

Eco Institute of Technology (EIT)

(Affiliated by Bangladesh Technical Education Board)

A sister concern of ESDO



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Background:

Bangladesh is a country of enormous potential and blessed with natural and human resources. Bangladesh has made tremendous progresses in most of the sectors notably food security, education, disaster management, health as well as overall economic growth with a consistent increase in GDP around 7% over the last two decades. Despite of this tremendous economic growth Bangladesh is developing a cavity in the labor market in the form of growing unemployment. According to Bangladesh Bureau of Statistics (2018) unemployment in Bangladesh was 2.7 million in 2016-17, which is 4.2% of the total population. It is alarming that a total of 2.1 million of youth aged between 15-29 years were unemployed (79.6 % of total unemployed). One of the main causes of the unemployment is lack of required professional skill according to the demand in domestic and international job markets. In this context of ever increasing population and shrinking agricultural land, Bangladesh will face big challenge to provide job to the ever increasing population. One of the potential ways of addressing the challenge is to convert this huge unemployed youth to effective productive asset through building capital by developing their professional skills.

Being a social development organization ESDO has utilized this opportunity and established “**Eco Institute of Technology (EIT)**” in 2015 with a noble wish to address the unemployment issue by providing demand based professional training to the youth. And thus EIT is making a critical contribution in achieving country’s development agenda and Sustainable Development Goals of United Nations by reducing unemployment. EIT act as an umbrella institute and conducts different career skill trainings under different donors and affiliated authorities and associations of different industry/sectors.

Goal:

All youth, particularly rural youth are adequately empowered with career skills and have a decent employment. We expect after having a career based skills training all the trainees will be either self-employed or get a decent job.

Objectives:

Broader objective is to develop skilled workforce through skills training and thereafter placing them in self and wage employment which will in turn improve their livelihood sustainably.

The specific objectives are:

- i) To assess skill demand of current job and business markets and develop market responsive training course curriculum and practical facilities.
- ii) To select unemployed youth, with a special focus on girls, ethnic minorities, and disabled and build their professional capacity through need based career skill trainings.
- iii) To develop a strong Institute-Industry network to create greater access to employment for the EIT trained youths through linking them to the job opportunities
- iv) To support EIT trained youths to be self employed by setting their own business and placing them in different jobs.

Establishment: 2015

Legal Status

- Bangladesh Technical Education Board (BTEB), Organization Code- 212121, June 06, 2016
- Registered with the Department of Social Service in 1988, Registration No. DSS/440/88
- Registered with the NGO Affairs Bureau in 1993, Registration No. 694/93 (Renewed-2018)
- Tax Identification Number (TIN)-597328140198/Circle-90(Companies)
- Vat Number: Area Code: 60302, Registration No: 6131020432

On-going Development Partners:

- Palli Karma-Sahayak Foundation (PKSF)
- Ministry of Finance, Government of Bangladesh/ Asian Development Bank.
- Bangladesh Association of Construction Industry (BACI),
- Bangladesh Garment Manufacturers and Exporters Association (BGMEA)
- Association of Export Oriented Ship Building Industries of Bangladesh (AEOSIB).
- Directorate of Primary Education-GOB/World Bank/Save the Children

Training Venues and Establishments:

Currently ESDO-EIT has established five (5) permanent venues of its own, of which 4 are venues in Thakurgaon and 1 is in Lalmorirhat district. ESDO-EIT also has rented 6 venues and established set-up. In addition, ESDO-EIT operates fully equipped mobile venues as required to support the training courses. EIT run such 21 mobile venues at different times.

Main Camus:

- Colleegpara(Gobindanagar), Thakurgaon

Sub Campus:

- Ruhiya Road , Thakurgaon
- Munshirhat , Thakurgaon
- BADC Road, Colleegpara, Thakurgaon
- Taluk Khutamara, Lalmonirhat

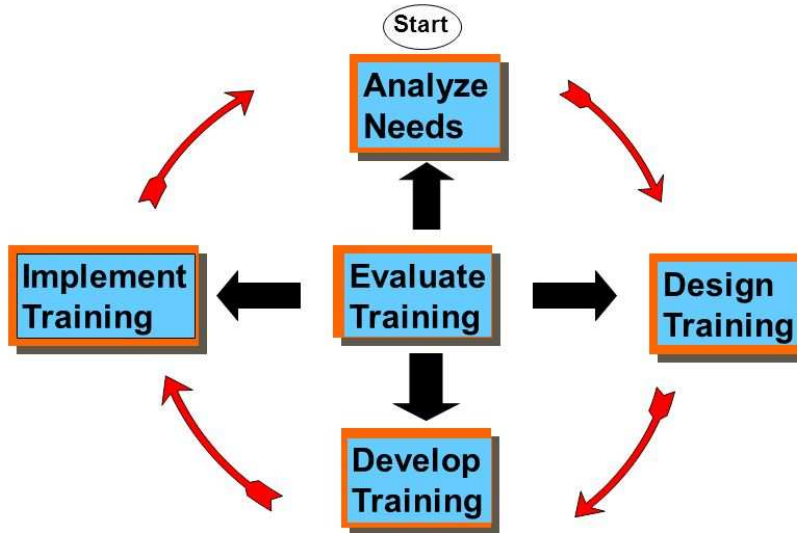
Rent Campus:

- Kurigram
- Raja Palong, Ukhiya Cox's Bazar
- Jamtoli, Ukhiya Cox's Bazar
- Takenaff Cox's bazar

Mode of operation:

EIT is a sister organization of renowned NGO 'Eco Social Development Organization (ESDO), established on 2015 for empowering unemployed youth through different market oriented vocational and pre-vocational training. Through different types of career skill development courses, unemployed youths get the opportunity of decent jobs in country and abroad and some cases they developed themselves as an entrepreneur for their wider future. These courses are funded by different donors and affiliated authorities and associations of different industry sectors (we call "**project**"). The training courses developed and organized are most cases specific to individual project (donors and affiliated bodies). According to signed agreement with different donors and affiliated authorities and associations, EIT organize a separate management structure and dedicated team including trainers to implement the projects i.e. the training courses. However, there is a top management structure consist of a General Governing Body, a Chairman and a Vice-Chairman provide strategic directions to EIT and a Principal oversee day-to-day implementation i.e progress of training and other related activities for individual projects. Thus a two ways accountability (reporting to donors and reporting to top management) established to ensure quality delivery of courses and other associated activities.

Training Cycle



DELIVERABLE IN TRAINING CYCLE



Projects and training courses:

There are 6 ongoing projects under the EIT . Among those 4 are under with **Skills for Employment Investment Program (SEIP)** funded by Finance Ministry of Bangladesh/ Asian Development Bank (ADB), 1 is supported by Palli Karma-Sahayak Foundation (**PKSP**) and 1 under is Bangladesh Technical Education Board (BTEB). There are 19 different on-going skill development courses are run by EIT, of which 13 are under SEIP, 5 BTEB and 1 (**PKSF**)-ENRICH . The courses under SEIP are affiliated with 3 Industry related associations; Bangladesh Association of Construction Industry (**BACI**), Bangladesh Garment Manufacturers and Exporters Association (**BGMEA**) and Association of Export Oriented Ship Building Industries of Bangladesh (**AEOSIB**), Brief of the ongoing projects and project specific training courses are provided below:

Donor and Authorization	Affiliation	Courses Title	Duration (Months)
Finance Ministry/ ADB	SEIP	1. IT Support Service	3
		2. Graphics Design	3
		3. Auto Mechanics	4
		4. Electrical Installation & Maintenance	3
		5. Welding	4
	BACI	1. Masonry	3
		2. Plumbing	3
		3. Steel Binding & Fabrication	3
BGMEA	4. Electrical Installation & Maintenance	3	
	1. Knit Machine Operation	3	
AEOSIB	2. Oven Machine Operation	3	
	1. Welding & Fabrication	3	
PKSF	PKSF-ENRICH	2. Electrical & Navigation	3
Trainees own finance	BTEB	1. MIS & ICT for Microfinance	3
		1. Computer Office Application	6
		2. Graphics & Multimedia	6
		3. Hardware & Networking	6
		4. General Electrician	6
		5. Fashion Garments	6

Technical Competencies

Training Resources and Facilities:

EIT has developed excellent training resources and facilities, especially by ensuring modern equipments and machineries for conducting effective practical sessions for different courses. These resources have been developed as part of different project's provision on training facilities.

Facility Type	Description
Capacity of Each Classroom (Number of Trainee)	01. Central Eco Training & Resource Center, Gobindanagar, Thakurgaon: participants per class room. (Total Number of Class Room :03) 02. Eco Training & Resource Center, Unit-01,Collegepara,Thakurgaon: 50 participants per class room.(Total Number of Class Room :03) 03. Eco Training & Resource Center, Unit-02,Collegepara,Thakurgaon: 50 participants per class room.(Total Number of Class Room :03) 04. Eco Training & Resource Center, Talukkhutamara, Sadar, Lalmonirhat:

Facility Type	Description
Facilities inside Classroom (Board/multimedia projector/OHP etc)	<p>30 participants per class room.(Total Number of Class Room :03).</p> <p>01. Central Eco Training & Resource Center, Gobindanagar, Thakurgaon:50 participants per class room.(Total Number of Class Room :03).All class rooms well equipped by white Board ,multimedia projector/OHP. In addition, for ensuring 24 hours power supply, own generator service stand by all time. Out of 03 class room, 01 class room has fully air-conditioned and remaining 02 non A/C but sufficient number of electrical fan available. Proper ventilation, sufficient light, space and training furniture available in all class rooms.</p> <p>02. Eco Training & Resource Center, Unit-01,Collegepara,Thakurgaon: 50 participants per class room.(Total Number of Class Room :03). :50 participants per class room.(Total Number of Class Room :03).All class rooms well equipped by white Board ,multimedia projector/OHP. In addition, for ensuring 24 hours power supply, own generator service stand by all time. All class rooms are sufficient number of electrical fan available. Proper ventilation, sufficient light, space and training furniture available in all class rooms.</p> <p>03. Eco Training & Resource Center, Unit-02, Collegepara, Thakurgaon: 50 participants per class room.(Total Number of Class Room :03). All class rooms well equipped by white Board, multimedia projector/OHP. In addition, for ensuring 24 hours power supply, own generator service stand by all time. All class rooms are sufficient number of electrical fan available. Proper ventilation, sufficient light, space and training furniture available in all class rooms.</p> <p>04. Eco Training & Resource Center, Talukkhutamara, Sadar, Lalmonirhat: 30 participants per class room.(Total Number of Class Room :03). All class rooms well equipped by white Board, multimedia projector/OHP. In addition, for ensuring 24 hours power supply, own generator service stand by all time. All class rooms are sufficient number of electrical fan available. Proper ventilation, sufficient light, space and training furniture available in all class rooms.</p>
Washroom Facility	<p>01. <u>Central Eco Training & Resource Center, Gobindanagar, Thakurgaon</u> Total Number of Room including Accommodation Facilities : A/C Room with attached Bath (twin Share Basis):08, Non A/C Room with Attached Bath (04 Share Basis):09, Washroom Facilities For other than accommodation rooms : Number of Toilet : 06, Number of Urinal Facilities:04, In addition, for hand wash facilities for 10 .Total accommodation Facilities:52</p> <p>02. Eco Training & Resource Center, Unit-01,Collegepara,Thakurgaon: Total Number of Room including Accommodation Facilities : Non A/C Room with attached Bath (twin Share Basis):04, Non A/C Room with Attached Bath (04 Share Basis):10 Non A/C Room without Bath (04 Share Basis):7 , Washroom Facilities For other than accommodation rooms : Number of Toilet : 06 , Number of Urinal Facilities:04, In addition, for hand wash facilities for 10 . Total accommodation Facilities:75</p> <p>03. Eco Training & Resource Center, Unit-02,Collegepara,Thakurgaon: Total Number of Room including Accommodation Facilities : Non A/C Room with attached Bath (twin Share Basis):12, Non A/C Room with Attached Bath (03 Share Basis):7, Non A/C Room without Attached Bath (04 Share Basis):4</p>

Facility Type	Description
	,Washroom Facilities For other than accommodation rooms : Number of Toilet : 06 , Number of Urinal Facilities:04, In addition, for hand wash facilities for 10 . Total accommodation Facilities:61 04. Eco Training & Resource Center, Talukkhutamara, Sadar, Lalmonirhat: Total Number of Room including Accommodation Facilities : Non A/C Room with attached Bath (Three Share Basis):20, Washroom Facilities For other than accommodation rooms : Number of Toilet : 03 , Number of Urinal Facilities:03, In addition, for hand wash facilities for 10 . Total accommodation Facilities:60
Drinking Water Facility	Each Training center has available drinking water facilities.20 liters jar is available on each class room.
Dinning/Canteen	01. Central Eco Training & Resource Center, Gobindanagar, Thakurgaon: 02 Dining room available for trainees. 01 dinning for 25 participants and another dinning for 75 participants. Separate cooking facilities also available. Food menu depends on budget 02. Eco Training & Resource Center, Unit-01, Collegepara,Thakurgaon: 01 Dining room available for 60 trainees. Separate cooking facilities also available. Food menu depends on budget. 03. Eco Training & Resource Center, Unit-02, Collegepara, Thakurgaon: Eco Training & Resource Center, Unit-01,Collegepara,Thakurgaon: 01 Dining room available for 60 trainees. Separate cooking facilities also available. Food menu depends on budget. 04. Eco Training & Resource Center, Talukkhutamara, Sadar, Lalmonirhat: Eco Training & Resource Center, Unit-01,Collegepara,Thakurgaon: 01 Dining room available for 35 trainees. Separate cooking facilities also available. Food menu depends on budget.

Details of Infrastructure and Training Materials

Name of the Trade/Course	Details of Infrastructure and Training Materials
A. Skill Training	
RMG Sector	<p>Trade Course Specific Instruments: 12 x plain sewing machines (one with an auto trimmer) 1 x 5 thread overlook sewing machine 1 x button hole sewing machine 1 x button stitch sewing machine 1 x chain stitch sewing machine Scissor, Knife, Marking chalk, Swing machine, Embroidery Machine, Iron Machine, Cotton, Scale, Measurement tape, Materials of Pattern making, Water Jed, Electric Cutting Machine, Thinner Gam, Scotch tape, Both side tape, Washing machine, Marking table, pattern board, Cutting table, Metal globs and various types of cloths etc and Training Module & Schedule.</p> <p>Training Equipments Multimedia, Overhead projector, Whiteboard, VIIP board, Marker, Training chair, Sound system, Blackboard, chalk, duster, water jar, lecture table, generator, file cabinet, Photocopier machine, First Aid Box , distinguisher Venue: accommodate the machines, a gangway, instructors table, ironing table and other furniture/cupboards. Other essential facilities exist and are accessible, including male and female wash rooms, prayer areas and rest rooms.</p> <p>Reliable power supply: reliable electricity supply and stand by generator ensured. The generator placed in a well ventilated space to ensure optimal performance.</p>

	<p>Adequate lighting and ventilation: The training room has windows which are open most of the time, allowing natural heat dissipation. Heat is an important factor to consider given the danger of fire and if natural dissipation is not possible, this must be compensated for. The room is well-lit naturally and therefore only minimal bay-wise overhead lighting will be needed.</p> <p>Extra supplementary equipment: a computer, printer, screen and speakers. A water purifier will be provided to ensure easy access to clean drinking water throughout the day.</p> <p>Study materials: Handbooks, synopsis related to Theoretical and practical course, Magazines, News papers</p> <p>Documentations : Attendance register (trainee)/ biometric device, Visitor register, Trainee assessment report, Trainers assessment report, Case studies of successful candidates</p>
Construction Sector	<p><u>Trade Course Specific Instruments:</u> Computer & Modem, Tools box, Motherboard, RAM, Hard disk, Power Supply, Graphics card, Operating office software Multimedia, Indicator tools, display board, generator support, UPS support, broadband connection, First Aid Box, and Training Module & Schedule.</p> <p>Training Equipment Multimedia, Overhead projector, Whiteboard, VIIP board, Marker, Training chair, Sound system, Blackboard, chalk, duster, water jar, lecture table, generator, file cabinet, Photocopier machine, First Aid Box , distinguisher</p> <p>Venue: accommodate the machines, a gangway, instructors table, ironing table and other furniture/cupboards. Other essential facilities exist and are accessible, including male and female wash rooms, prayer areas and rest rooms.</p> <p>Reliable power supply: reliable electricity supply and stand by generator ensured. The generator placed in a well ventilated space to ensure optimal performance.</p> <p>Adequate lighting and ventilation: The training room has windows which are open most of the time, allowing natural heat dissipation. Heat is an important factor to consider given the danger of fire and if natural dissipation is not possible, this must be compensated for. The room is well-lit naturally and therefore only minimal bay-wise overhead lighting will be needed.</p> <p>Extra supplementary equipment: a computer, printer, screen and speakers. A water purifier will be provided to ensure easy access to clean drinking water throughout the day.</p> <p>Study materials: Handbooks, synopsis related to Theoretical and practical course, Magazines, News papers</p> <p>Documentations : Attendance register (trainee)/ biometric device, Visitor register, Trainee assessment report, Trainers assessment report, Case studies of successful candidates</p>

Labs facilities for practical sessions:

As the training courses are based on career skills development, 80% of the course sessions and time is dedicated to practical skill demonstration and practice by trainees and the rest 20% are class room based theoretical sessions. Therefore, ESDO-EIT has developed enough excellent facilities for practical sessions as required for individual skill. In addition to the workshops and labs ESDO-EIT has developed other facilities for trainees for greater comfort and healthy learning

environment. The facilities is provided in the table below and photos of labs/workshops followed by the Table;

Resources and Facilities		Numbers	Labs / Workshops	Numbers
i)	Class rooms (theoretical)	8	ICT	3
ii)	Labs/Workshops	15	Electrical	4
iii)	Female common room:	2	Auto Machineries	1
iv)	Male Toilets	30	Sewing and knit	2
v)	Separate Female Toilets	16	Masonry	1
vi)	Drinking water facility:	Adequate	Still Binding	1
vii)	Accommodation for male trainees	90	Plumbing	1
	For female trainees	90	Welding	2

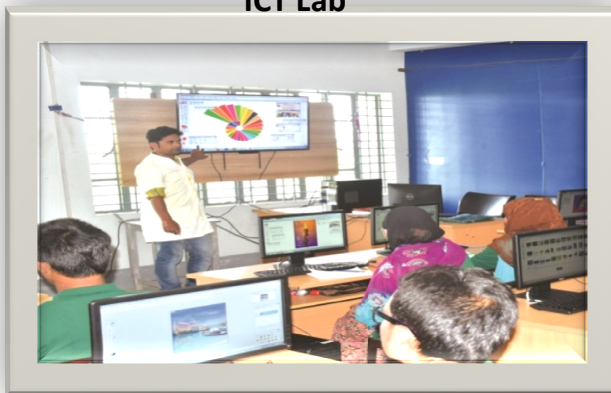
Photos of labs/workshops facilities and



ICT Lab



Hardware and Networking Lab



Graphics Design Lab



Electronics and Electrical



Automobile Mechanics



Welding and Fabrication



Knit Machine Operation



Tailoring and Fashion



Mobile Phone servicing & Electronics lab

Special Support under different Courses

EIT-ESDO provides exclusive support to the trainees through the individual project provisions;

- Stipend
- Free accommodation
- Free food during the course
- Co-curricular activities, like sports and games
- Job Placement through professional Job placement Unit
- Business Startup Capital for Self employment/ Entrepreneurs
- Follow-up, Linkage and Technical support after end of the course

These facilities provide unique opportunities to the unemployed youth, particularly poor, ethnic minorities or socially excluded youth, in self or wage earning to access and enroll in the career skill trainings.

The details process of our training delivery:

- Trainer Selection
- Trainee Selection
- Curriculum development
- Setup Mobile training centers
- Equipment Arrangement:

- Course delivery
- Post Course assessment
- Monitoring
- Internships/apprenticeships
- Certification
- Job Placement

Methodology:

For each activity ESDO will follow time fitting methodology for the better delivery of the activities.

- Trainer Selection:** ESDO has a training section and skilled trainer group with long experience in the organization to organize the course on trade base trainings. ESDO use them for conducting the training, over the project period. If required to hire any trainers from outside ESDO will higher trainer from reputed polytechnic institutes.
- Trainee Selection:** In line with organizational goal, objectives and values, ESDO give emphasis to train the youth from poor and extreme poor households. In maximum case through a baseline survey project participant were selected as per criteria develop by the project. Rather project people selected the trainees of different trade as per project need and criteria and feasibility of the beneficiaries.

The trainees are selected through an established plausible protocol. The process is outlined below;

- In order to draw attention of mass unemployed youths, ESDO-EIT take a massive advertisement program for each and every course using different means such as Advertisement in Newspaper, leaflet distribution, banner display, milking etc.
- EIT has a strong trainee selection and trade matching unit. Members of this unit make door to door survey to identify the unemployed youth, assess their needs and desire to do training in specific sector.

Trainees Selection criteria
<ul style="list-style-type: none"> • Candidates must have formal education between 5-12 classes • Candidates must have willingness to work in related sector after completion of the training • Female, ethnic minority, disabled and youth from poor and ultra-poor families are given priority

- Interested trainees apply for the course they are interested in.
 - A selection board interview the listed unemployed youths and discuss his/her area of interest and potential.
 - Taking into account the interest and potential of individual candidate and other selection criteria (provided in the Box) the selection board prepare a list qualified candidates for different courses.
 - Finally top 25-30 candidates are enrolled per batch and rest of qualified candidate are placed in waiting list and are enrolled in the next batch.
- Setup Mobile training centers:** ESDO have its own venue with good accommodation as well as all other necessary facilities to conduct different training course. Rather ESDO sets mobile training center in the Project area according to need. In case of hired venue ESDO arrange

the venue within a short time after the project confirmation and it could take highest 10 working days.

d. Equipment Arrangement: All of the additional equipment which need for any course will be arranged by ESDO within 1st month of the project starting. ESDO have available enough equipment for providing those training. ESDO will mobilize that equipment in the project area.

e. Course delivery:

After all of the set up the we start to deliver the course according to fixed time schedule. For conducting training, ESDO treat 6 days in week as training days. For a total training around 60% is allocated for practical session and demonstration. In addition, 15% time is used for learning visit and 25% time for theoretical aspects. After training, internship is offered for 1 months based on fund availability.

Sl.No	Name of Trade	Duration	Weekly Training Day	Duration of Daily Training	
				Classroom Session	Practical
1	Welding and Fabrication	3 Month	6 Days	Morning 8.00-11.00	Noon 11:00-3:00 (1:00 minutes with lunch and prayer breaks)
2	Fashion Garments	3 Month	6 Days	Evening 10.00-12:00	Noon 12:00-04:00 (1.00 minutes with lunch and prayer breaks)
3	Electronics & Electrical Work	2 Month	6 Days	Morning 8.00-11.00	Noon 11:00-3:00 (1:00 minutes with lunch and prayer breaks)
4	Mobile Phone Servicing	2 Month	6 Days	Evening 10.00-12:00	Noon 12:00-04:00 (1.00 minutes with lunch and prayer breaks)

*There will be four batch of four trade run in the same period in four venue.

The details of the course given below:

Sl. No.	Name of Course	Duration of the course	Class room session	Practical session	Training Type	Training Methodology
01.	Welding and Fabrication	60 days	2 hours / day, 6 days / week	4 Hours/ day, 5 days / week	Non Residential	Class Room Lecture; Exercises, Assignments; Lab Practices; Report Writing and Presentations; Field Visit
02.	Fashion Garments	60 days	2 hours / day, 6 days / week	4 Hours/ day, 5 days / week	Non Residential	
03.	Electronics & Electrical Work	60 days	2 hours / day, 6 days / week	4 Hours/ day, 5 days / week	Non Residential	
04.	Mobile Phone Servicing	60 days	2 hours / day, 6 days / week	4 Hours/ day, 5 days / week	Non Residential	

Training calendar: Based on course curriculum, module and training schedule, ESDO usually develop training calendar for training venues. In the training calendar, week specific segregation is made. Name of training batches, duration, participants are stated in the calendar.

Post Course assessment:

In the midlevel of the course there will be an assessment for the clustering the trainees. After every course completion there will be an assessment for the trainee finally. For ensuring delivery of the quality training and access to job market, following quality control procedure will be ensured by ESDO: a. Training quality assurance policy formulation and implementation. b. Trainee centered learning and evaluation method ensured. c. Special attention will be given for weak trainees. d. Highly qualified and trainee friendly trainer. e. Regular basis performance presentation. f. Regular monitoring by ESDO monitoring team and monitoring findings sharing with trainers. g. According to monitoring findings work plan redesign and act accordingly. In addition, following process will be ensured regular basis: Continuous Evaluation: a. IT based Class quiz b. Class Test c. Project work d. Weekly written examination. e. Weekly oral examination. f. Monthly written examination. g. Monthly oral examination h. Monthly MCQ examination. i. Assignment j. Home work k. Inter house ICT camp. l. Innovation activity m. Practical examination

ESDO conduct various level of evaluation also-

Sl. No.	Type of Evaluation	Yes/No	Name of Evaluating Firm	Description of Evaluation System
			Internal	
1	Trainer Evaluation	Yes	Internal evaluation by the trainee	ESDO organize trainer evaluation through a questionnaire by using parameter very good, good, fair, not good. On the other hand course evaluation and management evaluation organized in same way. Beside this trainer arrange pre and post evaluation for the trainee through a MCQ questions. Pre test and post test organized by the same question for the trainee.
2	Trainee Evaluation	Yes	Internal evaluation pre and post of course by the trainer	
3	Course Evaluation	Yes	Internal evaluation by the trainee	
4	Management Evaluation	Yes	Internal evaluation by the trainee	
5	Follow up Evaluation	No		

Internships/apprenticeships:

ESDO usually arrange internships/apprenticeships with different organization. ESDO have MoU with different organization for internships already. We arrange internships in the Polytechnic Institute, Sugar Mill, Textile mill, Cotton Development Board, different industries, Rice Mill, automobile center, firms and other service related organizations. If needed ESDO arrange cross visit to different distance industry / firms.

f. Certification:

After completion of every course we will provide certificate with the sanctions of BTEB. After completion of training, post assessment/evaluation is done and ESDO provide certificate mentioning the training course name, duration, training venue and performance of trainee and provided certificate. Major contents of the training are delineated in the opposite side of the certificates. Beside this in case of trainees from Donor project ESDO provided certificate signed by respective donors.

g. Job Placement:

- EIT has a strong job placement unit and employers network.
- Job placement unit regularly do career counseling with the trainees of EIT, understand their desire for self-employment or wage employment.
- Give proper guidelines to the trainees for self-employment and also provide lone to the interested trainees for entrepreneurship development.
- The unit work to build a bridge between the skill trainees and the employers.
- There is an employer’s comity to advice regarding job placement procedure.
- Till now EIT job placement is above 80%
- EIT Job placement unit take regular follow-up of the trainees after the placement and take necessary actions to reduce the dropout.

Here is the job placement data of ESDO current year-

S.L#	Course	Trainees Enrolled	Completed	Job placement
01	IT Support Service	125	125	96
02	Graphics & Web Design	50	50	38
03	Electrical & Electronics Work	100	75	62
04	Welding & Fabrication	111	60	28
05	Electrical & Navigation Equipment Installation	60	30	23
06	Knit Machine Operation	270	270	161
07	Woven Machine Operation	60	30	11
08	Automobile Mechanics	75	50	18
	Total	851	690	437

Approaches:

Cost sharing approaches:

We encourage the trainees to share the cost of the course. As we know most of the trainees are from ultra poor family that’s why will encourage them at least 10% cost sharing. But there the provision of subsidy for the students who were not totally unable to share the cost.

Community Led Approach

Community participate as key actors and in all activities. The Community will modify community action plan.

Resilience support for successful pathways out of poverty.

The core participant will established their livelihood through their skill which will assist to come out from the poverty. On the other hand a linkage will be build up with the service providers.

Capacity Building of Union Parishad:

Union Parishad is the basic grassroots administrative tier of Bangladesh and one of the oldest governments led institution. UP have a strong linkage in grassroots area. We build the capacity of

the UP for beneficiary selection. Union Parishad led approach applied as UP's are the grass root level institution in development process.

Curriculum:

ESDO have a well-developed a course curriculum. As an example the we are sharing herewith some course curriculum.

- a.** Electrical& Electronic Work
- b.** Welding and Fabrication
- c.** Fashion Garments (Tailoring and Dressmaking)
- d.** Mobile Phone Servicing

SL #	Trade name	Curriculum
1	Electrical& Electronic Work	<ol style="list-style-type: none"> 1. Apply Occupational Health and Safety (OHS) Practices in the Workplace 2. Interpret Electrical and Electronic Drawing, Symbols of various Components, Wire and Cable Sizes 3. Interpret Diode, Transistor, Resister, Capacitor, Full and Half Wave Rectifier Circuits, Power Supply Circuits and their functions 4. Carry out Conduit, Cables & Wire Installation 5. Carry out Electrical Fitting and Fixtures Installation 6. Perform Farthing/Grounding Installation 7. Perform Checking, Testing of Electrical Wiring System 8. Carry out Electrical Controlling Device, Repairing, Servicing and Installation 9. Perform Motor Rewinding, Motor Servicing, and Repair of Motor Control Circuits. 10. Install and Repair of IPS & Solar Power System.
02	Welding and Fabrication	<ol style="list-style-type: none"> 1. Apply OHS practices in the workplace 2. Interpret technical drawing 3. Apply tools, equipment and measurement instruments 4. Carry out welding & metal fabrication 5. Perform Shielded Metal Arc Welding (SMAW) 6. Perform Gas welding, Gas cutting, Brazing and Soldering 7. Perform Metal Inert Gas Welding (MIG) 8. Perform Tungsten Inert Gas Welding (TIG) 9. Perform Non Destructive testing (NDT).
03	Fashion Garments (Tailoring and Dressmaking)	<ol style="list-style-type: none"> 1. Apply OHS Practices in the Workplace 2. Present and Apply Workplace Information 3. Apply English Communication in the Workplace 4. Use Basic Mathematical Concepts 5. Explain the Fundamentals of Fashion Garments 6. Work with Measuring, Hand Tools and Equipment Used in RMG 7. Perform Human Body Measurements and on fabrics 8. Operate Industrial Sewing Machines 9. Perform Pattern Making for Garments 10. Demonstrate and Practice fabric Carpeting (Spreading) 11. Demonstrate and Practice fabric Cutting 12. Demonstrate and Practice Different Sewing Methods 13. Perform Dress Making and Tailoring Works (Ladies and Gents) 14. Perform Printing on fabric with Different Designs and Embroidery, 15. Perform Ironing, Final Inspection and Packing

SL #	Trade name	Curriculum
04	Mobile Phone Servicing	1. Apply OHS Practices in The Workplace 2. Present and Apply Workplace Information 3. Apply English Communication in the Workplace 4. Use Basic Mathematical Concepts 5. Interpret Technical Drawing 6. Apply Tools, Equipment and Measurement 7. Demonstrate Fundamentals of Mobile Phone 8. Demonstrate of Mobile Phone Set, Spare Parts and Mother Board 9. Assemble and Disassemble of Hardware Component of Mobile Phone Set 10. Operate Basic Computer for Using Software 11. Repair and Replacement of Mobile Phone Components 12. Service Different Types of Mobile Phones.

Teaching aids, tools, consumable materials, practical materials etc.

ESDO have enough technical teaching aids, tools, consumable materials and practical materials.

Health care supports for the trainees and staffs

ESDO have its own hospital where the staff can easily access for any treatment support. On the other hand the specialists Doctors are available in that hospital who are assign for treatment support to the trainee during training period. Rather ESDO have biochemical laboratory for different test, Operation Theater and also have ambulance service which provided support to the trainee as and when required.

Monitoring and evaluation

ESDO facilitates monitoring and supervision considering it as an essential tool for its programme management to measure the effectiveness of existing programmes both on qualitative and quantities aspects. The effective facilitation of regular monitoring and supervision also enable the ESDO management take necessary corrective measure on its program intervention at the right time. Based on its programmatic approach ESDO follows participatory monitoring methods. This participatory monitoring methods it is conducted in three levels as follows: (a) Monitoring by the personnel of ESDO (b) Monitoring by the representative of the community people. (c) Monitoring by the special join team (ESDO, GO, LG and Projects Participants).

Trainee assessment process has given below:

Sl.	Subject	Description	Comments
01.	Evaluation Process	Under the direct management of ESDO, examination will be conduct through semester based examination and according to the guideline of Technical Education Board	Evaluation result will be declared as grading basis.
02.	Certificate Issuing procedure	Under the affiliation of Technical Education Board certificate will be issued by ESDO and Associates.	Evaluation result will be declared as grading basis.

For ensuring delivery of the quality training and access to job market, following quality control procedure will be ensured by ESDO:

- Training quality assurance policy formulation and implementation.
- Trainee centered learning and evaluation method ensured.

- Special attention will be given for weak trainees.
- Highly qualified and trainee friendly trainer.
- Regular basis performance presentation.
- Regular monitoring by ESDO monitoring team and monitoring findings sharing with trainers.
- According to monitoring findings work plan redesign and act accordingly.

In addition, following process will be ensured regular basis:

Continuous Evaluation:

- IT based Class quiz
- Class Test
- Project work
- Weekly written examination.
- Weekly oral examination.
- Monthly written examination.
- Monthly oral examination
- Monthly MCQ examination.
- Assignment
- Home work
- Inter house ICT camp.
- Innovation activity
- Practical examination

Achievements:

The early results shows that ESDO-EIT training courses have able to create a small, but critical movement among the young generation in the locality, particularly unemployed youth, both boys and girls. Since it's starting 2015, an increasing trend in demand for the ESDO-EIT career skill trainings is evident as the number of unemployed youth, both boys and girls, applicant has been significantly increased over the last three years to take up the training courses. Increasing number of job placement has led a perception shift regarding the effective linkage between career skill based hands-on training and employment, both jobs and self –employment, which generated eagerness among the youth particularly from the poor families. The brief of immediate outputs (up to January 2019) of the ESDO-EIT training courses is provided below;

- **571 Trainees of PKSf-SEIP** were enrolled in 5 (Five) different technical trades. Percentage of dropout is 0%. 496 trainees have successfully completed their training, passing rate is 100%, and another 75 trainees are waiting for the assessment and among them 78% are employed.
- **420 trainees under BGMEA** enrolled for the training of Garments Machine Operation. All of them have successfully completed their training and now working in garments sector all over the country creating a great opportunity to get skill worker for our garments Industries, as well as bringing financial solvency to the families of those trainees. Employment percentage is 86%.
- **394 Trainees of BTEB** have been successfully completed their courses and working in government and no-government sector.
- **210 Trainees under AEOSIB** were enrolled in 2 different trades. 150 of them have successfully completed DNV-GL certification. DNV-GL is a worldwide recognized organization who ensure the quality of skill labor, industries, product and services.
- **1800 Trainees DPE/World Bank/SCI** completed 7 different trade courses through 15 mobile training centers and working in private sector .
- Large portion of our trainees are self-employed and those young entrepreneurs are now creating job opportunities for the youth like them.

- All the trainers who are in self and wages employment are successfully doing their work and trying to be established and also supporting their family. Many of them were from ethnic minority and ultra-poor family, but after the training now they are confident to have a poverty free life.

ESDO-EIT Course wise detail enrollment of 3 financial years:

Enrollment-

Sl.	Course Name	2016		2017		2018		2019	
		Total	Female	Total	Female	Total	Female	Total	Female
1	IT Support Service	75	17	50	17	25	08	25	08
2	Web & Graphics Design	25	01	25	05				
3	Electronics & Electrical Work	50	00	25	00	25	00		
4	Automobile Mechanics	25	00	50	00	25	00		
5	Welding & Fabrication			21	00	25	00		
6	Outsourcing (ICT)					50	11		
7	Graphics Design					25	03		
8	Electrical Installation & Maintenance (PKSF)					25	00		
9	Knit Machine Operation	60	50	210	200	30	30	29	01
10	Woven Machine Operation			30	29	60	57		
11	Welding & Fabrication (AEOSIB)			60	01	88	02		
12	Electrical & Navigation Equipment Installation (AEOSIB)			30	09	30	00		
13	Masonry							25	10
14	Steel Binding & Fabrication							25	00
15	Plumbing							25	00
16	Electrical Installation & Maintenance (BACI)							25	00

BTEB								
Sl.	Course Name	2016		2017		2018		Total
		Total	Female	Total	Female	Total	Female	
01	Computer Office Application	30	12	60	19	30	11	125
02	Graphics Design & Multimedia	26	05	54	11	22	04	50
03	General Electrician	12	00	36	00	16	00	100
04	Computer Hardware & Networking	24	04	53	09	25	00	75
	Total:	92	21	193	39	93	15	378

Certified/Passed-

Sl.	Course Name	2016		2017		2018		2019	
		Total	Female	Total	Female	Total	Female	Male	Female
1	IT Support Service	50	09	50	16	25	08	25	08
2	Web & Graphics Design			50	06				
3	Electronics & Electrical Work			75	00	25	25		
4	Automobile Mechanics			25	00	50	00	25	00
5	Welding & Fabrication					21	00	25	00
6	Outsourcing (ICT)					50	11		
7	Graphics Design							25	03
8	Electrical Installation & Maintenance							25	00
9	Knit Machine Operation			210	200	90	80		
10	Woven Machine Operation					90	86		
11	Welding & Fabrication (AEOSIB)			30	01	90	00	30	02
12	Electrical & Navigation Equipment Installation (AEOSIB)			30	09	30	10		

ESDO-EIT Course wise detail job placement of 3 financial years:

Sl.	Course Name	2016		2017		2018	
		Total	Female	Total	Female	Male	Female
1	IT Support Service	47	07	37	09	16	02
2	Web & Graphics Design			37	04		
3	Electronics & Electrical Work			42	00	38	00
4	Automobile Mechanics			18	00	31	00
5	Welding & Fabrication					17	00
6	Outsourcing (ICT)					26	04
7	Knit Machine Operation			168	157	45	45
8	Woven Machine Operation					79	77
9	Welding & Fabrication (AEOSIB)			18	00	81	01
10	Electrical & Navigation Equipment Installation			18	01	18	00

ESDO- DPE/World Bank/SCI Course wise detail job placement of 2 financial years:

Sl.	Course Name	2017		2018	
		Total	Female	Total	Female
1.	Industrial Sewing machine operation	150	145	150	150
2.	House wiring & Solar Home System	150	20	150	40
3.	Mobile Phone Servicing	150	55	150	50
4.	Petrol & Diesel Mechanics	100	25	100	25
5.	Beauty Care	100	85	100	90
6.	Block & Batiks	100	93	100	97
7.	Tailoring	150	140	150	146
	Total	900	563	900	598

Challenges

- Vocational trainings are still much neglected in the society and people consider it as the last choice after failing to do anything in all other sector.
- It has been found difficult enroll many poor unemployed youth in training as they as they are less educated or school dropout. They are not aware of long term benefit of the training in building career.
- Most of the unemployed youth from the ultra-poor and vulnerable families and ethnic minorities are primarily dependent on daily wage based work. So they are likely to reluctant about the courses and to engage in the training courses.
 - Trainees come from different religion and socio-economic status, so it takes some time for them to adjust with the training environment.

Overcome Procedure

- After getting the decent job of graduate trainees, day to day increase the demand.

- For less educated youth, EIT have already open different courses for them like construction sector. These courses have huge market demand with satisfactory financial benefit.
- Special stipend has given for extreme poor youth as wage compellation.
- EIT provided life skills training and different co curriculum activities. Through this way within a very short time they feel more comfortable and attentive in courses.

Good practices and learning

- Buildup awareness regarding the courses and its objective through community meetings, social communication, and local publicity.
- Increase access for targeted unemployed youth to their desire skill development training program according to market demand.
- To ensure effective participation enroll right trainees from special need group.
- Initiatives will be taken to encourage participation of the people with disabilities, ethnic minority, and female trainees.
- Provide skill development training to the selected trainees in technical trades (as per market demand)
- Impart skills training linked to gainful wage or self-employment.
- Regular job market survey, organize job fair and employer gathering to make the easy access of the trained youth in the job market.
- Regular counseling for the trainees to encourage for self-employment and help the youth to become entrepreneur.
- Ensure job placement of the trainees after training and Increase income of the trained trainees.