SEIP AT A GLANCE

LFMEAB SEIP PIU (Project Implementation Unit)

20 May 2017
**SEIP: Skills for Employment Investment Program – From Jul 2014 to Dec 2017**

### Key Facts:
- **Sponsored By:** Finance Division, Ministry of Finance
- **Location of the Projects:** All over Bangladesh
- **Priority Sectors:** 1) RMG & Textile 2) ICT 3) Construction 4) Light Engineering 5) Leather & Footwear & 5) Shipbuilding
- **Industry Associations Involved:** 9 IA
- **Component of SEIP:** 1) Market responsive inclusive skills training delivered 2) Quality Assurance System Strengthened 3) Institutions for Skill Development Strengthened and 4) Effective Program Management Ensured

### Key Objectives:
- Improve **job focused skills** to enhance **Productivity and Growth** of the industry sectors
- Impart skills training to **Gainful employment or Self employment**
- Develop a network of recognized training providers to meet the **Skills need of employers**
- Support the training providers for **Capacity development** to ensure **Quality training** delivery
- Implement **Vocational trainer development program**

### Key Facts:
- **Sponsored By:** Finance Division, Ministry of Finance
- **Location of the Projects:** All over Bangladesh
- **Priority Sectors:** 1) RMG & Textile 2) ICT 3) Construction 4) Light Engineering 5) Leather & Footwear & 5) Shipbuilding
- **Industry Associations Involved:** 9 IA

### No | Sectors/Organizations | Number of Trainees
--- | --- | ---
1 | Public (DTE & BMET) | 47,400
2 | Industry Associations/Private | 192,400
3 | PKSF | 10,000
4 | BBSME | 10,200
**Total** | **260,000**

### No | Source | Cost (in million taka) | Cost (in million US$)
--- | --- | --- | ---
1 | GoB | 1975.00 | 25.00
2 | ADB | 7900.00 | 100.00
3 | SDC | 790.00 | 10.00
4 | Industry Associations | 276.50 | 3.50
**Total** | **19041.50** | **138.50**
SEIP - Governance:

Finance Division (Sponsoring Ministry)

Project Steering Committee

National Human Resources Development Fund (Proposed)
Skills Development Coordination Unit (SDCMU)
National Skills Development Council Secretariat

Skills Development Implementation Committee (SDIC)

9 Industry Associations including ISCs
DTE BMET BITAC
BTEB Bangladesh Bank PKSF

BGMEA (Garments)
BKMEA (Knitwear)
BTMA (Textile)
LFMEAB (Leather Goods & FW)
BACI (Construction)
BASIS (Softwear & Information Service)
BEIOA (Light Engineering)
BACCO (Call Centre & Outsourcing)
AEOSIB (Ship Building)
Road Map of SEIP on Leather Sector

Terms and Conditions:
- 80% will be New Entrants and 20% will be Up-Skilling training;
- At least 70% trainees to be placed in jobs after training;
- 70% of up skilled trainees to be up-graded or increase their salary by 20% within 3 months after training;
- At least 40% of total trainees will be women

Tranche 1:
5,090 Skilled and Semi skilled worker to be produced

Tranche 2: (BP in Progress)
- 10,000 Skilled and Semi skilled worker to be produced

Tranche 3: Yet to be progressed


Project Implementation Plan in LS:

**Step 01**
- Demand Driven Course Identify
- Finalize the Curriculum, Standard and Manual
- Identify training institute/center with facilities
- Identify the resources (Trainer and other support staffs)
- Contract signing
- Monitoring & Evaluation

**Step 02**
- Enroll trainee as per criteria
- Data entry in Trainee Management System (TMS)
- Ensure training materials and PPE
- Conduct Theoretical and Practical Training as per standard curriculum
- Theoretical 20% and Practical 80%

**Step 03**
- Assure quality of the training
- Monitoring the full training process
- Assessment by independent industry assessor
- Certification

**Step 04**
- Ensure job placement of the trainees
- 3 Months retention in job
- Fund Transfer
Project Implementation Unit (PIU):

Standing Committee

Chief Coordinator

Coordinator - M&E
  - Asst. Coordinator - M&E

Coordinator - Job Placement & Database
  - Asst. Coordinator - Training (2)
  - Asst Coordinator - Job Placement

Coordinator - Finance & Procurement
  - Accounts Officer
  - Office Assistance (2)

Officer Database
Governance of PIU:

Project Standing Committee

- Chairman
- Chief Coordinator
- LFMEAB Member-1
- LFMEAB Member-2
- LFMEAB Member-3
- Representative of SDCMU-SEIP
- Member of ISC
Training focused based on Sector Need

**New Entrants Training**
1. Sewing Machine Operation
2. Lasting Machine Operation
3. Cutting Machine Operation
4. Setting & Assembling Operation (FW & LG)

**Up-Skilling Training**
1. Total Quality Management (TQM)
2. Supply Chain Management
3. Personal Excellence (Managerial and Supervisory Skill)
4. Total Productivity Management (Operational Excellence)
5. Pattern Making, Grading and CAD-CAM Operation
6. Occupational Health & Safety
7. Production Planning and Costing
8. Business Communication Skill
Benefits of Industry through Implementation of Project:

- **Supply of skilled worker** through sustainable and structured skill training programs in Leather sector
- **Higher productivity** of labor force and improve performance
- **Less rejection rate**, improve accuracy and quality
- improve morale, motivation and job satisfaction
- **Better growth** for industry and increase profits
- Better work **environment** and **culture** to comply with regulations
- Increased global **competitiveness**
- **Achieved global competitiveness** by producing **skill and knowledgeable workforce**
Support required from members of Association:

- **Cooperation** to ensure implementation of training as per agreed plan;

- To arrange **adequate training space and facilities** for theoretical and practical session;

- Provide **support** to identify and select trainers as per criteria;

- **Management involvement** to improve the training facility and better service;

- Ensure trainees **attendance** in training session;
Financial Benefits of the Factory/Training centre:

**Going Forward**
- Each trainee will get Conveyance and Tiffin allowance on daily basis instead of stipend money;
- Factory will receive:
  - Space rent
  - Cost of utilities;
  - Trainer salary
  - Training center in-charge
  - Cost of accounts job
- All the Training Materials will be supplied by PIU.

**Estimated Financial Benefits of the factory – per batch**

<table>
<thead>
<tr>
<th>SL</th>
<th>Description</th>
<th>Unit</th>
<th>Quantity</th>
<th>Rate</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fixed item</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>Training Room Rent</td>
<td>sf * 2 mon</td>
<td>800</td>
<td>25</td>
<td>40,000</td>
</tr>
<tr>
<td>2</td>
<td>Utility</td>
<td>%</td>
<td>10%</td>
<td>40,000</td>
<td>4,000</td>
</tr>
<tr>
<td><strong>Variable item</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Trainer Salary</td>
<td>Month</td>
<td>2</td>
<td>25,000</td>
<td>50,000</td>
</tr>
<tr>
<td>4</td>
<td>Training cen. In-Charge</td>
<td>Month</td>
<td>2</td>
<td>10,000</td>
<td>20,000</td>
</tr>
<tr>
<td>5</td>
<td>Accountant</td>
<td>Month</td>
<td>2</td>
<td>5,000</td>
<td>10,000</td>
</tr>
<tr>
<td><strong>Total Amount in Tk.</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>124,000</td>
</tr>
</tbody>
</table>
Our performance till Apr’2017:

<table>
<thead>
<tr>
<th>KPI</th>
<th>Target</th>
<th>Achievement</th>
<th>Percentage (%)</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrollment (New Entrants)</td>
<td>2,370</td>
<td>1,708</td>
<td>72.07%</td>
<td><img src="image" alt="Yellow" /></td>
</tr>
<tr>
<td>Female (min 40%)</td>
<td>948</td>
<td>1,128</td>
<td>118.98%</td>
<td><img src="image" alt="Green" /></td>
</tr>
<tr>
<td>Up-Skilling Training</td>
<td>630</td>
<td>59</td>
<td>9.36%</td>
<td><img src="image" alt="Red" /></td>
</tr>
<tr>
<td>Training to be Completed</td>
<td>1,148</td>
<td>1,006</td>
<td>88%</td>
<td><img src="image" alt="Green" /></td>
</tr>
<tr>
<td>Job Placement Target (70%)</td>
<td>804</td>
<td>1,006</td>
<td>125%</td>
<td><img src="image" alt="Green" /></td>
</tr>
</tbody>
</table>

Total Dropout: 142 (12%) before job placement
For detail info SEIP Website: WWW.SEIP-fd.gov.bd