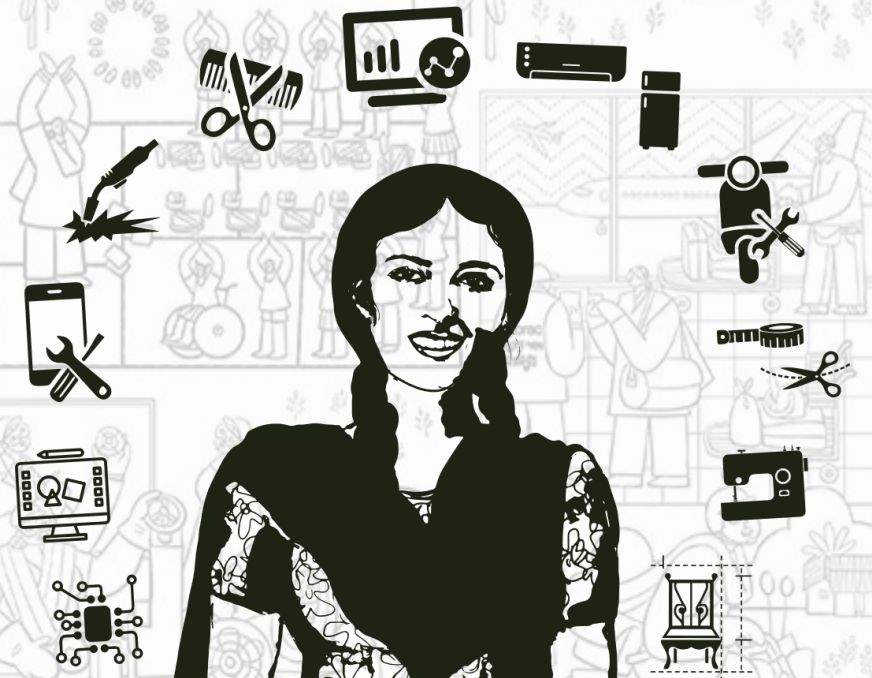




"Empowering futures: BRAC Skills Development Programme bridges skills and opportunities for underprivileged youth and entrepreneurs."

Presented by:

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Skills Development Programme
BRAC





SHOWCASING

**“How BRAC is
implementing interventions
on the ground at scale with
high outreach to make skills
training more Inclusive”**

A vertical photograph on the left side of the slide shows several children looking out from a train window. The window frame is blue and yellow. The children are smiling and looking towards the camera. The background is a blurred outdoor scene with greenery and a body of water.

WHAT IS BRAC?

Originating in Bangladesh in 1972, it has evolved into one of the world's largest international NGOs. Partnering with over 100 million people in Asia and Africa, BRAC employs evidence-based, scalable programs, recruiting staff and volunteers from within communities. By empowering local agents of change, BRAC fosters a sense of ownership, ensuring lasting impact. Measurement is driven by research, continuous monitoring, and iterative learning for sustained positive transformations.

Now We Provide Technical Assistance To Governments And Organisations In
Over 25 Countries Including Operational Presence In 11 Countries

- 📍 Bangladesh
- 📍 Afghanistan
- 📍 Ghana
- 📍 Liberia
- 📍 Myanmar
- 📍 Philippines
- 📍 Rwanda
- 📍 Sierra Leone
- 📍 South Sudan
- 📍 Tanzania
- 📍 Uganda



BRAC at a Glance in Bangladesh in 2024

65.6 million

people accessed health and nutrition services and awareness

9.8 million

people accessed financial services and awareness



2.6 million

households accessed disaster risk reduction services and awareness

1.5 million

mothers and caregivers accessed nutrition and early childhood development counseling

800,000

people in urban areas accessed community infrastructure, affordable housing, and awareness

600,000

people accessed legal support and awareness

2 in every 5 people in Bangladesh received some kind of support from BRAC's 100,000 Staff and Volunteers

SOCIAL DEVELOPMENT

1

Inclusive
growth

Ultra-poor graduation
Integrated development programme
Microfinance
Urban development programme
Social empowerment and legal aids
Gender, justice and diversity
Health, nutrition and population
Water, sanitation and hygiene
Communicable diseases
Humanitarian programme
Climate change programme
Migration

2

Gender
equality

3

Building
resilience

4

Investing in
the future
generation

Skills Development Programme

Education programme

How BRAC as an organisation institutionalised gender equality and social inclusion, and live the culture-

- Capacity of Staff: BRAC gender mainstreaming approach aims to transform socio-cultural gender norms which prevent women and girls from realising their full potential, **through building the capacity of our staff and stakeholders, and advocating for gender justice.**
- Twin Track Approach: BRAC wants to ensure that people with disabilities, especially women and girls, are engaged, empowered and able to exercise and enjoy their rights on an equal basis with others, contributing to poverty reduction, social protection, justice and stability **following a twin-track approach of mainstreaming as well as specific and focused action for people with disabilities.**
- Organisational Structure: The fight against sexual harassment, child and adolescent abuse, intimidation, violence, bullying and discrimination, neglect and exploitation is part of BRAC's mission. **UNICEF declared BRAC as a 'Full Capacity partner' as BRAC was found to be exhibiting strong organisational structure, comprehensive documentation, and robust systems.**
- Commitment from Leadership: The leadership team of BRAC, **consistently reinforces** the importance of gender, disability, and safeguarding and has led by examples. **Senior directors have gender & safeguarding KPIs** which trickle down in every layer of the organisation.



BRAC **prioritises women** in all its programme component including product design, targeting, community outreach and financial inclusion.

In Microfinance, out of its **9.94 million clients** **89%** are women.

Studies have shown that more than 90% women clients regularly pay back the loans on time, and they have also been able to create positive impacts in their families utilising the loans.

BRAC's large ultra poor graduation programme **targets 100% women** and their services are designed to cater the need of women and people with disabilities.

SCALE AND OUTREACH

- 274,915 children and adolescents with disabilities accessed education through **adapted curriculums, assistive devices and medical support.**
- 8000 young people with disabilities received **skills training with assistive devices.** 93% of them have been placed in decent jobs.
- 40,195 people were **supported with prosthetics, physiotherapy and counselling services.**
- 24,34,556 people at risk of blindness **accessed eyecare services**
- 203 schools **equipped with accessible sanitation facilities**
- Accessibility ensured at **Dhaka Metro Rail, Chattogram Railway Station and Sadarghat Launch Terminal with Government**

Organisational Structure

BRAC Safeguarding Operational Structure

Coordinate with HCMP
(Cox's Bazar and Bhashan Char)

Strategic Direction



BRAC Board
Safeguarding Core Committee
Director, Safeguarding and Social Compliance

Preventive Measures and Technical Support



Safeguarding Unit

Safeguarding Champions-HO
Shurokha Bondhu-FO

Reporting and Response (Referral & Inquiry)



Safeguarding and Grievance Management Committee (SGMC)

Learning



Coordination with:

- Human Resource Division for Safe recruitment, Policy dissemination and awareness event
- Learning and Leadership Development Unit for Training using 'Master Trainer Group'
- Communication Department for awareness material development
- Risk Management Services Unit for risk assessment and mitigation plan
- MEAL and Internal Audit
- Department for survey and learning assessment

Skills Development Programme:

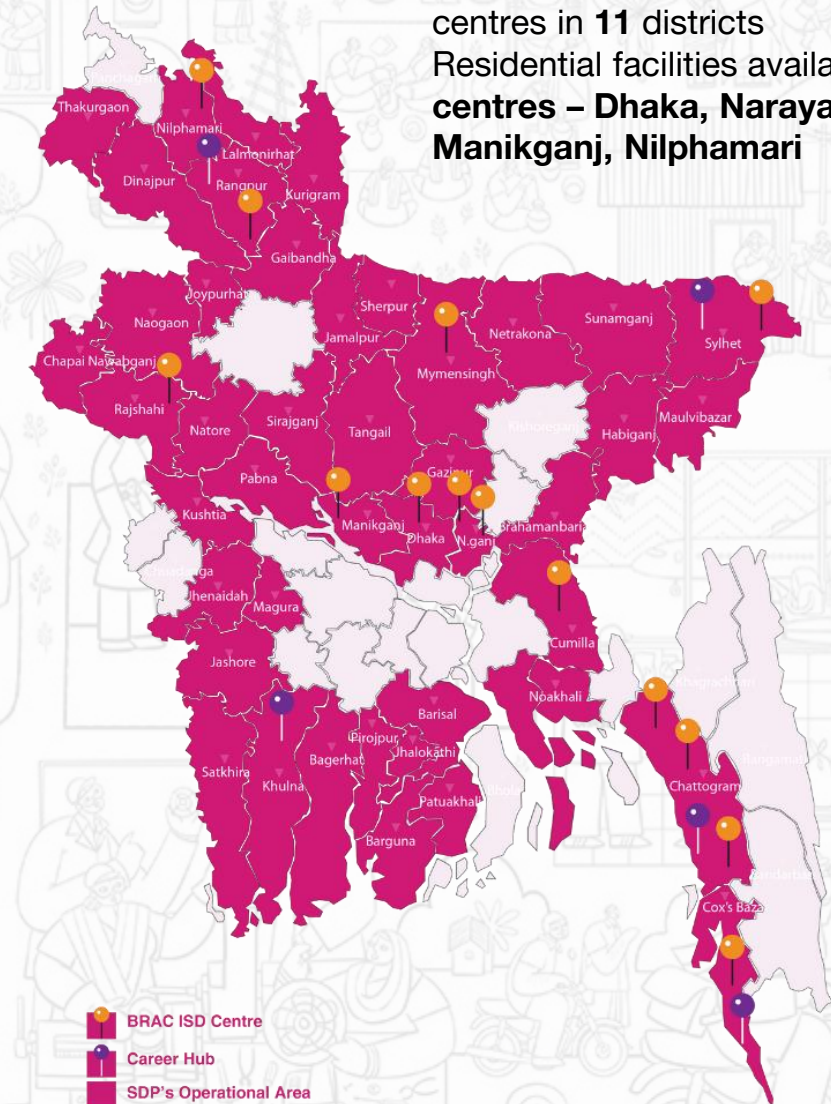
The programme began in 2015 to provide alternative learning pathways for out-of-school girls and boys for learning and subsequent employment. The programme currently runs over projects funded by such as GAC ILO, kfw, UNICEF, US Embassy in Bangladesh, Silatech, City Foundation, and different departments of govt of Bangladesh, consisting of apprenticeship, entrepreneurship development, enterprise development, institute-based, online training, and job readiness & career counselling.

Aligned with Bangladesh National Skills Development Policy 2020, Employment Policy 2020 and the Perspective Plan **2021-2041**.

Aligned with **SDG 1** (No Poverty), **SDG 4** (Quality education), **SDG 5** (Gender equality) and **SDG 8** (Decent work and Economic growth).

SDP'S PRESENCE 2023 - 2024

Number of districts: 36
Number of training centres: **14**
centres in **11** districts
Residential facilities available in: **4**
centres – **Dhaka, Narayanganj, Manikganj, Nilphamari**



BRAC Approach to Skills

428,214

Youth Reached
(55.39% Female,
6.33% Pwds)

73% Of
Participants
Secured
Employment

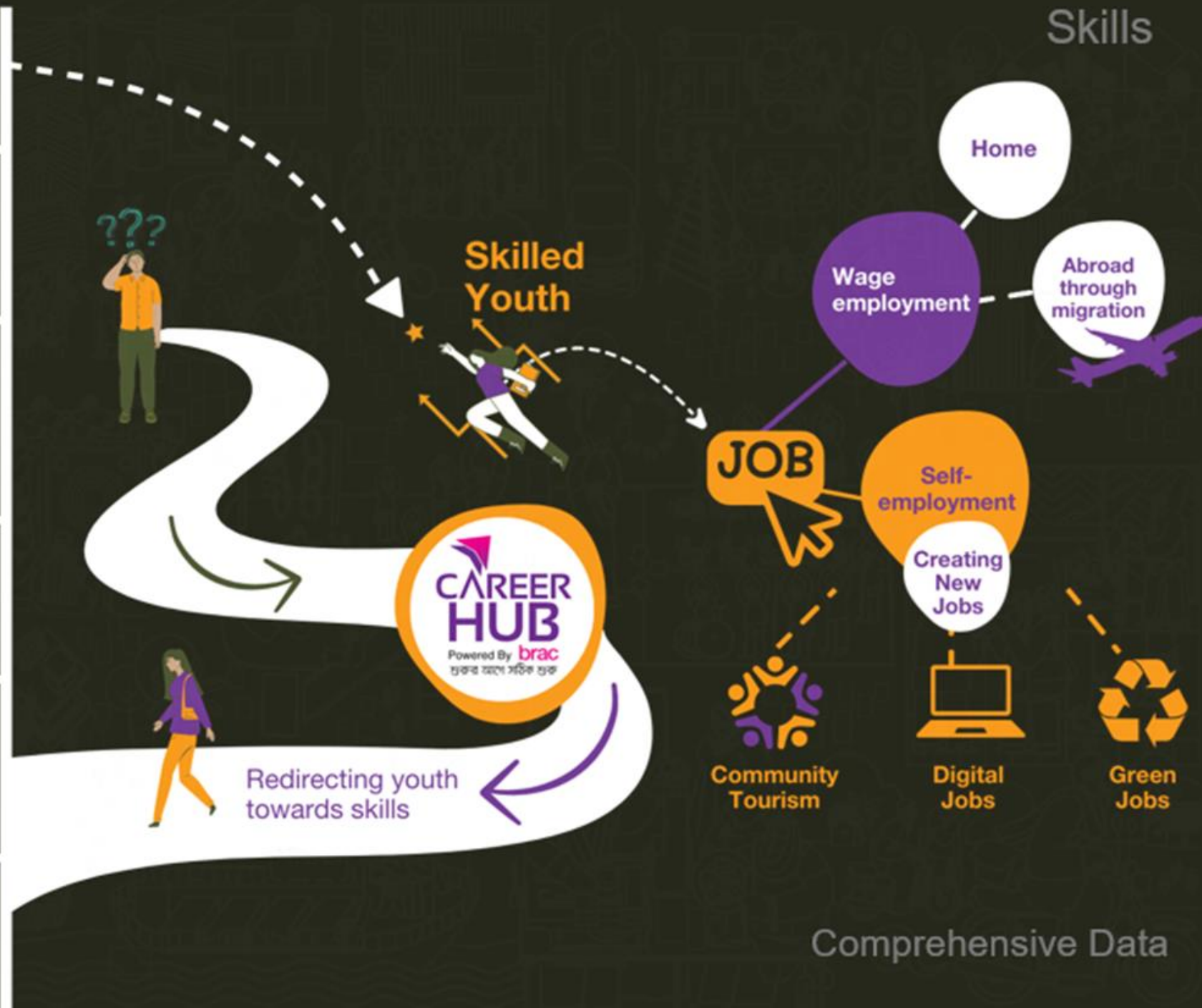
BRAC ISD Online
Age: 25+
Income: 50k

**Entrepreneurship
Based Training**
Age: 18-35
Income: 30k

**(Fee based)
Out of School
Apprenticeship
Based Training**
Age: 14-18
Income: 30k

**Institute Based
Training**
Age: 18-35
Income: 30k

**Out of School
Apprenticeship
Based Training**
Age: 14-18
Income: 15k



How Skills as a programme mainstreamed social inclusion & safeguarding

At programme level

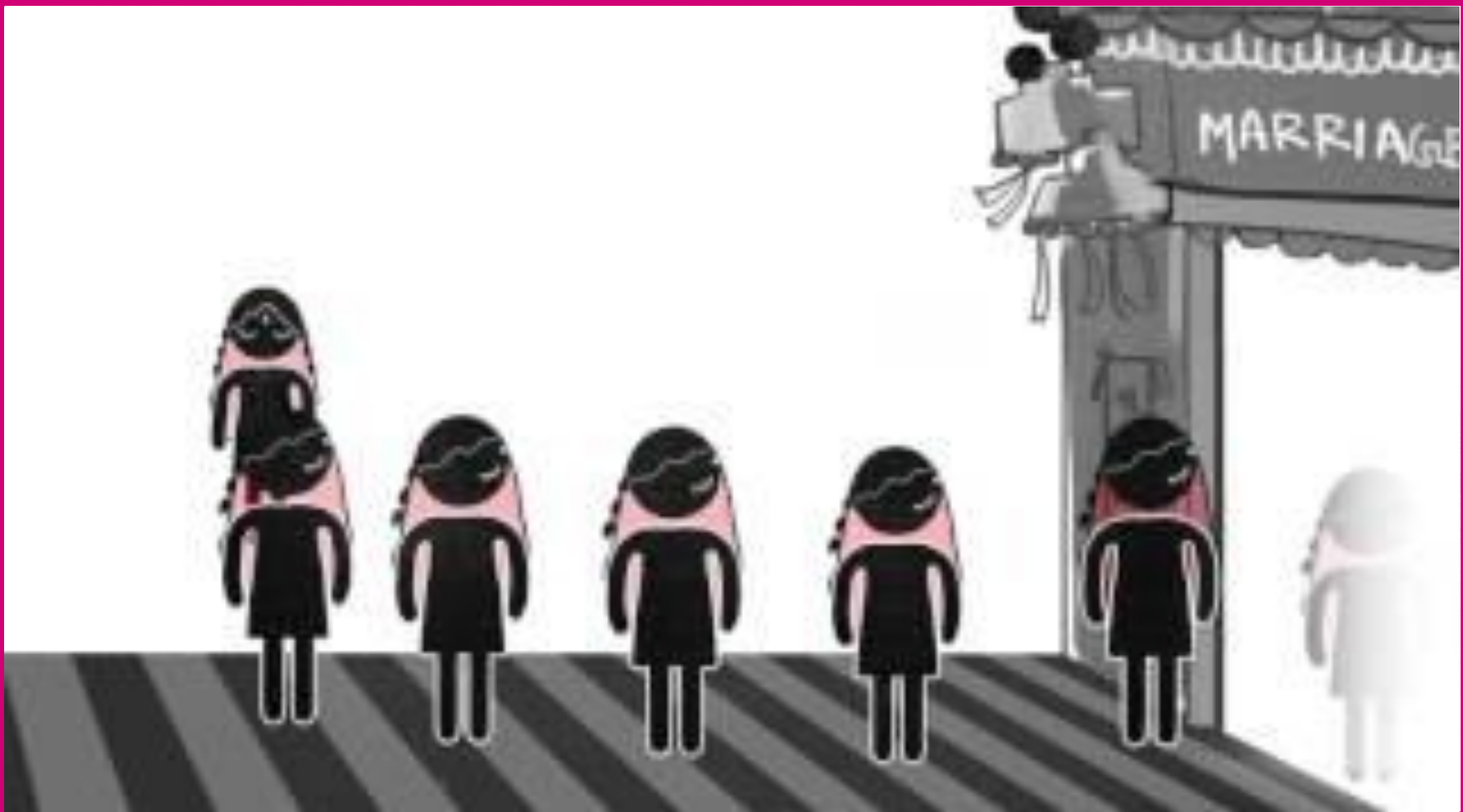


- Dedicated unit for Social Inclusion & Safeguarding
- Mandatory gender & safeguarding KPIs for Directors which trickles down in all layers
- 2021-25 strategy on gender & disability inclusion
- Inclusion & safeguarding targets in AOP
- Business development & grants priorities
- Capacity building of staff & volunteers

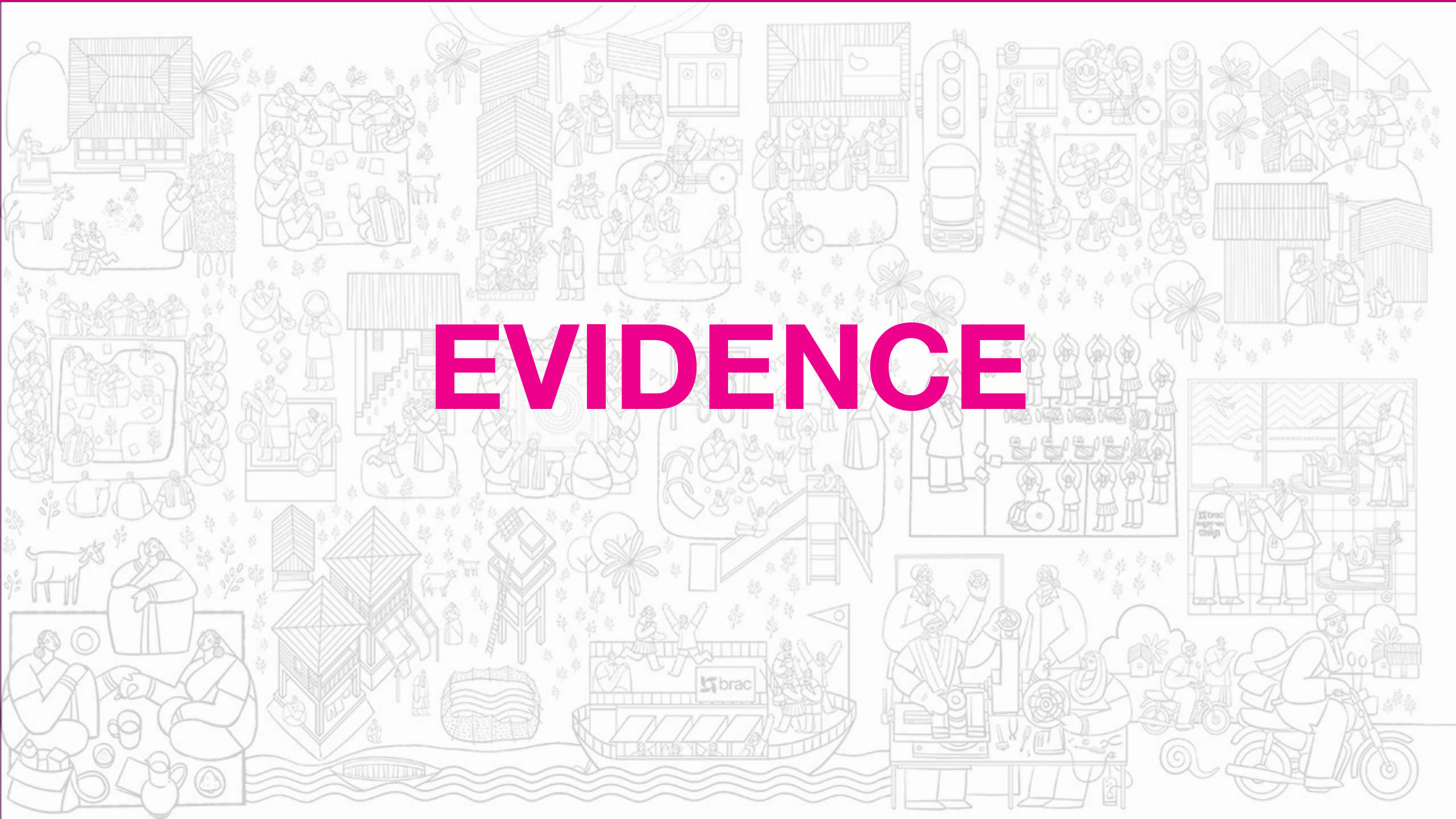
At intervention level



- Rigorous targeting and tailored age and gender, disability criteria for maximum inclusiveness
- Sensitisation for family, community, and employers
- Promotion & practice of decent work
- Collaboration with govt, Organisations of Person with Disabilities (OPD), Bangladesh Business & Disability Network (BBDN)
- Inclusion focused marketing & promotion campaign
- Research, policy gap analysis, advocacy, lobby
- Gender marker with specific indicators at TVET training centers
- Accessibility & reasonable accommodation, assistive device
- Customised & contextualised safeguarding mechanism



EVIDENCE



Disability Inclusive Vocational Training and Youth Employment Funded by Inclusive Future

- 100% project participants (1000) were persons with disabilities of them 60% female.
- Built staff capacity on disability inclusion, targeting, identification & accessibility tools.
- Supported project participants to get the golden citizenship card
- Facilitated dialogues with the shop owners and market committee to ensure accessibility & reasonable accommodations.
- Developed accessible training contents.
- Sensitised the community, family, employers to combat the stigma associated with persons with disabilities.
- Advocated for reducing existing policy-practice gap.
- Collaborated with OPDs.
- Strengthened disability inclusion capacity through partnership with ADD, CDD, Light for the World.



Progressing the Retail Sector by Improving Decent Employment Funded by IKEA and UBS Optimus

- 60% project participants were female & 7% persons with disabilities out of 5200 learners.
- Influenced employers through workshop, seminar, round-table discussion, agreement/MoU signing, and placed learners in the shop as apprentice for the employment of women and people with disabilities.
- Introduced gender markers in the training centers.



Social Cohesion Fund for Cox's Bazar District Funded by SDC

- Promoted non-conventional trades through community mobilisation, household visit, sensitisation of male family members & employers.
- Facilitated confidence building training for women project participants & male member sessions.
- Advocated for the gender inclusive access to finance for micro and cottage businesses.
- Strengthened local NGOs capacity through partnership.



Improving Skills and Economic Opportunities for the women and youths in Cox's Bazar, Bangladesh (ISEC) Funded by GAC, in partnership with ILO

- Highly gender concentrated project where **BRAC** is the gender lead.
- Gender focused Log frame.
- This project will create **access for/ Establish networks of graduate through workshops with employers** for collective bargaining agency and with Bangladesh Business Disability Network.
- **Informal Markets actor will be sensitised** from gender aspects and actionable indicators/ markers will be introduced.



Climate Bridge Fund KFW

- 30-60% project participants are female across the three projects
- Promoting non-conventional trades through community mobilisation, household visit, sensitisation of male family members & employers.
- Markets actor will be sensitised from gender aspects.
- Facilitate confidence building training for women project participants & male member sessions.
- Strengthened local NGOs capacity regarding inclusion & safeguarding through partnership.



Challenges



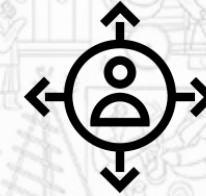
- Negative perception/ ignorance about skills/ TVET
- Social norms/ culture/ religion against women empowerment
- Women are mostly in traditional trades/ livelihood opportunities
- Markets are male dominated
- WASH, child care, safety-security issues
- Accessibility issues
- One shot interventions
- Lack of information & services (disability/ gender diversity)
- Policies but no implications

Which partnerships have proven particularly strong?



- Enterprise owners from informal market rather than the formal/ private sector
- Government

Opportunities



- Specific project designed for women and girls
- Introducing gender marker in informal markets in order to bring measurable & sustainable changes.
- Creating Gender champions from community and markets can scale up the progress.
- Partnership with government can help ensuring accessibility, and accountability at mass level.
- Graduates/ enterprise owners alumni/ network

How we influence donor programming and Government Policy

- Bi-lateral discussion
- Policy gap analysis and advocacy events
- Sharing evidence of impact evaluation
- Showcasing success stories/ impact of initiatives that work well for women, people with disabilities
- Impact and exposure visits
- Integration of gender and social inclusion components in Proposal and Budget
- Partnership with networks, such as BBDN (Bangladesh Business & Disability Network)
- Build capacity of local CSOs/NGOs
- Behavioural change campaign design and implementation



“If BRAC is to become a relevant organisation, we must strive to continuously find solutions to new social challenges of a society. We must reach out first to those who need the most. We must continue to fight the root causes of inequality – be it economic or gender- based discrimination.”

Sir Fazle Hasan Abed
BRAC Founder

**What else
we can do
together?**

