

# SEIP AT A GLANCE

LFMEAB SEIP PIU (Project Implementation Unit)

20 May 2017



Schweizerische Eidgenossenschaft  
Confédération suisse  
Confederazione Svizzera  
Confederaziun svizra

# 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 Sec:** 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

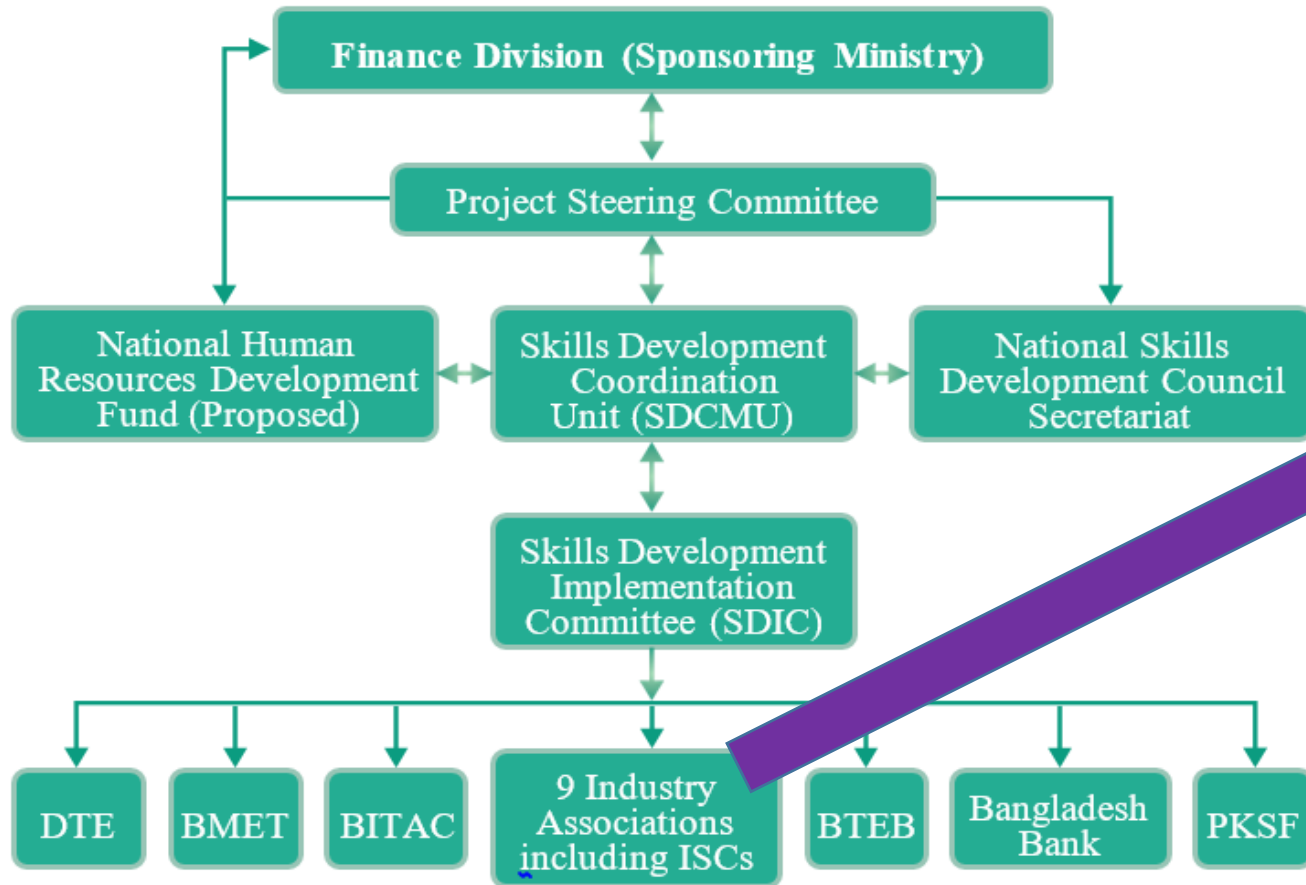
## Key Objectives:

- 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

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

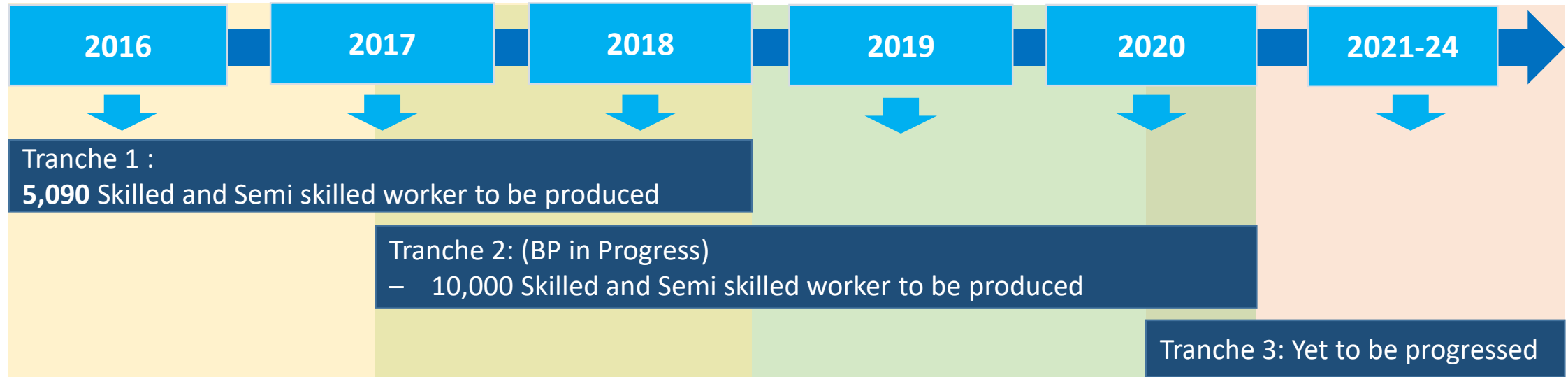
No	Source	Cost (in million taka)	Cost (in million US\$)
1	GoB	1975.00	25.00
2	ADB	7900.00	100.00
3	SDC	790.00	10.00
4	Industry Associations	276.50	3.50
	Total	19041.50	138.50

# SEIP - Governance:



- 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

# 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%

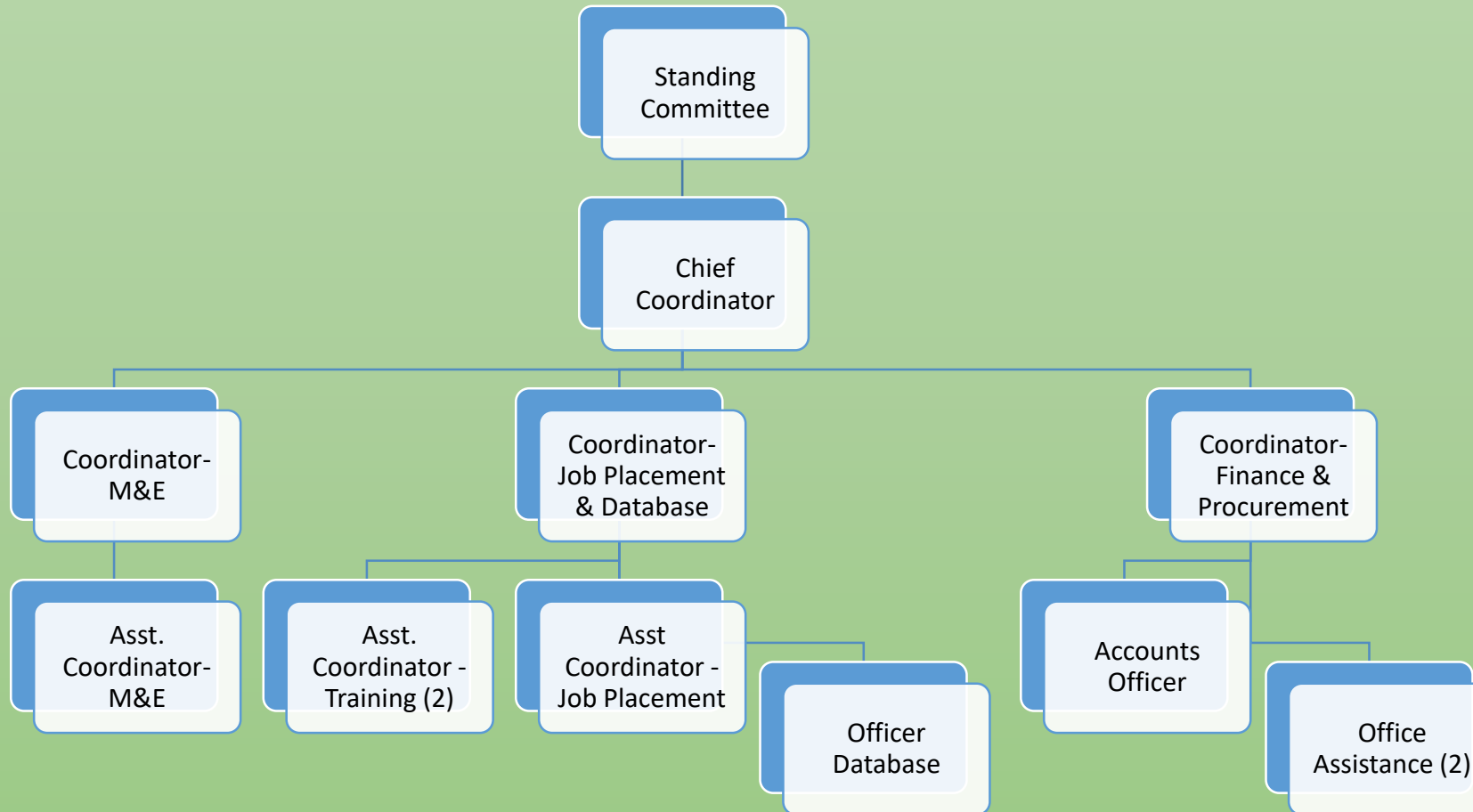
## Step 03

- 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):



# 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:

## Existing

- Currently we are giving stipend (BDT. 3,250) to the trainees monthly basis






## 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

SL	Description	Unit	Quantity	Rate	Amount
<b>Fixed item</b>					
1	Training Room Rent	sf * 2 mon	800	25	40,000
2	Utility	%	10%	40,000	4,000
<b>Variable item</b>					
3	Trainer Salary	Month	2	25,000	50,000
4	Training cen. In-Charge	Month	2	10,000	20,000
5	Accountant	Month	2	5,000	10,000
<b>Total Amount in Tk.</b>					<b>124,000</b>

# Our performance till Apr'2017 :

KPI	Target	Achievement	Percentage (%)	Status
Enrollment (New Entrants)	2,370	1,708	72.07%	
Female (min 40%)	948	1,128	118.98%	
Up-Skilling Training	630	59	9.36%	
Training to be Completed	1,148	1,006	88%	
Job Placement Target (70%)	804	1,006	125%	

Total Dropout: 142 (12%) before job placement



**For detail info SEIP Website: [WWW.SEIP-fd.gov.bd](http://WWW.SEIP-fd.gov.bd)**

