

Report of the Workshop on



WORLD YOUTH
SKILLS DAY
15 JULY 2023



Skills for Employment Investment Program (SEIP)
Finance Division, Ministry of Finance

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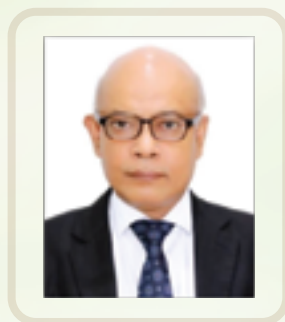
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Message from the Advisor

It is with great pleasure and a profound sense of accomplishment that I introduce the comprehensive account of the Skills for Employment Investment Program (SEIP), a transformative initiative of the Finance Division, Ministry of Finance to develop skilled workforce. As we delve into the intricacies of SEIP and its results & impact, it becomes evident that the project has emerged as a beacon of hope and opportunity for the youth of Bangladesh.

The SEIP project is not merely a local success story; it has garnered recognition on the international stage, notably as a flagship project of the Asian Development Bank (ADB). The innovative approach of exploring public-private partnerships has not only empowered unemployed youths but also set a precedent for future skills development initiatives.

World Youth Skills Day, which was observed on July 15th, resonates with the global commitment to empower young minds with the skills essential for meaningful employment, sustainable development, and personal growth. The SEIP project stands as a testament to our dedication to this cause. Designed to address the challenges of youth skills development, SEIP has become a catalyst for change in the landscape of vocational training and employment in Bangladesh. The meticulous planning for this year's celebration at SEIP-affiliated training centers reflects our dedication to recognizing and honoring the champions of Technical and Vocational Education and Training (TVET). Through financial allocations and engaging activities, we aim to underscore the importance of skill development and transformative education.

As we reflect on the achievements of SEIP and the commemoration of World Youth Skills Day 2023, it is clear that this is not a one-off event but an ongoing commitment to strengthening TVET ecology. The recommendations outlined in these pages provide a roadmap for harnessing the potential of our youth, aligning their skills with the demands of the Fourth Industrial Revolution (4IR), and ultimately driving sustainable socio-economic development.

I commend the dedication and hard work of all those team members of the SEIP Project in publishing this incredibly valuable document. I am grateful to ADB for its continued support and providing freedom to the Finance Division for designing this unique project in accordance to the need of our people and country. Together, we can build a more equitable and sustainable future by investing in the skills and potential of our young people.

(Dr. Md. Khairuzzaman Mozumder)
Secretary
Finance Division, Ministry of Finance &
National Project Director, SEIP



CHIEF EDITOR'S REMARK



World Youth Skills Day, observed globally on July 15th, underscores the strategic importance of equipping young people with skills crucial for employment, decent work, and sustainable development. Established by the United Nations General Assembly in 2014, this day aims to spotlight the vital need for skill development among youth worldwide.

The Skills for Employment Investment Program (SEIP) celebrated "World Youth Skills Day 2023" for the first time with a workshop held at the International Auditorium of the Center on Integrated Rural Development for Asia and the Pacific (CIRDAP). This event convened key stakeholders from various sectors, including government, non-governmental organizations, and industry associations, to discuss the role of skills development in economic growth and to showcase SEIP's achievements in this area.

On this notable occasion, training institutions partnering with SEIP, such as TTCs, TSCs, IMTs, and BITACs, joined forces to mark this significant global event under the theme "Skilling Teachers, Trainers, and Youth for a Transformative Future." The nationwide celebration was a result of SEIP's comprehensive planning, involving trainees, parents, local authorities, and civil servants in making this day memorable.

This document highlights the vibrant and engaging celebrations held at SEIP-supported training centers and institutes, reflecting the spirit of SEIP and its commitment to creating impactful and memorable experiences. The accounts of these festivities speak volumes about our successful efforts.

Within these pages, you will find an in-depth look at SEIP's approach, from providing targeted training to youths in demand-driven occupations to ensuring their successful integration into relevant sectors. The project's adaptability to technological advancements and the dynamic labor market is a testament to its commitment to equipping young people with skills for an evolving world. Notably, SEIP has been pivotal in reducing barriers to workforce entry, offering recognition, certification, and employment opportunities, especially for those previously not engaged in Education, Employment, or Training (NEET).

As we celebrate World Youth Skills Day 2023, it is essential to express our profound gratitude to the Asian Development Bank (ADB) for their continued support and guidance, and we convey our thanks to the Finance Division for the guidance and prudent advice. This support has been instrumental in our journey toward enhancing skill development and youth empowerment. Additionally, we extend formal thanks to the SEIP team for their exceptional work in organizing World Youth Skills Day as a comprehensive countrywide program. Their dedication and commitment have been crucial to amplifying the impact of this significant day.

This remark thus serves as a testament to SEIP's commitment to the theme 'Skilling Teachers, Trainers, and Youth for a Transformative Future,' and acknowledges the invaluable support and collaboration that have made such initiatives possible.

(Fatema Rahim Veena)

Additional Secretary
Finance Division, Ministry of Finance &
Executive Project Director, SEIP

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EXECUTIVE SUMMARY

The reach of SEIP in light of World Skills Day 2023

In line with the global 'World Youth Skills Day 2023' initiative, SEIP has celebrated this event in collaboration with the Bureau of Manpower Employment and Training (BMET), Directorate of Technical Education (DTE), Bangladesh Road Transport Corporation (BRTC), and Bangladesh Industrial Technical Assistance Center (BITAC). The World Youth Skills Day has been celebrated by SEIP for the first time. The theme, 'Skilling Teachers, Trainers, and Youth for a Transformative Future,' is marked on July 15, 2023. SEIP has also devised a comprehensive plan to celebrate the event through its partner training centers located across the country. SEIP has invited all stakeholders and Partners including trainers, trainees, local administration of public representatives, and SEIP personnel to join these celebrations and enhance engagement through innovative program. The program has covered presentations on three thematic areas, included panel discussions, and involved formulating recommendations for further course of actions.

Focus Areas

The observance of 'World Youth Skills Day 2023' at SEIP Supported Training Centers focuses on skilling teachers, trainers, and youth for a transformative future. It involves various activities, including recognizing high-quality trainers and allocating funds for these training initiatives. The celebration is marked by vibrant decorations, welcoming kits, informative materials, community engagement, and discussions to highlight SEIP's achievements and promote awareness. The broader goal is to harness the potential of the youths for socio-economic development, aligning their skills with the demands of the Fourth Industrial Revolution and global markets. This commitment to skills development extends beyond a one-day event and requires ongoing efforts, including government policies, industry-academia linkages, and community support, to build a more equitable and sustainable future.

The three keynote papers were presented in the workshop on the following thematic areas:

- a. BKMEA-SEIP Project achievement & impact on RMG industry
- b. SEIP's support to Skilling Youth for the Development of Light Engineering Sector of Bangladesh
- c. Training of Trainers and contributions of SEIP.



Program

The event celebrating "World Youth Skills Day 2023," organized by the Skills for Employment Investment Program (SEIP) on July 15, 2023, was divided into three distinct sessions: Inaugural Session, Technical Session, and Closing Session.

Inaugural Session

The inaugural session emphasized the need for continuous support to skills development in Bangladesh, especially focusing on youth and the transformative future. The working session presentations highlighted the SEIP's efforts and contributions to skills development in various sectors, with

recommendations aimed at further enhancing the effectiveness of these programs. The active participation and valuable recommendations from the audience demonstrate a commitment to improving the skills landscape in Bangladesh.

Ms. Fatima Yasmin, Senior Secretary, Finance Division and National Project Director of SEIP Project graced the inaugural session as the Chief Guest. **Ms. Nasreen Afroz**, Executive Chairman of NSDA (National Skills Development Authority) & **Mr. Md. Ekhlasur Rahman**, Managing Director & CEO of NHRDF (National Human Resources Development Fund) were the special guests of the program while SEIP's Executive Project Director (Additional Secretary) **Ms. Fatema Rahim Veena** presided over the meeting as chair.

Technical Session



The Technical Session featured three presentations. The first, "SEIP's Support to Skilling Youth for the Light Engineering Industry Sector," discussed the industry's challenges, SEIP's role, and its impact, followed by recommendations for enhancing existing programs and promoting industry-academia partnerships. The second presentation, "BKMEA-SEIP Project: Achievement & Impact on RMG Industry," highlighted achievements, challenges, and future recommendations, with suggestions focusing on gender balance, industry accreditation, and enhancing trainee experiences. The final presentation, "Training of Trainers," delved into the significance of skills development, the Training of Trainers program's purpose, and challenges in the Bangladeshi skills training landscape. Recommendations included developing standardized curricula and providing continuous professional development for trainers.

Closing Session

The Closing Session summarized the day's discussions and acknowledged the audience's active participation and valuable recommendations, emphasizing their importance in shaping SEIP's future projects. The session also hinted at the forthcoming project and sought ongoing support and engagement from all stakeholders. This division of the event into three well-structured sessions allowed for a clear and organized presentation of information, fostering interaction and collaboration among participants.

Recommendations

After threadbare discussion and valuable inputs from the panelists, the following recommendations have been made:

1. Propose the introduction and observance of a 'National Youth Skills Day' in Bangladesh every year.
2. Continue to work on developing skilled workforce appropriate for industrial requirements.
3. Strengthen public-private partnerships in the TVET sector.
4. Encourage gender balance in skills training.
5. Consider establishing standard curricula and continuous professional development for trainers.
6. Conduct Training of Trainers programs in both institutes and industries.
7. Perform comprehensive impact evaluations on the Training of Trainers programs.
8. Develop a standardized curriculum for Training of Trainers.
9. Provide continuous professional development for trainers.
10. Equip trainers with digital teaching tools and online teaching methods.
11. Arrange regular short orientations in relevant industries for trainers.
12. Establish partnerships with international TVET institutions for exchange programs.



BACKGROUND NOTE

World Youth Skills Day is observed annually on July 15th worldwide with a view to incorporating the strategic importance of equipping young people with the necessary skills for employment, decent work, and sustainable development. The Day was introduced by the United Nations General Assembly in 2014 to raise awareness about the importance of developing skills among youths around the globe. It aims to promote the value of acquiring skills, training, and education for the youth to improve their employability and personal development. It generally highlights the importance of fostering innovation, creativity, and entrepreneurship among young people, as well as encouraging collaboration between stakeholders from

World Youth Skills Day 2023



different sectors. The theme of the day this year has been selected as 'Skilling teachers, trainers, and youth for a transformative future'. In Bangladesh, the government, in collaboration with relevant ministries, authorities, agencies, and vocational training institutions, takes initiatives to promote as well as support skills development training opportunities for the youth people across the country on this day. The day also includes seminars, workshops, training sessions, career counseling programs, job fairs, and competitions. Though these events aim to create awareness among young people about skills development opportunities, additional measures would amplify the meaningful observation of the day along with national interest.



ORGANIZED BY

Skills for Employment Investment Program (SEIP)
Finance Division, Ministry of Finance

CHIEF GUEST

Ms. Fatima Yasmin, Senior Secretary, Finance Division,
Ministry of Finance

SPECIAL GUESTS

Ms. Nasrin Afroz, Executive Chairman (Secretary),
National Skills Development Authority (NSDA)

Md. Ekhlashur Rahman, Managing Director & CEO,
National Human Resource Development Fund (NHRDF)

CHAIRPERSON

Ms. Fatema Rahim Veena, Additional Secretary,
Executive Project Director (EPD), SEIP Project

VENUE & DATE

CIRDAP International Auditorium, Dhaka, 15 July 2023

2.0 Introduction

**ON
JULY 15
2023**

the Skills for Employment Investment Program (SEIP) organized a workshop to celebrate "World Youth Skills Day 2023" at the International Auditorium of the Center on Integrated Rural Development for Asia and the Pacific (CIRDAP). This event brought together stakeholders from various sectors including the government, NGOs, and Industry Associations to discuss the importance of skills development in the economic growth and to highlight SEIP's achievements in this field. The workshop was featured by two main sessions, namely Inaugural Session and Working Session with a brief closing remark.

Opening Session

2.1

The opening session was chaired by Ms Fatema Rahim Veena, EPD of the SEIP project and graced by Ms. Fatima Yasmin, Senior Secretary, Finance Division as the Chief Guest. Two distinguished Special Guests - Executive Chairman of NSDA and the Managing Director & CEO of NHRDF - also attended the session. The session was facilitated by Mr. Mahfuzul Alam Khan (Joint Secretary), Deputy Executive Project Director (DEPD) of the SEIP project. Thanking all honorable guests and participants from various public and private organizations, Mr. Mahfuz started the session with the permission of the Chair and invited the Chairperson to deliver her welcome speech.



2.2

The Chair welcomed the Chief Guest, Special Guests and all the participants, and expressed her thanks and gratitude for their kind presence. She mentioned that the 'World Youth Skills Day' is being observed by the United Nations since 2014 to bring about changes in TVET sector for youth development. She said that the theme of this Day for this year is "Skilling teachers, trainers, and youth for a transformative future", and the SEIP project is observing this Day for the first time. Not only the SDCMU, but also 40 TTCs, 27 TSCs and 5 BITACs are celebrating this Day with the financial support from the SEIP project. She mentioned that the Senior Secretary wanted a competition to be arranged on this occasion. Immediately, 72 public training institutes have been contacted to select two best trainers from their centers. The selection process is under way and is going to be completed very soon.

Currently, SEIP training programs are going on in 578 public and private training institutes engaging about 9,000 trainers. SEIP project is working with all industrial sectors which are considered to be the main contributors to the economic growth. In order to ensure quality training delivery, the project has so far developed 145 Competency Standards of which 95 have been validated by the NSDA.

At this stage, she proudly noted that capacity building of the trainers is one of the nine major objectives of the SEIP project. So far, SEIP project has trained more than 6,000 trainers to upgrade their quality to the international standard. In addition to this, a Master Trainers' Pool with 202 high quality trainers has been developed, with the help of whom future ToT programs will be executed without engaging any external firm or institute. She further pointed out that SEIP is going to commence ToT Level-V training program for 100 trainers in two reputed public training institutes, which is the first of its kind in Bangladesh under NSDA curriculum.

SEIP project is also supporting infrastructure development of 07 training institutes including modernization of 03 TTCs, establishment of BACI training center in Uttara, a modern training center with hostel facilities for developing women entrepreneurs under BWCCI, and a high-quality training institute at BITAC, Dhaka to meet the

challenges of 4IR aiming at developing "Smart Skills for Smart Bangladesh".

Finally, she sought the support from all corners to make the SEIP project a success which is going to be completed in December 2023. She also proposed to introduce and observe a 'National Youth Skills Day' in Bangladesh every year. She thanked all the officers and staff of the SEIP project for their support and effort to arrange such a program within a very short time.

Ms. Veena referred to the 8th 5-year plan which has given a lot of emphasis on skills development activities necessary for upgrading Bangladesh to a developed nation. Considering the importance of skills development, this year's budget (2023-2024) has specially focused on skills development of youth, women, and particularly people belonging to disadvantaged groups. Although we have limited resources, we have people to reap the benefits of demographic dividends which will last for another 20-25 years.



2.3

After the welcome speech of the Chairperson, she invited Mr. Ekhlashur Rahman, the Managing Director of NHRDF to deliver his speech. The Managing Director mentioned that the main focus of this day is to develop skills of the youth. He then pointed out that the main objective of NHRDF is to ensure continuous flow of fund to the deserving training institutes primarily selected by NSDA. He said that NHRDF is a Govt. owned company managed by the Board of Directors, where the Finance Secretary is the chairperson, and the Executive Chairman of NSDA is one of

the directors. As a Govt. entity, it regularly receives funds from the Govt. budget. SEIP project is also supporting NHRDF to make it fully operational. He further added that NHRDF has been established to provide financial support to the private and public training institutes ensuring due diligence. NHRDF has already started its functions and signed MoUs with 02 public and 05 private training institutes for funding. In future, more and more training institutes will be covered by the financial support of NHRDF. Finally, he thanked SEIP project management for organizing such a nice event.



2.4

Having been invited by the facilitator to deliver her speech Ms. Nasreen Afroz, the Executive Chairman of NSDA expressed her gratitude for being invited as a Special Guest on this important occasion. She stated that there is no alternative to skills development for the economic growth of the country. Skills development is not a kind of traditional education, it is rather a competency mainly obtained from hands-on training or practice required for meeting industrial needs. This is why the Honorable Prime Minister has underscored the need of skills training. The Executive Chairman of NSDA pointed out that SEIP project is working for overall skills development in important industrial sectors of the country, and establishing NHRDF and NSDA is one of the key deliverables of the project, which will ultimately take care of the entire skill ecosystem of the country in absence of any project.



She also noted that the Competency Standards developed by the SEIP project are being validated by NSDA along with those developed by other entities. She expressed her thankfulness to the SEIP project for continuously supporting NSDA by providing consultants and other logistics. She emphasized the need of

internalizing the theme of this Day and implementing it by taking different activities and programs. She also said that the recommendations to be coming out from the workshop will be of great use in skills development of the country in the future.

2.5 Finally, the Chief Guest Ms. Fatima Yasmin was invited to deliver her valuable speech. She welcomed all the participants and thanked them for their participation in this event even on the weekend. She mentioned that this day was declared by the United Nations in 2014 to increase awareness about developing appropriate skills for the youth. Coincidentally, the SEIP project also started in the same year to develop inclusive and market responsive skills necessary for the industries. She added that the focus of the day is skilling teachers, trainers and youth for a transformative future which is very significant, timely and practical. The SEIP project is exactly focusing on all these issues. As the SEIP project is a specialized project for skills development, it is working with the young population of the country who are the main

beneficiaries of the project. The transformation, taking place through this project for the young people, is being executed through skill development and job placement leading to improved standard of living. This project has a target of providing training to around 8 lakh people by December 2023. She recalled that the present Governor of Bangladesh,



Mr. Abdur Rouf Talukder, conceived this project and started implementing it through his able leadership. In the context of Bangladesh, the SEIP project is the most appropriate one in the area of skills development. To implement this project, the Govt. of Bangladesh is working along with other stakeholders such as industry associations, NGOs and public training providers. The teachers and trainers are also our stakeholders, who are making significant contribution to this effort.

She specially thanked Asian Development Bank (ADB) for giving freedom to Finance Division to design this project in accordance with the need of the country. As the project is designed by our own people based on our requirements, the potential challenges of the project were rightly identified and necessary measures had been included in the project document. This project is not only working for developing the basic skills of the workers but also mid and high level skills for the managers. In order to meet the requirement of mid-level managers, this project is implementing executive development program in four renowned universities. She was happy to announce that this project has so far ensured more than 70% job placement against the target of 60%. From that consideration the employers are also our stakeholders. This project is not only providing wage employment, but also developing entrepreneurs to

generate multiple employment opportunities.

Finance Secretary said that although around 23 ministries and divisions are dealing with skills development training programs, the SEIP project is, in fact, playing a vital role in this area. This project is appreciated by ADB as a flagship project in the domain of skills development. This type of skills development project was also undertaken by India, but the project ultimately did not succeed. So, ADB now wants to replicate the SEIP model in other countries.

To ensure continuity of the SEIP project's activities, a larger project named 'Skills for Industry Competitiveness and Innovation Program (SICIP)' is being undertaken by Finance Division, which will continue up to 2030.

She also mentioned that skills are not only an element of development, but also a solution to development problems. She noted that if we have to successfully overcome the challenges of 4IR, we have to develop appropriate skilled manpower to meet the demand of local and overseas markets. This project is working to meet this target and our dream to be a developed country by 2041. Finally, the Chief Guest thanked all once again, particularly the SEIP officials and staff for arranging such a nice event.





RAPORTEURS REPORT ON THE WORKSHOP PRESENTATION

Moderators

Dr. Md. Sanwar Jahan Bhuyan

DEPD (Pvt.-1), SEIP Project

Mr. Md. Shariful Islam

DEPT (FM), SEIP Project

Mr. Md. Mahfuzul Alam Khan

DEPD (Public), SEIP Project

Panelists

Mr. Md. Khairul Islam,

M & E Specialist, SEIP Project

Mr. Mohiuzzaman

Course Specialist, SEIP Project

Dr. Md. Nurul Islam

TVET Specialist, SEIP Project

Rapporteurs

Riad Mashrub Shourov

Quality Assurance Officer, SEIP

Al-Mustafa Tawqir Hossain

Quality Assurance Officer, SEIP

Md. Sultan Al Maruf

Quality Assurance Officer, SEIP

Mursil Mahmud

Quality Assurance Officer, SEIP

Saifuzzaman Mia

Quality Assurance Officer, SEIP

Mahfuzul Haque

Quality Assurance Officer, SEIP

Introduction

Three working sessions were organized on the occasion of World Youth Skills Day 2023 at CIRDAP on 15 July 2023.

After the opening session, the working session started which was also chaired by the Executive Project Director of SEIP Project. In this session, three papers were presented. The presentations were on the following subjects:

- 3.1 SEIP Support to Skilling Youth for the Light Engineering Industry Sector
- 3.2 BKMEA-SEIP Project: Achievement & Impact on RMG Industry
- 3.3 Training of Trainers

SEIP Support to Skilling Youth for the Light Engineering Industry Sector

The First Presentation

3.1 The first presentation titled “SEIP Support to Skilling Youth for the Light Engineering Industry Sector”, was made by Mr. Mohd Habibur Rahman, Chief Coordinator, SEIP-BEIOA project. Dr. Md. Sanwar Jahan Bhuiyan, DEPD (Private-1) of the SEIP project facilitated the session as a moderator, and Mr. Mohiuzzaman, Course Specialist contributed to the session as a panelist. The presentation focused on the SEIP contribution to developing skilled workforce and the endeavors made by the association and its team in managing the skills management program. More specifically, the presentation covered the following areas:

- a) Overview of light Engineering Sector (LES)
- b) Skills Gap in LES
- c) SEIP Contribution to Building Capacity of BEIOA
- d) SEIP Contribution to Skilling Youth
- e) SEIP Contribution to Develop the Capacity of Industry Assessors
- f) Impact of SEIP Training
- g) Some Success Stories in the form of Case Studies



Presentation Summary:

The session began with a presentation of Mr. Mohd Habibur Rahman on the Light Engineering Sector. Since the association has been engaged in providing SEIP training from May 2015, they were selected to give a short presentation on Skills Development Program being implemented with financial assistance of SEIP to address the skills requirements of the sector. The presentation focused on the SEIP contribution in developing skilled workforce and the endeavors of the association and its team made in managing the skills management program. More specifically, the presentation also covered the areas which included the following:

1. The overview of the sector in the presentation mentions the government approval of the Light Engineering Industry Development Policy 2022, and the policy indicates an Action Plan with a timeframe to ensure developed infrastructure, industrial park, easy financing and industrial incentives for the period of 2022-2027. The overview also includes the size of the workforce (0.6 million) in the sector, the various products (about 10,000) they manufacture, and the employment and financial growth.
2. SEIP contributions to build the capacity of the Project Implementation Unit (PIU) consisting of core staff, instructors and assessors through domestic and international training were presented. In the presentation, it mentions the SEIP support of highly modern equipment such as CNC vertical Milling Machine, CNC Lathe Machine, CNC Wire Cut Machine, Universal Grinding Machine, Shaper Machine etc for their workshops to offer market responsive inclusive skills training.
3. The presentation includes the training outputs achieved so far and it categorically mentions the achievements of enrolment, certification, and job placements. They have enrolled a total of 25,694 trainees, of which 23,571 have been certified and 19,992 placed in jobs - which is about 84.50% of certifications.
4. It also highlights the results of training for two trainees, one female and one male, who have been performing exceptionally well in their workplaces.
5. The presentation indicates the 4iR skills requirements and it proposed some potential occupations/trades for future project to address 4iR.

At the end of the session, the moderator requested the audience to ask questions on the presentation made. The questions raised by the audience were answered by the moderators, panelist and the presenter.

Q & A Session

Question 01 : What strategies has BEIOA formulated to attain higher rate of job placement?

Response 01 : BEIOA has a job placement cell in PIU that does mapping potential employers. They also devise an employment plan based on the employers' demands and make the graduates prepared for interviews to ensure jobs. They have already developed a dynamic linkage with the potential employers and maintain continuous linkages.

Question 02 : What is the job retention rate after placement of jobs?

Response 02 : According to the 2nd Tracer Study, 63% of graduates remained in their jobs for up to three years.

Question 03 : Does BEIOA track overseas employment?

Response 03 : BEIOA does not track overseas employment as it is not possible for them to maintain and keep data about the whereabouts of the graduates placed in abroad.

Question 04 : How does BEIOA meet the demand the sectoral skills requirements? How do they select occupations?

Response 04 : BEIOA has a Project Standing Committee (PSC) consisting of the members from employers, SEIP representative and the Chief Coordinator. The committee sits after every two months to discuss the issues of skills demands, skills supply, the training & financial performance of the BEIOA program.

On the other hand, SEIP has engaged BIDS to conduct a study on skills Gap Analysis for the selected industry sectors and determine the occupations which are high in demand. Based on the requirements of the members of the association and BIDS reports, SEIP selected the courses.

Question 05 : Will SEIP share the BIDS Reports to all concerned?

Response 05 : SEIP will share all the reports of industry sectors with the government agencies, industry associations and other skills related projects/programs.

Question 06 : Can industry attachment be included in training for the new program?

Response 06 : This suggestion can be considered in the new program. It was also communicated that currently SEIP supported program implemented by ISC Tourism, BEIOA, BKMEA have the programs combined with On Job and Off Job Training.

Question 07 : Does SEIP-BEIOA offer training to underprivileged groups?

Response 07 : The project addresses a distinct identifiable with expanded target group consisting mainly of poor people living in remote areas, women, people in ethnic minorities, socially disadvantaged, person with disabilities (PWDs), transgender etc.

Recommendations

At the end of the session, the moderator requested the audience to come up with questions and suggestions on the presentation. From the discussion, the following recommendations were made:

1. **Increase Upskilling Program**
More emphasis can be given to increase the upskilling training programs for enhancing knowledge, skills and competences of the existing employees that will help advance their careers.
2. **Comprehensive Strategy for Ensuring Higher Job Placement Rate**
A comprehensive job placement strategy can be formulated in the new program to ensure higher job placement rate.
3. **Industry-academia Partnership Program to Address 4IR**
Industry-academia partnership program can be implemented to equip the workers/trainees with the appropriate skills, competences and abilities in the areas of automation, robotics, and artificial intelligence.
4. **Industry Attachment Program**
Industry attachment programs can be strengthened to enable trainees to acquire skills and knowledge on production process, machine maintenance, process of increasing productivity and work culture.
5. **BIDS Skills Gap Analysis Report**
The reports on the Skills Gap analysis of 10 priority industry sectors may be shared with the government agencies, industry associations, and other skills development related organizations/ projects.
6. **Tracking of Overseas Employment and Post-Placement Support Mechanism**
A strong mechanism can be developed and implemented to track the overseas employment. It is also important to develop a post-placement support mechanism to facilitate the process of monitoring and mentorship to the trainees who will complete training.
7. **International Certification Program**
International Certification Program can be introduced for the Light Engineering Training Program in the new project.

Details of the presentation, questions and answers, and recommendations received can be seen from Annex-A (Rapporteurs' Report).

Keynote Paper on SEIP to Skilling Youth for the Development of Light Engineering Sector of Bangladesh

by Engr. Mohd. Habibur Rahman



1.0 Background

Light Engineering Sector (LES) is one of the major contributors to GDP and plays a vital role in the industrial development of the country. Despite a lot of potentials, the sector is experiencing acute shortage of skills which directly affects the productivity and quality of the products and services. A recent study commissioned by the SEIP on skills gap in the light engineering sector underscored that around 80% of the enterprises having discrepancy between desired level of skills and actual level of skills for the workforces working in the industries. It is evident that market-responsive skills training can gradually fill up the prevailing skills gap and contribute to improve quality of products and enhance productivity of the industries and

thereby able to contribute more to the GDP growth.

Considering the huge potential of the light engineering sector, the honorable Prime Minister Sheikh Hasina had announced light engineering products as the “product of the year 2020”. Following the declaration of the honorable Prime Minister a separate Light Engineering Industry Development Policy was approved by the cabinet in August 2022 for ensuring a planned and well-coordinated development of the sector. Besides, the National Industry Development Policy of Bangladesh 2022 has identified light engineering sector as one of the Thrust sectors for supporting sustainable development.

2.0 Objectives

The objective of the skills training through SEIP's allied associations is to provide market responsive and job-focused skills training with a view to enhancing their productivity and employability.

3.0 Public-Private Partnership

Bangladesh Engineering Industry Owners Associations (BEIOA) the apex trade body in the light engineering sector has been implementing skills training for the youth since April 2015 through building partnership with SEIP under the Finance Division, Ministry of Finance. The partnership with SEIP is a multi-tranche financing agreement for implementing skills training and employment for the youths who are already in the light engineering sector or aspiring to enter in the light engineering industries as the new

entrants through acquisition of appropriate skills. A shorter duration customized up-skilling training courses for the youth who already employed by the light engineering enterprises. Another modality of training delivery is a formal skills training courses varying from 4 to 6 months duration depending on the nature and requirements of the occupations through BEIOA's own training center and partnering with outsourced competent Training Institute (TIs).

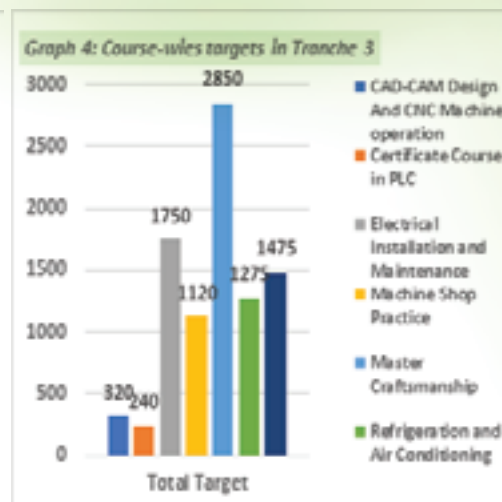
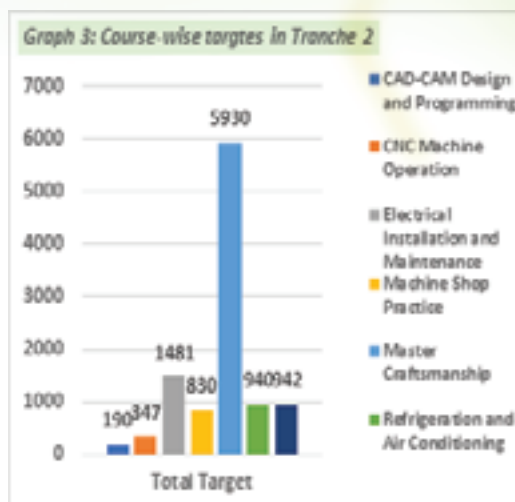
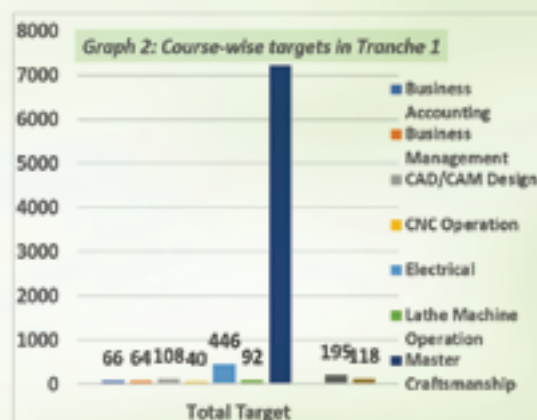
4.0 Training Program Implementation

BEIOA-SEIP project has overall training targets of 28,030 youths to be trained under tranche 1, tranche 2 and tranche 3. Special emphasis has given for supporting capacity development needs of the women, small ethnic minority group, persons with disabilities and marginalized youth from poor communities. Among total training targets it was planned to up-skills 15,991 workers who are already engaged in the light engineering enterprises in all major clusters of the country. Besides, a total of 12,039 youth targeted to train in different demandable courses as new entrants for the light engineering enterprises. Detail of total training targets is presented in Graph 1. The training program has been implemented through developing partnership with competent training institutes all over the country.



Tranche-wise and course-wise detailed targets of training are presented in Graph 2, Graph 3, and Graph 4 respectively for the youth in Bangladesh.

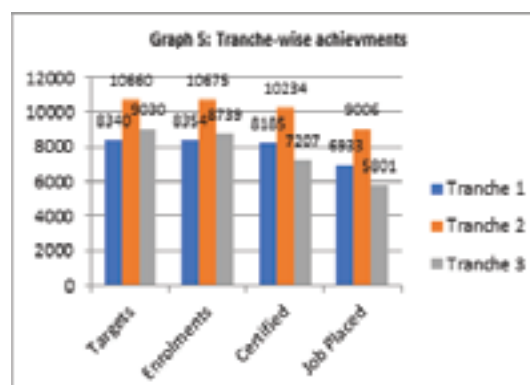
Under tranche 3, the skills training program for the youth have been implemented in six courses for the new entrants and also up skilling for the workforces already existed in the light engineering enterprises in major industry clusters. Detailed targets of training program are shown in Graph 4.



5.0 Outputs and Outcomes

A total of 27,768 youths (7% female) has already enrolled in different vocational skills training courses under BEIOA-SEIP project through developing partnership with competent training institutes till October 2023. Among the all-enrolled trainees, a total of 15,798 were for up-skilling courses and 11,970 as new entrants. So far outputs and outcomes achieved regarding enrollment of the trainees in all three tranches is presented in graph 5.

BEIOA-SEIP project has been able to certify 25,626 youths (7% female) who have successfully completed training courses by the independent assessors' pool from BTEB and NSDA (TMS, October 2023). Among the certified youth in different courses, a total of 15,416 have completed up skilling program and 10,210 completed formal vocational training courses as new entrants.



The SEIP project has a clear provision of supporting employment of the trained youth so that they can contribute to the overall enhancement of productivity of the sector-based industries, increase income earning and thus improve their livelihood. So far, a total of 21,740 (5% female) certified graduates have been placed in jobs through the efforts of the BEIOA-SEIP project. A detail breakdown of tranche-wise certification and job placement of the trainee graduates are also depicted in graph 5.

The skills training courses under SEIP project have been determined based on the needs of the light engineering industries. Moreover, advanced technologies for the light engineering sector were also considered for development and implementation of the training courses. From the list of the training courses offered under SEIP project, it is evident that youths have wider scope of choosing skilling options as per their needs to develop career in the light engineering sector.

6.0 Trainers and Assessors Development

The BEIOA-SEIP project has also contributed a lot for development of 354 trainers and 277 assessors for implementing quality training as well as assessment of the trainees for the light engineering sector of the country. Among all trainers and assessors deployed under BEIOA-SEIP, a good number have already certified by the BTEB and NSDA.

7.0 Impact of BEIOA-SEIP Project

The partnership of BEIOA with SEIP is a first ever effort of its kind for skilling of the youths with aim to support capacity development of the light engineering sector of the country so that productivity and quality of the products and services can be improved. Specifically, the contributions of SEIP project are-

- Skills training implemented for youth with special focus on women, indigenous peoples, small ethnic minority groups, disadvantaged peoples from all over the country particularly remote areas of the northern and hill districts
- Enhanced productivity and quality of the light engineering industries through applying skills and new technologies acquired by the youths through the training program
- Improved capacity of Partners Training Institute (PTIs) for implementing quality skills training program
- Enhanced employability of the youth in domestic labor market with particular focus to the needs of the EPZ and SEZ industries and also in overseas labor markets
- Contributed to the import substitutions of light engineering products as demands of locally made products increased
- Contributed to the diversification of export earnings through exporting light engineering products. According to the data of EPB, in 2021-2022 fiscal year, the light engineering sector saw a significant year-on-year growth of 50.4% to \$795.63 million, from \$529 million in the 2020-2021.

8.0 Conclusion

In Bangladesh, every year around 2.2 million youths are entering in the labor market. A million of Bangladeshi people go to the overseas countries for a job. However, small number of them having appropriate skills recognized by the destination countries to have a decent jobs and increased remittance. The skills mis-match of the job seeking youths resulted to lose the potential scopes of capitalizing demographic dividend for the country. Therefore, it is needed to develop capacity of the youth with market responsive skills both for the home and abroad. It is imperative that appropriate skilling of the youth people of Bangladesh would contribute to the sustainable development of the country as well as vision of the government to become a SMART and developed country by 2041.

BKMEA-SEIP Project: Achievement & Impact on RMG Industry

3.2 The Second Presentation

The second presentation titled “BKMEA-SEIP Project : Achievement & Impact on RMG Industry”, was made by Engr. Rupali Biswas, Chief Coordinator, SEIP-BKMEA project. Mr. Md. Shariful Islam, DEPD (FM) of the SEIP project facilitated the session as a moderator, and Mr. Md. Khairul Islam, M&E Specialist contributed to the session as a panelist. The presentation focused on the objectives, achievements, challenges, and future recommendations for the BKMEA-SEIP Project.

Her presentation covered the following areas:

- Major Objectives of BKMEA-SEIP Project
- Specific Objectives of BKMEA-SEIP Project
- Major Activities of the BKMEA-SEIP Project
- Training Achievement
- Outputs of the BKMEA-SEIP Project
- Impact of BKMEA-SEIP Project
- Level of Training Programs & Training Providing Institutes
- Training Courses Implemented by BKMEA-SEIP Project
- Challenges of Implementation of BKMEA-SEIP Project
- Lessons Learned from BKMEA-SEIP Project
- Some Success Stories in the form of Case Studies

Introduction

On July 15, 2023 the Skills for Employment Investment Program (SEIP) organized an event to celebrate "World Youth Skills Day 2023" at the Center on Integrated Rural Development for Asia and the Pacific (CIRDAP). This event brought together stakeholders from various sectors, including the government, NGOs, and industry associations, to discuss the importance of skills development and to highlight SEIP's achievements in this field. The workshop featured three presentations, with one presentation made by Engr. Rupali Biswas, the Chief Coordinator of the SEIP-BKMEA Project. Her presentation focused on the objectives, achievements, challenges, and future recommendations of the BKMEA-SEIP Project.

Presentation Summary:

Engr. Rupali Biswas underscored the key objectives of the BKMEA-SEIP Project with a central focus on improving skilled workforce tailored to the needs of the RMG sector, particularly the Knitwear sub-sector. The primary objectives of the BKMEA-SEIP Project include the following:

- Improving a skilled labor force tailored to the RMG sector's demands.
- Bridging the skills gap and strengthening competitiveness within global markets.
- Providing training that is responsive to market needs.
- Raising skill sets of the existing workforce.
- Achieving a job placement rate of at least 60%.
- Facilitating the participation of women and disadvantaged groups.
- Strengthening quality assurance systems.

To realize these aspirations, the project has undertaken a series of initiatives. These include heightening awareness about SEIP, encouraging enrollment from a diverse range of groups, recruiting proficient and high-caliber instructors, and identifying the forthcoming skills requirements for sectoral advancement.

By July 2023, substantial milestones had been attained. These encompassed the training of over 53,000 individuals and an impressive job placement rate of 87.49% since 2015. Furthermore, the project has successfully nurtured 200 trainers towards continuous improvement of their qualities, established 20 competency standards, and contributed to the establishment of 70 accredited training institutes.

Yet, the journey was not without challenges. The shift towards a Public-Private Partnership (PPP) model, the enlistment of trainees from remote regions, the management of dropout rates, and the assurance of sustained job placements presented certain obstacles. Despite these challenges, the project has acquired valuable experience including effective collaboration with government authorities and the formulation of strategies to augment graduate employment.



Q & A Session

During the presentation, the audience engaged with Engr. Rupali Biswas through a question and answer session. A number of questions were raised, and Ms. Rupali Biswas responded to them promptly and insightfully. Here are some of the questions posed by the audience and their corresponding answers:

Question 1: Is training effective in reducing wastage in the RMG sector?

Answer: Yes, trainees are instructed in Lean Tools such as the Kaizen Process, 5s, Kanban, and Time Study. This equips them to minimize wastage in RMG production, relating to time management, manpower management, and raw material use.

Question 2: How many workers are currently required in the RMG sector? Are there plans to enroll trainees from remote areas?

Answer: The RMG sector experiences a monthly worker turnover of 5 to 10%, highlighting a sustained demand for workers. The BKMEA-SEIP Project strategically aims to enroll trainees from remote areas, and the establishment of residential training facilities can significantly support to this endeavor.

Question 3: Is there a plan to facilitate overseas employment for sewing machine operators trained by BKMEA in countries like Bulgaria and Jordan?

Answer: Although there is demand for Sewing Machine Operators overseas, a substantial demand also exists within Bangladeshi factories. The industry aims to retain skilled operators in BKMEA to support domestic production.

Question 4: Which type of training centers exhibit superior job placement: institute-based or factory-based?

Answer: Both types of training centers perform satisfactorily. Factory-based training offers industry-specific skills contributing to higher job placement rates. Graduates from institute-based training centers also find opportunities of employment across diverse factories.

Question 5: Do male workers receive higher salaries than female workers? Are there any plans to enhance female workers' salaries?

Answer: No discriminatory salaries have been observed in BKMEA member industries. However, the presentation did not outline specific plans to address potential gender-based salary discrepancies.

Recommendations

The session concluded with the following recommendations:

1. **Residential Training Facilities**
Establish residential training facilities to facilitate the enrollment of female trainees and those from remote areas.
2. **Increased Trainee Target at Basic Level**
Increase the target of training for operator's program in the upcoming project to meet high demand within the industry.
3. **Enhanced Daily Allowance**
Allocate a higher amount of daily allowance to enable the trainees to cover transportation costs more comfortably.
4. **Improved Remuneration**
Ensure a higher starting salary for the operators upon their successful completion of the SEIP training program.
5. **Child Care Corners**
Introduce child care corners at factory-based training centers to create a supportive environment for the female trainees.
6. **Childcare Support**
Set up childcare corners at factory-based training centers to provide necessary support to the enrollment of more female trainees.
7. **Gender Balance in Management**
Take appropriate measures to increase representation of women in mid-level managerial positions within the industry.
8. **NSDA Accreditation**
Secure NSDA accreditation for all training institutes under BKMEA to ensure high-quality training standard.
9. **Establishment of Training Institutes**
Take initiative to establish a permanent training institute within the factory premises. This initiative would create an environment for continuous skill development and learning, allowing trainees to receive hands-on experience necessary to be exposed to real workplace conditions.
10. **Management of Internship Program**
Develop and manage a comprehensive internship program for the trainees who graduate from the training institute. Internships would provide practical exposure, enabling trainees to apply the skills they have acquired from a real production setting. This practical experience can significantly enhance their employability and understanding of the industry's dynamics.

Keynote Paper on Bangladesh Knitwear Manufacturers and Exporters Association (BKMEA)

Project achievement & impact on RMG industry
by Engr. Rupali Biswas



1. Background

The readymade garments (RMG) sector of Bangladesh has risen as the biggest earner of foreign currency. The RMG sector contributes to the national economy at a considerable rate. About 84.5% of the total export earnings come from the RMG sector. This sector creates about 4.2 million employment opportunities and contributes significantly to the GDP. Bangladesh Knitwear Manufacturers and Exporters Association (BKMEA), the apex trade body representing solely the Knitwear sector of Bangladesh, stands out in the global panorama with a distinct identity and stature. The members of BKMEA are hugely contributing to the national economy in terms of exports and employment. In the last fiscal year (2022-23) the export from knitwear products was US\$25,738 million (54.77% of the RMG products and 46.33% of the total exports).

2. Objectives of the training programme

The ready-made garment (RMG) is moving towards achieving a target of reaching USD 52 billion in FY 2023-24. To achieve the target, this sector requires vast technical and occupational health & safety-related training to improve the productivity of workers and workplace-related safety arrangements.

According to the BIDS Report 2016, the total demand for workers in the RMG sector will be 9.16 million in 2025, 11.09 million in 2030, 16.26 million in 2040 and 23.84 million in 2050. To bridge the gap, BIDS has identified training needs of workers 2.12 million in 2025, 2.85 million in 2030, 5.49 million in 2040 and 9.90 million in 2050.

In the RMG industry of Bangladesh, there is huge employment opportunity for fresh graduates to serve as merchandiser, production officer, lean team executive, IE executive, lean management executive, quality executive, supply chain executive, planning executive, logistic executive, marketing executive, social auditor, compliance executive, human resource officer, admin officer, welfare officer, fire safety officer, OHS officer, risk assessor etc. and also to work as operator, asst. operator for operator level workers. It assumes that 450 thousand foreign nationals from various countries are currently working in the textile and clothing/RMG sector. A number of universities is providing graduates on textile and clothing/RMG. In addition to address the skill gap and skill shortage BKMEA imparted the training programme with other industry associations. However, the objectives are as follows:

- Developing a skilled labor force (new entrants and upskilling graduates);
- Reducing the skills gap and skill shortage in the knitwear sub-sector.
- Strengthening quality assurance system that will lead to quality products.
- Improving competitiveness in the international market.

3. Training Programme implementation and outcome

Without an abundant pool of trained workers, the industry cannot evolve and it cannot upgrade in the regime of the 4th Industrial Revolution (4IR). To meet the increased demand for skilled workers and mid-level managers in the different trades, BKMEA started a training programme in 2015 with the cooperation of SEIP. Since then the BKMEA-SEIP has produced 51,751 graduates against the target of 56,131 in the basic and mid-level for the factories (table1) under three tranches. More than 60% of graduates are female.

The BKMEA-SEIP successfully completed Tranche-1 and Tranche-2. BKMEA has progressed much. Under Tranche-1, BKMEA enrolled 23,980 against the target of 23,971; among them a total of 21,494 (92%) were placed in gainful jobs. Under Tranche-2, BKMEA fulfilled the target of 17,160 trainees; among them a total of 14,407 (86%) were placed in gainful jobs. The BKMEA-SEIP is implementing the tranche-3 SEIP project (1 October 2021 to 31 December 2023) with a target of 15,000 trainees. To date 14,081 have been enrolled against the target of 15,000. In the meantime, 11,595 enrolled trainees have graduated of which 8,887 got jobs (77%).

Table-1: Participation in the SEIP Program by BKMEA-SEIP

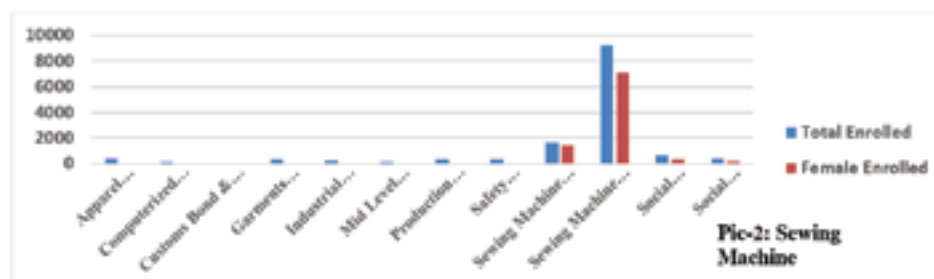
Tranche	Industry Association	Target	Enrollment	Certification	Job Placement	% of JP
Tranche-1	BKMEA	23,971	23,980	23,411	21,494	92
Tranche-2		17,160	17,750	16,745	14,407	86
Tranche 3		15,000	14,081	11,595	8,887	77
Total		56,131	55,811	51,751	44,788	87

Source: TMS, SEIP

It may be mentioned that there are 15 courses included in the training programme under tranche 3. Sewing machine operation (SMO)-Knit was chosen by 64% of the trainees, followed by sewing machine operation (SMO)-Woven (12%); Social compliance and human resource management (5%), Apparel Merchandising, Social Compliance Norms for Worker (Factory Based), Garments Quality Management for Worker (Factory)(3%) etc. (pic 1).



The TMS indicates that in tranche 3 the enrolled female trainees are 67% of the total trainees from which major enrolled female trainees participated in sewing machine operation (Pic-2). The BIDS report on Textile/RMG emphasized that there is a huge demand for skilled workers in the respective trade.



4. Major Activities of the BKMEA-SEIP Project

The following key activities have played catalytic roles in the implementation of the training programme successfully with a high percentage of job placement following sustained enrollment and certification:

- Raising awareness about the SEIP project activities to attract more trainees for enrollment.
- Implementing activities to motivate and attract socially disadvantaged people – especially women, the extremely poor and people of ethnic minorities.
- Developing high-quality trainers, assessors & managers through different training programs.
- Developing Competency Standards (CS), CBLMs and Assessment Guides to provide quality skills training delivery by maintaining a common standard.
- Strengthening the capacity of the training institutes by providing appropriate training equipment, tools and quality trainers.
- Strengthening the capacity of the TVET managers for successful implementation of skills training.
- Arranging independent assessment and certification for the enrolled trainees.
- Providing the graduates with appropriate jobs based on their skills acquired from the training.
- Identifying future skills for continuous improvement of the sector, etc.

5. Impact of BKMEA-SEIP Project

BKMEA has offered a wide range of courses to address the skills requirement of the Knitwear sector. It has already achieved a job placement target of 82% on certification. Job placement achievement indicates the relevance of courses being offered in tranche 2. The way the courses are structured with the relevant contents and the delivery of the programme has an impact on the industry. The association revealed the low demand in the four courses, and did not consider to include the same in the tranche 2. All the courses were selected based on the demand of the industry. In Tranche-3, three new courses namely: i) Computerized Sweater Machine Operation (Jacquard Machine Operation); ii) Mid-level Management; iii) Customs Bond and Documentation have been included. The steps have given positive results given below:

- Experience in working with the government project in skills training through the PPP model acquired;
- Improvement of efficiency and minimization of wastage in the production process;
- Improvement of product quality and enhancement of production capacity of the sector;
- Ensuring OHS practice in industry;
- Improvement of training capacity and environment in the training institutes;
- A quality training and financial management system with a strong or robust monitoring system established;
- Quality training ensured with the engagement of appropriate trainers and industry assessors;
- Gainful employment ensured in the RMG sector because of dynamic linkages with the specific industries;
- A well-designed and integrated implementation model with a target of job placement improved the effectiveness of the training;
- The capacity of the core staff of PIU of BKMEA and the teams of outsourced training institutes improved because of the experience gained from the implementation of tranche 1 and tranche 2; and
- Professional development training imparted by SEIP would help BKMEA to implement Tranche 3 more effectively and efficiently; and
- Increasing greater competitiveness.

6. Challenges of Implementation of the BKMEA-SEIP Project

The industry association has identified the challenges by itself and the SEIP during the project implementation under three tranches. However, the challenges have not gone unattended. The challenges during the programme implementation are as follows:

- Skills and productivity enhancement for this growing sector;
- Devise agreement and MoU between the industry and the government;
- Identification of skill gap and choice of relevant trades for the training;
- Selection of appropriate training centers (TIs) through rigorous procedure;
- Devise of competence standard (CS) and competency-based learning materials (CBLM) before starting the relevant training programme;
- Enrollment of appropriate trainees; and selection of appropriate trainers and assessors;
- Make sure the inclusive participation from all segments of the society/people (i.e poor, disadvantaged group, ethnic minority etc.);
- Retain 80% attendance for the trainees in classwork for certification;
- Female enrollment (30%) in the graduate courses;
- Being accustomed to following government rules & regulations particularly in procurement;
- Implementing skills development through the PPP model;
- Enrollment of trainees from remote rural areas;
- Make dropouts at a minimal level during the COVID-19 period ;
- Job Placement of the graduates (60%) and their retention in jobs for three months; and
- Devise appropriate skills development strategy and strengthening institutional capacity.

7. Lessons Learned from BKMEA-SEIP Project

The SEIP-BTMA is a unique model project. During the project, all concerned are passing through the lessons. The core lessons are revealed from the project as follows:

- Familiar with PPP model;
- Learned how to select appropriate trades/ occupations required for the industry;
- Way to develop and implement the CSs, CBLMs & Assessment Guides in the training programme;
- Selection of appropriate trainees, trainers and assessors for the training programme;
- Learned how to reduce the dropout;
- Learned how to place the graduates in gainful employment by arranging job fairs;
- Supply of skilled workers and mid-level managers for the RMG industry;
- Familiar with the financial issues and concerns; and
- Learned how to manage and cope with multi-layer monitoring systems.

8. New Courses for BKMEA-SEIP

The SEIP has conducted several studies for SEIP by the BIDS in 2022. One of the studies has been conducted on textile/RMG sector. The study reveals that “53.74% of the surveyed RMG enterprises face skill gaps in general. In terms of categories, skill gaps faced by enterprises are as follows: lockstitch machine operator (74.65% firms), flatlock machine operator (72.31% firms), overlock machine operator (66.99% firms), printing machine operator (66.67% firms), quality inspector (64.91% firms), chain stitch machine operator (63.48% firms), embroidery machine operator (62.50% firms), iron man/woman (60.3% firms), quality controller (57.23% firms) and feed of the arm machine operator (56.64% firms). In the broad category, most of the surveyed firms’ responses indicated highest prevalence of skill gap in the sewing machine operator category along with quality category (both inspector and controller) and printing machine operator and embroidery machine operator categories.

The RMG industry of Bangladesh needs to get prepared to embrace the opportunities and face the challenges posed by the Fourth Industrial Revolution (4IR). Only 8 percent of jobs in the RMG sector are automated. It is expected that by 2025 it will reach 25 percent. The sector needs to prepare for the 4IR to get the advantages by creating a new workforce to continue the sustained growth.

It may be noted that Bangladesh has currently 187 LEED-certified green factories, all but four of which are in the garment sector. Among these LEED-certified garment factories, 63 are platinum-rated, 110 are gold-rated, and 10 are silver-rated. The industries demand new skills. The government and private actors are trying to create pools for the appropriate trainees and trainers. The automation in the RMG sector and for the green growth with the changes due to 4IR the flowing courses need to be included in the future training program, in addition to the trades for the existing trades under tranche 3 of SEIP:

1. Supply chain & Enterprise Resource Planning (ERP) Management;
2. Sustainable Environmental Management (SEM);
3. Advanced Sewing Machine Operation (Multi-skills); and
4. Productivity Improvement Techniques

9. Conclusion

Ready Made Garments (RMG) sector has huge opportunities in terms of generating employment, giving impetus to entrepreneurship and attracting investment by increasing the export of higher value-added products by utilizing locally available & imported raw materials. However, one of the fundamental bottlenecks severely hampering rapid developments in this sector is the inadequate and under-resourced training facility. Another problem is the capacity constraint. Considering the volume of skills training requirements to be imparted every month, the sector needs more training facilities, along with adequate machinery and technical assistance to deliver quality training. Given these constraints, the RMG sector could not generate the expected number of employment and thereby face a tremendous skills gap.

In this context, skills and productivity enhancement have become a major challenge for this growing sector. To meet this challenge SEIP project has been contributing to this RMG Knitwear sub-sector since 2015 by providing an appropriate skills development strategy and strengthening institutional capacity, which serves the industry with qualified skilled labor and improving the overall competence level.

Training of Trainers

3.3

The Third Presentation

The third presentation, titled “Training of Trainers and Contribution of SEIP” was presented by Engr. Palash Kumar Barua, Principal, Bandarban Technical Training Center. Mr. Md. Mahfuzul Alam Khan, DEPD (Public) of the SEIP project facilitated the session as a moderator, and Mr. Dr. Md Nurul Islam, TVET Specialist contributed to the session as a panelist. The presentation covered following areas:

1. Significance of the World Youth Skills Day 2023
2. Importance of the Skills and Training
3. Justification of Training of Trainers
4. Usefulness of Training of Trainers
5. Challenges of Skills training in Bangladesh
6. Training of Trainers program undertaken by SEIP
7. Training in country and abroad by SEIP
8. Formation of pool of Master Trainers
9. Training of Trainers in Level 4 and Level 5
10. Way forward to Training of Trainers

Introduction

SEIP organized a day long workshop on the observation of World Youth Skills Day 2023. In the workshop a power point was presented on “Training of Trainers”. The Presentation was made by Engineer Palash Kumar Principal, Bandarban Technical Training Center. The working session was chaired by Ms. Fatema Rahim Veena, (Additional Secretary), Executive Project Director, Skills for Employment Investment Program (SEIP). The session was moderated by Mr. Md. Mahfuzul Alam Khan (Joint Secretary), Deputy Executive Project Director, SEIP and Dr. Md Nurul Islam, TVET Specialist, SEIP. Mr. Saifuzzaman Mia, QAO, SEIP and Mr. Mahfuzul Haque, QAO, SEIP the rapporteur of the session.

Session:

The session was very lively with the active participation by the distinguished guests. After the presentation, various questions and answers, placing the comments, suggestions and recommendations were put forwarded in the workshop. The which is summarized below:

Contents of the presentation:

1. Significance of the World Youth Skills Day 2023
2. Importance of the Skills and Training
3. Justification of Training of Trainers
4. Usefulness of Training of Trainers
5. Challenges of Skills training in Bangladesh
6. Training of Trainers program undertaken by SEIP
7. Training in country and abroad by SEIP
8. Formation of pool of Master Trainers
9. Training of Trainers in Level 4 and Level 5
10. Way forward for Training of Trainers

Training statistics

1. Providing CBT&A Level-5 training to 00 trainers from SEIP project due to shortage of trainers who have completed Competency Based Training & Assessment (CBT&A) Level-5 in Bangladesh.
2. A total of 9000 trainers are involved in skill development training institutes funded by SEIP project.
3. Providing occupation-based training to a total of 6,400 trainers working in various sectors based on labor market demand with the aim of developing the professional skills of the trainers involved of which number of female trainers is 1,020.
4. Specialized training to 980 trainers on Occupational Health & Safety (OHS) of which 136 female trainers.
5. Providing CBT&A Level-4 training to 1895 trainers and 915 assessors involved in professional skill development of trainers.
6. Training of 376 trainers in various occupations at Nanyang Polytechnic International and ITEES in Singapore to raise the professional skills of trainers to international standard of which 54 numbers of female trainers.
7. Organized special training on training management for a total of 100 TVET managers/managers.
8. 202 trainers have been selected as Master Trainers through competitive examination and provide them with occupation based specialized training.
9. Providing occupation based specialized training to a total of 450 trainers by selected Master Trainers.
10. Providing specialized training on financial management to a total of 125 managers/supervisory officers associated with skill development training.



Q & A Session

This section presents the questions that were raised by the participants and the responses made during the discussion session.

Question 01: What are the initiatives of SEIP to measure the effectiveness of the Training provided of Trainers (ToT)? Is there any re-training plan of SEIP?

Response 01: SEIP measures the effectiveness of Training of Trainers (ToT) by adopting various strategies. These include ongoing assessment and evaluation of trainers, collecting feedback from trainees, monitoring training sessions, assessing the application of accrued skills and analyzing trainee performance. Additionally, SEIP has recently introduced some ToT programs that are expected to yield long-term benefits and effectiveness for the institute.

Question 02: Is there any necessity of industry attachment training for the trainers?

Response 02: Institutional training and training within industry environment have different impact. SEIP has plan for arranging training within the industry attachment.

Question 03: Is it possible to make a trainer pool from the industry expert who will work part time basis in the Training Institute for ToT program?

Response 03: SEIP has prepared a trainer's expert trainers pool of 202 trainers. In the process of delivering Brush-up training for the master trainers, SEIP has engaged industry experts as facilitators. The suggestions have been well taken and in next phase of the project, SEIP will implement more ToT engaging industry expert.

Question 04: There is a negative perspective regarding training development in the private sector, and government funding is also poor. Will there be any measure taken from SEIP regarding this issue to increase fund allocation in the government and encourage training development in the private sector?

Response 04: The response acknowledges the concerns regarding training development in both the private and government sector. Under the provision of recently adopted National Skill Development Policy-2022, enhancement of the skill training facilities in the public and private sector with more participation of industry. However, it points out the lack of comprehensive studies for training in private sectors and highlights the need for a collaborative strategy to bridge the gap between government policies and private sector initiatives. The suggested approach involves conducting thorough studies, forming partnerships, and allocating dedicated funds to encourage training development in both sectors.

Question 05: China applies Dual training model and Singapore applies Teaching factory concept for delivering ToT, which one will be more appropriate for us?

Response 05: The response provides a well-considered evaluation of the two models. It asserts that directly implementing the Dual model, like China, would not be very successfully implemented due to the absence of industry responsiveness to training of trainers within the industry. Consequently, the Teaching Factory concept from Singapore is recommended as a more suitable choice. In this model, the Technical Institutes (TIs) created close cooperation with industry in innovation and prototype product as per industry demand. This practical method enables the trainers to achieve the confidence level.

Recommendations

1. Training of Trainers may be conducted both in the institute and industry.
2. A comprehensive evaluation study may be conducted on the impact of the Training of Trainers arranged by SEIP.
3. Standardized curriculum for ToT should be developed that focuses on both technical skills specific to industries and pedagogical skills essential for effective teaching.
4. Trainers should undergo continuous professional development. Regular workshops, seminars, and refresher courses can help trainers stay updated with the latest industry trends and teaching methodologies.
5. Trainers should be trained with digital teaching tools and methodologies, especially online and blended learning platforms.
6. Trainers should be sent to relevant industries for short orientation regularly to keep familiar with current industry practices.
7. Partnership with international TVET institutions may be established for exchange programs. This can provide trainers with global perspectives and best practices which they can bring back to Bangladesh.

Keynote Paper on Training of Trainers and contributions of SEIP

**[Skilling Teachers, Trainers and Youth
for a Transformative Future]**

by Engr. Palash Kumar Barua



Introduction

In 2014, the United Nations General Assembly declared 15 July as World Youth Skills Day, to celebrate the strategic importance of equipping young people with skills for employment, decent work and entrepreneurship.

The theme for World Youth Skills Day 2023 is “Empowering teachers, trainers and youth for a transformative future”. It highlights the essential role that teachers, trainers and other educators play in providing skills for youth to transition to the labour market and to actively engage in their communities and societies.

Technological advancements and shifting labour market dynamics increasingly call for agile and adaptable skill sets. It is crucial to empower young people to navigate these changes effectively. Technical and vocational education and training (TVET) is well placed to meet these demands by reducing access barriers to the world of work, ensuring that skills gained are relevant, recognized and certified, promoting green skills and practices, and offering skills development opportunities for youth who are not in education, employment and training. This day is aimed to highlight the importance of providing skill development opportunities to the youth to aid them in getting employment or getting self-employed.

1.1 Significance of WYSD 2023

The World Youth Skills Day emphasizes the importance of skills, education and training for youth which -

- Is enabling them to find productive employment, contribute to economic growth, and achieve the Sustainable Development Goals.
- Serves as a platform to address the challenges faced by youth in accessing viable opportunities for decent work, livelihood, and entrepreneurship.
- Is accentuating the transformative power of skills development in shaping their futures and building stronger communities.

2.0 Trainers Skills development

To ensure the sustainable TVET delivery, upgrading of skills of the trainers is an essential requirement in skills eco-system. A skill is the art to represent knowledge or branch of learning. Training is teaching or developing in oneself or others, any skills and knowledge or fitness that relate to specific useful competencies. Training has specific goals of improving one's capability, capacity, productivity and performance. As the trainers are engaged in the training program, advancement of their skill level is essential for overall development of the training standard.

Skills training is designed to provide trainees with the targeted groundwork they need to gain the knowledge and abilities necessary to fulfill the specific requirements of their job positions. Every professional need upgrading of existing skills to meet the requirements of advancement of Technology and modifications towards betterment. Training of trainer is a program that equips teachers or trainers with techniques and modern pedagogy strategies that help them to better connect with, manage, and teach to their students/trainees in a manner that ensures all students are learning and benefitting. Importance of skills training for Teacher or Trainers is an indispensable component in TVET development arena.

There are some challenges of Skills Development in Bangladesh, which includes the following but not limited to i. Training of trainers, 2. Modern equipment with advanced technology in the training institutes, 3. Elective industry-linkage etc. With a view to addressing these issues, Skills for Employment Invest Program (SEIP) project has adopted targeted approaches with the following objectives:

- Improve job-focused skills through training
- Conduct massive training of trainers and assessors (Local & Overseas)
- Capacity development of training providers
- Infrastructural development of Training centers
- Support special training
- Strengthen Institute-Industry linkage
- Organize Executive Development Training Courses
- Infrastructural development of Training centers
- Support special training
- Strengthen Institute-Industry linkage
- Organize Executive Development Training Courses

2.1 ToT program organized by SEIP

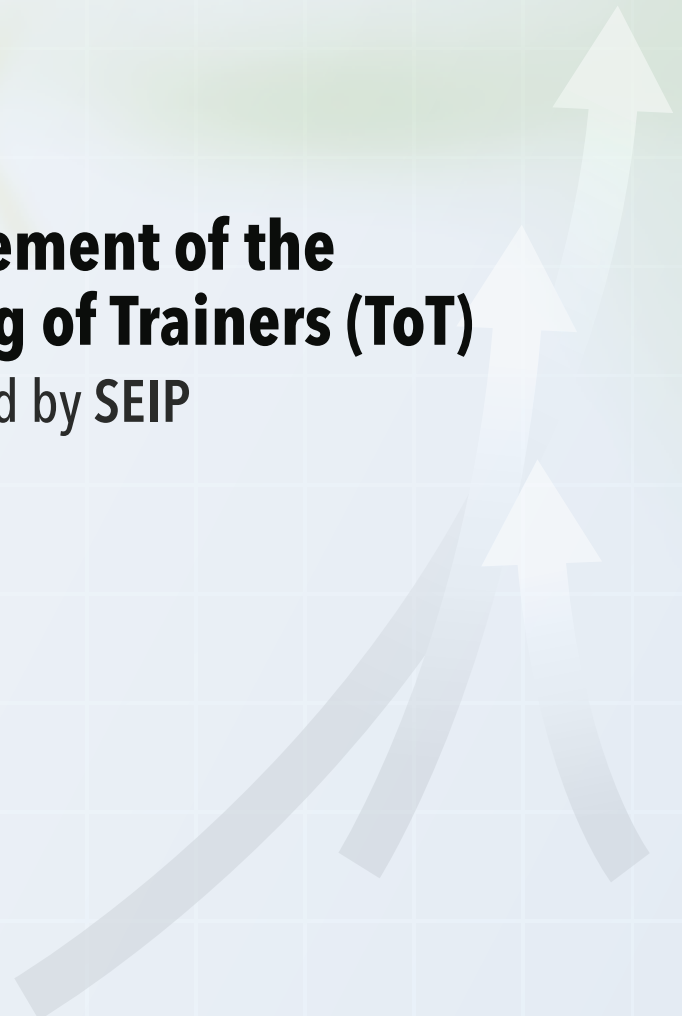
SEIP has undertaken special initiatives on the training of trainers which are summarized below:

1. Training of trainers on Skills and Pedagogy at different Levels (Level 4 and Level 5)
2. Formation of Master trainers' pool of 202 well competent trainers
3. Overseas training conducted in Nanyang Polytechnic International (NYPi) and ITEES in Singapore and Korea Tech in South Korea. These courses were on a) Pedagogy and b) Skill upgrading.

This approach has affianced the initiatives to develop the competency of the trainers. The total number of trainers and Assessors trained is 5,732. Among them, 5,151 trainers received local training and 581 trainers received Overseas Training (T-1, T-2 & T-3). Total number of Female trainers is 755. Brush up training has been organized for 202 Master Trainer and 450 fresh trainers.

- **In Tranche-1**, SEIP conducted local and overseas ToT for 3,136 trainers (Skill upgrading, Pedagogy, OHS and TVET Management). Among them 2,976 trainers received local ToT and 160 trainers received Overseas Pedagogy Training in ITE Education Services (ITEES), Singapore. Total number of Female trainers 404;
- In Tranche 2, 1,241 trainers have received local and overseas training. Among them 1,025 trainers receive local upgraded Skills and Pedagogy training (CBT&A Level-IV) and Financial Management. 216 Trainers received Overseas training in Nanyang Polytechnic Institute (NYPi), Singapore on skills. Total number of Female trainers 158;
- In Tranche-3, 1,355 trainers have been receiving upgraded Skills and Pedagogy, (CBT&A Level-IV) training.
- In Tranche 3, 30 engineers from BITAC have been receiving highly specialized training in Koreatech, Korea. 80 Trainers will receive specialized skills training in Nanyang Polytechnic Institute (NYPi), Singapore and 40 Trainers/TVET managers will receive pedagogy training in ITEES, Singapore;
- Level 4: 700 trainers and 200 assessors
- Level 5: 100 Trainers
- Training of 30 BITAC trainers for using the advanced equipment to be installed at the newly constructed modern BITAC training center in Dhaka has already been started at KOREATECH, South Korea.
- ToT on skills for 80 trainers at NYPi and ToT on Pedagogy for 40 trainers at ITEES will be started from September 2023.
- TVET Leadership Training for the 100-management staff of SEIP has also been started at the Institute of Public Finance (IPF).
- 262 trainers and 86 assessors have received CBT&A (Level-4) training and CBT&A (Level-5) training programs at Rajshahi and BK TTC Dhaka have also been started to train 100 TVET trainers.

The concept of a transformative future refers to a vision and approach that seeks to bring about significant positive changes and advancements in various aspects of society. A transformative future is a forward-looking vision that encompasses paradigm shifts, sustainability, innovation, collaboration, empowerment, inclusivity, continuous learning, and positive social impact. Key Elements and Characteristics of Transformative Future are a) Paradigm Shift, b) Innovation and Technology, c) Sustainability, d) Collaboration and Co-creation, e) Empowerment and Inclusion, f) Continuous Learning and Adaptation and g) Positive Social Impact. It highlights the essential role that teachers, trainers and other educators play in providing skills for youth to transition to the labor market and to actively engage in their communities and societies.



Achievement of the Training of Trainers (ToT)

Organized by SEIP

The SEIP project has made significant strides in enhancing the quality of skills development training and the professional development of trainers:

Extensive Trainer Involvement: A total of 9,000 trainers have participated in skills development training with SEIP's financial support.

Professional Development for Trainers: Approximately 6,400 trainers, including 1,020 female trainers, received labor market demand-based ToT in various sectors.

Specialized Training in Occupational Health and Safety (OHS): This training was provided to 980 trainers, including 136 women.

Competency-Based Training and Assessment (CBT&A): Level-IV training was given to 1,895 trainers and 915 assessors.

Addressing Training Scarcity: SEIP arranged Level-V CBT&A training for 100 trainers due to a shortage in this area.

International Standard Training Initiatives: BITAC trainers received foreign training at the Korea University of Technology & Education (KOREATECH) to elevate BITAC to international standards.

Overseas Professional Development: A total of 376 trainers, including 54 women, underwent ToT and pedagogy training at Nanyang Polytechnic International (NYPi) and ITE Education Services (ITEES) in Singapore.

Specialized Training for Selected Trainers: SEIP provided specialized training to 202 competitively selected trainers.

Occupation-Based Specialized Training: This was provided to 450 trainers.

Financial Management Training for TVET Managers/Supervisors: A total of 125 individuals received this training.

Specialized Training for TVET Managers: 100 managers underwent specialized training.

Training for Motor Driving Trainers: A notable achievement of SEIP was providing special training to 1,410 Motor Driving Trainers who hold heavy driving licenses, a significant increase from the 350 heavy license-holders post-independence.

Other Special Achievement

Establishment of Model TTCs: SEIP has developed Model TTCs to foster healthy competition among TVET institutes.

International Labor Market Standards: SEIP implemented training standards from DNV-GL, City and Guilds and Bureau Veritas to meet international labor market demands.

Synopsis of Celebration of World Skills Day in Different SEIP supported Institutes in Bangladesh

Bangladesh, with its large youth population, has a significant opportunity to harness the potential of its young workforce for sustainable socio-economic development. World Youth Skills Day 2023 serves as a pivotal moment to highlight the importance of equipping teachers, trainers, and youth with the necessary skills for a transformative future.

Amidst a favorable demographic transition, Bangladesh has the potential to bring about a paradigm shift in the employment landscape by fostering the skills of its youth. With the demand for Bangladeshi workers in the global market, it is imperative to align youth skills with the requirements of the Fourth Industrial Revolution (4IR) to pave the way for a technology-driven and knowledge-based economy.

As Bangladesh is passing through a prospective momentum of demographic transition, the country has an immense opportunity to bring a paradigm shift in the employment sectors by exploring the youths' potential skills. Besides, the workforce has demand in the global market. Hence, we must take steps to develop the youth skills aligned with the standard of the Fourth Industrial Revolution (4iR) that would lead us to a technology-enhanced and knowledge-based economy. However, the crisis of the foreign reserve would substantially be decreased if we address the theme of 'World Youth Skills Day 2023'. World Youth Skills Day 2023 would be a kind of regenerative force that could open the lion-gate of investment for youth skills development around the country. It is not just a one-day event, but an ongoing commitment to strengthen TVET ecology. Governments must prioritize policies that support inclusive and relevant skills development agenda including apprenticeships, internships, innovative projects, skills gap analysis, TVET financing, TVET action plan, forecasting skills demand, robust skills data bank, industry-academia linkages, strengthening Industry Skills Councils (ISCs), international certification, technology transfer, and decent employment.

The Skills for Employment Investment Program (SEIP), a robust initiative led by the Finance Division, Ministry of Finance, specifically addresses youth skills development in Bangladesh. The project's time-bound components provide demand-driven training to youth, equipping them with the necessary skills and facilitating their placement in relevant sectors.

SEIP recognizes the importance of technological advancements and evolving labor market dynamics, emphasizing the need for adaptable skill sets. The project rigorously prepares young individuals to navigate the anticipated changes effectively, ensuring that skills development aligns with current demands, reducing barriers to employment, and promoting green skills practices.

In honor of World Youth Skills Day 2023, various training institutions affiliated with SEIP, including TTCs, TSCs, IMTs, and BITACs, united to commemorate this significant global event on July 15, 2023, under the theme "Skilling Teachers, Trainers, and Youth for a Transformative Future."

SEIP devised a comprehensive plan to ensure the success of the day across these centers nationwide. The SEIP-affiliated training institutions actively engaged trainees, parents, local authorities, public representatives, and civil servants associated with the SEIP project to make the day's celebration memorable. The program included discussion meetings and rallies that aimed to involve the wider community

A crucial aspect of the celebration focused on recognizing the invaluable contribution of trainers who play a pivotal role in enhancing the quality of skill development training. Dedicated trainers associated with the SEIP project have been tirelessly delivering their expertise. As part of the World Youth Skills Day 2023 celebrations, each training institution nominated two outstanding trainers from each BITAC, TTC, and TSC.

Recognizing the pivotal role of trainers in elevating the quality of skill development training and shaping a sustainable future, it is vital to motivate and commend these dedicated educators. Each training center was requested to nominate two outstanding trainers engaged in short courses from BITAC, TTCs, and TSCs, with specific criteria for their selection. This includes regular class attendance, adherence to SEIP provided competency standards and CBLM, preparation of comprehensive lesson plans, ensuring safety during training, fostering interactive and participatory learning, conducting regular assessments, treating trainees well, and maintaining overall training program quality.

The celebration of SEIP-supported training centers and institutes was a lively and engaging event, marked by meticulous program preparation and a well-structured event schedule. The venues came alive with exquisite decoration, featuring colorful and eye-catching banners, festoons, x-banners, stickers, and lightboxes that proudly displayed the SEIP project's branding. A warm welcome was extended to all with the creation and distribution of greeting kits, including leaflets, notebooks, pens, t-shirts, key-ring, caps, and badges adorned with logos. The event was highlighted by informative billboards and brochures, with wide coverage ensured through local press involvement. The lively atmosphere was enhanced through miking, creating an engaging ambiance. The event schedule was packed with activities designed to engage both training providers and recipients. It began with a warm and welcoming greeting, setting the tone for the day's festivities. A discussion meeting followed, focusing on the achievements of the SEIP project and facilitating the formulation of recommendations in the presence of local key figures. The celebration gained momentum with a spirited rally, emphasizing community involvement and support. The distribution of leaflets and greeting kits further promoted awareness and engagement among attendees. A path drama and writing competition added a creative flair, while a quiz on Technical and Vocational Education and Training (TVET) highlighted the importance. The event concluded on a participatory note, with attendees sharing their experiences and insights, ultimately making the celebration of SEIP-supported training centers and institutes a dynamic and memorable occasion.

Financial support was allocated to these institutions for their participation in the event, ensuring a vibrant celebration. Each of the 40 TTCs/IMTs, including the newly added ones, 27 TSCs, and 19 TIs of BRTC offering motor driving courses received a grant of TK. 15,000 each. Moreover, the 55 TTCs providing Short Courses, 8 TSCs, Feni Computer Institute, and 5 BITACs delivering Short Courses celebrated by selecting and acknowledging their best trainers, receiving an allocation of TK. 20,000 each.

All participating institutions submitted their original vouchers and expenditure statements to the SEIP Project Office within 7 working days following the day of celebration. The banners planned for the event were sent to the institutions shortly, as per the allocated funds. This collaborative celebration of World Youth Skills Day 2023 underscored the SEIP project's commitment to acknowledging the critical role of skills development and the trainers who drive it forward, ensuring a brighter, transformative future.

Event Schedule

The event schedule included:

1. Greeting the training providers and receivers
2. Discussion meeting on the success of SEIP and formulation of recommendations in the presence of local key persons
3. Rally
4. Distribution of leaflets and greeting kits
5. Street drama/Writing competition
6. Quiz on TVET
7. Listening to the trainees

Programs Preparation:

1. Venue Decoration
2. Venue branding (displaying banners, festoons, x-banners, stickers, lightboxes etc.)
3. Creation of greeting kits (manufacture and distribution of leaflets, notebooks, pens, t-shirts, key-ring, caps, badges with logos, etc.)
4. Billboard
5. Brochures
6. Local press
7. Miking

Theme of the Day

The theme of the day was "Skilling teachers, trainers and youth for a transformative future."

Government of the People's Republic of Bangladesh
Finance Division, Ministry of Finance.
Skills for Employment Investment Program (SEIP) Project
Probashi Kallyan Bhaban (15th Floor)
71-72 Old Elephant Road, Eskaton Garden, Dhaka-1000.
www.seip-fd.gov.bd

Memorandum No. FD/SEIP/Model TTC/685/2023-2078

Dated: 09 July 2023

Subject: Taking necessary steps to celebrate 'World Youth Skills Day 2023' in different training institutes under BMET, DTE, BRTC, and BITAC funded by the SEIP project.

In view of the above subject, we want to inform you that the SEIP project has taken an initiative to celebrate 'World Youth Skills Day 2023.' This global event will be observed on 15th July 2023 in befitting manner. The theme for 'World Youth Skills Day 2023' is 'Skilling Teachers, Trainers, and Youth for a Transformative Future.'

2. A plan of the program has been undertaken by the SEIP project to celebrate the day at SEIP affiliated training centers e.g., at TTCs, TSCs, IMT and BITAC spread over the country. We request you to ensure the participation of trainees, parents, local administration, public representatives, and civil servants involved in SEIP project to make the 'World Youth Skills Day 2023' in your training center successful. In addition, please arrange a discussion meeting and a rally involving the community.
3. The role of trainers is pivotal in enhancing the quality of skill development training and shaping a sustainable future. The dedicated trainers associated with the SEIP project are tirelessly fulfilling their duties. On the occasion of World Youth Skills Day 2023, you are requested to motivate and encourage skilled and qualified trainers. You should nominate the two best trainers involved at short course training from each BITAC, TTC, and TSC. The selection criteria for trainers are as follows:
4. The trainers associated with the SEIP project are tirelessly performing their duties. 55 TTCs, 7 TSCs and 5 TIs of BITAC where Short Course from SEIP project to encourage and motivate skilled and qualified trainers is running on the occasion of World Youth Skills Day 2023. Instructions are requested to select 2 best trainers each from TTC/TSC. The criteria for selection of trainers are as follows:
 - a. Attends training classes regularly and at scheduled times;
 - b. SEIP provided CS and CBLM are followed in the classroom;
 - c. Prepare Lesson Plan and Job Sheet for providing training;
 - d. Follow and ensure safety guidelines prescribed for training;
 - e. Can make the learning process participatory and enjoyable;
 - f. Conduct Formative & Summative Assessment regularly;
 - g. Treats trainees well; And
 - h. The overall training program and performance of the trainer is satisfactory.
5. A total of 40 TTCs/IMTs, including 34 new TTCs, 27 TSCs and 19 TIs of BRTC offer motor driving courses under the SEIP scheme, each of them will receive TK. 15,000 (Fifteen Thousand) for the observance of the day. On the other hand, 55 TTCs offering Short Courses (excluding the 12 TTCs added for Short Courses in 2023), 8 TSCs, Feni Computer Institute, and 5 BITACs providing Short Courses will celebrate the day by selecting the best trainers. They will receive an allocation of TK. 20,000 (Twenty Thousand) each.
6. All original vouchers and expenditure statements must be submitted to the SEIP Project Office within 7 working days after the day of celebration. The banners planned for the event will be sent to you shortly. Here's a breakdown of the allocated funds:

Sl. no.	Particular	A total of 40 TTCs/IMTs including 34 new TTCs, 27 TSCs (motor driving in progress) and each TI of BRTC	Amount allocated to TIs of each TTC/TSC/BITAC (55 TTCs, 8 TSCs, Feni Computer Institute, and 5 BITACs (Short Courses are in progress), except 12 TTCs included for Short Course in 2023
1.	Banner	2000	2000
2.	Posters and festoons	3000	3000
3.	Campaign	2000	2000
4.	Entertainment	5000	5000
5.	Other	2000	2000
6.	Award of Crest and Award to Best Trainer (TK. 3,000/- each)	-	6000
Total		15,000	20,000

Signed/-

(Asma Ara Begum)
Assistant Executive Project Director
(Deputy Secretary)
Phone: 55138753-5
E-mail: seipfinance1976@gmail.com

Distribution (not according to seniority):

1. Principal, TSC (36 TSCs concerned with SEIP training)
2. Principal, TTC/IMT, (95 TTC/IMT concerned with SEIP training)
3. Director, BITAC (Dhaka/Bogura/Khulna/Chattogram/Chandpur)
4. Center Manager, BRTC (24 Training Institutes associated with SEIP Training)

Copy to: (not according to seniority)

1. Senior Secretary, Ministry of Expatriates' Welfare and Overseas Employment, Dhaka.
2. Senior Secretary, Technical and Madrasa Education Division, Bangladesh Secretariat, Dhaka.
3. Director General, BITAC, Dhaka.
4. Chairman, BRTC, Motijheel, Dhaka.
5. Director General, Bureau of Manpower, Employment and Training, Kakrail, Dhaka
6. Director General, Directorate of Technical Education, Dhaka.
7. Executive Project Director, SEIP Project, Finance Division
8. Deputy Executive Project Director (All), SEIP Project, Finance Division
9. Assistant Executive Project Director (All), SEIP Project, Finance Division.
10. Office copy.

Government of the People's Republic of Bangladesh
Finance Division, Ministry of Finance.
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Probashi Kallyan Bhaban (15th Floor)
71-72 Old Elephant Road, Eskaton Garden, Dhaka-1000.
www.seip-fd.gov.bd

Memorandum No. FD/SEIP/Model TTC/685/2023-2078 (1)

Dated: 09 July 2023

Subject: Taking necessary steps to ensure the schedule to celebrate 'World Youth Skills Day 2023'

In view of the above subject, you are requested to celebrate 'World Youth Skills Day 2023' based on the following schedule. The order has been issued with the consent of competent authorities.

Programs Preparation:

1. Venue Decoration
2. Venue branding (displaying banners, festoons, x-banners, stickers, lightboxes etc.)
3. Creation of greeting kits (manufacture and distribution of leaflets, notebooks, pens, t-shirts, caps, badges with logos, etc.)
4. Billboard
5. Brochures
6. Local press
7. Miking

Event Schedule:

8. Greeting the training providers and receivers
9. Discussion meeting on the success of SEIP and formulation of recommendations in the presence of local key persons
10. Rally
11. Distribution of leaflets and greeting kits
12. Path drama/Writing competition
13. Quiz on TVET
14. Come listen to the trainees

Theme of the day:

" Skilling teachers, trainers and youth for a transformative future"

Signed/-

(Asma Ara Begum)
Assistant Executive Project Director
(Deputy Secretary)
Phone: 55138753-5
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6. Director General, Directorate of Technical Education, Dhaka.
7. Executive Project Director, SEIP Project, Finance Division
8. Deputy Executive Project Director (All), SEIP Project, Finance Division
9. Assistant Executive Project Director (All), SEIP Project, Finance Division.
10. Office copy.

Meherpur

Stakeholder Consultation in Meherpur District.



Khulna

Trainees select the best trainers in Khulna TTC.



Rangpur

Best Trainers' memento in Rangpur



Sylhet

Celebrating the World Youth Skills Day 2023 in Sylhet TTC.



Sandwip

Rallying on World Youth Skills Day 2023 at TTC, Ctg.



SEIP NPD's engaging moments during World Youth Skills Day 2023



Executive Project Director of SEIP along with a Group of executives SEIP team at World Youth Skills Day 2023



SEIP officials on World Youth Skills Day 2023 at CIRDAP



A few moments on World Youth Skills Day 2023



Photos of the officials present at the World Youth Skills Day 2023



Scenes during registrations



Showcasing WYSD'23 venue entrance



Invited guests at the program





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