

THE BYETS PRESS

A quarterly newsletter highlighting BYETS achievement and progress towards achieving its goal

October 2024 | Volume IV



BYETS PARTNERSHIP:

BYETS INCLUSIVITY INITIATIVE: PARTNERSHIP WITH CRP

The BYETS project, in partnership with the Centre for the Rehabilitation of the Paralyzed (CRP), has introduced a five-month residential ICT training program tailored for Persons with Disabilities (PwD). Held at the CRP Manikganj training centre, this initiative aims to provide youth with disabilities with the necessary skills to enhance their employability in the ICT sector. The training includes comprehensive instruction in Microsoft Office and digital marketing, tailored to meet the unique needs of the participants.

BYETS with the customised ICT training for PwD, will enable them to pursue freelancing opportunities. By working from home, trainees can overcome the mobility barriers that often hinder their employment, with ongoing support to connect them with freelancing platforms. This initiative shows the project's commitment to empowering socially excluded people such as PwD through skills development and creating pathways to employment.

The BYETS project partnered with Truvalu and Inspira Advisory and Consulting Ltd to provide entrepreneurship development support to 650 ICT training graduates in Dhaka, Chattogram, Khulna, and Rajshahi divisions, helping them start and manage new businesses. With hands-on coaching from expert Business Development Service (BDS) providers, trainees will receive support in business formation, registration, team-building, basic training in bookkeeping, financial management, marketing, and more.

This partnership also helps achieve another key goal of the BYETS project: strengthening the capacity of training centers to offer sustainable entrepreneurship support to graduates from rural and peri-urban areas with limited access to such knowledge. This may lead to the development of a sustainable business model, allowing these centers to continue offering services even after the project ends.

BUILDING FUTURE ENTREPRENEURS: BYETS EQUIP YOUTH WITH BUSINESS SKILLS

ICT TRAINING SERVICE PROVIDERS GAIN MARKETING INSIGHTS THROUGH BYETS WORKSHOPS

The BYETS project organised a series of training sessions in Dhaka, Rajshahi, and Jashore, designed to enhance participants' skills in marketing and business promotion. The three-day sessions, conducted by Catch Bangladesh, included ICT trainers, project coordinators, job placement officers, and management personnel from partnered training centers. These workshops provided valuable insights into effective social media marketing, offline marketing strategies and execution, and methods for measuring efficiency of the marketing campaign. By improving their marketing skills, participants can better promote their training centers, and attract more learners. In total, 14 training centers participated, comprising 44 attendees overall.



BYETS COLLABORATE WITH RMG INDUSTRY EXPERTS TO UPGRADE SEWING TRAINING MODULE

The BYETS project organised workshops to facilitate discussions on strengthening the existing Sewing Methodology Training (SMT) module, with a focus on revising and redesigning it for more effective skill development and delivery. On the first day, participants included production managers, assessors from the IE department, line chiefs from the production line, and HR representatives from factories such as Epyllion Knitwears Ltd., Shin Shin Apparels, UTAH Knitting and Dyeing Ltd., Karim Textiles, Chorka Textiles Ltd., B2B Excellence, and Coretex Apparels Ltd. They shared their insights on improvising the module customized to factories' needs. On the second day, master trainers, developed under the project, attended the workshop to share their experiences in delivering the SMT training. Finally, on the third day, both international and national consultants, working in collaboration with the project, provided recommendations for further improving the module.

Most. Hosna Khatun, a master trainer from UTAH Knitting Factory, shared her feedback on the module, offering suggestions for improvements that would further benefit the workers. She expressed *"I am satisfied with the BYETS project's initiative to enhance the module, as we use it to provide hands-on training to the workers and are pleased with the efforts being made"*.



THE BYETS PRESS: ACHIEVEMENTS IN RMG FACTORIES

The BYETS project is making a significant impact across 41 ready-made garment (RMG) factories in Bangladesh, driving positive change through its interventions. As a result of the project, many factories have adopted innovative best practices to improve efficiency and working conditions.

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RMG factories partnered

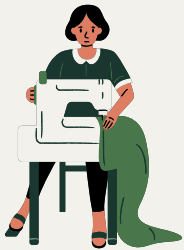
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Partnered CSPs



ESTABLISHING TRAINING CENTERS

9 renowned RMG factories have invested in and established training venues for adopting WBT system in their factories. Meanwhile, 32 partnered factories have enhanced their WBT system. Through these interventions, the project attracted over BDT 90 million in private investment from the RMG sector, reflecting a significant behavioral shift among factories toward recognising the importance of workforce training.



INTRODUCING FRESHLY TRAINED WORKERS' PRODUCTION LINE

Factories have introduced dedicated production lines for newly trained workers to ensure smooth integration and assess their readiness before they take on full production responsibilities. Karim Textiles Ltd. pioneered this approach, which has since been adopted by five other BYETS partner factories due to its success in preparing skilled operators. This innovative strategy ensures trainees are fully equipped to meet production demands.



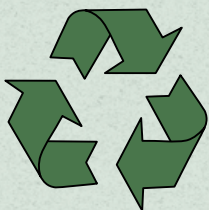
SETTING FIXED MONTHLY SALARY FOR MASTER TRAINERS

Southern Clothing Ltd. has made a significant adjustment by establishing a fixed monthly salary for the trainer involved in the training room, even though the remainder of the factory operates on a piece-rate pay system. This decision highlights their commitment to ensuring a stable and consistent training environment, which is crucial for the effective development of skilled operators.



ADOPTING EFFECTIVE TRAINEE SELECTION POLICY

Some of the partnered factories have revised their recruitment policies, which include the integration of standardised evaluation tools, such as dexterity assessments and Ishihara eye tests, to assess skill levels. These tools enable the detection of hand-eye coordination and processing speed, ensuring that only the most suitable candidates are selected for further development, thereby enhancing production efficiency.



EMBRACING ENVIRONMENTALLY FRIENDLY APPROACH IN TRAINING

BYETS promoted the use of waste materials and unused fabrics from production lines in its training programs, promoting recycling, and reducing waste. Factories such as Tarasima Apparel Ltd. have embraced this initiative by developing cardboard moulds for tracing patterns onto fabric. This approach has significantly reduced material waste and created awareness among workers on waste reduction.



INTEGRATING THE BYETS MODULE IN THE EXISTING TRAINING PROGRAM

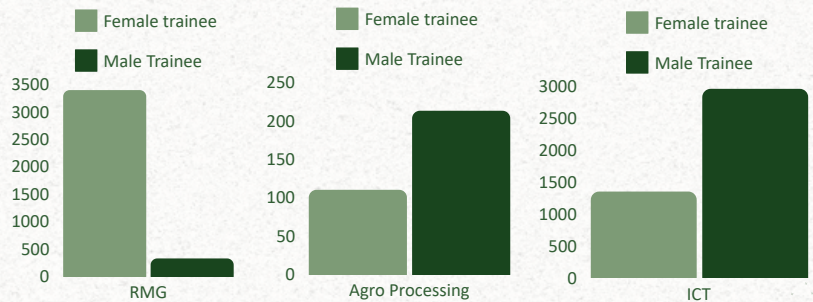
RMG factories recognised its benefits and integrated BYETS SMT module into their programs. Some of the factories expanded its training center, while others improved protocols by empowering staff through Training of Trainers (ToT) and Training of Assessors (ToA). These changes led to more efficient training, resulting in a skilled and confident workforce.

THE BYETS PRESS : OUTCOME SO FAR

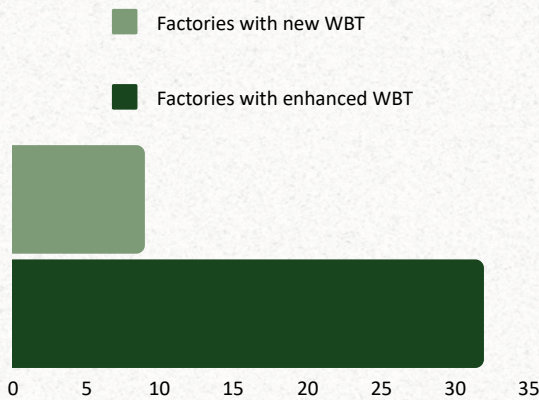
As of September 30, 2024, 8346 trainees have successfully completed training. Among them, 58% are female and 42% are male trainees.



Number of trainees who completed training (gender segregated)



BYETS impact on Workplace-based Training (WBT) at factories



After BYETS intervention, 9 RMG factories have established new training wing. Meanwhile, 32 factories have improved WBT system.

Private Sector Investment from RMG and Agro Processing (AP) sector

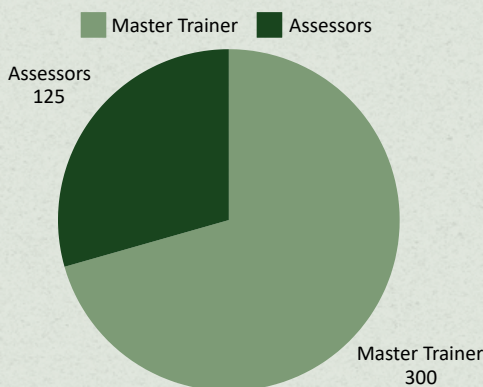
BDT 90 Million

The project garnered over BDT 90 million of private investment, in RMG sector through WBT intervention in factories.

BDT 20 Million

The project accumulated over BDT 20 million of private investment, in AP sector through WBT and hybrid model intervention

Master trainers and assessors developed



A total of 425 master trainers and assessors have been developed, among them 36% of participants are female.

Successful ICT trainees' occupations

711 youth are self-employed and 434 youths are placed in different ICT occupations.



- Graphics designer, Web designer, CAD designer



- Digital marketer, Affiliated marketing



- Customer service, IT support, Computer operator



- Freelancer, Logo designer