Skills for Employment Investment Program (SEIP)

Intend to make "Human Asset"

The Skills for Employment Investment Program (SEIP), implemented by Rural Reconstruction Foundation from December 2015 in collaboration with the Palli Karma-Shayak Foundation (PKSF), Finance Division of the Ministry of Finance, aims to bridge the gap between industry demand and workforce readiness. Through targeted skills development and job placement efforts, this project has been instrumental in enhancing employability, productivity, and socio-economic conditions in Bangladesh. This report highlights the project's achievements, impacts, and challenges during the 2023–2024 fiscal year.

Objective

To create a skilled and competent workforce aligned with the needs of priority industries by delivering market-driven, employment-oriented, and inclusive training programs.

Goals

- Enhance the employability and productivity of program participants by equipping them with industry-relevant skills.
- Secure employment for at least 60% of graduates, ensuring their successful integration into the workforce.

Fact & Figure

Sl.	Fact	Figure
1	Name of the program	Skills for Employment Investment Program (SEIP)
2	Duration	December 2015 to December 2023.
3	Supported By	Palli Karma-Shayak Foundation (PKSF), Ministry of Finance, Asian Development Bank (ADB), Swiss Development and Cooperation Agency (SDC).
4	No. of project participants	2760
5	No. of staff	30
6	Working Location	All the districts in Bangladesh

Key Activities

- **Skills Training:** Delivered specialized training in 15 trades, including Auto Mechanics, IT Freelancing, Electrical Installation, and Food & Beverage Production.
- **Entrepreneurship Development Training:** Conducted 40-hour sessions for each participant to enhance entrepreneurial skills.
- **Residential Training:** Provided food and accommodation for trainees to ensure a conducive learning environment.

- **Job Placement and Follow-up:** Ensured job placement for graduates with at least three months of follow-up support.

Trade wise Training 2023-24

Sl	Training Course	Enrolled Total	Certified Total	Job Placement Total	Job Placement Female
1	Food & Beverage Production	50	50	34	68%
2	Housekeeping	25	25	17	68%
3	IT Freelancing	50	50	34	68%
4	Caregiving	40	40	32	80%
5	OAY-Mobile Phone Servicing	50	50	38	76%
	Total	**215**	**215**	**155**	**72%**

Impact of the Project

The SEIP project has brought tangible benefits to individuals and their communities, including:

- **Improved Employability:** Trainees acquired industry-relevant skills, enhancing their job readiness and productivity.
- **Socio-economic Upliftment:** Graduates experienced improved income levels, contributing to better living standards for their families and communities.
- **Strengthened Industry Linkages:** Built strong partnerships with industries to facilitate seamless job placements.

Challenges and Lessons Learned

Despite its success, the project faced several challenges:

- **Maintaining Training Quality:** Ensuring uniform quality of training across all batches required continuous monitoring and adaptive measures.
- **Placement in Niche Trades:** Emerging trades demanded additional industry partnerships and specialized training.

Lessons learned include the importance of stakeholder engagement, adaptive training models, and robust monitoring mechanisms to address evolving industry needs.

Total Training Summary of the Project (Cumulative)

Training Course	Enrolled Total	Enrolled Female	Certified Total	Job Placement Total	Job Placement
Mobile Servicing	550	0	550	377	69%
Mobile Servicing(OAY)	50	0	50	35	70%
Outsourcing (ICT)	200	36	200	162	81%
IT Support Service	175	38	175	121	69%
Electrical & Electronics Works	175	0	175	130	74%
Automobile Mechanics	175	0	175	106	61%
Welding & Fabrication	200	0	200	144	72%
IT Freelancing	300	49	300	200	67%
Electrical Installation & Maintenance	400	0	400	277	69%
Electrical Installation & Maintenance(OAY)	50	0	50	35	70%
House Keeping	175	22	175	127	73%
Food & Beverage Production	250	57	250	153	61%
Care Giving	60	34	60	44	73%
Total	**2760**	**236**	**2760**	**1841**	**67%**

Participant Reflection

Name: Md. Mahfuzur Rahman
Trader Name: IT Freelancing
Registration No.: 2500021028

My journey to success began with the IT freelancing training provided by RRF under PKSF's initiative. Despite facing resistance from my family, I pursued my dream with determination. After completing my Diploma in Electrical Engineering, I learned about this training program and saw it as an opportunity to transform my aspirations into reality. The training not only equipped me with the skills I needed but also instilled confidence and direction in my life.

Today, I am proud to manage my own online service agency and work for a London-based company, earning a stable income of 60,000 Taka per month. With this success, I have built a home, purchased a motorcycle, and created jobs for seven other people. I am immensely grateful to RRF and PKSF for providing me with the tools to achieve my goals and fulfill my dreams. I am now focused on expanding my website into a full-fledged IT firm and am optimistic about the future. Thank you, RRF and PKSF, for empowering me to change my life!"