI includes training in entrepreneurial skills and knowledge, empowering trainees to understand the intricacies of business operations. These courses cover Food and Beverage Production and Entrepreneurship Development, Beautification and Entrepreneurship Development, Fashion Design, Product Development, and Entrepreneurship Development, as well as IT freelancing and Entrepreneurship Development.

Additionally, HTI houses a Job Placement and Business Development Unit staffed by eight professionals responsible for forging industry connections and supporting graduates in securing job placements.

Since the inception of the program, HTI has trained a total of 950 female trainees, with an impressive 79% of them successfully transitioning into self-employment. The institute's outstanding outcomes have positioned it as the top-performing institute among all training institutes outsourced by the Bangladesh Women Chamber of Commerce and Industry (BWCCI).



## Kumudini Nursing College Mirzapur, Tangail

Kumudini Nursing College, located in Mirzapur, Tangail, is under the administration of the Kumudini Welfare Trust of Bengal (BD) Ltd. In February 2022, the institute embarked on a new journey by becoming a designated training institution for the 01-year Diploma in Specialized Nursing Course. This program is designed to produce skilled specialized nurses in six specific areas of the medical sector, all of which fall under the umbrella of the Skills for Employment Investment Program (SEIP).

Currently, Kumudini Nursing College offers specialized nursing programs in Renal, Cardiac, Oncology, Trauma, Pediatric, and Intensive Care Nursing, in collaboration with SEIP. It is noteworthy that this institute holds the distinction of being the first in Bangladesh to offer specialized nursing courses in Oncology and Critical Care Nursing. Situated within the premises of Kumudini Women's Medical College, trainees in specialized nursing programs benefit from a unique learning experience, as they have access to hands-on skills training within a hospital environment.

To support the delivery of high-quality training, the institute has constructed six well-furnished and spacious classrooms, two well-equipped nursing skill labs, and a library, all with the support of SEIP. The institute boasts a robust management team and a team of qualified and experienced trainers dedicated to imparting nursing training. It upholds a clean and pleasant learning environment, further enhancing the overall training experience.

Kumudini Nursing College also offers residential training facilities, with a picturesque view of the green campus. Since its inception, the institute has enrolled a total of 214 trainees, all of whom are women. Currently, 120 trainees are undergoing training, and 94 individuals have successfully completed the program. Impressively, 77 of these graduates have secured jobs, resulting in an outstanding 82% placement rate.



## Picard Bangladesh Limited (LFMEAB)

Picard Bangladesh Limited, a prominent player in the manufacturing of leather goods in Bangladesh, was founded in 1997 through a joint venture between Bangladesh and Germany. This company specializes in crafting mid-to-high-end leather products for renowned international brands like Picard, Mimco, GU, and PVH. Their state-of-the-art production facility spans nine stories and occupies a vast area of 25,000 square feet on each floor. With approximately 2,000 dedicated employees working in various departments, they produce an impressive monthly output of about 45,000 bags and 55,000 small leather goods.

Picard Bangladesh Limited prides itself on maintaining rigorous international standards and has earned numerous prestigious audit certifications, including BSCI, SEDEX, ISO 9001, ISO 14001, ISO 45001, SLF, SLCP, and HIGG. Within the company's expansive premises, a dedicated theoretical training room has been established, covering an area of approximately 500 square feet. This well-equipped training space features essential amenities such as a trainer's table, whiteboard, projector, and ample tabloid armchairs. To ensure comprehensive training, the company also provides practical on-the-job training opportunities for trainees directly on their production floors.

Under the auspices of SEIP-LFMEAB since June 2016, Picard Bangladesh Limited has been actively involved in conducting training programs. These programs encompass a range of valuable skills, including Sewing Machine Operation, Cutting Machine Operation, Setting and Assembling Operation, Supervisory, Management, and Leadership Skills Development, Total Quality Management (TQM), Productivity Improvement Techniques, and Advanced (Multitasking) Sewing Machine Operation.

As indicated by the Training Management System (TMS), the institute has successfully enrolled 1693 trainees, with a significant proportion, 1516, being female participants. Impressively, 1437 of these certified trainees have secured suitable job placements within the factory, reflecting an impressive 98% job placement rate. Furthermore, the industry consistently organizes various skills training programs to continually enhance the capabilities of its workforce.



## BRAC Dakkhota Unnoyon Proshikkhon Kendra Nilphamari (REHAB)

BRAC Dokkhota Unnoyan Prosikhan Kendra, Nilphamari, has achieved remarkable success in providing training programs in Electrical Installation and Maintenance, Plumbing, Tiles & Marble Works, Steel Binding & Fabrication, thanks to the generous financial support of SEIP-REHAB. The institute holds registrations with both BTEB and NSDA, ensuring the quality and legitimacy of its training endeavors.

The institute boasts five spacious classrooms and well-equipped workshops that house all the necessary tools and equipment for effective training delivery. To ensure the highest standards of training, the institute has assembled a team of highly qualified trainers, each with substantial practical experience in their respective fields.

Furthermore, the institute prioritizes cleanliness and maintains a well-manicured green area within its premises. An inviting playground at the front of the institute provides trainees with a recreational space. To cater to the needs of both male and female trainees, separate washroom facilities have been thoughtfully provided.

According to the Trainee Management System (TMS), the institute has successfully enrolled 1300 trainees, with 308 of them being female participants. Impressively, 1208 trainees have received certification, and a significant portion, 1057 trainees, have secured job placements. This achievement reflects an impressive average job placement rate of 87.5% upon certification, underscoring the institute's commitment to empowering individuals through skill development and gainful employment.



The Bangladesh Hotel Management & Tourism Training Institute (BHMTTI) is a highly esteemed training institution in Bangladesh, known for its exceptional training programs. The institute offers a diverse range of courses, including Cooking, Food & Beverage Service, Housekeeping, Bakery & Pastry Production, Front Office Operations, and Operational Skills in Hotel Management.

One of the institute's standout features is its team of highly skilled trainers who bring extensive industry experience to the training process. This expertise ensures that trainees receive top-notch training. BHMTTI's well-organized labs and workshops create a professional environment that closely mirrors real-world industrial settings.

The institute holds registrations with NSDA and BTEB as an Assessment Center, regularly conducting CBT&A skills assessments. This commitment to maintaining high standards has earned the institute a strong reputation.

BHMTTI has successfully trained 1,739 individuals under SEIP, with an impressive job placement rate of 75.90%. Out of these graduates, 1320 have secured employment, making valuable contributions to the Tourism and Hospitality sector. The institute's dedication to excellence has positioned it as one of the best training institutes among those supported by ISC-Tourism and Hospitality.



## Mirpur Agricultural Workshop and Training School (MAWTS), Dhaka (PKSF) )

Mirpur Agricultural Workshop and Training School (MAWTS) in Dhaka has a rich history, established in 1973 and located in Mirpur-12, Dhaka. It boasts a spacious campus covering 06 Acres with ample training facilities. The institute offers 03-year skills training programs, particularly targeting underprivileged groups. In addition, MAWTS also operates a Diploma in Engineering program on the same campus.

MAWTS takes pride in its excellent infrastructure, featuring well-furnished and fully equipped classrooms and workshops. The institute has been selected by SEIP partners like BACI, BEIOA, BB-SME, and PKSF, recognizing its capacity for high-quality training management. It's worth noting that MAWTS was the first SEIP-supported training institute, with training commencing in 2015.

Moreover, the institute actively engages in industrial production processes, serving the needs of various industries and institutions. SEIP trainees at MAWTS benefit from practical training within the institute's production processes, gaining valuable hands-on experience. The trainers are highly experienced, contributing to a top-tier learning environment, and MAWTS maintains a robust internal monitoring system to ensure educational standards and effectiveness.

Under PKSF-SEIP, the institute has enrolled 720 trainees, with 681 of them successfully certified. Impressively, 474 of these certified trainees have secured jobs, achieving a commendable 70% job placement rate. MAWTS continues to play a significant role in skills development and job placement within the region





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