

# THE BYETS PRESS

*A newsletter highlighting BYETS progress towards achieving its goals*

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## Pioneering Training in the Jute Industry

In a remarkable step towards enhancing youth skills and productivity, the Building Youth Employability Through Skills (BYETS) project has pioneered a training program dedicated to enhancing skills of workforces in the jute industry. This initiative, the first of its kind in the sector, highlights Swisscontact Bangladesh's dedication to advancing the agro-processing industry by empowering the workforce with essential skills to meet market demands.

The BYETS project has partnered with SGS Bangladesh as an implementation partner and with AkijBashir Group to implement the Workplace-Based Training (WBT) program in Janata Jute Mills, one of the largest jute processing manufacturers in Bangladesh. To formally inaugurate this initiative, BYETS organised a ceremony on World Environment Day, June 5. The WBT is tailored to address the existing skills gap among the workforce in jute industries. Trainees receive invaluable mentorship from industry experts, gain exposure to cutting-edge techniques, and have the unique opportunity to improve efficiency and productivity. To make the initiative sustainable, the project has developed master trainers through Training of Trainer (ToT) at Janata Jute Mills who can continue providing the training beyond project period. This initiative is set to transform the jute sector by equipping youths with the skills they need to succeed, helping to drive innovation and growth in the sector.



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## BYETS is Changing Practices in RMG Factories

As part of the WBT initiative, the BYETS project has developed a comprehensive assessment tool now adopted by RMG factories to better evaluate new workers. This tool is helping the partnered factories to recruit new workers effectively.

Early signs of the project's impact are evident. The Epyllion Knitwears Ltd has successfully utilised BYETS assessment tool, leading to improved evaluations during hiring. Similarly, International Classic Composite Ltd. (ICCL) has incorporated dexterity tools which was introduced by BYETS, into their recruitment strategy.

With these advanced tools, RMG factories can recruit more effectively, ensuring a better fit for job roles and potentially boosting overall productivity and quality in the industry.

## RMG Training Gets a Visual Upgrade

The BYETS project has introduced visual learning materials to support the existing "Sewing Methodology Training" module.

As visual content is often more engaging and easier to comprehend, incorporating visual learning materials caters to the diverse learning preferences of workers. The visual materials cover topics such as Dexterity, Motion Economy, Machine Cleaning, Paper and Fabrics Exercise and 5S. These contents are designed to be easily understandable, regardless of the workers' educational backgrounds, ensuring that everyone can benefit from the enhanced training resources. These educational materials are available for use by all partnering factories.



# BYETS Through a Gender Lens

The BYETS project is committed to promote gender equality and empowering women in the workforce. By incorporating gender-sensitive practices, BYETS aims to create an inclusive environment where both men and women can thrive and contribute equally to the industry.

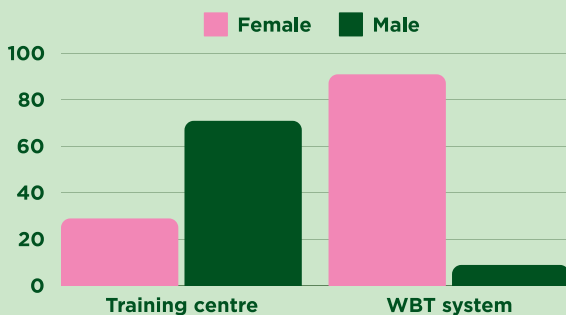
As of June 30, 2024,

**3558** trainees have successfully completed training

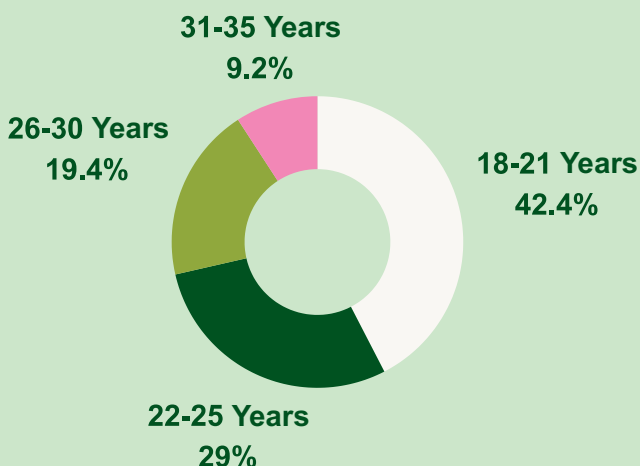


Among them, **54%** are female and **46%** are male trainee

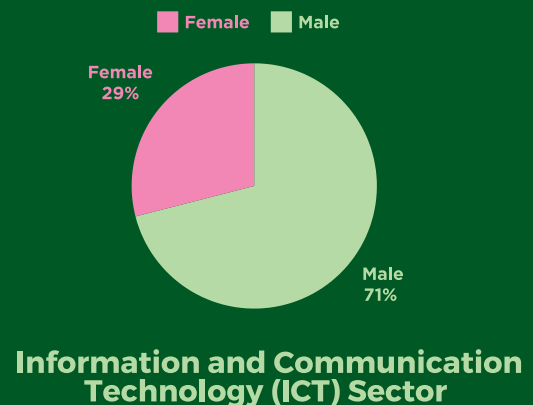
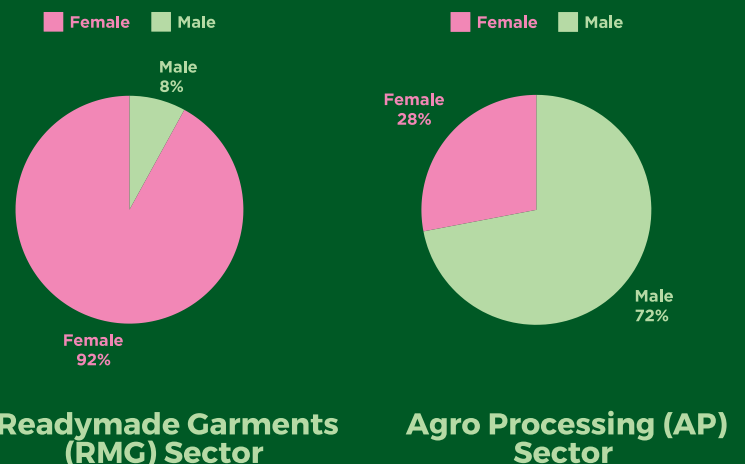
## Participation Rate Based on the Mode of Training (%)



## Female Trainee Demographics Based on Age



## Trainee Enrollment Percentage in Each Sectors



**5603** youths have enrolled in training program of BYETS project (as of June 30, 2024). There is a high female trainee participation in RMG and AP factories under WBT system and moderate female participation in ICT sector.

## BYETS and RMG Factories Unite for Workforce Development

In collaboration with industry experts, the Building Youth Employability Through Skills (BYETS) project facilitated significant private sector investments from RMG factories to enhance workforce skills. The journey of partnering with RMG factories began when BYETS representatives, along with partners, approached factory management to outline the project's strategic objectives focused on upskilling and reskilling workers. As of June 30, 2024, BYETS partnered with 35 factories located in Dhaka and Chittagong division. Recognising that the strategic workforce development plan of these factories aligned with the BYETS project's goals and objectives, the factory management accepted the proposal, marking the start of a collaboration to establish a modern WBT system.

Once the proposal was accepted, 6 factories such as UTAH Knitting and Dyeing Ltd., Lyric Industries Pvt Ltd., Sewtech Fashions Ltd., Loyal Apparels Ltd., Cotton Club bd Ltd., Shin Shin Apparels have cumulatively invested BDT 2 million on establishing training venues for the WBT sessions and invested in new machinery, dexterity tools and other accessories dedicated to the program.

A notable example is Shin Shin Apparels Ltd., a leading garment manufacturer that has made significant investments to establish the WBT model. Their training centre operates with a monthly maintenance cost of BDT 0.55 million and requires an initial setup investment of approximately BDT 0.95 million.

The BYETS project overall made a significant impact on RMG factories and garnered over BDT 90 million of private investment, transforming its workforce through structured training programs. The integration of soft skills and the focus on upskilling have not only improved operational efficiency but also enhanced worker satisfaction and motivation.

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