



IBCS-PR/IMAX

CARPÉ DIEM!

FINAL REPORT
on
DESIGNING AND IMPLEMENTING TRAINING PROGRAM
for
INCREASING WOMEN'S PARTICIPATION IN THE ICT SECTOR
IN BANGLADESH (Increase of ICT Use in Top Eleven Export Sectors)
under
BANGLADESH REGIONAL CONNECTIVITY PROJECT-1 (BRCP-1)
Ministry of Commerce

Contract Package No: BRCPI/MOC/SD-20



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Final Report

on

Designing and Implementing Training Program for Increasing Women`s Participation in the ICT Sector in Bangladesh.

(Increase of ICT use in Top Eleven Export Sectors)

Contract Package No: BRCP1/MOC/SD-20

Submitted To:

Md. Mijanur Rahman

Project Director (Joint Secretary)

Bangladesh Regional Connectivity Project-1 (BRCP1)

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Bimal Chandra Banik
Deputy Managing Director

Abbreviation

BAPA	Bangladesh Agro-Processors' Association
BEPZA	Bangladesh Export Processing Zones Authorities
BFLLEA	Bangladesh Finished Leather, Leathersgoods & Footwear Exporters associations
BKMEA	Bangladesh Knitwear Manufacturers and Exports association
BPGMEA	Bangladesh Paper Mills Association, Bangladesh Plastic Goods Manufacturers & Exporters Association
BRCP-1	Bangladesh Regional Connectivity Project-1
BTA	Bangladesh Tanners Association
BTMA	Bangladesh Textile Mills Association
COEL	Centre of Excellence for Leather Skill Bangladesh Limited
DoF	Department of Fisheries
FGD	Focus Group Discussions
ICT	Information & Communications Technology
KII	Key Informant Interviews
KPI	Key Performance Indicators
LFMEAB	Leathersgoods And Footwear Manufacturers & Exporters Association of Bangladesh
MOC	Ministry of Commerce
NGO	Non-Government Organization
PC	Public Consultation
PD	Project Director
PIU	Project Implementation Unit
PM	Project Manager
PMU	Project Management Unit
SME	Small and Medium Enterprises
ToR	Terms of Reference
WTO	World Trade Organization

Key Terminology

- Application** : A computer program or a suite of computer programs that performs a particular function for the user, such as a word-processor, e.g. Microsoft Word, or a range of functions, such as Microsoft Office, Computer Program, Operating System, etc.
- Digital Marketing** : Any marketing that uses electronic devices and can be used by marketing specialists to convey promotional messaging and measure its impact through your customer journey. In practice, digital marketing typically refers to marketing campaigns that appear on a computer, phone, tablet, or other devices. It can take many forms, including online video, display ads, search engine marketing, paid social ads and social media posts. Digital marketing is often compared to “traditional marketing” such as magazine ads, bill boards, and direct mail. Oddly, television is usually lumped in with traditional marketing.
- E-Commerce** : E-commerce is the buying and selling of goods or services via the internet, and the transfer of money and data to complete the sales. It's also known as electronic commerce or internet commerce.
- Entrepreneur** : A person who sets up a business or businesses, taking on financial risks in the hope of profit.
- Entrepreneurship** : Entrepreneurship is the process by which individuals or a group of individuals (entrepreneurs) exploit a commercial opportunity, either by bringing a new product or process to the market, or by substantially improving an existing good, service, or method of production.
- FGD** : Focus Group Discussion (FGD) is a qualitative research method and data collection technique in which a selected group of people discusses a given topic or issue in-depth, facilitated by a professional, external moderator.
- ICT** : ICT, or information and communications technology (or technologies), is the infrastructure and components that enable modern computing.
- Although there is no single, universal definition of ICT, the term is generally accepted to mean all devices, networking components, applications and systems that combined allow people and organizations (i.e., businesses, nonprofit agencies, governments and criminal enterprises) to interact in the digital world.

Key Informant Interview (KII)	Key informant interviews are qualitative in-depth interviews with people who know what is going on in the community. The purpose of key informant interviews is to collect information from a wide range of people—including community leaders, professionals, or residents—who have first hand knowledge about the community.
Key performance indicators (KPI)	Key performance indicators (KPIs) are a set of quantifiable measurements used to gauge the performance of a company. The purpose of key performance indicators is to help investors determine a company’s strategic, operational, and financial achievements, particularly compared to other companies in the same sector.
M&E	: Monitoring and Evaluation (M&E) is a continuous management function to assess if progress is made in achieving expected results, to spot bottlenecks in implementation and to highlight whether there are any unintended effects (positive or negative) from an investment plan, programme or project (“project/plan”) and its activities.
Principles of Adult Learning	The seven principles of adult learning include self-direction, transformation, experience, mentorship, mental orientation, motivation, and readiness to learn. Adult learning theories can positively impact adult learning experiences both in the classroom and on the job.
Questionnaire	: A questionnaire is a research instrument that consists of a set of questions or other types of prompts that aims to collect information from a respondent. A research questionnaire is typically a mix of close-ended questions and open-ended questions.
Sustainable Development Goals (SDG)	The Sustainable Development Goals (SDGs) aim to transform our world. They are a call to action to end poverty and inequality, protect the planet, and ensure that all people enjoy health, justice and prosperity.

Executive Summary

Bangladesh Regional Connectivity Project-1, Ministry of Commerce has undertaken an initiative to conduct a project called “Designing and Implementing Training Program for Increasing Women`s Participation in the ICT Sector in Bangladesh”. IBCS-PRIMAX Software (Bangladesh) Ltd. has been assigned as a consultant for conducting this assignment.

Being a part of Digital Bangladesh, Bangladesh Regional Connectivity Project-1, the Ministry of Commerce, wants to transform manual works and services into a digital system to ensure service delivery by allowing 1050 entrepreneurs including piloting and others who were engaged in the business or trade to learn better use of ICT tools for enhancing women`s engagement in ICT in Top Eleven (11) export sectors.

The main objectives of the assignment were to train the potential individuals who were engaged in the top 11 business sectors in Bangladesh to skill them to use ICT tools so that they could contribute more in their different working areas, especially in business or trade. This training program will allow women to better use ICT for export facilitation in Bangladesh, enhances women`s engagement in the ICT sector and export of ICT-related products or services.

The scopes of the assignment with the specific tasks are- i) Refinement of training needs primarily identified by the project ii) Development/ Designing of the Training Curriculum and iii) Implementation of the Training.

The main purpose of this project is to design and conduct training based on findings from a need assessment survey across the eight locations of the country. This Project had a clear milestone for providing training to 1050 participants such as entrepreneurs/ owners/ others who were engaged in the business or trade/ executives where 75% female and 25% male.

Based on **Component-1**; the main assumptions highlighted in the outlines to identify the training needs, the methodological framework was used for the conduction of the program activities. The main objectives and core consideration from IBCS for component 1 was to refine and detailing of training needs in the top 11 sectors to increase integration for Bangladeshi women in regional trade by using ICT tools in the top sectors in Bangladesh. And findings on the trade facilitation and capacity gaps of women traders in Bangladesh, Identified the selection criteria and target groups for trainings.

Primarily which included templates for the collection of data through 400+ structured interviews of women entrepreneurs, women employees, and other officials using quantitative methods. The qualitative method was also used for the need assessment using twelve (12) FGDs, Thirty (30) KILs, and One (1) Public Consultation.

In **Component 2**; Detail designing of the training curriculum took in this section. Course modules were designed for conducting and implementing a total of forty (40) training batches in addition to two (2) pilot training batches.

Primarily training topics finalized in this section considering 75% practical tasks and 25% theoretical topics for manual for the training participants and Topics wise modules designed for the Trainers. IBCS considered the development of various training modules (with implementation manuals) relating to technical skills and practical orientation of technologies.

And also finalized the module topics for the training program IBCS conducted several validation workshops in different stages of the project prior to finalizations and implementations. And the validation workshop was done prior to training implementation with the presence of all the associated stakeholders. Workshops on training modules and implementation plans were duly held on training module & manual and implementation plan and based on the comments/suggestions provided by the participants the training modules and manuals were finalized.

And, also pilot training was planned for two (2) batches prior to starting the final training where each batch had 25 participants for five (5) days, and these participants were selected with different years of experience (Senior - Mid - Junior) working in the plastic sector. Pilot training was inaugurated on 23rd February 2022 as a part of component-2 and finished on March 10, 2022. A total of 50 participants have taken part in this training course where females were 75% and males were 25%.

After the completion of the piloting, both side feedback was taken, and founds some suggestions from the trainer and participants. And later based on that feedback some new topics also included to adjustments to the curriculum before full-scale training.

In **Component -3**; IBCS-PRIMAX successfully completed 40 batches along with 2 pilot batches and four (4) post-training refresher workshops by October 2022. Post-training refresher workshops were organized by IBCS-PRIMAX to assess what entrepreneurs/ others who contributed/ officials who were self-employed/ employed in the top 11 export sectors have learned, and how they will implement to refresh the previous learning and how they will utilize the training learning.

Training program followed real life practical sessions, as necessary for complete understanding about the subject/technology etc.

Principles of Adult Learning Applied:

To improve the training experience for the participant's principles of adult learning applied like:

-

- A preference for self-directed learning
- An ability to draw on life experience to assist with learning
- Respected all the adult learners by considering their needs, Opinions, and facilities given.
- To remove the dizziness & monotonous considered and applied group Dynamix activities likes- group Intervention and facilitation; Building group cohesion; Communication and coordination; Leadership and decision-making styles; Task performance etc.
- A willingness to learn when transitioning into new roles
- A focus on immediately applying new knowledge to real-life situations and problems
- A tendency to be internally motivated (rather than externally)
- encouraged open debate in the class.

SDG (Sustainable Development Goals):

The Sustainable Development Goals (SDGs) are a collection of 17 interlinked global goals to transform our world. They were designed to be a “blueprint to achieve a better and more sustainable future for all”. And One of the key aspects of **SDG** is **Gender equality and women's empowerment** followed in this program development to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all the women who are working for the top 11 sectors in Bangladesh. SDG goal no. 5 Gender equality and women's empowerment key target is to achieve-

- End all forms of discrimination against all women and girls everywhere.
- Gender equality and women's empowerment ensures women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life.
- Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.

Ensuring equal participation of women in economic growth and the e-commerce industry is the main target of the project and to do so ICT training could be the best opportunity to make the participants skilled contributors. IBCS-PRIMAX ensures during the training sessions that no one is left behind. The training program designed like it will aim to provide a strategic vision and practical knowledge to participants on how to find effective sustainable solutions for their community and country's economy. **Training and practice sessions aim to advance on:**

- Knowledge and skills acquisition
- Networking
- Sharing experiences and peer to peer collaboration
- Learning about practical actions and best practices
- Capacity building
- Practical policy integration and coherence

During this program development another key goal of **SDG** is **Infrastructure, industrialization** also followed considering its key targets, corresponding-

- Significantly increase access to information and communications technology and strive to provide universal and affordable access to the Internet in least developed countries by 2020
- Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending

Training needs of the entrepreneurs:

Most of the participants asked followings to develop and explore more in terms of business development.

1. Participants wants training that could help them to advance their ICT capabilities. They will be capable of developing their abilities or becoming successful entrepreneurs in the future with sophisticated advanced ICT training.
2. Many participants are interested in developing their subject-specific skills, such as freelancing, digital marketing, or just taking a course in Excel or graphic design.

3. More specified training on a course like Graphics Design/ digital marketing/ e-commerce or other ICT tools like 1-3-month for 3/4 hours in a day.
4. Many participants requested Business development training in areas such as marketing, finance, and management. Some of the participants will be able to extend their businesses in the local market as well as the global market if they receive relevant training on company development, product packing, and export.
5. Participants want training on trade license, TIN, BIN, ERC, with BAR code packaging etc. And, they want these related training at free of cost.
6. Some entrepreneurs even don't know how to export and where they should knock and what kind of rules or regulations they need to follow.

Training Implementation:

The implementation phase is where the training program comes to life. During the ICT training program implementation, IBCS-PRIMAX considered participants engagement and learning KPI goals, as well as thoroughly planning the scheduling of training activities and any related resources (facilities, equipment, creation questionnaire process, participant feedback collection, etc.).

During the piloting of the training program, some key issues were considered, like-

- At the very first day of the training Demand Assessment of training, module topics found through the "Expectation form",
- Pre-evaluation and Post Evaluation took,
- ensures all the logistic support, and provides each participant with a single Laptop and desk so individuals could comfort and practice the practical task independently.
- Feedbacks taken for further training improvement.

IBCS-PRIMAX consider the next step was to create a comprehensive action plan that includes learning theories, instructional design, content, materials, and other training elements. Resources and training delivery methods are designed in detail. While developing the program, the level of training and participants' learning styles were also considered. IBCS pilot its initiatives and gathers feedback to adjust well before launching the program company-wide.

Among the 1050 trainees from 40 batches along with two (2) piloting batches, there were 873 females and 177 males. The training provided the top Eleven (11) sectors in Bangladesh and among the 11-sector number of participants trained in different sectors are: Textile (180), Woven (25), Headgear (70), Agro-Processing (176), Finished Leather (175), Raw Leather (54), Plastic (75), Knit (116), Accessories (67), footwear (87), Fish (25).

Before the final launching of the main program, two piloting batches were taken to ensure all the development plan going live is actually effective for the participants and to check the acceptance of the module and content. The main phase of the training program is then officially launched, promoted, and conducted.

After completion of training program to evaluate and refresh the training outcomes post training refresher workshop conducted for the potential participants who could contribute and develop business in the national or global platform.

Potential Entrepreneur Selection Methodology for Future Activities: Total 1050 participants

were attended in these 40 training programs along with two (2) pilot training program. Among them, about 395 participants were selected for the future activities, from each batch only the potential entrepreneurs or individuals were got opportunity of attending the post training refresher workshop.

Participants' Feedback: During the 5-day long formal training courses, at each day after training session both the trainers and trainees conducted an open discussion while trainees were asked to share what they learned and how they felt. Trainees exchanged their views in each batch and provided their views on the training programme. And, also participant's feedbacks were collected and analyzed through "End of Course Evaluation" and "Participants' Feedbacks". And to collect and reflect the participants feedback end-course Evaluation taken. End of Course evaluation parameters were included-

- Courseware
- Technical Environment,
- Education centre
- Instructor
- Overall Course Evaluation

Monitoring and Evaluation:

IBCS-PRIMAX considered monitoring and evaluating progress and results once the training curriculum was successfully implemented.

Monitoring:

During training, participant progress is monitored regularly to ensure that the program is effective. The training programs were monitored by the key and non-key experts of IBCS-PRIMAX, Project Director (PD), Project Manager (PM), M&E consultants, and Gender Specialist of BRCP-1. The trainers of the concerned training batches also observed the course implementation activities.

Evaluation:

During the monitoring evaluation was also done simultaneously. The concerned persons also used monitoring tools and the suggestions provided afterwards has been implemented to improve the training quality.

Recommendations of implementation of the training programme:

The following recommendation are made from the implementation of the training programme:

1. After completion of training, participants argued to pursue advanced training in specific modules with more time allocation.
2. Based on the collective feedbacks from the participants independently without any biasness some effective trainings that could help the potential participants are -
 - i. Import and Export related training.
 - ii. Advanced training in E-commerce
 - iii. Advanced Excel
 - iv. Training on Freelancing
 - v. Training on Digital Marketing
 - vi. Training on Advanced Graphics Design
 - vii. Training on Leather related Manufacturing and Export.
 - viii. Business Development / Management Training.
 - ix. Training on Food Processing and Packaging.

3. By developing ICT skill participants, specially potentials entrepreneurs from different sectors would like to involve national or International trade market.
4. Educate more to startup online/ e-commerce business effectively and efficiently. A complete course on ecommerce might help participants to minimize the risk of the business uncertainty.
5. Skilled and new entrepreneurs to be given an easy and unconditional opportunity to participate in fairs outside the country.
6. Export rules are not flexible or easy for small traders, so Ministry of Commerce might arrange export related training to overcome these problems and accelerate export of the country.
7. By selecting potential candidates concerned authorities could take the necessary initiatives for participants for further development by arranging and giving detailed level ICT training on specific modules like graphics design, digital marketing and ecommerce which will help them to explore their products and business.
8. Some potential candidates who were innovative, skilled, hardworking and intelligent to develop and expand her/his business efficiently have listed to be considered for ICT trade related activities.
9. The participants may be considered for financial support for new business establishment or to expand existing business. Adhering organization could contribute financial support for the entrepreneurs/participants.

Conclusion:

The major goals of the ICT training program were to raise women's expertise and expand their involvement in the top 11 export sectors in Bangladesh. This training is expected to help the women to overcome various barriers and create new entrepreneurship among them by increasing the use of ICT tools.

This ICT training program will help potential participants to develop their skill to establish their business or also will help them to work efficiently and effectively in their workforce with use of ICT tools. This project showed that ICT Training played a positive role in improving individuals' skills, performances, and efficiencies.

Most of the participants were empowered and motivated to own and run the business successfully. This training not only increasing skills in ICT sector but also making bonding among participants that will facilitated trade issues.

Each training batch ended knowing that level of efficiency has increased for each participant. They are very much keen to implement these skills in their workforce. It is not only the success of the participants but also the success of the BRCP-1 and IBCS-PRIMAX.

1. Introduction

1.1 Background

This plan outlines our understanding of the project, and how we have planned to roll out the project execution after analyzing the top eleven leading exports and other important products/services including but not limited to agro-processing, and ICT in Bangladesh.

Digitalization is the process of ensuring e-governance and e-commerce through technologies in every sphere of life. It also includes increasing literacy rate and decreasing death rate, making sure high life expectancy and pollution free clean environment.

Being a part of Digital Bangladesh, Bangladesh Regional Connectivity Project-1, Ministry of Commerce, wants to transform manual works and services into digital system to ensure service delivery at the Citizen`s Door Steps.

The participation of women in social and economic activities is increasing day by day. Women empowerment in all sector are not remarkable. Our understanding as per the RFP; the main objectives of this project are to build capacity and enhance the skill and also make Designing and Implementing training program for increasing Women`s Participation in the ICT sector and export of ICT related products or services in Bangladesh so that women can be engaged in industry, can be self-employed, can business in local and international.

It goes without saying that if women lag behind while men move forward, our society is going nowhere near development. In order for us to achieve certain goals, we really need to train our women and make them self-reliant. To make that dream become a reality, Bangladesh Regional Connectivity Project-1, Ministry of Commerce, Bangladesh prepare a roadmap for ICT implementation in the Bangladesh Trade sector in an integrated manner.

Under this assignment (through women development programs) women entrepreneurs will have vocational training, employability programs, and opportunities for women to productive engages in their community. Thus, our Women`s can contribute to increase community by creating a network of relatable role models to the women population groups, such as Traders, Entrepreneurs, community leaders, leaders and peers. There will be training program curriculum & monitoring and evaluation framework to assets progress & outcome.

As well as women`s engagement`s in the ICT sector & export of ICT related products services are like –

- | | |
|------------------------------------------------|-------------------------------------------|
| 1. Knit or crochet clothing, accessories | 7. Leather/animal gut articles |
| 2. Clothing, accessories (not knit or crochet) | 8. Headgear |
| 3. Footwear | 9. Fisheries |
| 4. Miscellaneous textiles, worn clothing | 10. Plastics, and other relevant sectors. |
| 5. Woven fabric | 11. Agro Processing |
| 6. Raw hides, skins not fur skins, leather | |

From survey findings, it has been clearly found that female workers from all of the top 11 sectors are interested in the proposed training but due to the low percentage of women participants found in the Paper yarn sector, ICT training in the paper yarn sector was not conducted.

1.2 Objectives of the Assignment

The objectives of this assignment to develop and deliver/ implement a training curriculum that will –

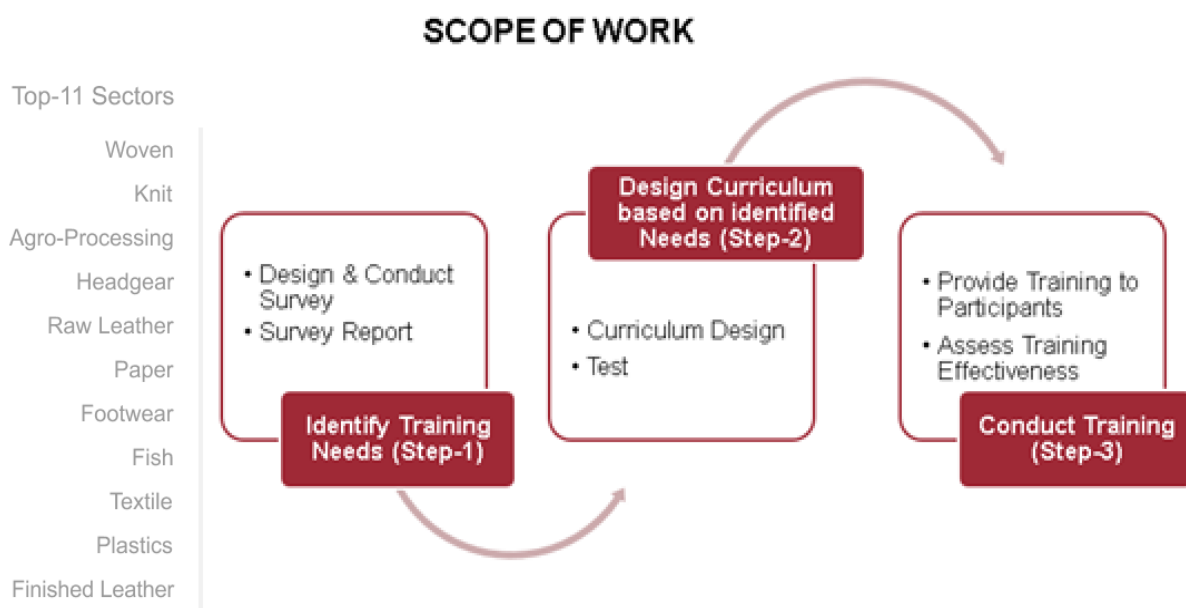
- Allows women to better use ICT for export facilitation in Bangladesh,
- Enhances women's engagement in the ICT sector and export of ICT-related products or services.
- Provide training for top 11 leading exports sectors including Agro and ICT in Bangladesh but not limited

1.3 Scope of the Assignment

The scopes of this work are followings:

- Refinement and detailing of training needs primarily identified by the project
- Develop and design a training program or curriculum
- Implementation of the training curriculum
- Monitoring and evaluation framework to assess progress or outcome

Training curriculum will be developed for a female audience and will primarily be delivered to women. A quota of 75% female is set for training to encourage discussion and capacity building and yet to allow these women to learn from the male students as well.



1.3.1 Detailed Scope of Component 1: Refinement of training needs primarily identified by the project

In this phase; detailed training needs were identified by the project. The major focus of training included to ICT based solutions, introduction of intermediate technology and productivity enhancement but not limited. The specific tasks were included but not limited to following items:

- (a) Review of training programmes in similar fields carried out through other development partners;
- (b) Carry out refinement of training needs based on the training focus identified above
- (c) Identify the selection criteria and target groups for trainings.

Followings areas are focused -

- i. New technology introduction
- ii. Entrepreneurship development
- iii. Exploring IT markets and IT product development
- iv. Networking, marketing, bargaining and negotiations

The above-mentioned areas of training have been identified from a study titled 'Diagnosis & Scoping Study on Increased Integration for Bangladeshi Women in Regional Trade.

1.3.2 Detailed Scope of Component 2: Development/ Designing of the Training Curriculum

The design and development of training curriculum were included for designing detail training curriculum -

- Development of various training modules (with implementation manuals) relating to technical skills and practical orientation of technologies. These study outlines will bring to the participants international and local examples/lessons.
- Identification and signup for women and men to be trained (approximately 1000 persons).
- Identification of trainers and training locations and times those are convenient for women.
- Development of a training schedule and metrics to measure progress.
- Develop a mechanism to receive trainees' feedback and complaints anonymously.
- Develop an independent monitoring and evaluation mechanism for training;
- Pilot of training (at least two batches) and adjustments to the curriculum before full-scale training.

1.3.3 Detailed Scope of Component 3: Implementation of the Training.

The delivery of the trainings was followed the following key principles:

1. Trainings were delivered in an inclusive and participatory way. Real life practical sessions, as necessary for complete understanding about the subject/technology etc. were introduced during training.
2. Encourage open debate in the class.
3. Trainings brought to the discussion as much as possible women leaders for the participants to interact with and learn
4. Formal feedbacks were received from participants.
5. After the training, the trainers worked with each participant to identify five actions that they would like to grow their involvement in trading.
6. After the training, a survey was conducted to assess the needs of participants.
7. After trainings, four (4) refresher workshops were organized and conducted with the potential participants to address any questions that might arise during implementation of the training in real life.

1.4 Intended Beneficiaries and Location

This assignment was carried out provide training in prime location of District and Upazilla Level of Bangladesh.

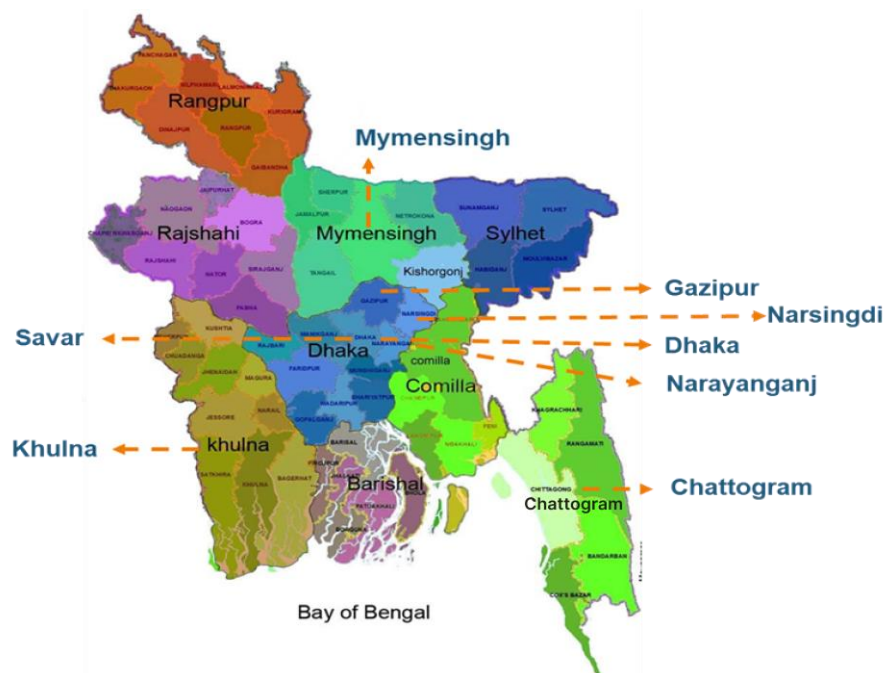


Figure 1. Survey Locations

Locations are:

1. Dhaka
2. Gazipur
3. Savar
4. Narayanganj
5. Narsingdi
6. Chattogram
7. Khulna
8. Mymensingh

Location selection justification/ process

Industry	Location Justifications
Knit or crochet clothing, accessories	According to BKMEA list 1. Dhaka 2. Narayanganj 3. Chattogram
Clothing, Accessories (not knit or crochet)	According to BGMEA– 1. Dhaka 2. Narayanganj 3. Chattogram
Footwear	According to https://ravenleather.ltd/footwear-company-list-bangladesh/ exporters are based in Dhaka.
Agro Processing	The potential participants found according to Agro Processing in – 1. Dhaka
Miscellaneous textiles, worn clothing	Ministry of Textiles and Jute & Bangladesh Textile Mills Association (BTMA); 1. Mymensingh 2. Dhaka 3. Narayanganj 4. Chattogram 5. Gazipur 6. Narsingdi
Woven fabric	According to Bangladesh Papers Mills Associations- 1. Dhaka 2. Chattogram 3. Gazipur
Fisheries	According to Department of Fisheries; 1. Dhaka 2. Chattogram 3. Khulna
Leather/animal gut articles	According to Bangladesh Tanners Association (BTA); companies are located in Savar.
Headgear	According to the source https://www.listcompany.org/Hats_Caps_In_Bangladesh.html headgears companies are based in Dhaka.
Raw hides, skins not fur skins, leather	According to Bangladesh Tanners Association (BTA); companies are located in Savar.
Plastics, plastics articles and other relevant sectors.	According to Bangladesh Garments Accessories & Packaging Manufacturers & Exporters Association (BGAPMEA); most organizations are situated in- 1. Dhaka Few of the organization scattered in following locations - 1. Narayanganj 2. Chattogram 3. Gazipur

1.5 Covid-19 Health Issues Addressing During Training Program

The COVID-19 pandemic in Bangladesh is part of the worldwide pandemic of coronavirus disease 2019 (COVID-19). It was very much challenging to conduct a training program during this corona virus pandemic. Although everything is unstable for COVID-19, such training was very important for the country's economy and food security. For this reason, IBCS-PRIMAX has continued its training activities in compliance with the hygiene rules. All the Govt. rules and regulations of COVID-19 and the guideline of MoC (Ministry of Commerce) were strictly followed during the entire training sessions. After the opening of each training session, the trainers conducted a segment on how to address the health issue during this COVID-19 pandemic. "No Mask No Entry" was the first rule of each training session.

To handle this COVID situation the following measures were followed:

- ✓ Use of digital thermometers to check the body temperature of all participants
- ✓ Providing enough mask
- ✓ Providing hand sanitizers to comply with improved quality hygiene
- ✓ Keeping a safe distance from one participant to another

1.6 Gender Based Violence (GBV)

During the implementation of the project, 75% women and 25% male participation ratio considered. So, during implementation of activities. So, during the implementation of the project, 75% women and 25% male participation ratio considered. So, during implementation of activities Gender Based Violence (GBV) issues were taken into deep consideration to ensure healthy and safe training environment.

IBCS-PRIMAX ensured the proper honor of the GBV factors based on their definitions.

Gender Based Violence (GBV)

Gender-based violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially-ascribed (i.e., gender) differences between males and females.

Sexual Exploitation is defined as: "any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another."

Sexual Abuse is further defined as "the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions."

Sexual Harassment is defined as "any unwelcome sexual advance, request for sexual favor, verbal or physical conduct or gesture of a sexual nature, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment."

IBCS-PRIMAX expert team highly considered and monitored mentioned issues so that each female participant could feel comfortable while attending the 5 days long training sessions and could get equity and women friendly environment. Gender specialist, BRCP-1 also monitored and evaluate on these issues regularly to ensure the overall quality of the project, specially to give gender friendly working environment.

2. Implementation of Activities

2.1 Component 1: Refinement of training needs primarily identified by the project

The methodology for this approach was wide-ranging and sequenced discussion with the Project Director, BRCP-1, Ministry of Commerce professionals and officials related to develop an in-depth understanding about the present role of ICT in export facilitation, role of women in ICT sector potential and support required for promotion of exports by women traders involved in ICT subsectors.

The survey was involved with the use of:

- Formal and non-formal interviews
- Semi-structured interviews such as –
 - Focus Group Discussions (FGDs)
 - Key Informants Interviews (KIs) and
 - Public Consultations
- Field survey through structured questionnaire
- Collection of information from the secondary sources
- Review of available reports and a series of reconnaissance field by team of consultants to the project area

The field visits were covered in the project areas. During the field visits, the consultants interacted with Project Director/ PIU, associations related to the top eleven export sectors.

In accordance with the TOR, the inception report phase was covered two (2) weeks. In this phase; IBCS-PRIMAX deployed a team of consultants who were engaged in open and inclusive process with client and other stakeholders in order to collect all relevant information to

- Make an in-depth understanding about the present situation,
- Export potential and support required for promotion of exports by women traders
- Involved in key value chains in the sector.

The final approval of inception report was taken from Project Director, BRCP-1 and the following tasks were implemented during this phase-

Table- 1 The Methodological Matrix of Refinement of Training Needs

Component	Proposed Methodology	Tools and Procedure	Number of respondent/FGD/KII and or comments
Component-1: Refinement of training needs primarily identified by the project	Desk Research	<ul style="list-style-type: none"> Review secondary data, policy, information and trends of the market 	
		<ul style="list-style-type: none"> Review of training programs in similar fields carried out through other development partners 	
	Quantitative analysis	<ul style="list-style-type: none"> Semi structured questionnaire interview 	
		<ul style="list-style-type: none"> Standardized sampling frame and detect the prospective respondent by purposive sampling method 	
		<ul style="list-style-type: none"> Data collection, cleaning and entry 	
		<ul style="list-style-type: none"> Analysis and quality assurance by both statistical software like SPSS and human expertise of key experts’ team 	
	Qualitative analysis	<ul style="list-style-type: none"> Expert interview of value chain actors and business icon 	
		<ul style="list-style-type: none"> Focus group discussions 	In total 12 FGDSs (each have 10-15 persons) were conducted for achieving the goals of Components- 1 & 2
		<ul style="list-style-type: none"> Key informant interview of women entrepreneurs/ exporters by KII check list 	At least 30 women entrepreneurs/exporters
	Consultations	<ul style="list-style-type: none"> National level consultation with government officials, women’s chambers and business associations 	In total at least 40 persons from different stakeholders were participated during needs assessment, curriculum development and finalization stage.
	Knowledge Sharing	<ul style="list-style-type: none"> Shared survey findings in a Participatory way 	Shared with BRCP-1, MOC

2.1.1 Sample Design

Sample Size

Sampling and Sample Size Determination: To achieve the objective of components 1 – Refinement of training needs, a nationwide study will be carried out.

As per TOR; Survey Information’s for Need Assessment.

Survey Locations	Approx. survey Person & Days	Survey respondents/ Sample Size	Respondent Category
8 (Eight) Locations & 11 (Eleven) Sectors	30 (Kills) persons	400 (Confidence Level: 95% and confidence interval: 5)	Male and Female respondent from ten export sub-sectors respondents.

Table- 2: Criteria for Need Assessment.

Selection of study locations: 8.

Locations are followings:

1. Dhaka
2. Gazipur
3. Savar
4. Narayanganj
5. Narsingdi
6. Chattogram
7. Khulna
8. Mymensingh

For collection of primary data; we have selected **11 major sectors**, and followings are:

1. Knit or crochet clothing, accessories
2. Clothing, accessories (not knit or crochet)
3. Footwear
4. Miscellaneous textiles, worn clothing
5. Woven fabric
6. Fisheries
7. Leather/animal gut articles
8. Headgear
9. Raw hides, skins not fur skins, leather &
10. Plastics, plastics articles and other relevant sectors
11. Agro Processing

According to study outline; Qualitative Method was adopted for **the field survey**, and conducted during first week of October, 2021. Enumerators were responsible for the collection of data from sample respondents. Following are their main responsibilities covered:

- Visited the selected respondents and ensured their participation
- Obtaining consent to conduct the interview, if needed
- Conducted face-to-face interviews (QS and KII)
- Ensured completeness and accuracy of answers and perform accuracy checks on the questionnaires

Focus Group Discussion (FGDs)

Twelve (12) FGDs were conducted with 10-15 persons in a batch, and implemented in **(11) eleven sectors/ industries**. A checklist of issues/questions would be used during FGDs.

Key Informant's Interview (KII):

Key informant interviews are qualitative in-depth interviews with people who know what is going on in the community/ sector/ industry. The purpose of key informant interviews was to collect information from a wide range of people—including business leaders, professionals, or residents—who have firsthand knowledge. These experts, with their particular knowledge and understanding, provided insight on the nature of problems and gave recommendations for the solutions.

KIIs were conducted with selected respondents from –

- Traders' association
- Exporters' associations
- Government Officials
- Women chamber of commerce etc.

30 KIIs were conducted.

Public Consultations (PCs)

The purpose of public consultation is to allow citizen input to inform policy design and decision-making. Through public consultation, authority seeks to incorporate the views and knowledge of individuals, stakeholders and other levels of government officials into decision making.

- One National level consultation with (at least 40 persons) –
 - Government
 - Development partner,
 - NGOs,
 - Private sector,
 - Women's chambers and
 - Associations etc.

2.1.2 Key Findings from the Data Collection

This section summarizes and discusses a number of topics which were found during Questionnaire Survey, FGD and KII. Greater emphasis is given to those areas which generated the most animated discussion among participants. The section is arranged to allow evaluation, discussion and recommendations based on the findings and results. Significant findings, and implications are included in followings:

- 1) From top -11 sectors, total 300 companies were visited since questionnaire survey was started. Among some of the companies were shifted and closed. Total 400 respondents were reached from 165 organizations where females are 30% and males are 70%.

Most of the noticeable responses were acknowledged that females' individual/contributor are very low in number for the sectors like leather, raw hides, Fisheries and paper where office is based on the factory.

- 2) In reality, it might be very difficult for most of the owners/ management to allow their employees to leave workstation for consecutively 5 days. So, a clear picture could be drawn that professionals from this top-11 sectors are very busy at their work, and their work is very time sensitive.

- 3) One of the important points is found during the need assessment; most of the positions doesn't have alternative employees to cover his/ her works in case of their absence.
- 4) Although, most of the participants are interested to attend in this training program but it would be very difficult for him/ her / organization itself to manage 5 days in a row due to their job responsibilities and workload. Example given, shipment can't be delayed for an hour. So, all of the commercial tasks should have been completed within the given timeline/ schedule.
- 5) Main aim of this study was to identify the gap analysis of the employees with identifying training modules. These modules are
 - Basic Computing,
 - Mobile Technology,
 - Microsoft Excel (Basic, Intermediate, Advance),
 - Microsoft Word,
 - Power Point Presentation (Intermediate, Advance),
 - Digital Marketing and social media management, Online research and market research,
 - Digital Communication (email and others),
 - Internal office management, e-commerce, Graphics Design, Data Security, ICT Legal Environment Awareness in Bangladesh (Short) and Email Merge.

Most of the respondents wants to learn and use these tools in intermediate to advance level training.

- 6) Benefits are measured from the questionnaire survey, FGDs and KII, and these benefits are
 - increasing employee's satisfaction,
 - increasing the skills of the employees along with company's productivity,
 - increasing the revenues by saving the time and costs,
 - increasing opportunities to enter into new market,
 - reducing inefficiency for better work place,
 - and providing better services to their clients.
- 7) Training programs/workshops are organized as one-time activity and there is no mechanism for sustaining the continuous training mechanism.

Women's Economic Empowerment and ICT's

BRCP-1 main consideration to Designing and Implementing ICT Training Program for Increasing Women's participation in the top 11 industry/sector like Agro, Plastic, Knit or crochet clothing accessories, Fisheries etc. by using ICT tools and modern technology. As ICT overcomes barriers and constraints in women's entrepreneurship. A skilled individual easily could contribute in country economy by developing ICT skill and using it in workforce and e business sector also.

Strengthening a women entrepreneur's ability to generate income, build an extra aggressive business and grow to be greater worthwhile is a vital form of women's economic empowerment. To be powerful, it should be pursued along side women's social and political empowerment and level-headed at the advent of a gender equality-based structural and prison system, rights and norms. Then it may serve an effective position in enhancing the lives of

women, contributing to their social, monetary and political fame, and strengthening gender equality for inclusive and sustainable development and a healthier society. Women's entrepreneurship development is crucial for women's financial empowerment.

Why ICT For Women’s Entrepreneurship?

The promotion of micro and small-scale enterprises (MSE) has been recognized as an important strategy for advancing the economic empowerment of women while reducing poverty and gender inequality. Small companies are engines of growth and taken into consideration a backbone for financial expansion by way of many Governments.

Women entrepreneurs were presented with new opportunities through ICT to begin and grow companies. Through new as well as traditional styles of ICTs, women entrepreneurs are attaining out to customers turning into greater efficient and building their groups in methods they could not do earlier than.

Key Training needs for the women’s entrepreneurs:

Title	Background	Issues
Capacity Building	<p>Training courses in ICT-enabled tools and E-learning could help women entrepreneurs to build self-esteem, business-related knowledge, e-business-related skills and financial knowledge.</p> <p>However, women’s high ICT literacy did not pertain to them access of business information.</p> <p>How to convert market information into business opportunities are another challenge in designing e-learning programs tailored for women entrepreneurs</p>	<p>-How are ICT skills of women entrepreneurs improved?</p> <p>-What are the major challenges in designing capacity building and training using ICT-enabled tools?</p>
Entrepreneurship	<p>Women entrepreneurs generally, encounter four difficulties: lack of financing, finding right contacts, access to business information, and lack of business advice.</p> <p>Also, women entrepreneurs had problems in using ICT to construct social networks for business. Online learning and training not only help women entrepreneurs with better management skills but also provides emotional support for relationship and partnership building.</p>	<p>-How do ICTs help to nurture the effectiveness of women’s networks and to connect them with resources, learning opportunities and other business networks?</p> <p>-What barriers and challenges for women entrepreneurs to build up or extend them business network?</p>

2.1.3 Recommendations from the Data Analysis

- 1) Design training schedules based on the batch requirements, time schedule and others. Following alternative solutions can maximize the participants' participation and also fix the findings regarding 5 days long training:
 - i. Those who are interested to participate in training for 5 days; consultant should provide training for 5 days.
 - ii. If anyone wants to participate in training program by splitting the time schedule then training could be arranged in 3 days in a week and another 2 days in next week.
 - iii. If someone ask for half day training (first half / second half) then training must be designed according to their need.
 - iv. Start or finish training including weekends (Friday, Saturday or both) it will help to reduce workload of the employees in weekdays (next 3/4 days).
- 2) Those who has 25/50/75 participant's' for training then training should be arranged in the organizations' head office, factory and their premises.
- 3) Collaborating with associations related to the sectors for collecting and selecting participants, and also arranging training.

To find, reach and develop female entrepreneurs by providing ICT; IBCS-PRIMAX must need to conduct/ implement training collaboration with Women Associations, chambers and members. IBCS-PRIMAX will communicate and arrange training with collaborating with FBCCI, WEND and others.

- 4) Educate owners and management for benefits of participating in the training program and also benefits of implementing the training skill in the daily work through direct Government involvement.

Policy implementation and direct government intervention might help to owners think about sending employees for the trainings.

A trained employee can work efficiently and effectively compare to not trained employees. So, training is must be an important aspect for employee's skills development and higher organizational productivity. In long term, it is not an expense rather investment.

- 5) Increasing awareness and workplace safety will help to increase the women's employees' participations in top-11 sectors. Also, educates future graduate students regarding these sectors to grow interest for working in these top-11 sectors.
- 6) These trainings should conduct continuously then it will help to develop continuous skills for the professionals at free of cost.
- 7) Among all the course modules; if any batch wants to focus on the specific area then provide training according to his/her interest and needs. Module should be designed based on the industry's specific needs and nature.
10. Most participants want training in different sectors. Some effective trainings that could help our participants. All of these following recommendations were given based on the collective feedbacks from the participants independently without any biasness. Following trainings are -

- i. Import and Export related training.
- ii. Advanced training in E-commerce
- iii. Advanced Excel
- iv. Training on Freelancing
- v. Training on Digital Marketing
- vi. Training on Advanced Graphics Design
- vii. Training on Leather related Manufacturing and Export.
- viii. Business Development / Management Training.
- ix. Training on Food Processing and Packaging.

2.2 Component 2: Development/ Designing of the Training Curriculum

The primary objective was to enable those receiving training to achieve a level of proficiency in using ICT skills that will make them capable of utilizing ICT tools to enhance the efficiency in real life.

2.2.1 Validation Workshop on Training Module

The trainers and facilitators participated in one workshop that was organized by the IBCS-PRIMAX to develop training manual and modules for the training/orientation programmes. The key experts and non-key experts and other relevant stakeholders shared their expert feedbacks to finalize the training modules and toolkit.

The relative representatives were from -

- Business Group
- Associations
- Exporters
- BRCP-1 Officials
- MoC Officials
- Gov. Officials

This workshop not only confined the training modules and manuals but also covered the training norms, speech, language and many other issues that was helpful to conduct the capacity building training.

2.2.2 Developing the Training Manual/Modules

The Key experts assisted and provided input to develop training manual considering –

- The requirements/findings of refinement of training needs assessment survey, and
- International business standard

The training manual was written in English. One thousand and one hundred copies of the training manuals were printed for distributing to the participants. In addition, necessary power point presentations were prepared based the training manuals that was used in delivering lectures in the training program.

2.2.3 Training of Trainers (ToT)

At the very beginning of the training for the 40 batches of trainees, IBCS-PRIMAX has organized ToT training. During Training of Trainers (ToT); **2-days** long training for **Six (06)** master Trainer was organized by the IBCS-PRIMAX with key experts, senior level experts from relative agencies, the trainers and facilitators.

During the ToT session the trainers were trained not only contents of each education consultation however additionally on training supplying strategies, considering ergonomics, techniques of participatory education, involvement of all participants within the discussion session, hands on session, etc.

By this way, the trainers and facilitators had clear understanding the assignment on the relevant areas.

2.2.4 Selection criteria for the trainees

Basically, women entrepreneurs or women representatives of the enterprise who are directly involved in various stages as trainee (maximum 75% female entrepreneurs/ representatives of the concerned enterprise can also be incorporated in the training program as trainee).

During selection, the trainees will be selected from the following categories of the value chains:

- i. Currently working in export industry
- ii. Local traders, wholesalers/distributers and exporters
- iii. Exporters engaged in any (11) Eleven export sector mentioned earlier

2.2.5 Piloting and Adjusting the Training Curriculum

Prior to the final training; pilot training was implemented with first two (2) batches for understanding the level of knowledge, issue, further needs and etc. Followings personnel involved in this ToT training –

- Key experts and
- Non-key experts
- Trainers
- Stakeholders
- Participants

And also focused on the content and understanding of the participants and issues arising from participants. This pilot training demonstrated modern principles of learning and knowledge gathering technique such as active involvement of the participants.

After Piloting Program Issues and Applied Actions:

After the successful completion of the two pilot batches in the Bengal group of the company under Plastic Association, IBCS found two major issues that can be considered during the whole program for sustainable goal achievement of the program. They are:

- Some key advanced topics could be added in a few modules. As some participants shared job-based problems they faced while using MS Excel, PowerPoint, or using facilities of digital marketing
- Another issue found during the pilot program, was that all participants were not interested in all the topics to cover, they want specific content but broadly.

- Some participants show less involvement during class because of other (mostly official) involvement.

After analyzing participants' needs and requirements IBCS-PRIMAX applied some changes like the following:

- Some key advanced topics added in detail in the syllabus, like-
 - In MS Excel: How to record track of investment, how to work with large scale data, how to use Pivot, Power Query to create and manipulate reports.
 - Considering participants demand more elaborate content added like Infographics, PowerPoint Template handling, etc. in PowerPoint.
 - To involve all participants with the content, increased hands-on session, and some daily lecture-related evidence questions provided so that after class they could try and evaluate their own progress and ask more help to the instructor.

2.3 Component 3: Implementation of the Training Programme

2.3.1 Background of the Training

A project titled "Designing and Implementing Training Program for Increasing Women's Participation in the ICT Sector in Bangladesh" has been taken up by the Bangladesh Regional Connectivity Project-1, Ministry of Commerce, Government of Bangladesh.

The Ministry of Commerce's Bangladesh Regional Connectivity Project-1, which is a part of Digital Bangladesh, aims to convert manual tasks and services into digital systems to ensure service delivery by allowing 1050 entrepreneurs and other related resource who have contributed or engaged to learn better ICT tool usage to increase women's involvement in ICT in the Top Eleven (11) export sectors.

The major objective of this initiative is to develop and provide training based on results from a need assessment study conducted across eight different areas. This project has a specific goal of educating 1050 people, including entrepreneurs, business owners, management personnel, and executives, with 75% female and 25% male participation.

Prior to beginning the main training, there were two (2) batches of 25 participants each for a five-day pilot program. These participants were chosen based on their years of experience (senior, middle, and junior) working in the plastics industry. As a part of component 2, pilot training began on February 23 and was completed on March 10 of that same year. This pilot training involved 50 participants in total (two batches), with 75% of the participants being female and 25% being male.

At the inauguration of the training, Mr. **Md. Mosharaf Hossain, Additional Secretary (Development), Ministry of Commerce** attended the inauguration program as a **chief guest** which is organized by the BRCP-1 and IBCS-Primax at the Bengal Square (2nd Floor), Plot-437, Road-14, Tejgaon, Dhaka, Bangladesh. He also captured the essence of the training by stating the importance of the ICT training for the exponential growth of the economy and country.

Other attendance and speakers at occasion, followings –

Name	Designation	Organization	Appearance
Dr. M Shahab Uddin	Project Manager	BRCP-1, Ministry of Commerce	Special Guest
Hasan Taiab Imam	Group Head- HR	Bengal Group of Industries	Special Guest
Narayan Chandra Dey	Secretary General	Bangladesh Plastics Goods Manufactures & Exporters Association	Special Guest
Bimal Chandra Banik	Deputy Managing Director	IBCS-PRIMAX Software (Bangladesh) Ltd.	Chairperson

S. M. Sazzad Hossain (DGM, IBCS-PRIMAX), Selim Reza (Project Coordinator) and Md. Ismail Hossain (Anchor) welcomed all the guests with the flower bouquets.

Inauguration Picture



2.3.2 Objective of the Training

The primary objective was to enable those receiving training to achieve a level of proficiency in using ICT skills that will make them capable of utilizing ICT tools to enhance the efficiency of their work. The objectives of this assignment to develop and deliver/ implement a training curriculum that are –

- Allow women to better use ICT for export facilitation in Bangladesh,
- Enhance women's engagement in the top-11 sectors
- Provide training for top 11 (Eleven) leading exports sectors

Being a part of Digital Bangladesh, Bangladesh Regional Connectivity Project-1, Ministry of Commerce, wants to transform manual works and services into digital system including increasing of women's engagement to ensure service delivery at the Citizen`s Door Steps for the following sectors –

- | | |
|-------------------------------------|--------------------------------------------|
| 1. Knit or accessories | 7. Finished Leather |
| 2. Clothing, accessories (not knit) | 8. Headgear |
| 3. Footwear | 9. Raw hides, skins not fur skins, leather |
| 4. Miscellaneous textiles | 10. Plastics & plastics articles |
| 5. Woven fabric | 11. Agro-Processing |
| 6. Fisheries | |

2.3.3 Training Content

The scope was consisted of following modules:

- Module - 1: Use of ICT tools in Trade
- Module - 2: Microsoft Word
- Module - 3: Microsoft Excel
- Module - 4: Power Point Presentation
- Module - 5: Graphics Design
- Module - 6: Digital Communication
- Module - 7: E-Commerce
- Module - 8: Digital Marketing

The aim of the training was to enhance the skill and knowledge of ICT tools among the entrepreneurs, employees, executives and officials.

2.3.4 Training Project at a Glance

COMPLETION REPORT OF TRAINING PROGRAM

Training Service Provider:	IBCS-PRIMAX Software (Bangladesh) Ltd.
Address:	House- 6/2, (Level: 4 & 6) Kazi Nazrul Islam Road, Block- F, Dhaka 1207, Bangladesh.
Project Authority:	BRCP-1, Ministry of Commerce
Program Details:	
Title of Program:	Designing and Implementing Training Program for Increasing Women`s Participation in the ICT Sector in Bangladesh, Contract Package No: BRCP1/MOC/SD-20
Course Duration	40 hours [Each Batch]
Financial Support	BRCP-1, Ministry of Commerce
Management Arrangements:	IBCS-PRIMAX Software (Bangladesh) Ltd.
Pilot Training Participants	25 Participants x 2 Batches = 50 Participants
Total Number of Batch	40
Target Participants	25 Participants x 40 Batches = 1000 Participants
Male & Female Ratio	Female 75% & Male 25%
Monitoring Evaluation By	IBCS-PRIMAX Software (Bangladesh) Ltd. BRCP-1, Ministry of Commerce
Project End Date	October 2022

2.3.5 Applied Training Methodology

IBCS-PRIMAX will carry out the implementation of training which includes also real-life practical sessions, Open debate, Women leaders for the students to interact with and learn, Grow their involvement in trading. The key experts will be systematic but flexible to keep the training simple and attractive. Our experts will be able to redefine the training priorities and approaches based on careful gathering and assessment of desired competencies, performance goals, and business requirements based on international outsourcing job market demand and deficiencies.

The duration of Component-03 is 1 day 8 (Eight) hours.

Participatory systematic facilitation approach will be adopted to facilitate the five days capacity building training program of 40 batches at the selected areas of the country.

IBCS-PRIMAX will conduct the training events discussing with BRCP-1, MOC as well as other relevant agencies/ offices to ensure successful arrangement of training through efficient planning & management. To successfully conduct the training sessions for 1000 participants, IBCS-PRIMAX will follow some strategic approaches that are described here:

2.3.5.1 Instructor Led Training (ILT)

IBCS applied instructor led training for the participants and our most popular and comprehensive learning format, instructor led training provided participants with hands-on experience to match job role requirements and to prepare them to meet their goal. From in-class demonstrations to hands-on-labs, instructor led training provides a dynamic learning environment.

2.3.5.2 Delivered Materials

- Training Outline
- Training Manual
- Bag
- Writing Pad
- Pen
- Course Completion Certificates
- Honorarium BDT 6000.00 for each participant upon completion of training

Logistics Support for each participant

- Laptops
- Internet
- Table & Chair
- Air Condition
- Tech Support / Troubleshooting

2.3.5.3 Training Code of Conducts

Following code of conducts were maintained and followed during the training-

1. Zero tolerance policy for harassment of participants
2. No discrimination among trainees
3. The training was conducted without any relevance to personal life of trainees.

2.3.5.4 Computer Pre-Skill assessments

IBCS measured the participants about their skills in Information Technology through a pre-skill assessment form at the starting day of the training program from the participants to make the training smoothly. A sample form is attached at the end of this report.

2.3.5.5 Trainees Performance Report

A report combined of Quiz Marks, Evidence Marks were generated for each participant which sample format of this form is attached at the end part of the report.

2.3.5.6 Reporting to Project Authority (BRCP-1, MoC)

IBCS reported and updated Trainees attendance on daily basis to Project Authority, and also monitoring officials were visited frequently during the training. IBCS also reported the student performance and creativity which they learned from the training. IBCS have enclosed sample of attendance record at the end of this report.

2.3.5.7 Monthly Report

IBCS submitted month-end report to the BRCP-1 to ensure all the completed batches for that particular month appropriately conducted. Total number of Six (6) Training Completion Monthly Report submitted to the Bangladesh Regional Connectivity Project-1 (BRCP-1), Ministry of Commerce.

Report Period and batches covered:

- i. March, 2022 (Pilot Batch -1 & 2, Training Batch- 1, 2, 3, 4)
- ii. April, 2022 (Batch # 05, 06, 07, 08, 09, 10, 11,12, 13, 14)
- iii. May, 2022 (Batch # 15, 16, 17, 18, 19, 20, 21)
- iv. June, 2022 (Batch # 22, 23, 24, 25, 26, 27, 28, 29, 30, 31)
- v. July, 2022 (Batch # 32)
- vi. August, 2022 (Batch # 33, 34, 35, 36, 37, 38, 39, 40)

In each Monthly reports the key details were included, like-

- Details of executed batches, number of participants, industry details.
- Training methodology IBCS applied-ILT, delivered materials, Code of conduct, Computer pre-skill assessments, trainees activities done during the training, participants profile etc.
- Sector wise participants list
- Potential entrepreneurs list
- Facilities provided during the course like relaxation and entertainment details
- Summary of Details of pre-tests and post-tests training evaluation,
- Details of pre and post evaluation of each batch,
- Accreditation and funding,
- Detailed information, Findings and recommendations based on participant feedback and training needs.

2.3.5.8 Relaxation and Entertainment

During the training session, we have provided relaxation tea break at 11am, Lunch at 1:15 pm and afternoon tea break at 3.45 pm.

During the Ramadan, we have provided packet of foods/ iftar after the completed of each day for the Muslim participants and we have also arranged foods for the non-Muslim participants.

2.3.5.9 Trainees Activities done during the training session mention below:

- Trainees have attended class presentation
- Trainees have attended Quiz Exam
- Trainees have done their Exercise
- Trainees have conducted Group work/ Group Discussion

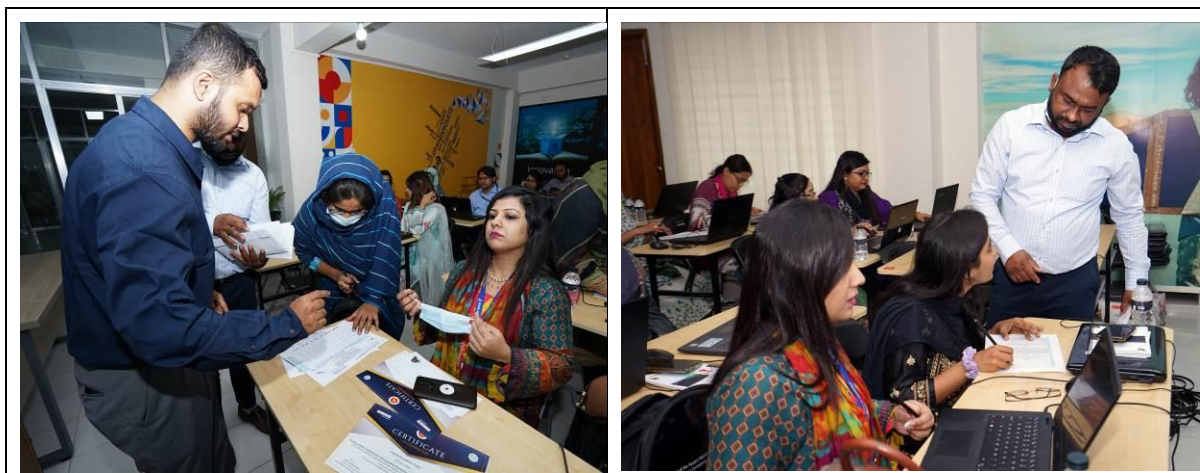
2.3.5.10 Presentations prepared by the participants:

Trainees have prepared a batch wise presentation together where they imply their skill and knowledge gathered from the training. From each batch 5 groups were formed, and they have presented their business ideas implying with new technologies.



2.3.5.11 Disbursement Allowances for Training Participants:

IBCS-PRiMAX paid out training disbursement allowances **BDT 6,000.00** for each training participants for all batches [Batch Number # 1 to 40] including two (2) pilot batches. Original copies of received acknowledgement sheet by batch and participants has been submitted to the BRCP-1 project authority.



2.3.6 Batch Opening

In the month of March, 2022, IBCS-PRIMAX has completed training for Pilot batch-1 & 2 and Training batch 01 – 40 with the collaboration with BRCP-1, Ministry of Commerce. Batch details are given below:

Batch Name	No. of Participants	Class Schedule	Program Details	Venue
Pilot Batch-1	25	23 Feb to 7 March, 2022.	At the inauguration of the training, Mr. Md. Mosharaf Hossain , Additional Secretary (Development), Ministry of Commerce attended the inauguration program as a chief guest which is organized by the BRCP-1 and IBCS-PRIMAX at the Bengal Square. He also captured the essence of the training by stating the importance of ICT training for the exponential growth of the economy and country. As a special guest; Dr. M Shahab Uddin (Project Manager, BRCP-1, Ministry of Commerce), Hasan Taiab Imam (Group Head HR, Bengal Group of Industries) and Narayan Chandra Dey (Secretary General, Bangladesh Plastics Goods Manufactures & Exporters Association) attended the inauguration program for pilot batch -2. Bimal Chandra Banik (Deputy Managing Director, IBCS-PRIMAX) was the chairperson of this inauguration program. And, also S. M. Sazzad Hossain (DGM, IBCS-PRIMAX), Selim Reza (Project Coordinator) and Md. Ismail Hossain (Anchor) were attended the program and welcomed all the guests with the flower bouquets.	House # 12/A, Road#30, Gulshan - 1, Dhaka - 1212. (Annex - 2 Building of Bengal Group of Industries)
Pilot Batch-2	25	26 Feb to 10 March 2022.	As a chief guest; Mr. Hasan Taiab Imam Group Head- HR Bengal Group of Industries attended the inauguration program. As a special guest; Mr. Kazi Ashiqur Rahman (director, IBCS-PRIMAX) and Mr. S M Sazzad Hossain (DGM, IBCS-PRIMAX) as a chairperson attended the inauguration program for Pilot Batch -2. This batch was organized by IBCS-PRIMAX with the collaboration of Bengal Group and BRCP-1. All the participants of this training were selected from the Bengal Group of Industries.	House # 12/A, Road#30, Gulshan - 1, Dhaka - 1212. Bengal Group of Industries.
Batch – 1	25	01 March to 13 March 2022.	Mr. Hasan Taiab Imam (Group Head- HR, Bengal Group of Industries) attended the inauguration program for pilot batch -1 as a chief guest. This batch was organized by IBCS-PRIMAX with the collaboration of Bengal Group and BRCP-1. All the participants of this training were selected from the Bengal Group of Industries.	House # 12/A, Road#30, Gulshan - 1, Dhaka - 1212.
Batch – 2	25	20 March to 24 March 2022.	At the inauguration Batch-2, Rehana Akter Ruma , Head of Projects and Program, attended inauguration program as a chief guest which is organized by the BRCP-1 and IBCS-PRIMAX at the Bangladesh Tanners Association (BTA). She also captured the essence of the training by stating the importance of the ICT training for the exponential growth of this tannery and leather industry. Selim Reza (Project Coordinator) attended the opening program as a special guest.	Bangladesh Tanners Association (BTA), Dhanmondi, Dhaka- 1209.
Batch – 3	25	20 March to 24 March	At the inauguration of Batch-3, Mr. Jaynal Abedin (General Secretary, BFLLEFA) as a chief guest, Selim Reza (Project Coordinator, IBCS-PRIMAX) a special guest, Md. Ismail Hossain (Key Expert, IBCS-PRIMAX) as a special guest, and Ibrahim Khalil (General Secretary, BFLLEFA) as a chairperson, attended the opening program under the Ministry of Commerce, BRCP-1 project. All guests shared their own experiences along with the importance of ICT training to improve the skills and productivity of the employees/ entrepreneurs.	BFLLEFA Office, Dhanmondi R/A, Dhaka- 1205

Batch – 4	25	27 March to 31 March 2022	At the inauguration of Batch-4, Mr. Jaynal Abedin (General Secretary, BFLFEEA) as a chief guest, Partho Pritom Dey (Key Expert, IBCS-PRIMAX) as a special guest, Selim Reza (Project Coordinator, IBCS-PRIMAX) as special guest, Md. Ismail Hossain (Key Expert, IBCS-PRIMAX) as a special guest, and Ibrahim Khalil (General Secretary, BFLFEEA) as a chairperson, attended the opening program under the Ministry of Commerce, BRCP-1 project. All guests shared their own experiences along with the importance of ICT training to improve the skills and productivity of the employees/ entrepreneurs.	BFLFEEA Office, Dhanamondi R/A, Dhaka-1205
Batch-5	25	28 March to 2 April 2022	At the inauguration batch-5, Rehana Akter Ruma , Head of Projects and Program, attended the inauguration program as a chief guest which is organized by the BRCP-1 and IBCS-PRIMAX at the Bangladesh Tanners Association (BTA), House # 57/a (2nd floor), Road # 4/a, Dhanmondi, Dhaka- 1209, Bangladesh. He also captured the essence of the training by stating the importance of ICT training for the exponential growth of this tannery and leather industry. Selim Reza (Project Coordinator) attended the opening program as a special guest.	Bangladesh Tanners Association (BTA), Dhanmondi, Dhaka- 1209.
Batch-6	25	29 March to 3 April 2022	At the inauguration Batch-6, Selim Reza (Project Coordinator) and Md. Ismail Hossain (IBCS-PRIMAX) attended the opening program which is organized by the BRCP-1 and IBCS-Primax at Fakir Apparels Ltd., Narayanganj. They also captured the essence of the training by stating the importance of the ICT training for the increasing exponential growth of this Knit Industry.	Fakir Apparels Ltd., IBSCIC Industrial Area, Enayethnagar, Fatullah, Narayanganj.
Batch-7	25	1 April to 22 April 2022	At the inauguration of Batch-7, Selim Reza (Project Coordinator) and Md. Ismail Hossain (IBCS-PRIMAX) attended the opening program which is organized by the BRCP-1 and IBCS-PRIMAX at UCEP, Narayanganj branch. They also captured the essence of the training by stating the importance of the ICT training for the increasing exponential growth of this Textile Industry	UCEP Bangladesh, Dhaka South Region, Matuail, Dhaka
Batch-8	25	5 April to 10 April 2022	At the inauguration Batch-8, Selim Reza (Project Coordinator) and Md. Ismail Hossain (IBCS-PRIMAX) attended the opening program which is organized by the BRCP-1 and IBCS-PRIMAX at Fakir Apparels Ltd. Narayanganj. They also captured the essence of the training by stating the importance of the ICT training for the increasing exponential growth of this Knit Industry.	Fakir Apparels Ltd., IBSCIC Industrial Area, Enayethnagar, Fatullah, Narayanganj.
Batch-9	25	9 April to 13 April 2022	At the inauguration Batch-9, MD. TAIBUR RAHMAN (General Secretary, BAPA) , Selim Reza (Project Coordinator) and Md. Ismail Hossain (IBCS-PRIMAX) attended the opening program which is organized by the BRCP-1 and IBCS-Primax at Bangladesh Agro-Processors' Association (BAPA), 6-D, Navana New Bury Place, Sobhanbag, Dhanmondi, Dhaka 1207, Bangladesh. They also captured the essence of the training by stating the importance of the ICT training for the increasing the exponential growth of this Agro Processing Industry.	Bangladesh Agro-Processors' Association (BAPA), Sobhanbag, Dhanmondi, Dhaka
Batch-10	25	9 April to 13 April 2022	At the inauguration Batch-10, Selim Reza (Project Coordinator) and Md. Ismail Hossain (IBCS-PRIMAX) attended the opening program which is organized by the BRCP-1 and IBCS-Primax at Bangladesh Tanners Association (BTA), House # 57/A (2nd floor, left side, Road No. 4A, Dhaka 1209, Bangladesh. They also captured the essence of the training by stating the importance of the ICT training for the increasing exponential growth of this Tannery and Leather Industry.	Bangladesh Tanners Association (BTA), Dhanmondi, Dhaka- 1209.

Batch-11	25	16 April to 20 April 2022	At the inauguration Batch-11, MD. TAIBUR RAHMAN (General Secretary, BAPA), Selim Reza (Project Coordinator), and Md. Ismail Hossain (IBCS-PRIMAX) attended the opening program which is organized by the BRCP-1 and IBCS-Primax at Bangladesh Agro-Processors' Association (BAPA), 6-D, Navana New Bury Place, Sobhanbag, Dhanmondi, Dhaka 1207, Bangladesh. They also captured the essence of the training by stating the importance of ICT training for the increasing exponential growth of this Agro Processing Industry.	Bangladesh Agro-Processors' Association (BAPA), Sobhanbag, Dhanmondi, Dhaka
Batch-12	25	17 April to 21 April 2022	At the inauguration Batch-12, Selim Reza (Project Coordinator) and Md. Ismail Hossain (IBCS-PRIMAX) attended the opening program which is organized by the BRCP-1 and IBCS-Primax at Centre of Excellence for Leather Skill Bangladesh Limited (COEL), 7 Joydevpur - Tangail Hwy, Gazipur, Bangladesh under Leathergoods And Footwear Manufacturers & Exporters Association of Bangladesh (LFMEAB) . They also captured the essence of the training by stating the importance of the ICT training for the increasing exponential growth of Finished Leather Goods.	COEL, Dewan Plaza, Pallibiddut, Chandra, Kaliakoir, Gazipur.
Batch-13	25	April 23 to April 27, 2022	At the inauguration Batch-13, MD. TAIBUR RAHMAN (General Secretary, BAPA), Selim Reza (Project Coordinator) (IBCS-PRIMAX) attended the opening program which is organized by the BRCP-1 and IBCS-Primax at Bangladesh Agro-Processors' Association (BAPA). They also captured the essence of the training by stating the importance of ICT training for the increasing exponential growth of this Agro Processing Industry.	Bangladesh Agro-Processors' Association (BAPA), Sobhanbag, Dhanmondi, Dhaka
Batch-14	25	23 April to 27 April, 2022	Batch-14 was inaugurated by the presence of Rehana Akter Ruma (Project Head, BTA) as a chief guest under the BRCP-1 project on the premises of the Bangladesh Tanners Association (BTA). She explained the importance of the training along with sharing her experiences. Md. Ismail Hossain (Key Expert) also attended the opening program as a special guest.	Bangladesh Tanners Association (BTA), Dhanmondi, Dhaka- 1209.
Batch-15	25	8 May to 12 May 2022	Under the Ministry of Commerce, BRCP-1 Project; Batch-15 was inaugurated by the General Secretary, Mr. MD. TAIBUR RAHMAN from Bangladesh Agro Processors' Association (BAPA). This training batch was conducted in the collaboration with Ministry of Commerce, BAPA, and IBCS-PRIMAX. During the opening program; Mr. Selim Reza (Project Coordinator) (IBCS-PRIMAX) attended the opening program on behalf of BRCP-1 and IBCS-Primax at the conference room of Bangladesh Agro-Processors' Association (BAPA).	Bangladesh Agro-Processors' Association (BAPA), Sobhanbag, Dhanmondi, Dhaka
Batch-16	25	8 May to May 12, 2022	At the inauguration of Batch-16, Rehana Akter Ruma (Project Head, BTA) attended the opening program as a chief guest which is organized by the BRCP-1 and IBCS-Primax at the Bangladesh Tanners Association (BTA) under Ministry of Commerce, BRCP-1 Project. The training was conducted at BTA premises. In her opening speech; she shared her experiences by stating the importance of ICT training, and also shared her professional experiences in leather. In this inauguration; Md. Ismail Hossain (Key Expert) and Selim Reza (Project Coordinator) also presented this opening program as special guests.	Bangladesh Tanners Association (BTA), Dhanmondi, Dhaka- 1209.
Batch-17	25	14 May to 18 May, 2022	Mr. Selim Reza (Project Coordinator) and Md. Ismail Hossain , as a Special guest and Key Expert (IBCS-PRIMAX), attended the opening program for Batch-17. This batch was organized with the collaboration of BRCP-1, BKMEA, and IBCS-PRIMAX.	Osman Tower, 56/1, S.M. Melah Road,

				Tanbazar, Narayanganj.
Batch-18	25	14 May to 19 May 2022	At the inauguration of Batch-18, MD. TAIBUR RAHMAN (General Secretary, BAPA) , Mr. Ahmed Tausif Rochi (Jr. M&E Consultant, BRCP-1) and S M Sazzad Hossain (DGM, IBCS-PRIMAX) attended the opening program. This training was organized and conducted with the collaboration of BRCP-1, IBCS-PRIMAX, and the Bangladesh Agro-Processors' Association (BAPA). All the participants in this training were selected from the Agro Processing Industry.	Bangladesh Agro-Processors' Association (BAPA), Sobhanbag, Dhanmondi.
Batch-19	25	17 May to 21 May, 2022	At the inauguration Batch-19, Mr. Jaynal Abedin (General Secretary, BFLLEFA) as a chief guest, Partho Pritom Dey (Key Expert, IBCS-PRIMAX) as a special guest, Selim Reza (Project Coordinator, IBCS-PRIMAX) as special guest, Md. Ismail Hossain (Key Expert, IBCS-PRIMAX) as special guest and Ibrahim Khalil (General Secretary, BFLLEFA) as a chairperson, attended the opening program under Ministry of Commerce, BRCP-1 project. All guests shared their own experiences along with importance of ICT training to improve the skills and productivity of the employees/ entrepreneurs.	BFLLEFA Office, Dhanamondi R/A, Dhaka-1205
Batch-20	25	18 May to 23 May, 2022	At COEL; Batch-20 was conducted with the collaboration of the Leathergoods and Footwear Manufacturers & Exporters Association of Bangladesh (LFMEAB) and IBCS-PRIMAX under the Ministry of Commerce, BRCP-1. Centre of Excellence for Leather Skill Bangladesh Limited (COEL) is an authorized training center under the Leathergoods and Footwear Manufacturers & Exporters Association of Bangladesh (LFMEAB). For this batch opening; Mr. Md. Ismail Hossain (IBCS-PRIMAX) attended the opening program, and informed participants regarding the importance and benefits of this training program.	COEL, Dewan Plaza, Pallibiddut, Chandra, Kaliakoir, Gazipur.
Batch-21	25	May 22 to 26 May, 2022	Bangladesh Export Processing Zones Authority (BEPZA) is one of the apex government agencies in Bangladesh. IBCS-PRIMAX conducted Batch-21 in Dhaka EPZ where Md. Abdus Sobhan (Executive Director, Dhaka EPZ) attended in this program as a chief guest. Executive Director, Dhaka EPZ declared the opening of the batch-21 along with wishes to the participants for learning new things as much as possible. And also, Mr. Shariful Islam (Additional Executive Director, DEPZ), Kazi Ashique Rahman (Director, IBCS-PRIMAX), Selim Reza (Project Coordinator, IBCS-PRIMAX), Md. Ismail Hossain (Key Expert, IBCS-PRIMAX), and Muhammad Mamun-Ur-Rashid (Jr. Monitoring and Supervising Consultant) attended the opening program which is organized in Dhaka EPZ's Conference Room.	Dhaka Export Processing Zone, Ganakbari, Ashulia, Savar, Dhaka-1349.
Batch-22	22	28 May to 1 June, 2022	At the inauguration Batch-22, Mr. Md. Ismail Hossain (Key Expert, IBCS-PRIMAX) attended the opening program which is organized by the BRCP-1 and IBCS-PRIMAX at SM Knitwears Limited. They have also captured the essence of the training by stating the importance of the ICT training for the increasing exponential growth of the Knit Industry.	SM Knitwears Limited, Shirirchala, Bhabanipur, Gazipur-1740,
Batch-23	25	29 May to 2 June 2022	Bangladesh Export Processing Zones Authority (BEPZA) is one of the apex government agencies in Bangladesh. IBCS-PRIMAX conducted Batch-23 in Dhaka EPZ where Md. Abdus Sobhan (Executive Director, Dhaka EPZ) attended in this program as a chief guest. Executive Director, Dhaka EPZ declared the opening of batch-23 along with wishes to the participants for learning new things as much as possible. And also, Mr. Shariful Islam (Additional Executive Director, DEPZ), Kazi Ashique	Dhaka Export Processing Zone, Ganakbari, Ashulia, Savar, Dhaka-1349, Bangladesh.

			Rahman (Director, IBCS-PRIMAX), Selim Reza (Project Coordinator, IBCS-PRIMAX), Md. Ismail Hossain (Key Expert, IBCS-PRIMAX) attended the opening program which is organized in Dhaka EPZ's Conference Room.	
Batch-24	25	5 June to 9 June, 2022	Under the Ministry of Commerce, BRCP-1 Project Batch-24 was inaugurated by the Executive Director , Mr. Md. Ahsan Kabir from Adamjee Export Processing Zone (Adamjee EPZ). This training batch was conducted in the collaboration with Ministry of Commerce, DEPZ, and IBCS-PRIMAX. During the opening program; Md. Ismail Hossain (Key Expert) and Mr. Selim Reza (Project Coordinator) (IBCS-PRIMAX) attended the opening program on behalf of BRCP-1 and IBCS-PRIMAX at the conference room of Adamjee Export Processing Zone.	Adamjee EPZ, Holding No. 4, Siddirganj, Narayanganj.
Batch-25	25	5 June to 9 June, 2022	At the inauguration of Batch-25, Mr. Md. Abdus Sobhan, Executive Director of Dhaka EPZ attended the opening program as a chief guest which is organized by the BRCP-1 and IBCS-PRIMAX at the Dhaka Export Processing Zone (DEPZ) under Ministry of Commerce, BRCP-1 Project. The training was conducted at DEPZ premises. In his opening speech; he shared his experiences by stating the importance of ICT training, and also shared her professional experiences in the garments sector. In this inauguration; Md. Ismail Hossain (Key Expert) and Selim Reza (Project Coordinator) also presented this opening program.	Dhaka Export Processing Zone, Ganakbari, Ashulia, Savar, Dhaka-1349, Bangladesh.
Batch-26	25	12 June to 16 June, 2022	As a chief guest; Mr. Mohammad Anamul Haque, Executive Director of Karnaphuli EPZ attended the inauguration program. Mr. Selim Reza (Project Coordinator) and Md. Ismail Hossain, Key Expert (IBCS-PRIMAX) attended the opening program for Batch-26. This batch was organized with collaboration of BRCP-1, Karnaphuli EPZ and IBCS-PRIMAX. The location of the training venue was conference room of Karnaphuli Export Processing Zone.	Karnaphuli Export Processing Zone, Karnaphuli, Chottogram.
Batch-27	25	15 June to 19 June, 2022	At the inauguration Batch-27, Md. Jaynal Abedin (General Secretary, BFFLEA) as a chief guest, Mr. Ahmed Tausif Rochi (Jr. M&S Consultant, BRCP-1), Mr. Selim Reza (Coordinator, IBCS-PRIMAX), and Md. Ismail Hossain (Key Expert, IBCS-PRIMAX) attended the program. This training was organized and conducted with the collaboration of BRCP-1, IBCS-PRIMAX and BFFLEA. All the participants of this training were selected from the Finished Leather Industry.	BFLLEA, Dhanmondi, Dhaka.
Batch-28	26	17 May to 21 May, 2022	At Karnaphuli EPZ; Batch-28 was conducted with the collaboration of Karnaphuli EPZ and IBCS-PRIMAX under the Ministry of Commerce, BRCP-1. Karnaphuli Export Processing Zone is an authorized EPZ under BEPZA. For this batch opening; Mr. Md. Khaled Chowdhury (Additional Executive Director, Karnaphuli EPZ) as a chief guest, Mr. Selim Reza (IBCS-PRIMAX) as a special guest attended the opening program, and informed participants regarding importance and benefits of this training program.	Karnaphuli Export Processing Zone, Karnaphuli, Chottogram.
Batch-29	25	19 June to June 23, 2022	At COEL; Batch-29 was conducted with the collaboration of the Leathergoods and Footwear Manufacturers & Exporters Association of Bangladesh (LFMEAB) and IBCS-PRIMAX under the Ministry of Commerce, BRCP-1. Centre of Excellence for Leather Skill Bangladesh Limited (COEL) is an authorized training center under Leathergoods and Footwear Manufacturers & Exporters Association of Bangladesh (LFMEAB). For this batch opening; Mr. Md. Ismail Hossain	COEL, Dewan Plaza, Pallibiddut, Chandra, Kaliakoir, Gazipur.

			(IBCS-PRIMAX) attended the opening program, and informed participants regarding the importance and benefits of this training program.	
Batch-30	26	22 June to 26 June, 2022	At Karnaphuli EPZ; Batch-30 was conducted with the collaboration of Karnaphuli EPZ and IBCS-PRIMAX under the Ministry of Commerce, BRCP-1. Karnaphuli Export Processing Zone is an authorized EPZ under BEPZA. For this batch opening; Mr. Mohammad Anamul Haque, Executive Director of Karnaphuli EPZ attended the inauguration program as a chief guest, Mr. Md. Khaled Chowdhury (Additional Executive Director, Karnaphuli EPZ) as a special guest, Mr. Ismail Hossain (IBCS-PRIMAX) as a special guest attended the opening program, and informed participants regarding importance and benefits of this training program.	Karnaphuli Export Processing Zone, Karnaphuli, Chottogram.
Batch-31	25	26 June to 30 June, 2022	Bangladesh Frozen Foods Exporters Association (BFFEA) is the trade body for about the members of Fish processing Plants in Bangladesh. IBCS-PRIMAX conducted Batch-31 in BFFEA premises at Khulna with the collaboration of IBCS-PRIMAX, BFFEA and BRCP-1. Mr. S Humayun Kabir (Vice Chairman, BFFEA) attended in this program as a chief guest, and declared the opening of the batch-31 along with wishes to the participants for learning new things as much as possible.	BFFEA Bhaban, Shrimp Tower, 20 Jessore Road, Khulna-9100.
Batch-32	24	24 July to 30 July, 2022	At the inauguration Batch-32, Mr. Md. Abdul Matin, Assistant Secretary (Admin) as a chief guest and Mr. Ahmed Tausif Rochi (Jr. M&S Consultant, BRCP-1), Mr. Selim Reza (Coordinator, IBCS-PRIMAX) also attended the opening program which is organized by the BRCP-1 and IBCS-PRIMAX with the Women Entrepreneurs. They have also captured the essence of the training by stating the importance of the ICT training for increasing the skills of themselves along with productivity and effectiveness of their business.	Bangladesh Agro-Processors' Association (BAPA), Sobhanbag, Dhanmondi, Dhaka
Batch-33	26	31 July to 4 August, 2022	Under the Ministry of Commerce, BRCP-1 Project Batch-33 was inaugurated by Mr. Selim Reza (Coordinator, IBCS-PRIMAX) and Mr. Ahmed Tausif Rochi (Jr. M&S Consultant, BRCP-1) also was present. This training batch was conducted with the women entrepreneurs. This training was held on BAPA premises with the collaboration of BRCP-1 and IBCS-PRIMAX.	Bangladesh Agro-Processors' Association (BAPA), Sobhanbag, Dhanmondi, Dhaka
Batch-34	25	1 August to 5 August, 2022	Bangladesh Export Processing Zones Authority (BEPZA) is one of the apex government agencies in the Bangladesh. IBCS-PRIMAX conducted Batch-34 in Chattogram EPZ where Moshiuddin Bin Mesbah, Executive Director , CEPZ, BEPZA attended in this program as a chief guest. Executive Director, Chattogram EPZ declared the opening of the batch-34 along with wishes to the participants for learning new things as much as possible. And also, Mohammed Hasanuzzaman, Additional Executive Director , CEPZ, BEPZA; Khandoker Samiul Islam, Asst. Director, CEPZ, BEPZA attended the training inauguration. Mr. Selim Reza (Project Coordinator, IBCS-PRIMAX) attended the opening program as a chairperson of the ceremony which was organized in Investor's club premises.	Chattogram EPZ, Investor Club, Chattogram.
Batch-35	25	6 August to 10 August, 2022	At the inauguration of Batch-35, Mohammed Anamul Huq, Additional Executive Director , CEPZ attended the opening program as a chief guest which is organized by the BRCP-1 and IBCS-PRIMAX at the Chattogram Export Processing Zone under Ministry of Commerce, BRCP-1 Project. The training was conducted at Chattogram EPZ premises. In his opening speech; he shared his experiences by stating the importance of the ICT training, and also shared his professional experiences in	Chattogram EPZ, Investor Club, Chattogram.

			garments sectors. In this inauguration; Mr. Sunten, Deputy Director, CEPZ as a special guest and Selim Reza (Project Coordinator) also presented in this opening program.	
Batch-36	20	6 August to 10 August, 2022	As a chief guest; Mohammad Moazzem Hossain Moti, President of Bangladesh Garments Accessories & Packaging Manufacturers & Exporters Association (BGAPMEA) attended the inauguration program. As a special guest; Mr. AKM Mostafa Salim (Second Vice-President, BGAPMEA), Monir Uddin Ahmed (Vice-President, BGAPMEA), SM Sazzad Hossain (DGM, IBCS-PRIMAX), Mr. Mr. Ahmed Tausif Rochi (Jr. M&S Consultant, BRCP-1) attended the opening program for Batch-36. This batch was organized by IBCS-PRIMAX with the collaboration of BGAPMEA and BRCP-1. The location of the training venue was conference room of BGAPMEA. All the participants of this training were selected from the Garments Accessories / Packaging Industry.	BGAPMEA, Sonartori Tower (9th floor), 12, Sonargaon Link Road, Banglamotor, Dhaka-1000.
Batch-37	24	11 August to 16 August, 2022	At the inauguration Batch-37, Mohammad Belal (First Vice-President, BGAPMEA), AKM Mostafa Salim (Second Vice-President, BGAPMEA), Mr. Selim Reza (Coordinator, IBCS-PRIMAX), and Md. Ismail Hossain (Key Expert, IBCS-PRIMAX) attended the program. This training was organized and conducted with the collaboration of BRCP-1, IBCS-PRIMAX and BGAPMEA. All the participants of this training were selected from the Garments Accessories / Packaging Industry.	BGAPMEA, Sonargaon Link Road, Banglamotor, Dhaka-1000.
Batch-38	28	21 August to 25 August, 2022	At the Batch-38, Mr. S M Sazzad Hossain (DGM, IBCS-PRIMAX) attended the inauguration program as chief guest and Mr. Ahmed Tausif Reza Rochi, Jr. M&S Consultant, BRCP-1. Md. Ismail Hossain (Key Expert, IBCS-PRIMAX) also attended the program. This training was organized and conducted with the collaboration of BRCP-1 and IBCS-PRIMAX. All the participants are women entrepreneurs from the top 11 sectors.	Bangladesh Agro-Processors' Association (BAPA), Sobhanbag, Dhanmondi, Dhaka
Batch-39	28	21 August to 25 August, 2022	The Executive Director, Mr. Md. Ahsan Kabir from Adamjee Export Processing Zone (Adamjee EPZ), inaugurated batch-39. Ministry of Commerce, IBCS-PRIMAX, and BEPZA collaborated on this 5-day-long ICT training for their investor's employees. During the opening program; Mr. Selim Reza (Project Coordinator, IBCS-PRIMAX) attended the opening program on behalf of BRCP-1 and IBCS-PRIMAX at the conference room of Adamjee Export Processing Zone.	Adamjee EPZ, Holding No. 4, Siddirganj, Narayanganj.
Batch-40	25	27 August to 31 August 2022	Mr. Selim Reza (Coordinator, IBCS-PRIMAX) inaugurated the last batch of this project. This Batch-40 was organized and conducted with the collaboration of BRCP-1 and IBCS-PRIMAX. All the participants were entrepreneurs.	Bangladesh Agro-Processors' Association (BAPA), Sobhanbag, Dhanmondi, Dhaka

2.3.7 Day wise Training Manual

Day	Session	Duration	Topic Covered
One	3	9:00 am-5:00 pm	<ol style="list-style-type: none"> 1. Pre- assessment 2. Use of ICT in Trade 3. Word Basics 4. Layout and Printing 5. Working with Objects 6. Mail Merge 7. Practical Exercise 8. Problem Solving
Two	3	9:00 am-5:00 pm	<ol style="list-style-type: none"> 1. Review of Word Learning 2. Excel Basics 3. Excel Essentials 4. Excel Formulas 5. Excel chart 6. Pivot table 7. Infographics 8. Data analysis 9. Printing 10. Practical Exercise 11. Problem Solving
Three	3	9:00 am-5:00 pm	<ol style="list-style-type: none"> 1. Review of Excel Learning 2. Power Point Basics 3. Working with Slides 4. Text and Objects 5. More Objects 6. Review and Collaborating 7. Customize Presentation 8. Concept of Digital communication 9. Computer Security and Data Security 10. Email Basics 11. Common email terms and actions 12. Email attachment etiquette, Email safety 13. Online Communication 14. Practical Exercise 15. Problem Solving
Four	3	9:00 am-5:00 pm	<ol style="list-style-type: none"> 1. Review of PPT Learning

Day	Session	Duration	Topic Covered
			<ol style="list-style-type: none"> 2. Intro to Graphic Design 3. Fundamentals of Design 4. Design Apps 5. Adobe InDesign 6. Adobe Photoshop 7. Adobe Illustrator 8. Branding and Identity 9. Practical Exercise 10. Problem Solving
Five	3	9:00 am-5:00 pm	<ol style="list-style-type: none"> 1. Review of on Graphics Design Learning 2. E-Commerce concept 3. E-Commerce - Business Models 4. Concept of E-Commerce - Payment Systems 5. Measures to ensure Security 6. Digital Marketing concept 7. Concept of Affiliate Marketing 8. Social Media Marketing, Social platform 9. Emphasize on human experience 10. Problem Solving 11. Post Test 12. Course Evaluation 13. Certificate & Closing Ceremony

Overall outcome: After completion of 5 days ICT training; a trainee will able to do his/her basic to advance level daily tasks with ease via using tools such as

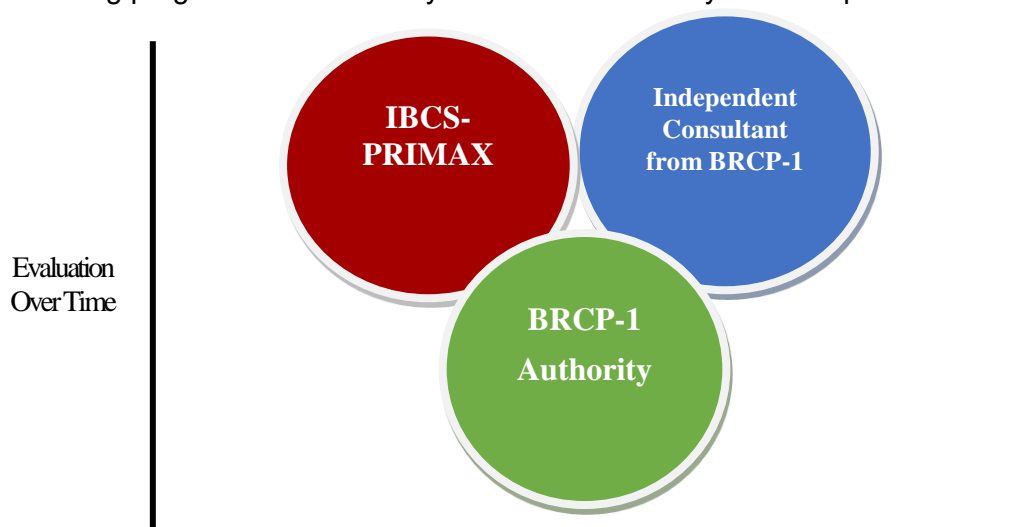
- Microsoft office,
- Graphics design,
- Digital communication,
- E-commerce,
- And digital marketing.

2.3.8 Monitoring and Evaluating the Training Programs

All the participants have been monitored and evaluated by the assigned instructor, Training coordinator and key experts. At the end of the training, we have taken a feedback from each participant. The overall purpose of monitoring of this training program is to generate regular feedback from the field for incorporation into the training programs for continuous updating and enrichment of training designs.

2.3.8.1 Implementing Evaluation:

M&E is important, the basic components of a good M&E system, and international M&E practices. M&E has provided the unique information about the overall activities of the ICT training program. 3 Tier M&E system was followed by a “learn–practice–do” method.



Designing and Implementing Training Program for Increasing Women`s Participation in the ICT Sector in Bangladesh

Three (3) tier M&E was conducted by the following organizations and individuals:

Tier 1	IBCS-PRIMAX	Mr. Kazi Ashiqur Rahman, Key Expert Mr. S M Sazzad Hossain, DGM Mr. Selim Reza, Project Coordinator Mr. Ismail Hossain, Key Expert
Tier 2	BRCP-1 Authority	Mr. Md. Mijanur Rahman, Project Director (Joint Secretary) Mr. Dr. M Shahab Uddin, Project Manager Mr. Tipu Sultan, IT Consultant Mr. Muhammad Mamun-Ur-Rashid, Jr. M&S Consultant Mr. Ahmed Tausif Reza Rochi, Jr. M&S Consultant
Tier 3	Independent Consultant, BRCP-1	Shaheena Sultana, Gender Specialist

It was a good idea to develop M&E system for regular monitor and evaluate, and taken corrective actions as necessary. Following corrective actions are already implemented during conducting training batches:

1. IBCS-PRIMAX and BRCP-1 is ensuring the following criteria are met prior selecting the participants:
 - a. Must be graduate
 - b. Must have basic computer knowledge
 - c. No worker will able to attend this training

2. Representative of IBCS-PRIMAX were present in every batch.
3. Ensured implementing training expectations format to collect the participants' expectations prior starting the training
4. Implementing Post Training evaluation format from batch-15.

The bottom-line yardstick of success is the extent to which the M&E information is being used to improve the success of this training program. In the specific case of training programmes, the process of Quality Assurance implies taking into following aspects:

- Ensured a favorable environment for the training
- Ensured laptop/ computer for each participant
- Established the process to meet quality training standards

2.3.8.2 Monitoring & Evaluation by the BRCP-1 Project Director (PD) & Project Manager (PM):

Mr. Md. Mijanur Rahman, Project Director (Joint Secretary), BRCP-1, MOC and Dr. M Shahab Uddin, Project Manager, BRCP-1, MOC visited random classes, and workshops, communicate with the participants, Trainers, and monitored class environments, scheduled task etc. for quality ensuring. And suggested some possible improvement solutions to IBCS-PRIMAX to enhance the program structure.

While they were visited the classes and attended the workshops and talked to the participants they always tried to know if they are facing any problems, also shares the opportunity they could get from government to establish their business ideas. Participants were asked to keep an eye on the government portal and stay updated as all the information is provided there. During the visit they shared with the participants the main objective of the project is increasing the womens participation in eport and trade using ICT. Motivated female participants to develop their business in e-commerce industry with good knowledge of ICT and contribute to economy.



2.3.8.3 Monitoring & Evaluation by BRCP-1 Gender specialist and Consultants:

During the 5 days long session gender specialist Mrs. Shaheena Sultana, consultants Mr. Muhammad Mamun-Ur-Rashid and Mr. Ahmed Tausif Reza Rochi visited each batch along with piloting batch to make sure that training sessions meet the standards, noted if any new improvement required and suggested to improve to maintain the quality. Adequate steps were taken to identify and assist especially vulnerable groups, including through detailed and disaggregated beneficiary mapping.

Gender specialists spoke to the participants individually while visiting classes. By talking to the participants, she tried to get an idea of what they are currently doing and what their future ventures are, also tried to know about the business plans of the participants and development plans-how participants would like use ICT to reach their business goals, also shares her own ideas with them to give them more ideas, and helps them to identify mistakes in their business development planning.



Mr. Muhammad Mamun-Ur-Rashid, Jr. M&S Consultant, BRCP-1 visited Batch-21.



Mr. Ahmed Tausif Reza Rochi, Jr. M&S Consultant, BRCP-1 visited batch-14.



Mrs. Shaheena Sultana, Gender Specialist, BRCP-1 visited Batch- 15

2.3.8.4 Monitoring & Evaluation by the key experts of IBCS-PRIMAX:

During the session experts from IBCS-Primax visited the classes to monitor and evaluate to ensure quality of classes, also to make sure all the participants getting all the facilities properly. With ICT training, participants are well-monitored so that they could become skilled in using ICT to export and trade. They used to observe the participants' getting proper attention, getting all the facilities, courseware, lecture properly. During visit team of IBCS-PRIMA always considered the value and target of the projects and motivated participants to complete the session with full concentration and dedication. During visit they always focused on some key issues to evaluate like- class lecture, courseware, technical environment/support, hands on sessions etc.



Visited by IBCS-PRIMAX team for Batch-19
(Mr. Partho Protim Dey, Md. Ismail Hossain, Selim Reza)

2.3.8.5 Findings during Monitoring:

- **Time limitation:** At some point, forty (40) hours class time was not enough for mastering each modules/ topic. Participants were very keen on learning in details on specific modules like Excel, Graphics Design, Digital Marketing and Ecommerce rather than learning fewer from all seven (7) modules.
- **Syllabus is Vast:** According to the participants' opinion, syllabus was vast compare to allocated time. They had aspiration to cover each module in details but it was difficult for some participants to catch speedily. Although, trainers were tried to hang up with the participants within 5 days, but they haven't had enough time to practice each topic in the classroom. So, participants were asked trainers to provide additional/supportive documents for future learnings.
- **Topics were given priority:** Participants were interested to learn according to their daily works, roles and responsibilities to maintain their job and business more efficiently. So, IBCS-PRIMAX provided training based on participant's priority which could help them.
- **Lack of confidents:** Some participants were so reluctant to talk or present any ideas in front of audience. So, few limitations/ lacking was found during the training batches like knowledge gaps in presentation skills, business development and business planning.

2.3.8.6 Determining the indicators of training effectiveness:

Format	Indicators	Results / Outcomes
Training Evaluation Form	Courseware	Please see the findings and results in section 2.3.12.2.
	Technical Environment	
	Education Centre	
	Instructor	
	Overall	

2.3.8.7 Choosing the following methods for collecting M&E data:

- 1. Questionnaires** - sets of questions commonly used for gathering statistical information from participants on a particular topic like Courseware, Technical Environment, Education Centre, Instructor and overall training facilities. Training Evaluation is used as a tool when conducting surveys for trainees after the completion of the training program.
- 2. Interviews / Group Discussion** - face-to-face interview and group discussion were performed by the following authorities-
 - M&E consultants from the IBCS-PRIMAX,
 - Jr. M&S Consultants from BRCP-1 authority and
 - Gender specialist, BRCP-1 as an Independent Consultant

These interviews and group discussions were conducted for gathering some feedbacks on how the training can be improved. This method allowed practitioners to delve deeper into the responses of the participants.

- 3. Observations** - the practitioner or assigned evaluator observed how they have completed lessons, tasks or engage with processes and team activities.

IBCS-PRIMAX also ensured the following principles to make the training participatory and result oriented.

- Strong interpersonal skill to build relationship
- Mutual trust relationship with the team and participants
- Carefully observed, considered level of understanding of the participants about the issue and diversification of them
- Used different strategies to adjust the team and training participants
- Allowed other members to understand the roles and responsibility and to give equal access the participants to active participation in training
- Active listeners from participants, but remain neutral and non-defensive
- Tracking conversation and bring the participants back into focus
- Provided information, logic and encourage the participants to share knowledge
- Ensured congenial environment in training for all particularly for women (such as separate wash room facilities)

2.3.8.8 Evaluation of the assignment:

During monitoring Gender specialist/ consultant use some monitoring tools/format for evaluating the ongoing activities and provide some suggestions (in some particular case) for ensuring the quality of activities.

The goal of this training program is to involve and encourage the women participants to contribute in country economy by using ICT tools in workplace and increase participation in export market, e-commerce. The whole training program was evaluated from different point of view to make the program fruitful. The project was evaluated based on the following steps.

- Evaluation on Need Assessment
- Evaluation on Training Curriculum & Module/Courseware design and development
- Evaluation on sector wise Participant Selection (75% female and 25% male), participants efforts, learning outcomes, involvements.
- Evaluation on technical environment.
- Evaluation on Training Implementation- Training/class environment, arrangement, Facilities, Trainers presentations, schedule maintenance.
- Evaluation on Pre-test and Post-test
- Evaluation on Post training refresher workshop approach, Potential candidate selections.
- Evaluation on the group work, group presentations, participation in practical practice sessions etc.

2.3.8.9 Measures Taken after M&E feedback:

- Due to time limitation, trainers tried to maintain schedule by covering core and important topics. So that participants were benefited.
- E-book and supporting documents were provided so that they can practice at home later. And, also one to one feedback sessions were conducted every day by the Lead trainers and assistant trainers.
- Also, pre-test and post-test were taken to evaluate their learning trends.
- To know the participants, view regarding the training, venue, trainers' skills, materials, environment, delivery methods, courseware and others; we have implemented two evaluation formats for each participant which were Post Training Evaluation and End of Course Evaluation.
- Prioritized the training contents, modules and topics via "Expectation Form_ প্রত্যাশা যাচাইকরণ" from day one. Participants' expectations were not only collected but also analyzed and discussed within the trainers and participants prior starting the class.
- Students were asked to make a group presentation on an e-commerce business plan, and present it in front of everyone. The aim of this presentation was that they learn to design and develop a professional business plan and present it confidently.

The project was designed to help grow Bangladesh's IT industry and establish the foundations this project. It has been created for this Implementation Completion and Results Report (ICR) and includes the following assumptions:

Component	Activities	Outputs	Objectives	Outcomes
Providing ICT training in Top-11 industry	<ul style="list-style-type: none"> • Providing IT training to entrepreneurs/ others who are engaged in the business or trade. • Foundational skills for ITES segment • Middle management training • Institutional capacity building • Industry promotion 	Training programs and course materials	Growth of women engagement in top-11 export sectors	<p>Show path to start own business</p> <p>Increase participants Skills</p> <p>Export diversification</p>

2.3.9 Training Completion Certification

After successful completion of the training each participant received Course completion certificate from IBCS-PRIMAX Software (BD) Ltd. Please find below picture for reference:



2.3.10 Participants profile analysis for Batches 1-40:

Total 25 participants from each batch has been successfully completed training program for “Designing & Implementing Training Program for Increasing Women’s Participation in Use of ICT in Top-11 Export Sectors in Bangladesh”.

2.3.10.1 Participants by Gender

Please see following table with information by batch number and number of participants.

TOTAL NUMBER OF PARTICIPANTS

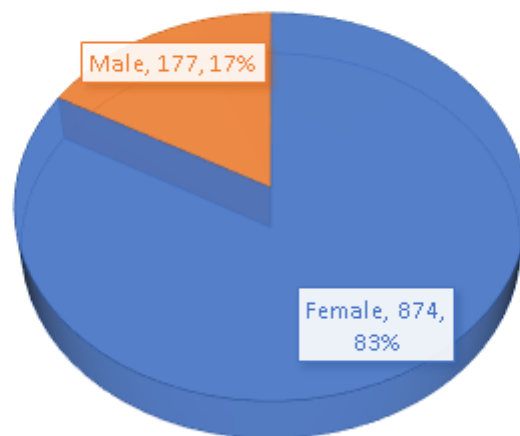


Figure 1: Total 1050 participants were attended the training from batches 1-40. Among 1050 participants; 83% were females and 17% were male.

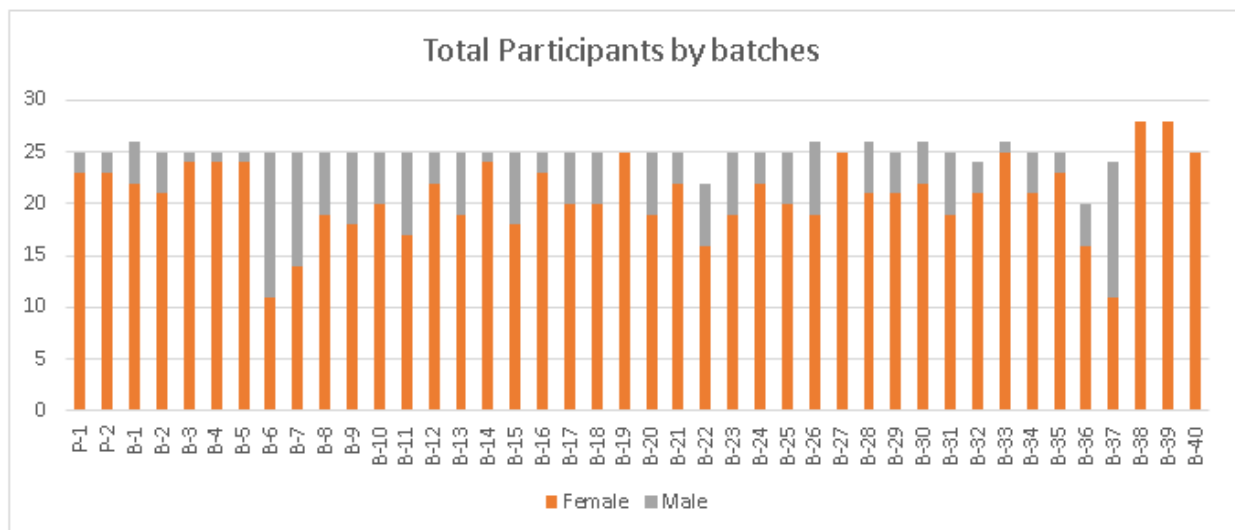


Figure 2: Total number of female and male participants for batch 1-40 including pilot batch 1 & 2.

Table: Total number of participants for batch 1-40 and pilot batches 1 & 2.

Batch No.	No. of Participants	Female	Male	Sector/ Industry
Pilot-1	25	23	2	Plastic
Pilot-2	25	23	2	Plastic
Batch-1	25	21	4	Plastic
Batch-2	25	21	4	Raw Leather
Batch-3	25	24	1	Finished Leather
Batch-4	25	24	1	Finished Leather
Batch-5	25	24	1	Raw Leather
Batch-6	25	11	14	Knit
Batch-7	25	14	11	Textiles/Clothing
Batch-8	25	19	6	Knit
Batch-9	25	18	7	Agro Processing
Batch-10	25	20	5	Finished Leather
Batch-11	25	17	8	Agro Processing
Batch-12	25	22	3	Footwear
Batch-13	25	19	6	Agro Processing
Batch-14	25	24	1	Finished Leather
Batch-15	25	18	7	Agro Processing
Batch-16	25	23	2	Finished Leather
Batch-17	25	20	5	Woven
Batch-18	25	20	5	Agro Processing
Batch-19	25	25	0	Finished Leather
Batch-20	25	19	6	Footwear
Batch-21	25	22	3	Textiles/Clothing, Accessories, Headgear & Knit
Batch-22	22	16	6	Knit
Batch-23	25	19	6	Textiles/Clothing, Accessories, Headgear & Knit
Batch-24	25	22	3	Textiles/Clothing, Accessories, Headgear & Knit
Batch-25	25	20	5	Textiles/Clothing, Accessories, Headgear, Footwear & Knit
Batch-26	26	19	7	Textiles/Clothing, Accessories, Headgear, Footwear & Knit
Batch-27	25	25	0	Finished Leather
Batch-28	26	21	5	Textiles/Clothing, Accessories, Raw Leather, Headgear, Footwear & Knit
Batch-29	25	21	4	Footwear
Batch-30	26	22	4	Textiles/Clothing, Accessories, Raw Leather, Headgear, Footwear & Knit
Batch-31	25	19	6	Fish
Batch-32	24	21	3	Textiles/Clothing, Agro processing
Batch-33	26	25	1	Textiles/Clothing, Agro processing
Batch-34	25	21	4	Textiles/Clothing, Raw Leather, Headgear, Footwear & Knit
Batch-35	25	23	2	Textiles/Clothing, Headgear & Footwear
Batch-36	20	16	4	Accessories
Batch-37	24	11	13	Accessories
Batch-38	28	28	0	Textiles/Clothing, Agro processing
Batch-39	28	28	0	Textiles/Clothing, Accessories, Headgear, Footwear & Knit
Batch-40	25	25	0	Textiles/Clothing, Agro processing, Headgear, Knit,
Total =	1050	873	177	

2.3.10.2 Education Level of the participants

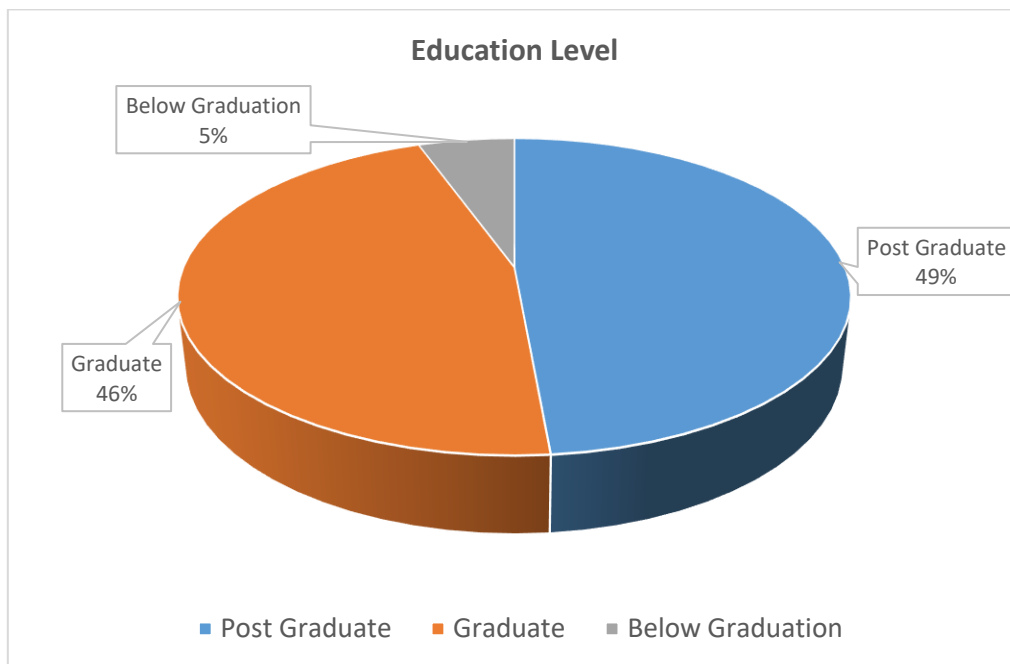


Figure 3: From 1 -40 batches including pilot 2 batches; 49% participants were post-graduates, 46% were graduates, and below graduation found only 5%.

2.3.10.3 Type of Participants

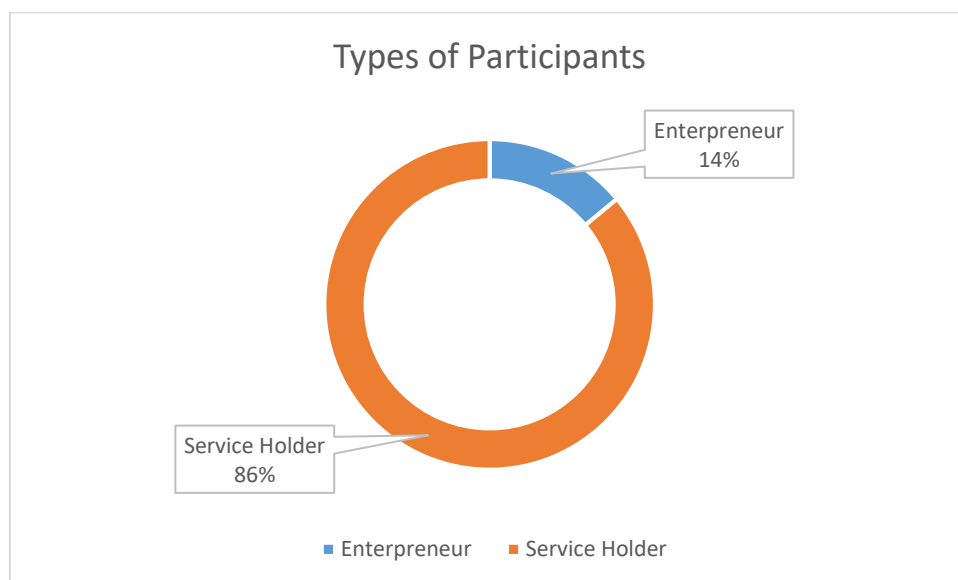


Figure 4: Total 1050 participants were attended the training from batches 1-40 including pilot training batch 1 & 2. Among 1050 participants; 86% were service holders and remaining 14% were entrepreneurs.

2.3.10.4 Number of Participants by Sectors/ Industry

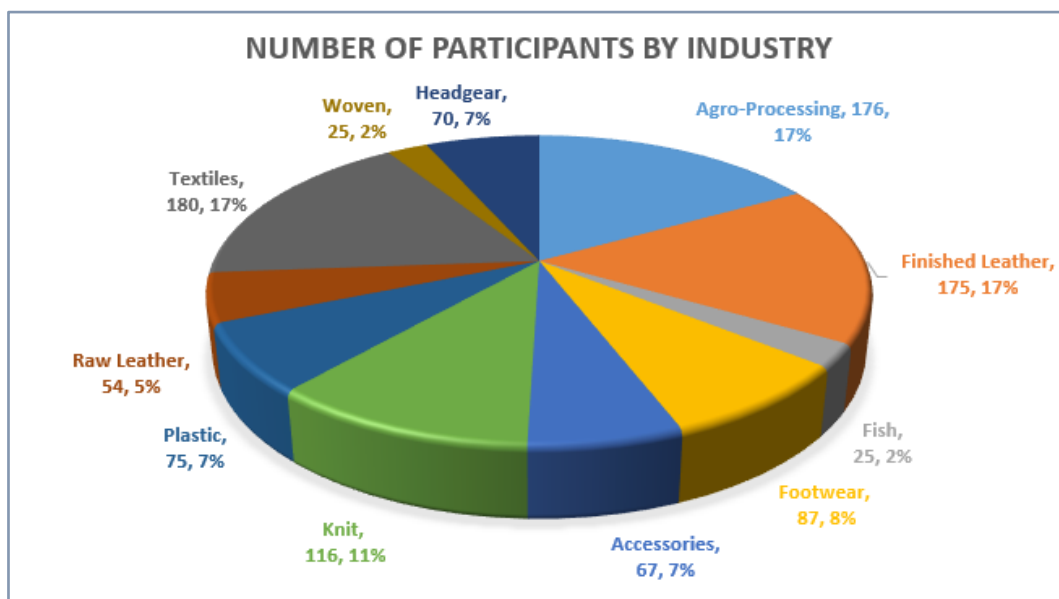


Figure 5: From 1 - 40 batches including pilot batch 1 & 2; highest number of participants were taken from TEXTILE industry which is 17% and Finished leather 17% and Agro-Processing 17%. Second largest participants group was from the Knit 11%. Third, highest number of participants were taken from Footwear sectors which is 8%. Fourth, highest number of participants were taken from both Plastic, Headgear, and Accessories sectors which is 7%. And, remaining 2% of participants were attended in the training from sectors like Woven and Fisheries 2%.

2.3.10.5 Number of Participants by Experiences

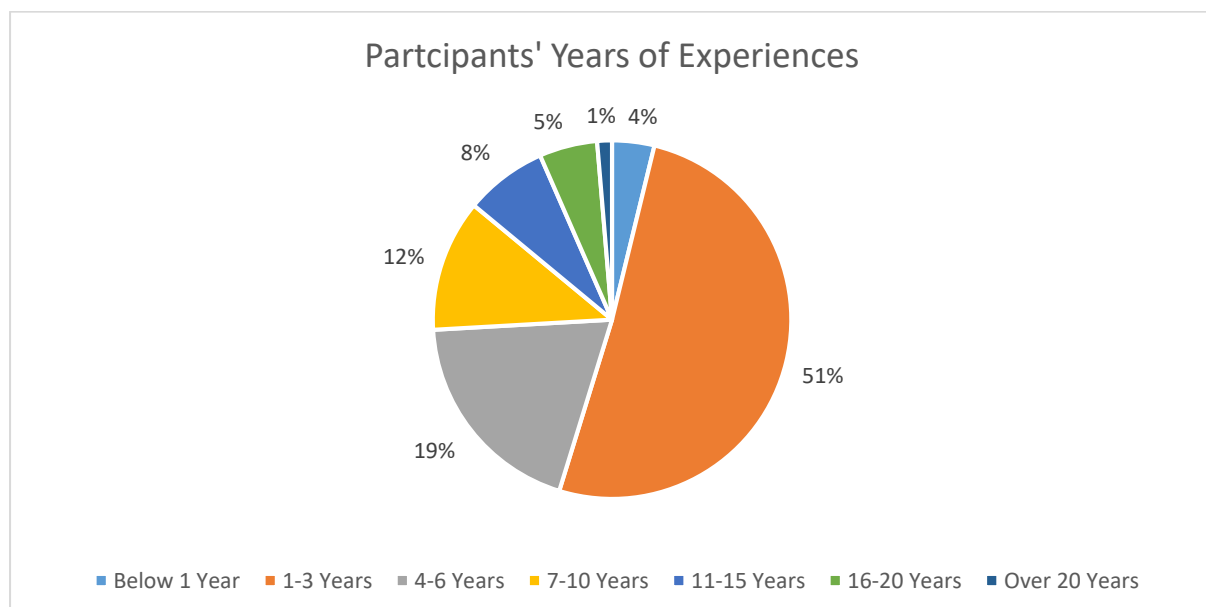


Figure 6: In these 42 batches; 51% participants were experienced between 1 to 3 years, 19% participants were experienced between 4 to 6 years, 12% participants were experienced between 7 to 10 years, 8% participants were experienced between 10 to 15 years, and remaining 10% participants were experienced between 16 to over 20 years.

2.3.11 Pre-Test & Post Test Training Evaluation

2.3.11.1 Overall Average Improvement or Atrophy for Batch 1 to 40 and pilot batches 1 & 2.

Based on the pre and post test results; average improvement or atrophy has been measured by batch. Following average results has been given below:

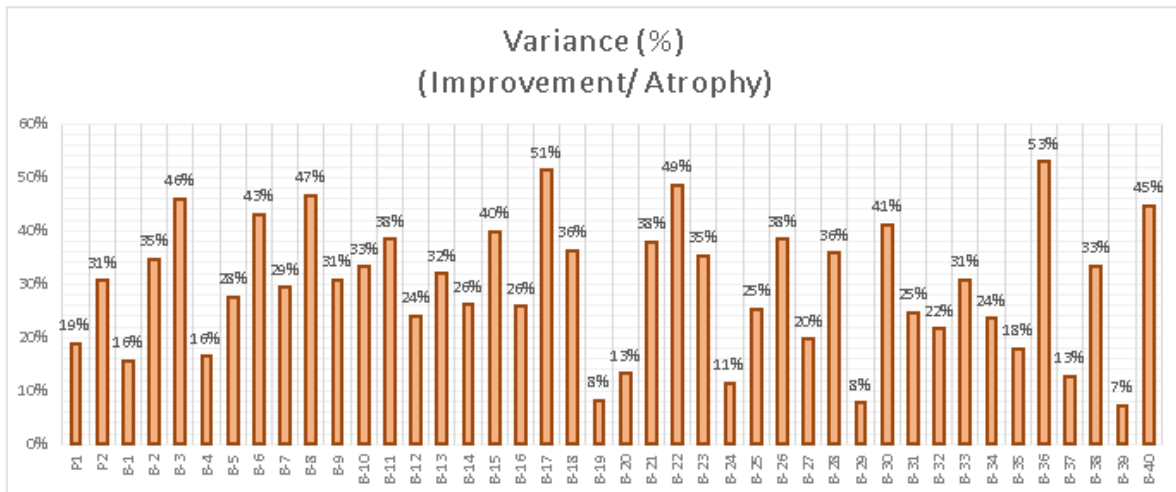


Figure 7: From 1 - 40 batches; average improvement is 29%.

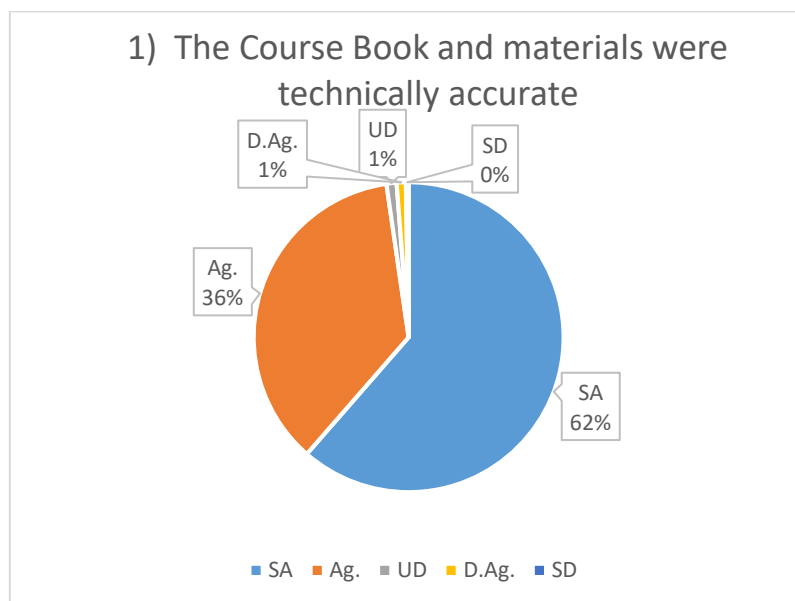
2.3.12 End of Course Evaluation

2.3.12.1 Holistic view of End of Course Evaluation from Batch 1 to 40 and pilot batches 1 & 2.

Graphical presentation of the end of course [Batch- 1 to 40] including 2 pilot batches

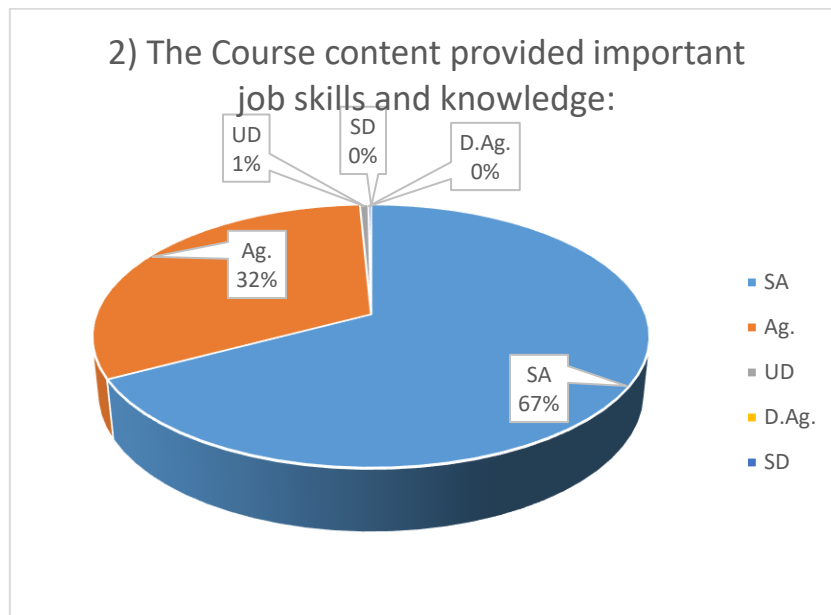
Courseware

1) The Course Book and materials were technically accurate



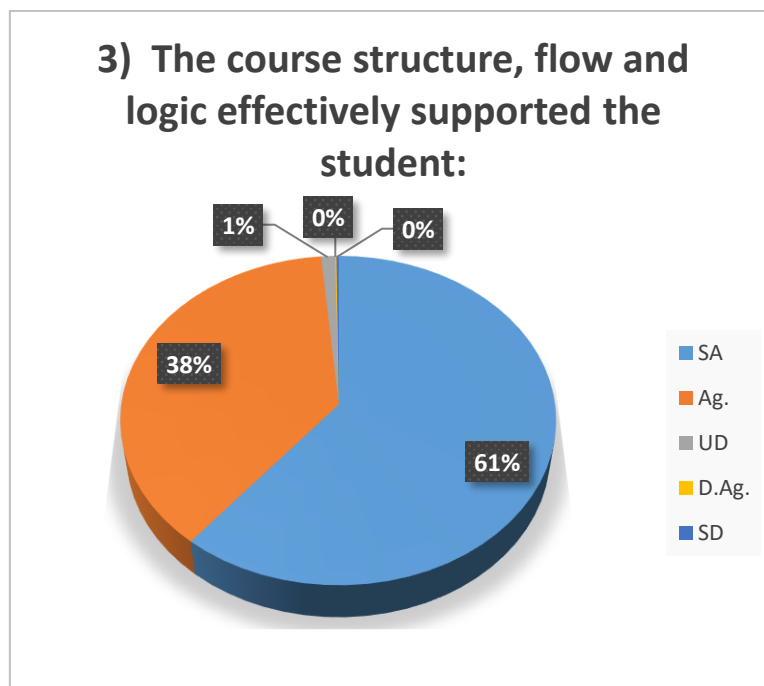
Note: Strongly Agree= SA, Agree= Ag., Undecided=UD, Disagree= D.Ag., Strongly Disagree= SD

2) The Course content provided important job skills and knowledge:



Note: Strongly Agree= SA, Agree= Ag., Undecided=UD, Disagree= D.Ag., Strongly Disagree= SD

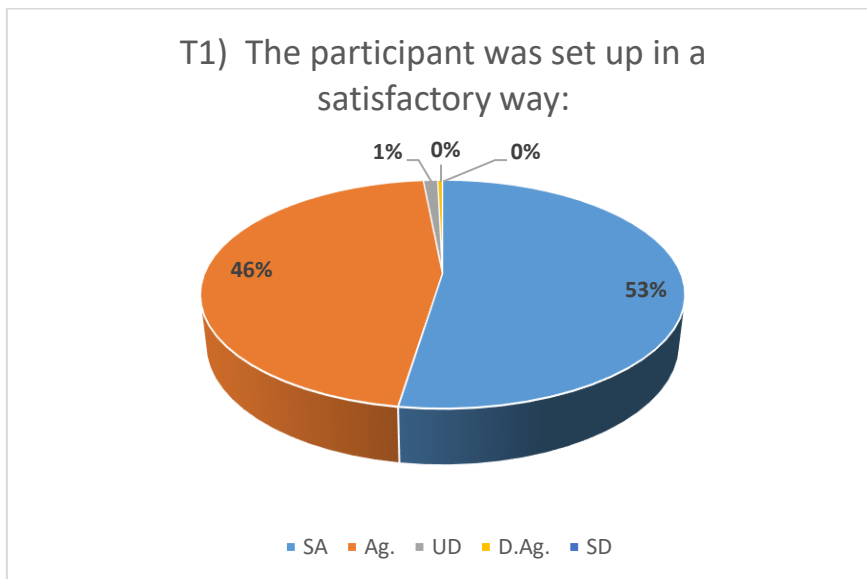
3) The course structure, flow and logic effectively supported the student:



Note: Strongly Agree= SA, Agree= Ag., Undecided=UD, Disagree= D.Ag., Strongly Disagree= SD

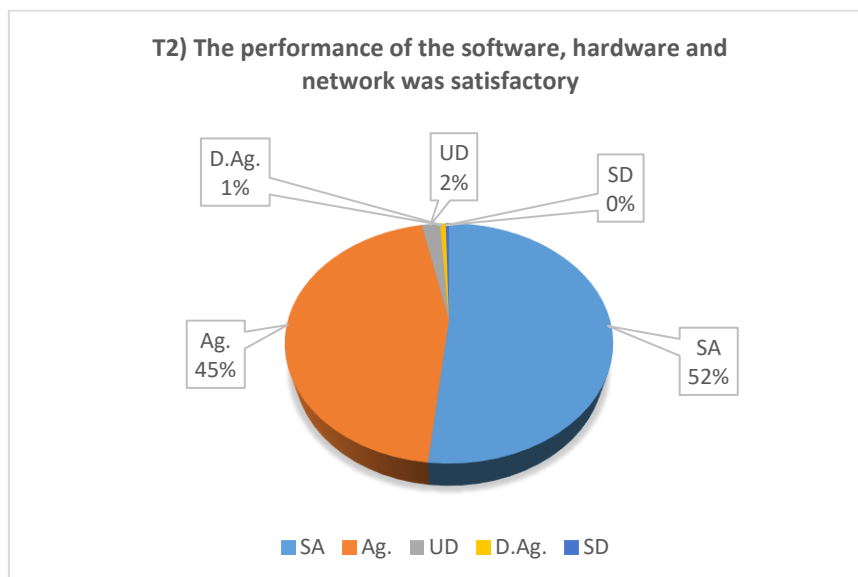
Technical Environment:

1) The participant was set up in a satisfactory way:



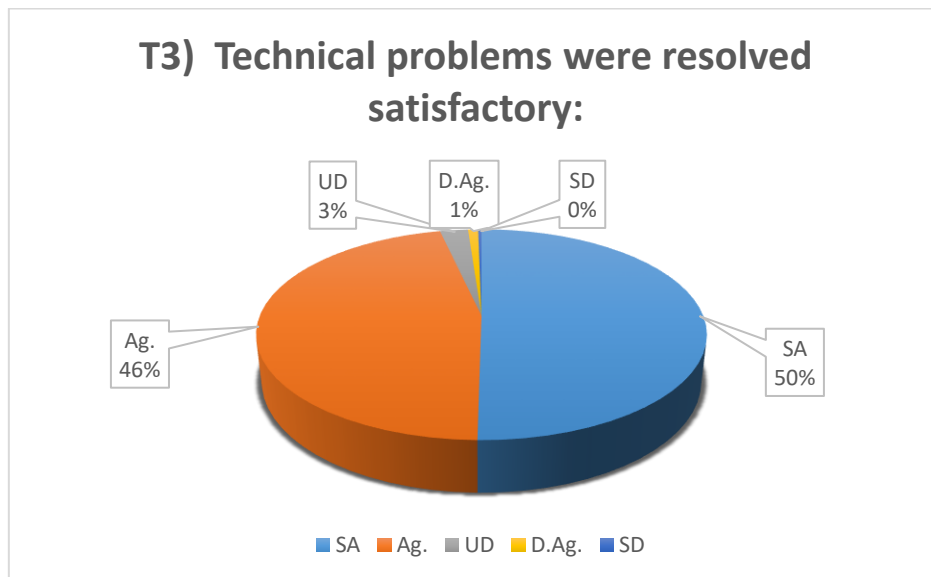
Note: Strongly Agree= SA, Agree= Ag., Undecided=UD, Disagree= D.Ag., Strongly Disagree= SD

2) The performance of the software, hardware and network was satisfactory



Note: Strongly Agree= SA, Agree= Ag., Undecided=UD, Disagree= D.Ag., Strongly Disagree= SD

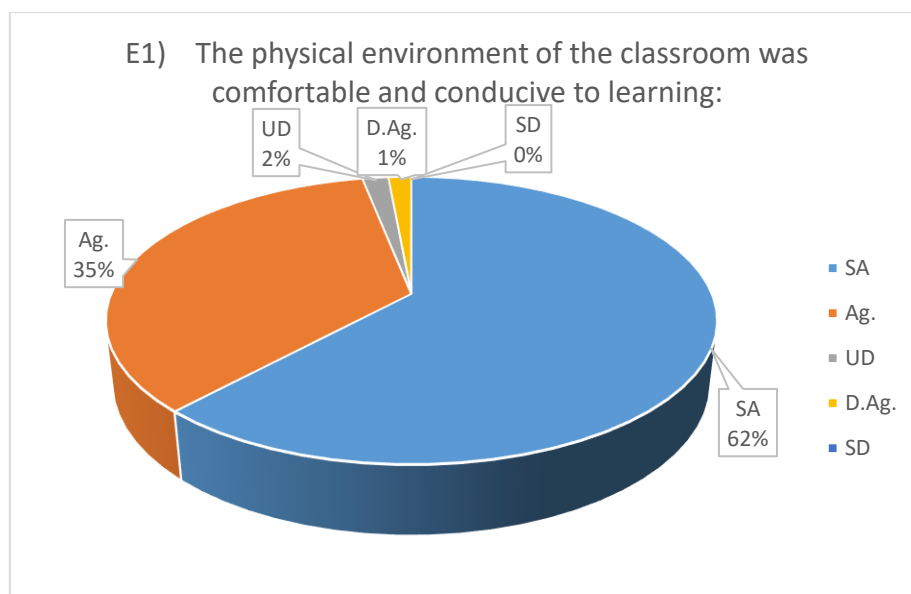
3) Technical problems were resolved satisfactory:



Note: Strongly Agree= SA, Agree= Ag., Undecided=UD, Disagree= D.Ag., Strongly Disagree= SD

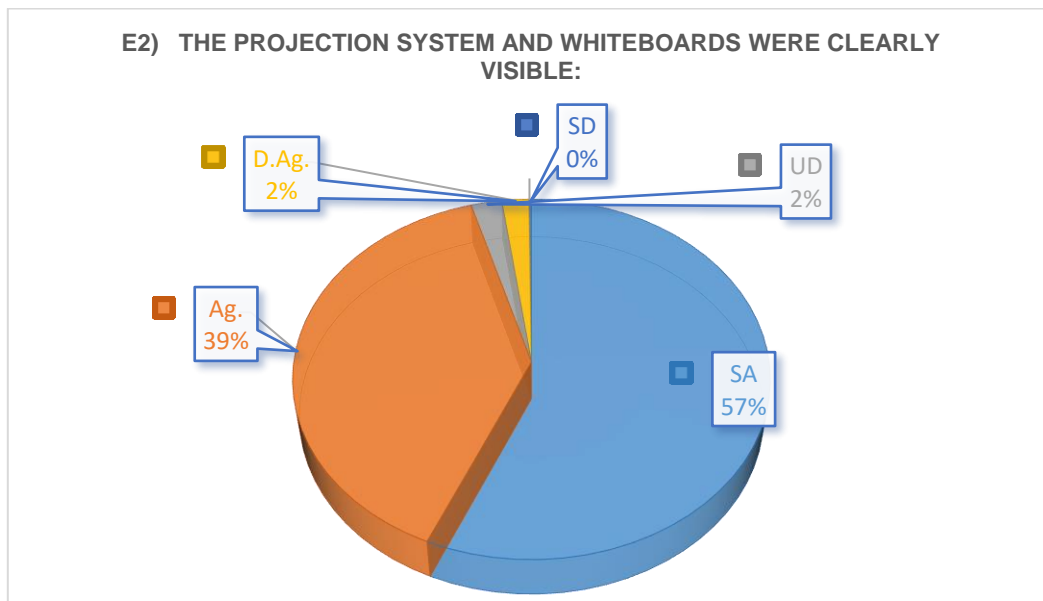
Education Centre:

1) The physical environment of the classroom was comfortable and conducive to learning:



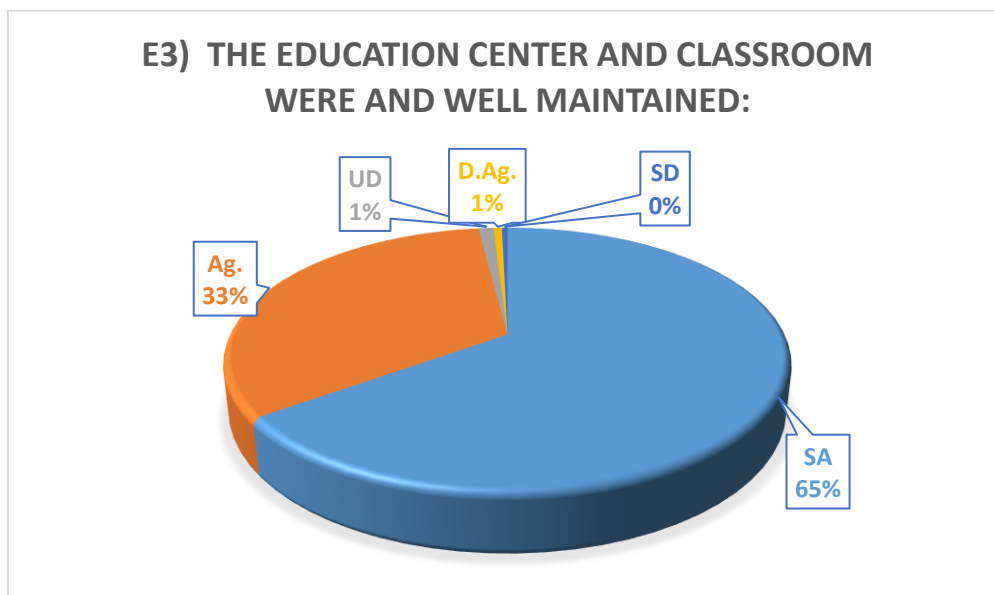
Note: Strongly Agree= SA, Agree= Ag., Undecided=UD, Disagree= D.Ag., Strongly Disagree= SD

2) The projection system and whiteboards were clearly visible:



Note: Strongly Agree= SA, Agree= Ag., Undecided=UD, Disagree= D.Ag., Strongly Disagree= SD

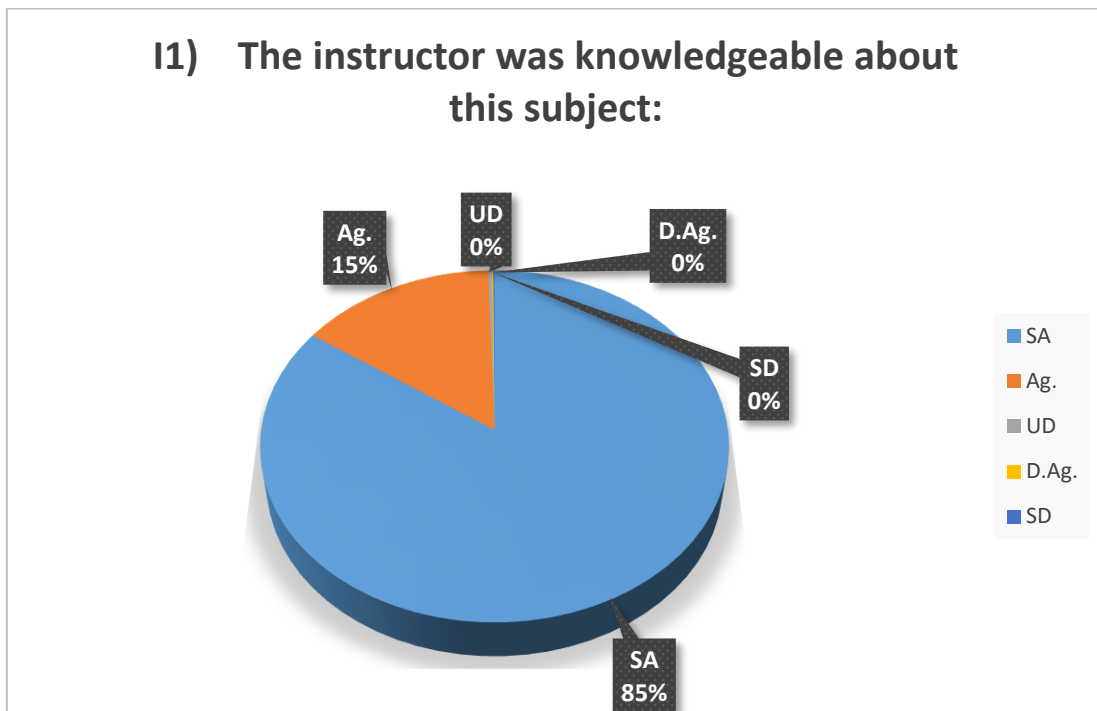
3) The education center and classroom were and well maintained:



Note: Strongly Agree= SA, Agree= Ag., Undecided=UD, Disagree= D.Ag., Strongly Disagree= SD

Instructor

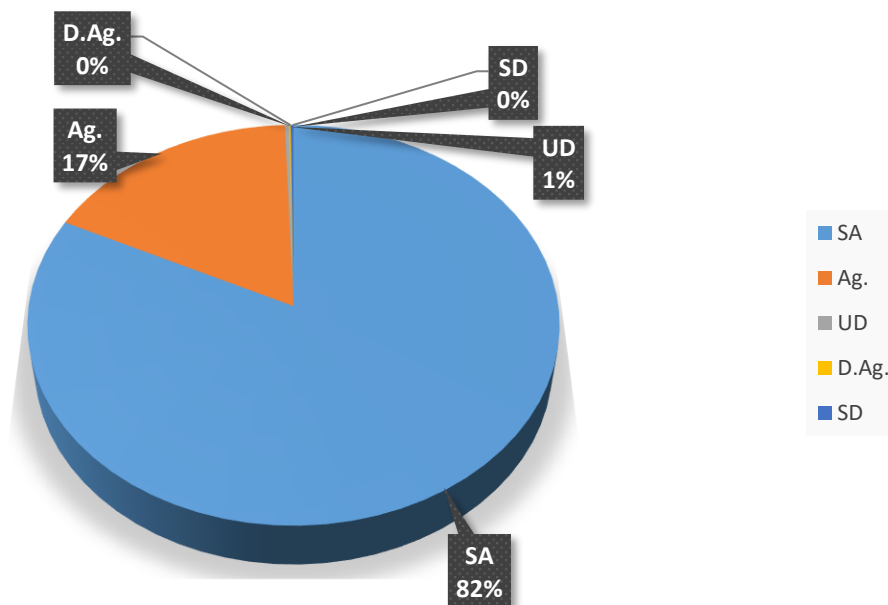
1) The instructor was knowledgeable about this subject:



Note: Strongly Agree= SA, Agree= Ag., Undecided=UD, Disagree= D.Ag., Strongly Disagree= SD

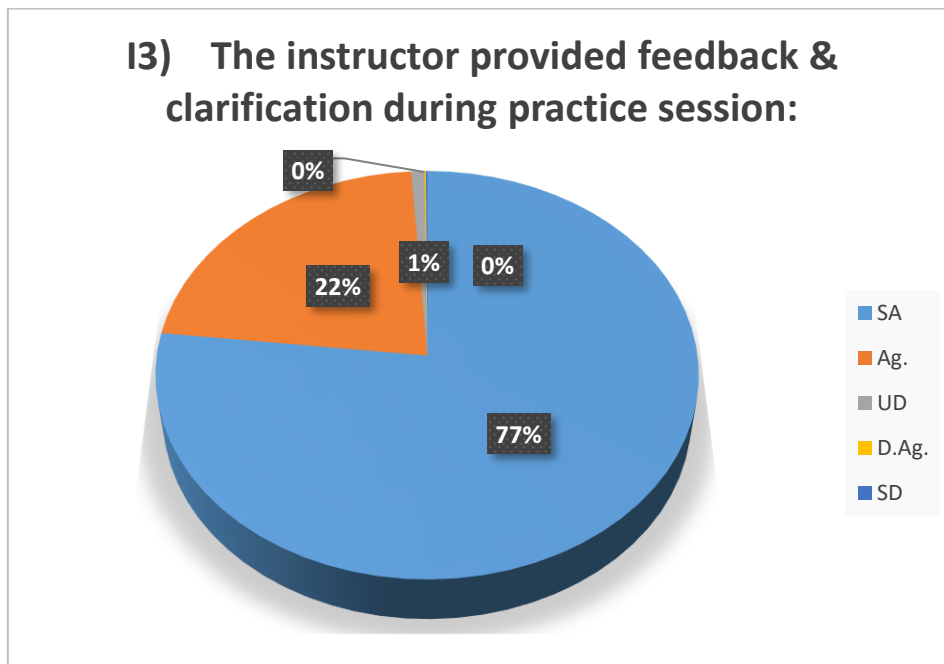
2) The instructor explained well:

I2) The instructor explained well:



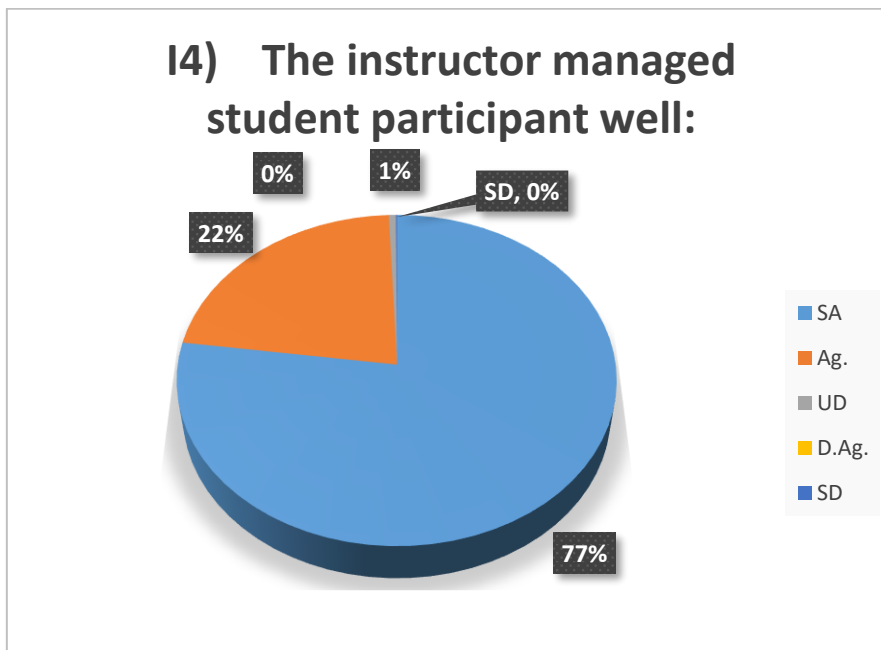
Note: Strongly Agree= SA, Agree= Ag., Undecided=UD, Disagree= D.Ag., Strongly Disagree= SD

3) The instructor provided feedback & clarification during practice session:



Note: Strongly Agree= SA, Agree= Ag., Undecided=UD, Disagree= D.Ag., Strongly Disagree= SD

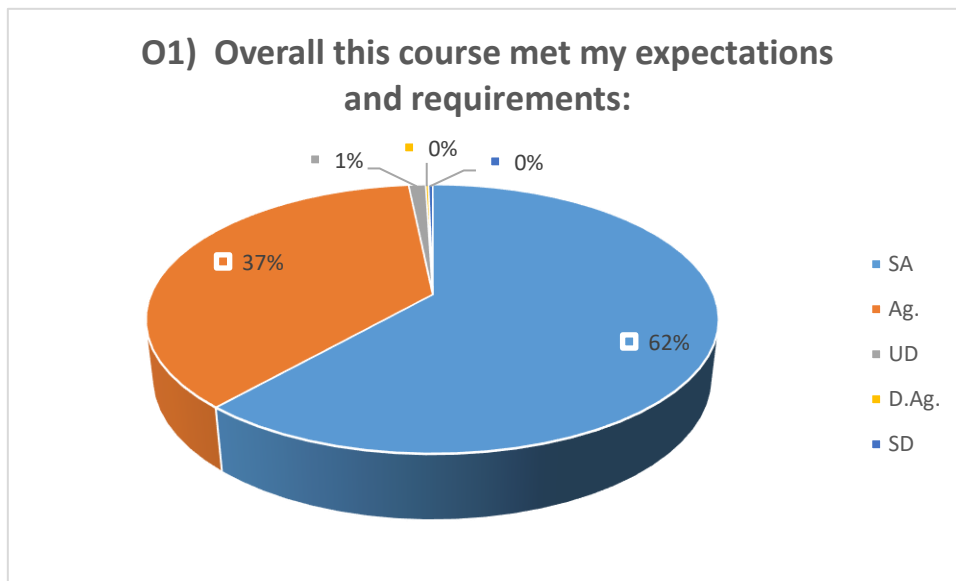
4) The instructor managed student participant well:



Note: Strongly Agree= SA, Agree= Ag., Undecided=UD, Disagree= D.Ag., Strongly Disagree= SD

Overall

1) Overall this course met my expectations and requirements:



Note: Strongly Agree= SA, Agree= Ag., Undecided=UD, Disagree= D.Ag., Strongly Disagree= SD

2.3.12.2 Evaluation Report on courseware, Technical Environment, Education Centre & Instructor for Pilot Training Batch-1 & 2 (No. of participants = 50) Training Batch-1 & 40 (No. of participants = 1000) Total = 1050 participants

Strongly Agree= SA, Agree= Ag., Undecided=UD, Disagree= D.Ag., Strongly Disagree= SD

Topic	SA	Ag.	UD	D.Ag.	SD
Courseware					
1) The Course Book and materials were technically accurate	651	378	11	10	
2) The Course content provided important job skills and knowledge:	704	336	10		
3) The course structure, flow and logic effectively supported the student:	641	399	10		
Technical Environment:					
1) The participant was set up in a satisfactory way:	557	483	10		
2) The performance of the software, hardware and network was satisfactory	546	473	21	10	
3) Technical problems were resolved satisfactory:	525	483	32	10	
Education Centre:					
1) The physical environment of the classroom was comfortable and conducive to learning:	651	368	21	10	
2) The projection system and whiteboards were clearly visible:	599	410	21	20	
3) The education center and classroom were and well maintained:	683	347	10	10	
Instructor					
1) The instructor was knowledgeable about this subject:	893	157			
2) The instructor explained well:	861	179	10		
3) The instructor provided feedback & clarification during practice session:	809	231	10		
4) The instructor managed student participant well:	809	231	10		
Overall					
1) Overall this course met my expectations and requirements:	651	389	10		

2.3.12.3 Post Training Evaluation

This post training evaluation method is started from the batch-15. It was implemented and executed by the BRCP-1 project authority and IBCS-PRIMAX Software (BD) Ltd. from batch-15. The aim of this evaluation to find out the potential entrepreneurs and participants for trade regime training courses.

2.3.12.4 Holistic View of Post Training Evaluation

Total **650** participants were participated in the post evaluation training starting from batch-15 to 40. Following charts are shown based on Twenty-Five (25) batches:

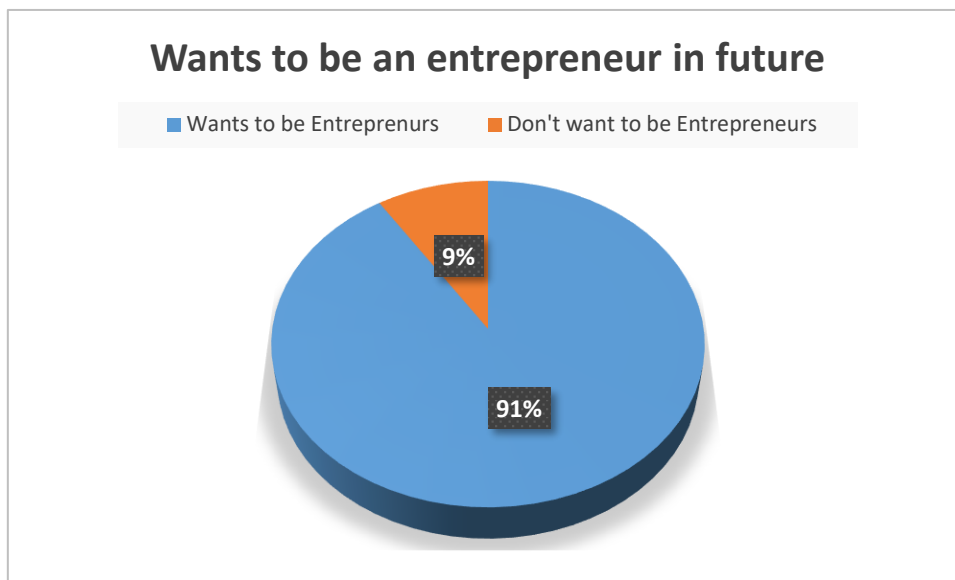


Figure 2: In these 25 batches; 91% participants wanted to be an entrepreneur after completing the 5days long ICT training courses.



Figure 3: In these 25 batches; 92% participants were interested to participate on regulatory regime and trade facilitation courses in future.

2.3.12.5 Overview by Batches

Do you want to be an entrepreneur in future?

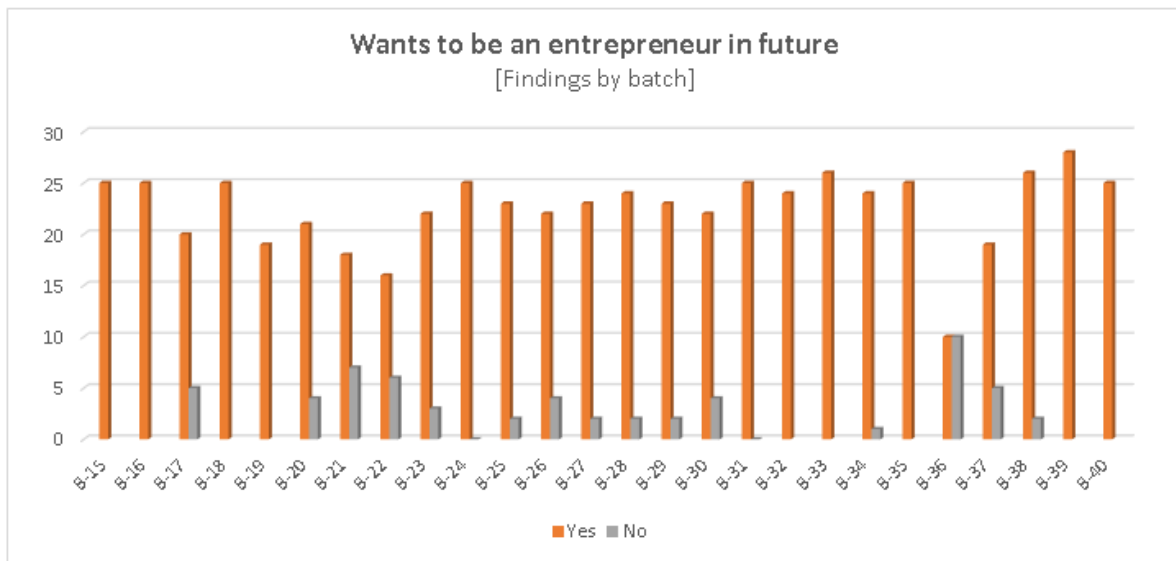


Table: Wants to be entrepreneurs in future by batches.

Batch	Yes	No
B-15	25	
B-16	25	
B-17	20	5
B-18	25	
B-19	19	
B-20	21	4
B-21	18	7
B-22	16	6
B-23	22	3
B-24	25	0
B-25	23	2
B-26	22	4
B-27	23	2
B-28	24	2
B-29	23	2
B-30	22	4
B-31	25	0
B-32	24	
B-33	26	
B-34	24	1
B-35	25	
B-36	10	10
B-37	19	5
B-38	26	2
B-39	28	
B-40	25	

Do you have any interest to do a training on regulatory regime and trade facilitation aspects?

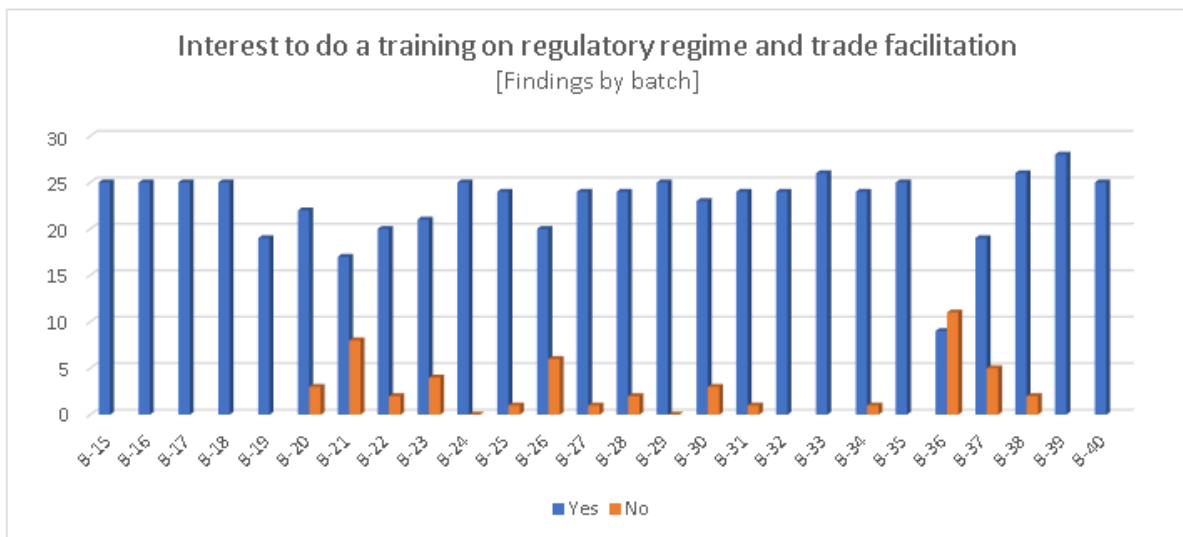


Table: interest to do a training on regulatory regime and trade facilitation aspects by batches.

Batch	Yes	No
B-15	25	
B-16	25	
B-17	25	
B-18	25	
B-19	19	
B-20	22	3
B-21	17	8
B-22	20	2
B-23	21	4
B-24	25	0
B-25	24	1
B-26	20	6
B-27	24	1
B-28	24	2
B-29	25	0
B-30	23	3
B-31	24	1
B-32	24	
B-33	26	
B-34	24	1
B-35	25	
B-36	9	11
B-37	19	5
B-38	26	2
B-39	28	
B-40	25	

2.3.12.6 Sorted Opinions, Suggestions and Comments for Batch 15 to 40

Question 03. What skills or resources do you have to be an entrepreneur?	A large portion of participants has their own business currently.	Some participants think that they have good ICT skills which will help themselves to be successful entrepreneurs.	Some of the participants has existing business with existing products and manpower.
	Most of the participants are interest to invest themselves in case of the new business.	Very low number of participants thinks that they have unique business ideas to be successful entrepreneurs.	Some of the participants thinks that they have following skills to be a successful: <ul style="list-style-type: none"> • Marketing Knowledge • Managerial Knowledge • ICT Skill • Academic Background • Communication Skills
Question 04. What are you planning to do after taking this training?	Almost everyone believes that they will implement this learning in real life work, where they are right now.	A good portion of the participants thinks that they will able to create / develop new business after this training.	A participant wants to open an organization where he can involve the rural woman from his village, and attach them with the policy.
	Develop Digital platform	Develop Business Plan	Few of the participants wants to do training on leather.
	A number of participants will expand his/her business.	Some of the participants will take training on trade.	
Question 05. To be an entrepreneur, what types of trainings are needed in future to implement your plan, and why?	Training on Specialized leather or related training	ICT Training	Entrepreneur Development Training
	Trade Related Training	Business Development Training	Communication Skill Development Training
	In depth training on digital marketing	In depth training on graphics design	Management Training

2.3.13 Training Evaluation

In between the batches during time period March, 2022 to August, 2022; we carried out total 42 batches including two (2) pilot batches along with full inspections using toolkits such as “**End of Course Evaluation (Participants feedbacks)**” and “**Post Training Evaluation**”. Please see *annexure 4*.

All of these were provided feedback independently without any biasness. Through the examination; we knew about the quality of training and were therefore demand is raised by the participants that they have asked for further advance and specialized training with the highest priority.

They have emphasized the training on specialized topics/ courses like:

1. E-Commerce
2. Digital Marketing
3. Graphics Design

2.3.14 Potential Entrepreneur list

Potential participants will be selected for the next training program form this training database. The participants list is given based on the following criteria:

1. Interpersonal skills were found/ observed among the participants.

The following skills are -

- a) ICT Skills
 - b) Communication Skills
 - c) Presentation skills
 - d) Marketing Knowledge
 - e) Managerial Knowledge
2. Educated enough to startup online/ e-commerce business
 3. Interactive in the class room from start to end
 4. Interested to be an entrepreneur
 5. Limited but already some of the participants has their own business including capital, product, people and other resources to run their own business
 6. Interested to participate in next training program

Please see Potential Entrepreneur list (Batch - 1 to 40) in Annexure-6.

2.3.15 Analysis of Expectations

The purpose of this qualitative study is to find out the pre-training expectations of trainees from this 5-day training program via observation technique.

To identify evidence of variation levels of expectations and skills of beginner`s participants in the training, this training program offered expectation sheet to 25 trainees by batch to write their expectations from this 5 days ICT training program. So that trainers can meet the trainees` expectations.

Another important factor found during the analysis, it was found that there is significant difference between the perception of employee and employers on the expected training. So, we IBCS-PRIMAX tries to minimize the expectation among the participants by covering the course outline within the 5 days` time period.

Findings based on the analysis of the expectations from batch 1 to 40:

- Some of the participants thinks that they are very good in Microsoft word, and nothing to learn anymore. Surprisingly, we have observed that participants start realizing their deficiency, importance and depth of Microsoft word when trainer start providing training on Microsoft word.
- Focusing more on Microsoft Office compare to other courses
 - Expectation to learn Excel, Power Point (Basic to Advance Level)
- Expectation to learn graphics design by creating logos, editing images and others basic stuffs using Adobe Illustrator / Photoshop.
- They are also interested to acquire knowledge on –
 - Digital Communication
 - Marketing and
 - E-commerce

Module Name	Expectation Priority (Low=L, Medium=M, High=H)
Module:1 Use of ICT in Trade	L
Module:2 Microsoft Word (Basic to Advance)	H
Module:3 Microsoft Excel (Basic to Advance)	H
Module:4 Power Point (Basic to Advance)	H
Module:5 Graphics Design	L
Module:6 Digital Communication	M
Module:7 E-Commerce	M
Module 8: Digital Marketing	L

Note: Sample Expectation format is given in Annexure-5.

2.3.16 Post-Training Refreshers Workshop

In component -3; IBCS-PRIMAX organized and implemented four (4) post training refresher workshops to assess the impact of Training on the performance of the entrepreneurs/ employees/ officials who were self-employed/ employed in the top-11 export sectors in Bangladesh.

The duration of each refresher workshops was 1 day 6 (Six) Hours.

During implement of trainings in real life, many issues/questions arised that require to discuss elaborately. These issues were highly helpful for real life agribusiness implementation for the entrepreneurs. To discuss some important issues as well as to gather necessary future actions that may be undertaken by the trainees.

The key experts were systematic but flexible to keep the workshop activities simple and attractive. Our training experts were revisited, redefine and find out the followings –

- Created a platform for participants to share their experiences and challenges
- Addressed participants' questions (problems faced in real life while tried to implement the ICT tools). In case of issues; trainers were revisited the existing functionalities/ modules/ topics/ lessons

The key findings of the post training refresher workshops are described here:

Post-Training Refreshers Workshop-1

IBCS-PRIMAX implemented the post training refresher workshop-1 event discussing with BRCP-1, MOC as well as other relevant agencies like BAPA to ensure successful arrangement of workshop through efficient planning & management. The workshop was attended by the participants from training batch # 9,11,13,15,18 under Bangladesh Agro-Processors' Association (BAPA)

During the workshop; Key Expert, Gender Specialist and Trainers have divided all participants into Four (4) groups to help implement group work successfully in workshop due as an effective method to motivate participants, encourage active learning, and develop key critical-thinking, communication, and decision-making skills.

IBCS-PRIMAX successfully carried out refresher workshop including real-life practical sessions, open discussions, group presentations and others.

Post-Training Refreshers' Workshop-2

Facilitation of a Post Training Refresher Workshop-2 was conducted with the participants who were attended and completed the training program from batch # 32, 33, 38 & 40.

During the workshop; Key Expert, Monitoring and Evaluation Consultant, BRCP-1 and Trainers have divided all participants into six (6) groups to help implement group work successfully in workshop due as an effective method to motivate participants, encourage active learning, and develop key critical-thinking, communication, and decision-making skills.

Group Works:

- Participants has been divided into 6 groups.
- The trainer described the work and tasks of the group in details.
- Each group prepared a presentation on business proposal.
- Each group considered PowerPoint and Excel or any other application tools well while making the presentation attractive.
- Each group had Ten (10) minutes maximum time allocation to present their presentation.
- Trainers and M&S evaluated the presentation based on the using of tools like using text, charts, graphs, info-graphics and others.
- Participants asked assistance from the trainers in case of any difficulties or problems while making the presentation.
- After the presentation-making and problem-solving was over, the groups presented their presentation in front of everyone.

IBCS-PRIMAX successfully carried out refresher workshop including real-life practical sessions, open discussions, group presentations and others.

Post-Training Refreshers' Workshop-3

IBCS-PRIMAX implemented the post training refresher workshop-3 event discussing with BRCP-1, MOC as well as other relevant agencies like BEPZA to ensure successful arrangement of workshop through efficient planning & management. The workshop was attended by the participants from training batch # 26, 28, 30, 34 & 35 under Bangladesh Export Processing Zone Authority (BEPZA)

The key experts were systematic but flexible to keep the workshop activities simple and attractive. Our training experts were revisited, redefine and find out the followings –

- Created a platform for participants to share their experiences and challenges
- Addressed participants' questions (problems faced in real life while tried to implement the ICT tools). In case of issues; trainers were revisited the existing functionalities/ modules/ topics/ lessons

The duration of Refresher Workshop-1 is 1 day 6 (Six) Hours.

During the workshop; Key Expert, Gender Specialist and Trainers have divided all participants into Seven (7) groups to help implement group work successfully in workshop due as an effective method to motivate participants, encourage active learning, and develop key critical-thinking, communication, and decision-making skills.

IBCS-PRIMAX successfully carried out refresher workshop including real-life practical sessions, open discussions, group presentations and others.

Post-Training Refreshers' Workshop-4

IBCS-PRIMAX implemented the post training refresher workshop-4 event discussing with BRCP-1, MOC as well as other relevant agencies like BTA & BFLLEA to ensure successful arrangement of workshop through efficient planning & management. The workshop was attended by the participants from training batch # 2, 3, 4, 5, 10, 14, 16, 19, 27 under

Bangladesh Tanners Association (BTA) and Bangladesh Finished Leather, Leathergoods and Footwear Exporters' Association

The key experts were systematic but flexible to keep the workshop activities simple and attractive. Our training experts were revisited, redefine and find out the followings –

- Created a platform for participants to share their experiences and challenges
- Addressed participants' questions (problems faced in real life while trying to implement the ICT tools). In case of issues; trainers revisited the existing functionalities/ modules/ topics/ lessons

The duration of Refresher Workshop-1 is 1 day 6 (Six) Hours.

During the workshop; Key Expert, Gender Specialist, and Trainers divided all participants into Six (6) groups to help implement group work successfully in the workshop due as an effective method to motivate participants, encourage active learning, and develop key critical-thinking, communication, and decision-making skills.

IBCS-PRIMAX successfully carried out refresher workshops including real-life practical sessions, open discussions, group presentations and others.

Recommendation of post-training refresher workshops

After the participant's group work, and discussions, participants noted some key issues they have faced. Based on the overall findings, discussions, and trainers' observations some recommendations are given below:

- Participants were urged to receive more training to improve their ICT skills. Advanced training on ICT will make them proficient in the development of their skills, freelancing or being an entrepreneur in the future.
- Many participants are interested in freelancing or digital marketing or only in graphics design or Excel.

Giving them such subject-oriented training can be more useful in acquiring their skills. This will help to acquire in-depth and long-term training in

- graphics design,
- digital marketing,
- and advanced MS Office.
- More specified training on a course like Graphics Design/ digital marketing/ e-commerce or other ICT tools like 1-3-month for 3/4 hours a day.
- Based on participants' requirements on further related courses like following could be organized for women entrepreneurs to make them more skilled in their sector.
 - Business Management,
 - Financial, Marketing, and other business development training.
 - Trade regulatory
 - Freelancing
 - Packaging and exporting

If some of the participants are, given related training on business development, product packaging and, export, they will be able to expand their business in local market as well international market.

- The workshops should be focused on solving the technical issues of the participants.
- Must have a mechanism to follow up on the future outcomes of the training.

3. Lessons learned

A participatory systematic facilitation approach was adopted to facilitate a 5- day long training program which IBCS-PRIMAX to conduct at the training events for 40 batches by ensuring successful arrangement and efficient planning and management. From the implementation of the training program throughout the different locations some important lessons have been learned:

- i) Arrange further ICT training at least at the divisional city level so that the women entrepreneurs could participate.
- ii) By selecting potential candidates concerned authorities could take the necessary initiatives for participants for further development by arranging and giving detailed level ICT training on specific modules like graphics design, digital marketing and ecommerce which will help them to explore their products and business.
- iii) Business incubation system is a proven approach in different developed and developing countries, therefore it is beneficial to adopt such approach for the development of the women entrepreneurship in Bangladesh,
- iv) The willingness observed among the women participants on entrepreneurship development proves that if the necessary infrastructural supports along with hands on training is provided for them, they could really be able to be the entrepreneurs,
- v) However, gender equality particularly equitable access to all necessary facilities is required, and hence gender sensitive market system approach should be the significant initiative,

4. Findings and Recommendations:

Most of the participants want to develop and explore more in terms of business development.

1. Participants want to increase their personal skills to maintain and handle their daily works and business effectively and efficiently.
2. They would like to get further advanced-level course opportunities to increase their skill more.
3. Participants want training on trade license, TIN, BIN, ERC, with BAR code packaging, etc. And, they want this related training at free of cost.
4. Some entrepreneurs even don't know how to export and where they should knock and what kind of rules or regulations they need to follow.

Overall Recommendations:

1. Enlighten enough to startup online/ e-commerce business
2. Skilled and new entrepreneurs to be given an easy and unconditional opportunity to participate in fairs outside the country.
3. Export rules are not flexible or easy for small traders, so the Ministry of commerce might arrange export-related training to overcome these problems and accelerate export of the country.
4. By selecting potential candidates concerned authorities could take the necessary initiatives for participants for further development by arranging and giving detailed level ICT training on specific modules like graphics design, digital marketing, and e-commerce which will help them to explore their products and business.
5. We have found some potential candidates who are innovative, skilled, hardworking, and intelligent to develop and expand her/his business efficiently. A little nursing might help some of them to reach their goal among lots of potential.
6. The participants may be considered for financial support for new business establishment or to expand existing business. Adhering organization could contribute financial support for the entrepreneurs/participants.
7. Qualified candidate if gets further training they could improve and extend their business in related sector. All of these following recommendations were given based on the collective feedback from the participants-
 - i. Import and Export related training.
 - ii. Advanced training in E-commerce
 - iii. Advanced Excel
 - iv. Training on Freelancing
 - v. Training on Digital Marketing
 - vi. Training on Advanced Graphics Design
 - vii. Training on Leather related Manufacturing and Export.
 - viii. Business Development / Management Training.
 - ix. Training on Food Processing and Packaging.
8. By giving sector wise more advanced training could help potential individuals to contribute in trade sector more.

5. Conclusion

The ICT training program was mainly held to increase the participation of women in the top 11 sectors and to boost their knowledge. IBCS-PRIMAX team along with the Ministry of Commerce facilitated the training program. This training is expected to help women to overcome various barriers and create new entrepreneurship among them.

The vision and mission of the Government of Bangladesh is to ensure reliable and secure Information and Communication Technology (ICT) towards sustainable development and support attainment of overall socio-economic development of the country by establishing universal access to ICT for all through trade, development successful utilization and digital management of ICT.

The training was significantly beneficial to all concerned parties in contributing towards the development of “Digital Bangladesh”. During the training, there are many changes from the point of learning environments and discussions among the participants. This opportunity also enables them to further expand their creativity while seizing the profession’s ethical values as the basis to venture into a professional career in the future. Therefore, participants must develop themselves to become valuable assets to the esteemed organization or industry.

IBCS-PRIMAX is very glad to be a part of this project. IBCS hopes services and efforts provided have played an important role in the development of ICT in Bangladesh. IBCS successfully completed a total of 40 batches by dated October, 2022, along with 2 pilot batches and Four (4) post-training refresher workshops.

Therefore, IBCS would like to conclude that this ICT training program has provided many benefits to participants. And also, participants were requested and urged for future advanced training on focusing specific topics/ courses like

- Graphics Design
- Digital Marketing
- E-Commerce and freelancing
- Trade regulatory
- Web Design and Development
- Food processing

They have requested not only ICT courses but also courses that will develop the participant in the field of business, management, finance, and strategies.

And IBCS believes, through more advanced development training if could increase the contribution of female workers to the economy by skilling them, then the women’s economic empowerment project of the Bangladesh Government will be implemented quickly.


In the future above mentioned tailored/ advanced training courses, and activities would be a good option for creating women entrepreneurship in the export sectors. The necessary infrastructure and process in the centralized and decentralized way at least at the divisional city level could be really helpful in developing women’s entrepreneurship.

Thus, if an ICT training program could implement for rural areas female participants to develop their skills in the IT sector, and could involve them in the business sector it could be beneficial not only for those participants but also for the whole country’s economy. Investing in women’s economic empowerment sets a direct path toward gender equality, poverty eradication and inclusive economic growth.


6. Annexures


Annexure -1: Training Pre-Skill assessments

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Ministry of
Commerce

Project Title: Designing and Implementing Training Program for Increasing Women's Participation in the ICT Sector in Bangladesh
Bangladesh Regional Connectivity Project-1 (BRCP-1)
 Ministry of Commerce

Training Organized by: IBCS-PRIMAX Software (Bangladesh) Ltd.



Level of skill Assessment Test: Pre-Test

Total Marks:

TSP: IBCS-PRIMAX SOFTWARE (BANGLADESH) LIMITED

Participant's Name:	Designation:
Contact No.:	Batch No.: 10
Duration: 5 days	Date: 09 April, 2022
Topics: MS Office (Word, Excel and PowerPoint), Graphics Design and Digital Marketing & E-commerce	

Total Question: 31









Time: 20 min

Marks: 31

(Please tick on the right answer)

1. The physical components of your computer are referred to as –
 - A. Software
 - B. Operating System
 - C. Hardware
 - D. Casing
2. What is a computer?
 - A. An electronic device that manipulates data or information
 - B. A device that is data or information
 - C. A computer is a device with images
 - D. A physical device you use to write information and data
3. Microsoft Windows is a
 - A. System Software
 - B. Application Software
4. What is ICT?
 - A. Information Communication technology
 - B. Integrating communication technology
 - C. Information Connecting Technology
 - D. Information communication technique
5. To hold row and column titles in place so that they do not scroll away from view when scrolling an Excel work sheet, we make use of–
 - A. Unfreeze panes command
 - B. Freeze panes command
 - C. Hold titles command
 - D. Split command
6. How should you start an email?
 - A. Write your name
 - B. Put the date
 - C. Write the subject
 - D. Put a stamp on it
7. What is Spam?
 - A. It is a virus which spreads through emails
 - B. It is the bulk sending of unsolicited email messages
 - C. an email message with files attached
 - D. It is email message securing system
8. You can use different page formatting within the same document by separating the differently formatted areas using –
 - a. Page Break
 - b. Column Break
 - c. Formatting Break
 - d. Section Break
9. Which items are placed at the end of a document-?
 - A. Footer
 - B. Foot Note
 - C. End Note
 - D. Header

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10. A number of letter that appears little above the normal text is called:
- A. Superscript
 - B. Subscript
 - C. Supertext
 - D. Toptext
11. Anti-virus software can clean your computer of viruses. This action is called-
- a) De-installing.
 - b) Disinfecting
 - c) Restoring
 - d) Scanning
12. Portrait and Landscape are _____.
- (A) Paper size
 - (B) Page layout
 - (C) Page orientation
 - (D) Page margin
13. Which item appears dimly behind the main body text in MS word?
- A. Water Color
 - B. Background
 - C. Watermark
 - D. Back Color
14. The ____ feature of MS Excel quickly completes a series of data
- A. Auto Complete
 - B. Auto Fill
 - C. Fill Handle
 - D. Sorting
15. In MS-Excel which of the following is an absolute cell reference?
- A. !A1
 - B. \$A\$1
 - C. #a#1
 - D. None of these
16. What is file extension in Photoshop?
- a) Tiff
 - b) Txt
 - c) Psd
 - d) Bmp
17. The way of stealing valuable information using a form of Internet fraud that uses a replica of a trusted site is called –
- A. Spam
 - B. Phishing
 - C. Fraud
 - D. Surfing
18. What function displays row data in a column or column data in a row?
- A. Hyperlink
 - B. Index
 - C. Transpose
 - D. Rows
19. Which option allows you to bold all the negative values within the selected cell range?
- A. Zero Formatting
 - B. Conditional Formatting
 - C. Compare Formatting
 - D. Negative Formatting
20. Which of the following describes e-commerce?
- A. doing business electronically
 - B. doing business
 - C. sale of goods
 - D. all of the above
21. Which type of e-commerce focuses on consumers dealing with each other?
- A. b2b
 - B. b2c
 - C. c2b
 - D. c2c
22. _____mainly deals buying and selling, especially on a large scale.
- A. Shopping
 - B. Retailing
 - C. Distribution
 - D. Commerce
23. What are some examples of digital marketing?
- A. Social Media Marketing
 - B. Search Engine Marketing
 - C. Search Engine Optimization
 - D. All of the above

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24. Is Social Media Marketing is a type of Digital Marketing?
A. Yes
B. No
25. Which of the following is a type of digital marketing activity?
A. Email marketing
B. Social Marketing
C. SEO Marketing
D. All of the above
26. _____ is not the view of PowerPoint.
A. Slide Show view
B. Slide Sorter view
C. Outline view
D. Normal view
27. PowerPoint presentations are commonly used in -
A. communication of planning
B. note outlines for teachers
C. project presentations by students
D. All of above
28. A _____ is a copy of the message that is sent to someone in secret, other recipients of the message will not know that the selected person has received the message.
a) To:
b) Cc:
c) Bcc:
d) Subject
29. A _____ is a collection of design choices that includes colors, fonts, and special effects.
A. Data
B. Theme
C. table
D. slide
30. What is a Pivot Table?
a) A table containing data that is organized horizontally.
b) A table used to calculate financial pivot values.
c) A tool used to summarize data.
d) A table containing only black, grey and white formatting.
31. Photoshop is used for
A. Typing
B. Animation
C. Graphics
D. Programming

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ORACLE Gold Partner

ORACLE Cloud Managed Services

ORACLE E-BUSINESS PARTNER

ORACLE JET SERVICES

IBM

infor

redhat

Microsoft

Annexure -2: Sample Practical Tasks

BRCP1_MS Word

Practical

- A. Create a word document named "word_BRCP1", where page set up should be like below
Page margin: 1.2, 1, 1.2, 1
Orientation: portrait
Size: A4
- B.

ICT

Information and Communications Technology (ICT) is an extended term for information communication technology (ICT) which stresses the role of unified communications and the integration of telecommunications (telephone lines and wireless signals).

- i. Make first letter dropped by 3 line
- ii. Make Heading .12 character spacing, and center it


- C. Add a table like below

A	B		


- D. Mail merge this document to three recipients with filed name, designation, contact No. and greeting line "Dear"


Annexure -3: Post Assessment

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CARPÉ DIEMI





Ministry of
Commerce

Project Title: Designing and Implementing Training Program for Increasing Women's Participation in the ICT Sector in Bangladesh
Bangladesh Regional Connectivity Project-1 (BRCP-1)
 Ministry of Commerce



Training Organized by: IBCS-PRIMAX Software (Bangladesh) Ltd.

Level of skill Assessment Test: Post-Test

Total Marks:

Participant's Name:	Designation:
Contact No.:	Batch No.: 10
Duration: 5 days	Date: 9 th April, 2022 to 13 th April, 2022
Topics: MS Office (Word, Excel and PowerPoint), Graphics Design and Digital Marketing & E-commerce	

Total Question: 31


Time: 25 min

Marks: 35

(Please tick on the right answer)

1. Which of the following can display the tree structure of folders & files on a disk?
 A. Popup Menu B. File Explorer
 C. Title Bar D. Start Button
2. The default text data aligned with in a cell of MS Excel Work sheet is –
 A. Left B. Right
 C. Centre D. Justify
3. You want to insert your logo in the same position on every slide, automatically? Insertion the
 A. Handout master B. Notes master
 C. Slide master D. All of the above
4. What is file extension in photoshop?
 a) Tiff
 b) Txt
 c) Psd
 d) Bmp
5. Which of the following formula has not been entered correctly?
 a) A. =10+50 B. =B7*B1
 b) C. =B7+14 D. 10+50
6. Which of these color models is not in Photoshop?
 a) HSB
 b) LAB
 c) RGB
 d) CMYK
7. Which enables us to send the same letter to different persons?
 A. Macros
 B. Template
 C. Mail merge
 D. None of above
8. Special effects used to introduce slides in a presentation are called –
 A. Effects B. Custom Animations
 C. Transitions D. Present Animations
9. Which of the following system consist with software and hardware and gives protection against fraudulent attacks done via internet?
 A. Encryption B. Firewall
 C. Security D. Ant spy-ware system
10. By which software can we compress and extract our file?
 a. Super Decor b. WinZip
 c. AVG 7.0 d. Kaspersky

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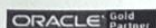


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11. The _____ is few lines of text added to the bottom of your messages. Typically it contains your name, email address and other contact information.
- Signature
 - Subject
 - Name
 - Priority
12. Microsoft Word is a -
- Presentation program
 - Word Processing program
 - Spreadsheet program
 - None of these
13. What is a folder?
- A folder is a container on a disk where files can be stored
 - Folder consists of all data in a computer stored as files
 - Folder and files mean the same thing
 - None of the above
14. Which of the following is not an extensions of image/graphics files?
- .bmp
 - .doc
 - .jpg
 - .png
15. Which one of the following statements about anti-virus software is true?
- Anti-virus software can detect all known viruses
 - Anti-virus software can disinfect applications as well as files
 - Before accessing the internet, you need to run a virus check.
 - Deleting an infected file will eliminate the virus.
16. Phishing is a form of _____.
- Web surfing
 - Internet messaging
 - Internet fraud
 - Internet security
17. To send a received mail to another person, you need to -----the message.
- Reply To
 - Forward
 - Reply All
 - Copy
18. What function displays row data in a column or column data in a row?
- Hyperlink
 - Index
 - Transpose
 - Rows
19. Which of the following is not a type of digital marketing?
- Email marketing
 - Social Marketing
 - Print advertising
 - Video
20. In MS-Excel which of the following is an absolute cell reference?
- !A!1
 - .\$A\$1
 - .#a#1
 - None of these
21. You can use different page formatting within the same document by separating the differently formatted areas using -
- Page Break
 - Column Break
 - Formatting Break
 - Section Break
22. A features that displays only the data in column (s) according to specified criteria
- Formula
 - Sorting
 - Filtering
 - Pivot
23. Which function in Excel checks whether a condition is true or not?
- SUM
 - COUNT
 - IF
 - AVERAGE

PARTNERS



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24. VLOOKUP Function Used To?
- Finds Related Records
 - Looks Up Text That Contain "v"
 - Check If Two Cells Are Identical
 - None of Above
25. B2B stands for _____.
- Business to Buyer
 - Business to Builder
 - Business to Business
 - Builder to Business
26. Which of the following are features of E-commerce?
- Non-Cash Payment
 - 24x7 Service availability
 - Advertising / Marketing
 - All of the above
27. Information should not be altered during its transmission over the network means?
- Confidentiality
 - Integrity
 - Availability
 - Authenticity
28. The following is/are the most effective ways of communications.
- Verbal
 - Non-Verbal
 - Written
 - All the above
29. In the email campaign, _____ delivers the advertisements into the group of targeted customers.
- Spoofing
 - Indirect email marketing
 - Direct email marketing
 - Spamming
30. What does COUNTA () function do?
- Counts cells having alphabets
 - Counts empty cells
 - Counts cells having number
 - Counts non-empty cells
31. What are the ICT tools using for cross border trades?
- Please write your answer:

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Annexure -4: Training Evaluation

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CARPÉ DIEMI

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Training Evaluation Form



Ministry of
Commerce

Project Title: Designing and Implementing Training Program for Increasing Women's Participation in the ICT Sector in Bangladesh
Bangladesh Regional Connectivity Project-1 (BRCP-1)
Ministry of Commerce

Training Organized by: IBCS-PRIMAX Software (Bangladesh) Ltd.



100
YEARS

Training Batch # 09

Training Names: MS Office, Graphics Design, Digital Marketing, Digital Communication & E-Commerce.
Training Dates: 9th April to 13th April, 2022
Training Duration: 5 Days
Trainer Name: Jesmin Akthar

Courseware:

- *The Course Book and materials were technically accurate:*
 Strongly Agree Agree Undecided Disagree Strongly Disagree
- *The Course content provided important job skills and Knowledge:*
 Strongly Agree Agree Undecided Disagree Strongly Disagree
- *The course structure, flow and logic effectively supported the student:*
 Strongly Agree Agree Undecided Disagree Strongly Disagree


Technical Environment:

- *The participant was set up in a satisfactory way:*
 Strongly Agree Agree Undecided Disagree Strongly Disagree
- *The performance of the software, hardware and network was satisfactory:*
 Strongly Agree Agree Undecided Disagree Strongly Disagree
- *Technical problems were resolved satisfactory:*
 Strongly Agree Agree Undecided Disagree Strongly Disagree

Education Centre:

- *The physical environment of the classroom was comfortable and conducive to learning:*
 Strongly Agree Agree Undecided Disagree Strongly Disagree
- *The projection system and whiteboards were clearly visible:*
 Strongly Agree Agree Undecided Disagree Strongly Disagree
- *The education center and classroom were clean and well maintained:*
 Strongly Agree Agree Undecided Disagree Strongly Disagree

PARTNERS



Page 1 of 2

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CARPÉ DIEM!



Instructor:

- **The instructor was knowledgeable about this subject:**
 Strongly Agree Agree Undecided Disagree Strongly Disagree
- **The instructor explained well:**
 Strongly Agree Agree Undecided Disagree Strongly Disagree
- **The instructor provided feedback & clarification during practice session:**
 Strongly Agree Agree Undecided Disagree Strongly Disagree
- **The instructor managed student participation well:**
 Strongly Agree Agree Undecided Disagree Strongly Disagree

Overall:

- **Overall this course met my expectations and requirements:**
 Strongly Agree Agree Undecided Disagree Strongly Disagree

Suggest how we could improve your satisfaction with the Training:

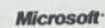
Name*: _____ Organization Name*: _____

Email ID*: _____ Contact Number: _____

Signature : _____

Date : _____

← PARTNERS →



Page 2 of 2

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CARPÉ DIEM!



Post Training Evaluation Form



Project Title: Designing and Implementing Training Program for Increasing Women`s Participation in the ICT Sector in Bangladesh Bangladesh Regional Connectivity Project-1 (BRCP-1) Ministry of Commerce



Training Organized by: IBCS-PRIMAX Software (Bangladesh) Ltd.

Training Batch No. # 21

Training On: MS Office, Graphics Design, Digital Marketing, Digital Communication & E-Commerce.

Training Duration: 5 Days; **Training Dates:** 22 May, 2022 to 26 May, 2022

Name*: _____ **Organization Name*:** _____

Email ID*: _____ **Contact Number:** _____

Signature: _____ **Date :** _____

Please provide following questions answer based on your experience of this training:

1. Do you want to be an entrepreneur in future? Yes No
2. Do you have any interest to do a training on regulatory regime and trade facilitation aspects?
 Yes No
If yes, will you or your employer allow you to attend next training? Yes No
3. What skills or resources do you have to be an entrepreneur? (Please Write)

4. What are you planning to do after taking this training? (Please Write)

5. To be an entrepreneur, what types of trainings are needed in future to implement your plan, and why?

***** Thank You *****



— PARTNERS —



Page 1 of 1

Annexure -5: Expectation Form

Ministry of Commerce
Bangladesh Regional Connectivity Project-1 (BRCP-1)
Ministry of Commerce
Designing and Implementing Training Program for
Increasing Women's Participation in the ICT Sector in Bangladesh
Training Organized by: IBCS-PRIMAX Software (Bangladesh) Ltd.



প্রত্যাশা যাচাইকরণ

Batch # 30 **Date: 21/06/2022**

- ① All over all .
- ② All over all
- ③ All over all
- ④ All over all.
- ⑤ All over All
- ⑥ I want to develop my Excel and office word. Because its needy in my office work. Also I want to learn all the process.
- ⑦ All over all.
- ⑧ I would like to learn about advance level of excel, & power point and basic knowledge about adobe photoshop & adobe illustration.
9. I would like to learn about advance excel and Power Point and basic knowledge of adobe photoshop & adobe illustrator.
10. I would like to acquire all the modules from your side. MS office word, Excel, power point is so necessary for our daily work. And other power point, adobe photoshop & illustration etc will improve my other activities and develop my work.
- ⑪ I would like to learn everything.
- ⑫ I want to develop my skillness about every sector of a computer and also every process such as MS office word, Excel, power point, adobe photoshop & illustrator etc.

- 3) I want to develop my skill for Excel, word, Power Point & Graphics Design.
- 4) I want to learn more about MS Excel, Powerpoint, Photoshop, Graphics design.
- 5) I want to learn MS word, power point, MS excel, photoshop, graphics design, and e-commerce properly.
- 6) I wanna learn practically MS Excell, Photoshop, Graphics design properly.
- 7) I want to learn MS word, MS Excell
- 8) I want to learn more MS Excel, Powerpoint, Photoshop, graphics design.
- 9) Maybe focus more to MS Excel, Power point.
- 20) MS Word, Excel, Power Point, ^{digital communication (e-mail)} Graphics design, digital marketing, e-commerce. ~~is~~ → order of Priority.
- 21) Adobe Photoshop, Power Point, Digital communication, Excel, e-commerce, graphic design.
- 22) I want to learn MS Excel, Power point, word because these software mostly used in my office. e-commerce and Graphics design want to learn for my personal interest
- 23) I want to learn MS Excel, MS Word, Power point, e-commerce & Graphics for my office and personal interests.
 24) I want to learn to use power point presentation
 25) I want to learn Power point, Graphics design.

Annexure -6: Potential Entrepreneurs List (Batch - 1 to 40).

SL.	Batch	Name	Mobile	Sector
1.	Pilot Batch-1	Mst. Sohel Saedatun Easmin	01999057828	Plastic
2.	Pilot Batch-1	Ummul Khair Fatema	01321142502	Plastic
3.	Pilot Batch-1	Fahmida Rahman	01321142505	Plastic
4.	Pilot Batch-1	Sharmi Jahan	01984424203	Plastic
5.	Pilot Batch-1	Israt Jahan	01966614895	Plastic
6.	Pilot Batch-1	Iyakutun Nahar Kali	01939911373	Plastic
7.	Pilot Batch-1	Sufia Khatun Nitu	01819814639	Plastic
8.	Pilot Batch-1	Shahanaz Afroz Rekha	01991121220	Plastic
9.	Pilot Batch-1	Jannatul Ahsan Sugandha	01313355399	Plastic
10.	Pilot Batch-1	Shamima Alam Khan	01966605672	Plastic
11.	Pilot Batch-1	Kazi Hamedza Zelane	01939911013	Plastic
12.	Pilot Batch-1	Najmul Hasan	01619455111	Plastic
13.	Pilot Batch-2	Mst. Shapla Khatun	01704112942	Plastic
14.	Pilot Batch-2	Badrun Islam	01998005523	Plastic
15.	Pilot Batch-2	Suborna Akter	01642312234	Plastic
16.	Pilot Batch-2	Nabila Afrin	01984424200	Plastic
17.	Pilot Batch-2	Sumia Asad Kotha	01984424205	Plastic
18.	Pilot Batch-2	Samina Naz Shimmi	01841825740	Plastic
19.	Pilot Batch-2	Sultana Razia	01841825744	Plastic
20.	Pilot Batch-2	Nowshin Nayla	01966614882	Plastic
21.	Pilot Batch-2	Syeda Farhana Ali	01991121230	Plastic
22.	Pilot Batch-2	Savana Tahim Lassees	01973333103	Plastic
23.	Pilot Batch-2	Tasnia Husne Afrin	01973333105	Plastic
24.	Pilot Batch-2	Zinnat Ara Afrose	01936009020	Plastic
25.	Pilot Batch-2	Munmun	01939911421	Plastic
26.	Pilot Batch-2	Farhana Yasmin	01844057776	Plastic
27.	Pilot Batch-2	Suraiya Parvin Shupty	01936009621	Plastic
28.	Pilot Batch-2	Fatiha Noor Sreya	01908804536	Plastic
29.	Pilot Batch-2	Md. Sazzad Rayhan	01936009623	Plastic
30.	Pilot Batch-2	Tasnova Afrin	01936009620	Plastic
31.	Batch-1	Asha Yesmin Khan	01939911055	Plastic
32.	Batch-1	Tanbidul Islam	01819552283	Plastic
33.	Batch-1	Nahid Sharmin	01712239747	Plastic
34.	Batch-1	Shahria Akter Shama	01322893687	Plastic
35.	Batch-1	Marium Akther	01973333104	Plastic
36.	Batch-1	Mir Mahfuzur Rahman	01936009624	Plastic
37.	Batch-1	Golam Kibria	01704112932	Plastic
38.	Batch-2	Pinki Biswas	01874620209	Raw Leather

SL.	Batch	Name	Mobile	Sector
39.	Batch-2	Kabita Das	01727657159	Raw Leather
40.	Batch-2	Riya Marufa	01631751701	Raw Leather
41.	Batch-2	Shormin Zahan	01676100235	Raw Leather
42.	Batch-2	Aklima Akter	01644450107	Raw Leather
43.	Batch-2	Mustafa Kamal	01911524647	Raw Leather
44.	Batch-2	Muna Laila Khan	01711154338	Raw Leather
45.	Batch-2	Farida Yesmin	01676033553	Raw Leather
46.	Batch-2	Hafiza Khan	01670120398	Raw Leather
47.	Batch-2	Farzana Samad Shormi	01631581076	Raw Leather
48.	Batch-2	Tamanna Bilkis	01732621307	Raw Leather
49.	Batch-2	Sajal Halder	01717349967	Raw Leather
50.	Batch-2	Niger Sultana	01886784979	Raw Leather
51.	Batch-2	Md Mubarak Hossen	01824089987	Raw Leather
52.	Batch-2	Tahera Akther Rasni	01889940484	Raw Leather
53.	Batch-2	Masuda Begum	01728395188	Raw Leather
54.	Batch-2	Mahmuda Akter Rozy	01674223333	Raw Leather
55.	Batch-2	Taslima Sultana Sanam	01785030614	Raw Leather
56.	Batch-2	Anjuman Ara Mary	01723780383	Raw Leather
57.	Batch-2	Maria Akter	01749555219	Raw Leather
58.	Batch-2	Anjuman Ara	01942837729	Raw Leather
59.	Batch-2	Mahmuda Nasrin	01796656815	Raw Leather
60.	Batch-3	Taslima Akter	01991057611	Finished Leather
61.	Batch-3	Hafsa Akter	01627093015	Finished Leather
62.	Batch-3	Sayma Akter	01517836103	Finished Leather
63.	Batch-3	Mahfuza Akter	01786459237	Finished Leather
64.	Batch-3	Runa Ferdousi	01673886889	Finished Leather
65.	Batch-3	Jayan Sara Adiba	01711641833	Finished Leather
66.	Batch-3	Nasrin Banu	01648122293	Finished Leather
67.	Batch-3	Hafiza Sultana	01768262606	Finished Leather
68.	Batch-3	Nushrat Jahan Jeba	01720417843	Finished Leather
69.	Batch-3	Dilshad Jahan	01734502740	Finished Leather
70.	Batch-3	Israt Jahan Oni	01683325609	Finished Leather
71.	Batch-3	Suria Nasrin	01932051457	Finished Leather
72.	Batch-4	Jannat Ismat Ara	01834668687	Finished Leather
73.	Batch-4	Nusrat Jahan Sinthiya	01830375986	Finished Leather
74.	Batch-4	Shormee Gupta	01309168757	Finished Leather
75.	Batch-4	Abida Tabassum	01733760069	Finished Leather
76.	Batch-4	Fatema Afrin Nasita	01639574870	Finished Leather
77.	Batch-4	Fahmida Islam	01798502215	Finished Leather
78.	Batch-4	Shanaz Shibber Shikha	01866127698	Finished Leather

SL.	Batch	Name	Mobile	Sector
79.	Batch-4	Md. Emdadul Haque Abad	01912684840	Finished Leather
80.	Batch-5	Sheuli Akter	01939018800	Raw Leather
81.	Batch-5	Jannaty Khan Srabony	01871381615	Raw Leather
82.	Batch-5	Gitangshu Shekhar Paul	01711429291	Raw Leather
83.	Batch-5	Shahinur Nassa Happy	01711205223	Raw Leather
84.	Batch-5	Jahanara Yasmin	01879093569	Raw Leather
85.	Batch-5	Prangan Das Banya	01842407440	Raw Leather
86.	Batch-5	Sheuly Rahman Khan	01686906516	Raw Leather
87.	Batch-5	Sabiha Akter Jarin	01815053874	Raw Leather
88.	Batch-5	Ayesha Akter	01674653410	Raw Leather
89.	Batch-5	Rezwana Ferdous	01675325940	Raw Leather
90.	Batch-5	Rubana Islam Runa	01750989547	Raw Leather
91.	Batch-9	Nashid Nikita	01711091433	Agro Processing
92.	Batch-9	Lima Islam	01533643329	Agro Processing
93.	Batch-9	Mahmuda Sultana Naima	01718232343	Agro Processing
94.	Batch-9	Most. Jakiya Sultana	01672962916	Agro Processing
95.	Batch-9	Fatema Saiada	01716353339	Agro Processing
96.	Batch-10	Samina Chowdhury	01776847167	Agro Processing
97.	Batch-10	Riazul Jannat Tufa	01301369037	Finished Leather
98.	Batch-10	Farhana Sharmin Chowdhury	01746578799	Finished Leather
99.	Batch-10	Md. Hasanuzzaman	01776184477	Finished Leather
100.	Batch-10	Mst Golshanara Khatun	01681593379	Finished Leather
101.	Batch-10	Faeyza Toos safe	01712075011	Finished Leather
102.	Batch-10	Afroza Khanom	01747498677	Finished Leather
103.	Batch-10	Faisal Mohaimen	01308480294	Finished Leather
104.	Batch-10	Suraiya Khan Samia	01615103180	Finished Leather
105.	Batch-10	Fariha Jannat Anika	01724933420	Finished Leather
106.	Batch-10	Julekha Islam	01910502515	Finished Leather
107.	Batch-14	Tanjina Hosen Choity	01790490802	Finished Leather
108.	Batch-14	Farhana Khanam	01729099448	Finished Leather
109.	Batch-14	Maiful Akter	01537668608	Finished Leather
110.	Batch-14	Jesmin Akter Jui	01781481196	Finished Leather
111.	Batch-15	Jahin Akther	01778430809	Agro Processing
112.	Batch-15	Rabeya Tahsin Rime	01683700871	Agro Processing
113.	Batch-15	Pallabi Roy	01718749432	Agro Processing
114.	Batch-15	Tabassum Akter	01796050113	Agro Processing
115.	Batch-15	Farzana Yasmin	01792119669	Agro Processing
116.	Batch-15	Shumana Alamgir	01714162393	Agro Processing
117.	Batch-15	Sheuli Akter	01601239281	Agro Processing

SL.	Batch	Name	Mobile	Sector
118	Batch-15	Kazi Maria Akter	01642344322	Agro Processing
119	Batch-15	Amena Akter	01911222163	Agro Processing
120	Batch-15	Jhumki Rani Basu	01811601337	Agro Processing
121	Batch-15	Sadia Rahman Mim	01878548004	Agro Processing
122	Batch-15	Sadika Tamanna	01710282908	Agro Processing
123	Batch-15	Afsana Alam Juthi	01632157154	Agro Processing
124	Batch-15	Mohammad Faizan	01512832290	Agro Processing
125	Batch-15	Kanny Gomes	01770440983	Agro Processing
126	Batch-15	Anjuman Chowdhury	01743333561	Agro Processing
127	Batch-16	Nazia Manjuma	01757498945	Finished Leather
128	Batch-16	Mahjabin Jannat Priyonti	01784100152	Finished Leather
129	Batch-16	Anjuman	01796707985	Finished Leather
130	Batch-16	Shamima Nasrin	01706509118	Finished Leather
131	Batch-16	Nyma Nargis	01971147500	Finished Leather
132	Batch-18	Rowshon Ara	01759617291	Agro Processing
133	Batch-18	Shakila Tarafder Sonam	01537418296	Agro Processing
134	Batch-18	S.M Momo	01813662211	Agro Processing
135	Batch-18	Nayma Akter	01712720040	Agro Processing
136	Batch-18	Suma Islam	01976594017	Agro Processing
137	Batch-18	Dipika Acharjee	01632480381	Agro Processing
138	Batch-18	Saiyeda Hossain Barsha	01640733601	Agro Processing
139	Batch-18	Saima Sultana	01642966883	Agro Processing
140	Batch-18	Shahnaj Parveen	01819286842	Agro Processing
141	Batch-18	Shamima Nashrin	01829169749	Agro Processing
142	Batch-18	Ayesha Afrin Esha	01992304939	Agro Processing
143	Batch-18	Jesmin Akhter Nezum	01533346846	Agro Processing
144	Batch-18	Jamiyan Rahman Promi	01633887575	Agro Processing
145	Batch-18	Nadia Sultana	01676944869	Agro Processing
146	Batch-19	Ismat Ara Eva	01770486271	Finished Leather
147	Batch-19	Lamia Binte Haque	01775844010	Finished Leather
148	Batch-19	Sonia Khanom	01727146515	Finished Leather
149	Batch-21	Mst. Zannatul Mawa	01715650502	Textile/Clothing
150	Batch-21	Dilara Sharmin	01710243965	Textile/Clothing
151	Batch-21	Sheheli Akter	01814102009	woven
152	Batch-21	Nasrin Akter Neela	01404458833	Textile/Clothing
153	Batch-21	Israt Jahan	01777704606	Knit
154	Batch-21	Mahbuba Akter	01711660483	Accessories
155	Batch-21	Khadiza Tuzzahan	01783923636	woven
156.	Batch 22	Nahid Ahammed	01678036472	Knit
157.	Batch 22	Md. Tawhidul Haque	01617143628	Knit
158.	Batch 23	Nargis Akter	01740654584	Others
159.	Batch 23	Farhana Akter	01717234082	Others
160.	Batch 23	Maliha Siddiqua	01758638879	Others
161.	Batch 23	Sheoli Akter	01777704254	Knit

SL.	Batch	Name	Mobile	Sector
162.	Batch 23	Ayesha Nowrin	01777499553	Woven
163.	Batch 23	Irin Parvin Poushi	01847347299	Woven
164.	Batch 23	M.s Syeda Rajiya Sultana Nipa	01789683336	Woven
165.	Batch 23	Rifat Tabassum Shuchi	01313005427	Acessories
166.	Batch 23	Dilara Islam Monira	01620960903	Headgear
167.	Batch 23	Mst. Soheli Akter	01777704106	Knit
168.	Batch 23	Md. Sumon Parvez	01716945724	Others
169.	Batch 23	Md. Rashed Anwar	01711780272	Others
170.	Batch 24	Rubaia Gulshan Ara	01843829828	Others
171.	Batch 24	Shimu Akter	01947110409	Others
172.	Batch 24	Shewly Bala	01648892659	Others
173.	Batch 24	Sumiya Islam	01700710756	Accessories
174.	Batch 24	Sharmine Akter Rinky	01713557086	Knit
175.	Batch 24	Tamanna Morshed Tule	01780424122	Knit
176.	Batch 24	Ishrat Jahan	01708450115	Woven
177.	Batch 24	Mst. Shahida Arobi	01318519861	Textile
178.	Batch 24	Ms. Ayesha Akter	01680388729	Accessories
179.	Batch 24	Nusrat Jahan Mim	01624112625	Knit
180.	Batch 24	Mita Akter Rupa	01902280632	Woven
181.	Batch 25	Sultana Akter	01816037877	Others
182.	Batch 25	Ms. Swarasaty Saha	01811443911	Woven
183.	Batch 25	Fatima Iren	01632284846	Woven
184.	Batch 25	Khaleda Nasreen	01811443908	Accessories
185.	Batch 25	Rabea Bosry	01720983339	Woven
186.	Batch 25	Panna Akter	01766094993	Knit
187.	Batch 25	Refa Tamanna	01728308686	Woven
188.	Batch 25	Afsana Zaman	01618210007	Woven
189.	Batch 26	Morshed Ara Begum	01918707152	Others
190.	Batch 26	Mahbub Ahmed	01753206046	Others
191.	Batch 26	Md. Atikur Rahman	01677430382	Others
192.	Batch 26	Merina Sultana	01734406438	Woven
193.	Batch 26	Priyanka Sen	01793666978	Garments
194.	Batch 26	Tasmina Akter	01720854932	Accessories
195.	Batch 26	Pushpita Das	01713856906	Garments
196.	Batch 26	Pompy Nandy	01795996430	Knit
197.	Batch 26	Sharmin Sultana	01708139094	Woven
198.	Batch 26	Maksuda Yeasmin	01787581515	Footweare
199.	Batch 26	Momtaz Afroz Shelly	01742830571	Woven
200.	Batch 26	Donati Chakma	01875324848	Garments
201.	Batch 26	Nipa Akhter	01847228183	Accessories
202.	Batch 26	Amrita Datta	01869378248	Knit
203.	Batch 26	Tuli Chowdhury	01848169707	Knit
204.	Batch 28	Mrs. Rashada Akter	01716641152	Others
205.	Batch 28	Razia Sultana	01868647793	Knit

SL.	Batch	Name	Mobile	Sector
206.	Batch 28	Irin Chakma	01785079782	Knit
207.	Batch 28	Fatema Khatun	01842107790	Knit
208.	Batch 28	Sharmin Akther	01861648580	Leather
209.	Batch 28	Sharmin Akther	01708134394	Woven
210.	Batch 28	Rima Shil	01979963034	Knit
211.	Batch 28	Ms. Farjana Yasmin Piya	01624136130	Woven
212.	Batch 28	Ms. Sumona Shingha	01716661196	Knit
213.	Batch 28	Puja Talapatra	01845151219	Knit
214.	Batch 28	Sharmin Akter	01791999637	Knit
215.	Batch 28	Mrs. Khaleda Zinnat	01622456161	Others
216.	Batch 28	Md. Rakibul Hasan	01814333096	Leather
217.	Batch 28	Meher Nigar Sultana	01622508720	Footwear
218.	Batch 29	Rokeya Sharker	01624257906	Footwear
219.	Batch 29	Rajia Akter	01734623308	Footwear
220.	Batch 29	Hasna Akter	01743508711	Footwear
221.	Batch 29	Purnima Sikder	01716075483	Footwear
222.	Batch 29	Md. Roky Islam	01609824041	Footwear
223.	Batch 29	Rowshon Ara	01730739843	knit
224.	Batch 29	Tina Barua	01622977966	knit
225.	Batch 30	Tanjina Zerine Chowdhury	01827631960	knit
226.	Batch 30	Mohsena Akter	01633738576	Footwear
227.	Batch 30	Trisha Dutta	01625149030	woven
228.	Batch 30	Ms. Marufa Akther Rupa	01874777916	Textile
229.	Batch 30	Setu Barua	01787650396	Knit
230.	Batch 30	Runa Akter	01759880800	knit
231.	Batch 30	Eshita Akhter	01837686727	knit
232.	Batch 30	Kassaful Haque	01708483984	knit
233.	Batch 30	Nahid Ahammed	01678036472	Knit
234.	Batch 30	Md. Tawhidul Haque	01617143628	Knit
235.	Batch-32	Tamanna Nur	01710565872	Textile / clothing
236.	Batch-32	Puspita Acharya	01771074064	Agro-Processing
237.	Batch-32	Tangina Khanam	01610006850	Agro-Processing
238.	Batch-32	Touhida Akter Songita	01970378657	Agro-Processing
239.	Batch-32	Kamrun Nahar	01710417122	Agro-Processing
240.	Batch-32	Jannat Sultana	01712747003	Textile / clothing
241.	Batch-32	Md. Shahreir Khan	01911603410	Agro-Processing
242.	Batch-32	Abu Sufeyan	01403170701	Textile / clothing
243.	Batch-32	Afsana Yasmin	01743663568	Textile / clothing
244.	Batch-32	Tahmina Akter	01766404422	Textile / clothing
245.	Batch-32	Fahmida Khanam	01714896551	Agro-Processing
246.	Batch-32	Nusrat Jahan	01740925208	Textile / clothing
247.	Batch-32	Sadia Sharmin Tonnie	01631845788	Agro-Processing
248.	Batch-32	Halima Sikder	01959117875	Textile / clothing
249.	Batch-32	Kesoara Sultana	01718316544	Agro-Processing

SL.	Batch	Name	Mobile	Sector
250.	Batch-32	Mst. Labony Akter	01843930830	Agro-Processing
251.	Batch-32	Ifat Ara	01714095511	Agro-Processing
252.	Batch-32	Sharna Akhter	01840648500	Textile / clothing
253.	Batch-32	Tanzina Nasrin	01735313229	Textile / clothing
254.	Batch-33	Bornali Chakraborty	01676542577	Textile & Agro
255.	Batch-33	Anwara Akter Tania	01868715123	Agro-Processing
256.	Batch-33	Mariom khan Oni	01782190982	Textile / Woven
257.	Batch-33	Khandoker Zeba Anjum	01747176489	Textile / Woven
258.	Batch-33	Mitu akter Eidy	01923516945	Textile / Woven
259.	Batch-33	Bilkis Akter Kajol	01636071480	Textile / Woven
260.	Batch-33	Shimul Billah Khan Majlish	01722464031	Textile / Woven
261.	Batch-33	Nasima Akter	01815321405	Agro-Processing
262.	Batch-33	Syeda Wakimunnessa	01629011993	Textile / Woven
263.	Batch-33	Chowdhury Khurshed Nahar	01715036903	Agro Processing
264.	Batch-33	Dilruba Hossain Santa	01533300167	Textile / Woven
265.	Batch-33	Sultana Razia	01752585756	Agro-Processing
266.	Batch-33	Saida Begum	01715998290	Textile / Woven
267.	Batch-33	Nasrin Akhter	01676930446	Textile / Woven
268.	Batch-33	Aklima Akter	01831895699	Textile & Agro-
269.	Batch-33	Tonima Rahman	01746433324	Textile / Woven
270.	Batch-33	Shamshun Nahar	01797777443	Agro-Processing
271.	Batch-33	Sharmin Jahan khan	01980116610	Textile / Woven
272.	Batch-33	Shahnawaz Khan Ale	01673981777	Agro-Processing
273.	Batch-33	Taslima Haque	01745729050	Agro-Processing
274.	Batch-33	MD Mynul Islam Imran	01648143797	Agro-Processing
275.	Batch-33	Jamila Khatun Rima	01625267086	Textile / Woven
276.	Batch-33	Marium Islam Sara	01715984787	Textile / Woven
277.	Batch-33	Thamina Parvin	01711343371	Textile / Woven
278.	Batch-33	Quazi Sabnam	01735860609	Agro processing
279.	Batch-34	Nazma Akter	01815534371	Woven
280.	Batch-34	Nobina Akter Nipa	01846449946	Knit
281.	Batch-34	Noor-E-Zannat	01521221840	Woven
282.	Batch-34	Sahelin Samira Delwar	01791410997	Woven
283.	Batch-34	Hasina Akter	01817314222	Woven
284.	Batch-34	Jahanara Akter	01729519308	Woven
285.	Batch-34	Irin Sultana	01731646672	Woven
286.	Batch-34	Mashuka Sultana	01708488172	Woven
287.	Batch-34	Tilka Seddika	01750806601	Woven
288.	Batch-34	Farhana Afrin	01721320944	Footwear
289.	Batch-34	Surata Chakma	01553767392	Leather
290.	Batch-34	Asmaul Hossna	01851100064	Knit
291.	Batch-34	Mst. Hasna Mostari	01957729663	Woven
292.	Batch-34	Ayesa Akter Mukta	01675972331	Footwear
293.	Batch-34	Mosammat Umme Hany	01840849287	Woven

SL.	Batch	Name	Mobile	Sector
294.	Batch-34	Ms. Aparna Barua	01721885511	Woven
295.	Batch-34	Ms. Syeda Rabeya Kowser	01724544650	Knit
296.	Batch-34	Ms. Tania Akter	01622333980	Woven
297.	Batch-34	Md. Masud Morshed Khan	01711183254	Miscellaneous
298.	Batch-34	S. M. Muzibur Rahman	01712618159	Miscellaneous
299.	Batch-34	Manuj Das	01720949938	Miscellaneous
300.	Batch-34	Md. Nahean Islam	01926187242	Miscellaneous
301.	Batch-34	Mrs. Gul Naher Begum	01819610607	Miscellaneous
302.	Batch-34	Mrs. Farzana Akther Shanta	01714465942	Miscellaneous
303.	Batch-34	Mrs. Mahfuja Khatun	01747164914	Miscellaneous
304.	Batch-35	Shanaz Akter	01913971043	Woven
305.	Batch-35	Joyita Chowdhury	01726495811	Woven
306.	Batch-35	Farzana Sulthana	01875184282	Woven
307.	Batch-35	Nusrat Ali	01611883324	Footwear
308.	Batch-35	Saira Khatun	01675532136	Woven
309.	Batch-35	Sumaiya Sharmin Chowdhury	01834848418	Woven
310.	Batch-35	Asma Akter	01832804189	Woven
311.	Batch-35	Shahnaj Akter	01729536266	Woven
312.	Batch-35	Ms. Hakima Akthar	01615105413	Footwear
313.	Batch-36	Taslima	01749001566	Accessories (GAP)
314.	Batch-36	Sharmin Yasmin	01730014233	Accessories (GAP)
315.	Batch-36	Kamrun Nahar	01768676037	Accessories (GAP)
316.	Batch-36	Tasfia Shehnaz Chowdhury	01816255337	Accessories (GAP)
317.	Batch-36	Sadia Hossain Nity	01747579754	Accessories (GAP)
318.	Batch-36	Sohani Hasan (Moon)	01707581924	Accessories (GAP)
319.	Batch-36	Israt Jahan	01757554904	Accessories (GAP)
320.	Batch-36	Pryanka Saha Lopa	01736079657	Accessories (GAP)
321.	Batch-36	Sharmin Hanif	01313712260	Accessories (GAP)
322.	Batch-36	Mirza Rushni	01748122519	Accessories (GAP)
323.	Batch-36	Marium Binte Mohammad	01916858313	Accessories (GAP)
324.	Batch-37	Auleva Khan	01741336811	Accessories (GAP)
325.	Batch-37	Mohammad Zilkad Chowdhury	01711937363	Accessories (GAP)
326.	Batch-37	Shabikun Nahar	01998455206	Accessories (GAP)
327.	Batch-37	Morzina Begum	01787277424	Accessories (GAP)
328.	Batch-37	Riaz	01716816419	Accessories (GAP)
329.	Batch-37	Amar Saha	01715022871	Accessories (GAP)
330.	Batch-37	Sabana	01987799009	Accessories (GAP)
331.	Batch-37	Fozle Rabby	01571329264	Accessories (GAP)
332.	Batch-37	Md. Rabiul Islam	01686662068	Accessories (GAP)
333.	Batch-37	Md. Amdadul Haque	01759086137	Accessories (GAP)
334.	Batch-37	Nurzahan	01834037565	Accessories (GAP)
335.	Batch-37	Mostafizur Rahman	01787654282	Accessories (GAP)
336.	Batch-37	Md. Zakir Hossain	01748164874	Accessories (GAP)
337.	Batch-37	Sadia Nawshin	01916112987	Accessories (GAP)

SL.	Batch	Name	Mobile	Sector
338.	Batch-37	Afroza Pervin Shima	01715286444	Accessories (GAP)
339.	Batch-37	Md. Ashraf Hossain Ripon	01813791648	Accessories (GAP)
340.	Batch-38	Dorothy Rupa Biswas	01707073226	Agro processing
341.	Batch-38	Sonia Akter	01911855604	agro Processing
342.	Batch-38	Faria Tanjim	01684573151	textile and clothing
343.	Batch-38	Foyzun Nesa	01850678941	Agro processing
344.	Batch-38	Risha Ahmed	01841187369	Agro processing
345.	Batch-38	Shabana Naz	01715131686	textile/jute
346.	Batch-38	Sathe Akther	01837333902	Agro processing
347.	Batch-38	Reshma Farhana	01929207081	Agro Processing
348.	Batch-38	Sajia Khan	01911398035	Agro Processing
349.	Batch-38	Maliha Islam Moon	01980857559	Agro Processing
350.	Batch-38	Mousumi Islam	01912248792	Agro Processing
351.	Batch-38	Farjana Aka	01738849175	Agro processing
352.	Batch-38	Afiah Mubasshirah Rifa	01833376346	Agro processing
353.	Batch-38	Umme Kulsum	01927518008	Agro processing
354.	Batch-38	Anamika Akther	01711185461	Agro processing
355.	Batch-38	Munmun Akter	01777677141	Agro processing
356.	Batch-38	Shahana Jahan Mim	01757411482	textile/jute
357.	Batch-38	Fariha Binte Quader	01919743685	Agro processing
358.	Batch-38	Afifi Akter	01625592963	Textile/ Clothing
359.	Batch-38	Amina Ehsan	01915624038	Agro processing
360.	Batch-38	Tahmina Sultana	01632524742	Agro processing
361.	Batch-38	Tahsina Sultana	01314541333	Agro processing
362.	Batch-38	Asfia Ahmed	01733745653	Textile/ Clothing
363.	Batch-38	Masuma Khanam	01723127170	Textile/ Clothing
364.	Batch-38	Sharmin Hafiz Himu	01783392192	Textile/ Clothing
365.	Batch-38	Ummea Salma	01912954841	Textile/ Clothing
366.	Batch-38	Umme Tabassum Janifar	01717079772	Agro processing
367.	Batch-38	Kanij Fatema	01824552551	Agro processing
368.	Batch-39	Momtaz Jahan Taniya	01817122160	Miscellaneous
369.	Batch-39	Rahima Akter	01836789126	Woven
370.	Batch-39	Sammia Akhter Sweety	01973736256	Woven
371.	Batch-40	Rebeka Sultana Rimi	01554042159	Agro Processing
372.	Batch-40	Papia Islam Mita	01670134841	Textile/ Clothing
373.	Batch-40	Shila Akter	01677865159	Accessories
374.	Batch-40	Kazmina Akter	01760614729	Agro Processing
375.	Batch-40	Nusrat Islam Sohana (Rusha)	01626820684	Agro Processing
376.	Batch-40	Tania Akhter	01682213384	Textile/ Clothing
377.	Batch-40	Merina Hussain	01730882843	Textile/ Clothing
378.	Batch-40	Sonia Razzaque	01788702329	Handicrafts
379.	Batch-40	Faheem Mashrequi	01718975607	Textile/ Clothing
380.	Batch-40	Farhana Akter Lucky	01743849630	Textile/ Clothing
381.	Batch-40	Nusrat Jahan	01715656969	Agro Processing

SL.	Batch	Name	Mobile	Sector
382.	Batch-40	Sarmin Akter Nila	01716587980	Clothing & Jewelry
383.	Batch-40	Antara Akter	01595079178	Textile/ Clothing
384.	Batch-40	Rumana Khan Sumi	01319441818	Textile/ Clothing
385.	Batch-40	Mst. Zhannatul Naim	01712315017	Clothing and Food
386.	Batch-40	Joya Islam	01305729612	Textile/ Clothing
387.	Batch-40	Aktary Begum	01913774996	Agro Processing
388.	Batch-40	Atia Siddika Keya	01841244270	Clothing/ Textile
389.	Batch-40	Hasina Hossain	01683587072	Handicrafts
390.	Batch-40	Murshida Akhter Parvin	01732965215	Agro Processing
391.	Batch-40	Halima Akter Lima	01910910690	Clothing
392.	Batch-40	Ananya Islam	01680773287	Agro processing
393.	Batch-40	Mahe Jabin Quayyum	01817100400	Agro Processing
394.	Batch-40	Rifat Sultana	01952298929	Clothing & Food
395.	Batch-40	Rafeja Khanam	01916250315	Clothing

Annexure -7: Pre-Test & Post Test Evaluation

Table: Total number of participants for batch 1-40. Average of the participants’ pre test and post test marks and variances.

Batch No.	Avg. Pre-Test %	Pre-Test Mark	Avg. Pre-Test	Avg. Post Test	Post Test Mark	Avg. Post Test %	Mark Variance (Improvement/ Atrophy)	Variance (%) (Improvement/ Atrophy)
P1	17	31	55%	26	35	73%	9	19%
P2	16	31	50%	28	35	81%	13	31%
B-1	18	31	57%	26	35	73%	8	16%
B-2	12	31	40%	26	35	75%	14	35%
B-3	14	31	46%	32	35	92%	18	46%
B-4	18	31	57%	26	35	73%	8	16%
B-5	15	31	47%	26	35	75%	12	28%
B-6	13	31	43%	30	35	86%	17	43%
B-7	15	31	50%	28	35	79%	12	29%
B-8	13	31	42%	31	35	88%	18	47%
B-9	16	31	51%	29	35	82%	13	31%
B-10	13	31	42%	26	35	75%	13	33%
B-11	14	31	46%	29	35	84%	15	38%
B-12	13	31	42%	23	35	66%	10	24%
B-13	15	31	49%	28	35	81%	13	32%
B-14	12	31	39%	23	35	65%	11	26%
B-15	15	31	48%	31	35	88%	16	40%
B-16	15	31	49%	26	35	75%	11	26%
B-17	13	31	42%	33	35	93%	20	51%
B-18	14	31	44%	28	35	81%	14	36%
B-19	15	31	47%	19	35	56%	5	8%
B-20	15	31	47%	21	35	61%	7	13%
B-21	16	31	52%	31	35	90%	15	38%
B-22	13	31	43%	32	35	91%	19	49%
B-23	14	31	46%	28	35	81%	14	35%
B-24	17	31	56%	23	35	67%	6	11%
B-25	18	31	59%	29	35	84%	11	25%

Batch No.	Avg. Pre-Test %	Pre-Test Mark	Avg. Pre-Test	Avg. Post Test	Post Test Mark	Avg. Post Test %	Mark Variance (Improvement/ Atrophy)	Variance (%) (Improvement/ Atrophy)
B-26	12	31	40%	27	35	78%	15	38%
B-27	22	31	71%	32	35	91%	10	20%
B-28	14	31	44%	28	35	80%	14	36%
B-29	19	31	63%	25	35	70%	5	8%
B-30	16	31	50%	32	35	91%	16	41%
B-31	18	31	57%	29	35	82%	11	25%
B-32	15	31	47%	24	35	68%	9	22%
B-33	16	31	52%	29	35	83%	13	31%
B-34	21	31	69%	32	35	93%	11	24%
B-35	22	31	71%	31	35	89%	9	18%
B-36	13	31	42%	33	35	95%	20	53%
B-37	17	31	55%	24	35	68%	7	13%
B-38	13	31	42%	26	35	75%	13	33%
B-39	23	31	74%	29	35	82%	6	7%
B-40	14	31	45%	31	35	89%	17	45%

By Batch Improvement or Atrophy: Pilot Batch- 1

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Mst. Sohel Saedatun Easmin	Dy. Manager	01999057828	17	31	55%	30	35	86%	13	31%
2	Tasnim Fatema Rahman	Asst. Manager	01819234640	21	31	68%	28	35	80%	7	12%
3	Ummul Khair Fatema	Senior Executive	01321142502	16	31	52%	30	35	86%	14	34%
4	Fahmida Rahman	Officer	01321142505	12	31	39%	24	35	69%	12	30%
5	Asura Akter	Executive	01984424201	21	31	68%	23	35	66%	2	-2%
6	Salma Sultana Sadia	Executive	01984424204	21	31	68%	27	35	77%	6	9%
7	Sharmi Jahan	Executive	01984424203	13	31	42%	30	35	86%	17	44%
8	Israt Jahan	Executive	01966614895	10	31	32%	22	35	63%	12	31%
9	Iyakutun Nahar Kali	Sr. Executive	01939911373	14	31	45%	23	35	66%	9	21%
10	Sufia Khatun Nitu	Sr. Executive	01819814639	15	31	48%	24	35	69%	9	20%
11	Shahanaz Afroz Rekha	Executive	01991121220	12	31	39%	22	35	63%	10	24%
12	Shahida Arobi Sarna	Executive	01974058018	17	31	55%	26	35	74%	9	19%
13	Jannatul Ahsan Sugandha	Sales Admin-Officer	01313355399	13	31	42%	28	35	80%	15	38%
14	Bipasha Das	Asst. Manager	01966622824	17	31	55%	25	35	71%	8	17%
15	Saima Sultana	Sr. Executive	01966622887	17	31	55%	25	35	71%	8	17%
16	Shamima Alam Khan	Asst. Manager	01966605672	17	31	55%	27	35	77%	10	22%
17	Kazi Hamedza Zelane	Asst. Manager	01939911013	15	31	48%	24	35	69%	9	20%
18	Tania Tasneen	Executive	01974058029	14	31	45%	22	35	63%	8	18%
19	Shreyashi Roy	Officer	01961398137	18	31	58%	24	35	69%	6	11%
20	Fahmida Siraz Mitu	Sr. Executive	01998005503	19	31	61%	23	35	66%	4	4%
21	Nishrat Jahan Ruma	Executive	01704162152	17	31	55%	23	35	66%	6	11%
22	Farzana Yasmin Beauty	Officer	01817145598	23	31	74%	29	35	83%	6	9%
23	Md. Shamin Hossain	Asst. Manager	01321142507	27	31	87%	29	35	83%	2	-4%
24	Anup Hadima	Executive	01321142506	23	31	74%	23	35	66%	0	-8%
25	Najmul Hasan	Sr. Executive	01619455111	14	31	45%	31	35	89%	17	43%

By Batch Improvement or Atrophy: Pilot Batch- 2

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Mst. Shapla Khatun	Asst. Manager	01704112942	16	31	52%	27	35	77%	11	26%
2	Badrun Islam	Executive	01998005523	12	31	39%	31	35	89%	19	50%
3	Suborna Akter	Executive	01642312234	15	31	48%	30	35	86%	15	37%
4	Nabila Afrin	Executive	01984424200	10	31	32%	24	35	69%	14	36%
5	Sumaiya Akhter	Executive	01984424202	18	31	58%	24	35	69%	6	11%
6	Sumia Asad Kotha	Executive	01984424205	15	31	48%	30	35	86%	15	37%
7	Samina Naz Shimmi	Sr. Executive	01841825740	16	31	52%	27	35	77%	11	26%
8	Sultana Razia	Deputy Manager	01841825744	14	31	45%	30	35	86%	16	41%
9	Nowshin Nayla	Executive	01966614882	15	31	48%	30	35	86%	15	37%
10	Syeda Farhana Ali	Sr. Executive	01991121230	15	31	48%	27	35	77%	12	29%
11	Humaira Ibnat Nomrota	Executive	01966607997	17	31	55%	26	35	74%	9	19%
12	Jannatul Shefa	Executive	01844026040	16	31	52%	24	35	69%	8	17%
13	Luna Akhter Metu	Sr. Executive	01998005501	17	31	55%	24	35	69%	7	14%
14	Savana Tahim Lasse	Sr. Executive	01973333103	12	31	39%	31	35	89%	19	50%
15	Hafsa Akter	Officer	01908804575	19	31	61%	27	35	77%	8	16%
16	Fatema Tuz Johora Shuchi	Executive	01973333107	21	31	68%	30	35	86%	9	18%
17	Tasnia Husne Afrin	Executive	01973333105	11	31	35%	32	35	91%	21	56%
18	Zinnat Ara Afrose	Dy. Manager	01936009020	13	31	42%	31	35	89%	18	47%
19	Munmun	Officer	01939911421	13	31	42%	31	35	89%	18	47%
20	Farhana Yasmin	Asst. Manager	01844057776	15	31	48%	24	35	69%	9	20%
21	Suraiya Parvin Shupty	Sr. Executive	01936009621	17	31	55%	28	35	80%	11	25%
22	Fatiha Noor Sreya	Asst. Manager	01908804536	19	31	61%	32	35	91%	13	30%
23	Md. Sazzad Rayhan	Executive	01936009623	18	31	58%	33	35	94%	15	36%
24	Md. Shamimur Rahman	Executive	01939911317	22	31	71%	26	35	74%	4	3%
25	Tasnova Afrin	Sr. Executive	01936009620	15	31	48%	31	35	89%	16	40%

By Batch Improvement or Atrophy: Batch- 1

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Mitu Khatun	Executive	01908804535	17	31	55%	23	35	66%	6	11%
2	Asha Yesmin Khan	Executive	01939911055	20	31	65%	27	35	77%	7	13%
3	Anamika Khan	DeputyManager	01704161778	20	31	65%	25	35	71%	5	7%
4	Sazari Jannat Tithi	Sr. Executive	01811408491	20	31	65%	23	35	66%	3	1%
5	Tanbidul Islam	Sr. Executive	01819552283	15	31	48%	22	35	63%	7	14%
6	Laila Arjuman	Sr. Executive	01811409866	21	31	68%	24	35	69%	3	1%
7	Nahid Sharmin	Executive	01712239747	17	31	55%	23	35	66%	6	11%
8	Nahida Sultana Sathi	Sr. Executive	01999906113	26	31	84%	30	35	86%	4	2%
9	Shahria Akter Shama	MTO	01322893687	18	31	58%	31	35	89%	13	31%
10	Shahana Afroj	Executive	01748475080	11	31	35%	24	35	69%	13	33%
11	Rezwana Karim	MTO	01322893684	18	31	58%	30	35	86%	12	28%
12	Ahona Rahman	Officer	01817210884	13	31	42%	23	35	66%	10	24%
13	Marina Taher	Executive	01936009618	14	31	45%	20	35	57%	6	12%
14	Sharmin Akter	Sr. Executive	01936009021	18	31	58%	27	35	77%	9	19%
15	Taslima Akther Shammi	Senior Manager	01811447984	20	31	65%	26	35	74%	6	10%
16	Tania Akter	Assistant Manager	01841825710	15	31	48%	23	35	66%	8	17%
17	Mahmuda Akter	Asst.Manager	01817142528	16	31	52%	28	35	80%	12	28%
18	Morsheda Begum	Sr. Executive	01841825714	22	31	71%	25	35	71%	3	0%
19	Farzana Ahsan	MTO	01322893686	21	31	68%	30	35	86%	9	18%
20	Md.Mahfuzur Rahman	Asst.Executive	01925318414	19	31	61%	26	35	74%	7	13%
21	Helena Akter	Officer	01642302812	14	31	45%	25	35	71%	11	26%
22	Marium Akther	Sr. Executive	01973333104	15	31	48%	26	35	74%	11	26%
23	Md. Nurnobe Aamid	Asst.Executive	01704112986	24	31	77%	28	35	80%	4	3%
24	Mir Mahfuzur Rahman	Executive	01936009624	15	31	48%	24	35	69%	9	20%
25	Golam Kibria	Asst.Manager	01704112932	16	31	52%	26	35	74%	10	23%

By Batch Improvement or Atrophy: Batch- 2

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Pinki Biswas	Assistant Manager	01874620209	11	31	35%	30	35	86%	19	50%
2	Kabita Das	Proprietor	01727657159	8	31	26%	24	35	69%	16	43%
3	Riya Marufa	Designer	01631751701	12	31	39%	30	35	86%	18	47%
4	Shormin Zahan	Director	01676100235	12	31	39%	22	35	63%	10	24%
5	Aklima Akter	CEO	01644450107	17	31	55%	27	35	77%	10	22%
6	Mustafa Kamal	Proprietor	01911524647	19	31	61%	31	35	89%	12	27%
7	Imran Hossain	Sr. Executive	01924446609	18	31	58%	27	35	77%	9	19%
8	Muna Laila Khan	Proprietor	01711154338	14	31	45%	23	35	66%	9	21%
9	Farida Yesmin	Chairman	01676033553	7	31	23%	25	35	71%	18	49%
10	Hafiza Khan	Executive Officer	01670120398	13	31	42%	23	35	66%	10	24%
11	Farzana Samad Shormi	Owner	01631581076	13	31	42%	26	35	74%	13	32%
12	Tamanna Bilkis	CEO	01732621307	14	31	45%	23	35	66%	9	21%
13	Sajal Halder	Accounts Officer	01717349967	8	31	26%	29	35	83%	21	57%
14	Niger Sultana	Executive	01886784979	6	31	19%	23	35	66%	17	46%
15	Md Mubarak Hossen	Marketing Executive	01824089987	6	31	19%	22	35	63%	16	44%
16	Tahera Akther Rasni	Executive	01889940484	14	31	45%	25	35	71%	11	26%
17	Masuda Begum	Executive	01728395188	13	31	42%	25	35	71%	12	29%
18	Mahmuda Akter Rozy	Manager	01674223333	11	31	35%	26	35	74%	15	39%
19	Taslima Sultana Sanam	Managing Director	01785030614	12	31	39%	29	35	83%	17	44%
20	Farzana Islam Lima	Manager	01902621400	13	31	42%	28	35	80%	15	38%
21	Anjuman Ara Mary	Manager	01723780383	16	31	52%	28	35	80%	12	28%
22	Maria Akter	Executive	01749555219	5	31	16%	24	35	69%	19	52%
23	Anjuman Ara	Executive	01942837729	14	31	45%	30	35	86%	16	41%
24	Umme Salma Moushumi	Asst. Manager	01711505158	23	31	74%	31	35	89%	8	14%
25	Mahmuda Nasrin	Manager	01796656815	12	31	39%	24	35	69%	12	30%

By Batch Improvement or Atrophy: Batch- 3

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Taslima Akter	Junior Officer	01991057611	15	31	48%	32	35	91%	17	43%
2	Hafsa Akter	Accountant	01627093015	9	31	29%	33	35	94%	24	65%
3	Sayma Akter	Head Assistant	01517836103	15	31	48%	32	35	91%	17	43%
4	Afrin Jahan Mele	Public Relation Officer	01710733799	11	31	35%	33	35	94%	22	59%
5	Halima Akter	Assistant Accounts	01608102686	18	31	58%	33	35	94%	15	36%
6	Mahfuza Akter	Office Assistant	01786459237	11	31	35%	32	35	91%	21	56%
7	Samia Chowdhury	Office Assistant	01732654261	19	31	61%	32	35	91%	13	30%
8	Runa Ferdousi	Accountant	01673886889	8	31	26%	33	35	94%	25	68%
9	Jannatun Ushba	Office Assistant	01911500977	25	31	81%	31	35	89%	6	8%
10	Farhana Akter	Reception Assistant	01892570995	12	31	39%	34	35	97%	22	58%
11	Shahanaz Afsari Aftab	Reception	01818939005	15	31	48%	28	35	80%	13	32%
12	Jayan Sara Adiba	Office Assistant	01711641833	10	31	32%	31	35	89%	21	56%
13	Nasrin Banu	Manager	01648122293	10	31	32%	32	35	91%	22	59%
14	Razia Sultana	Administrative Officer	01688521181	16	31	52%	29	35	83%	13	31%
15	Sumsun Nahar Pinky	Accountant	01670606970	16	31	52%	33	35	94%	17	43%
16	Habiba Khandoker	Manager Assistant	01924739656	13	31	42%	33	35	94%	20	52%
17	Shamsad Akhtary Aftab	Manager	01678075393	12	31	39%	31	35	89%	19	50%
18	Hafiza Sultana	Administrative Officer	01768262606	9	31	29%	34	35	97%	25	68%
19	Fahmida Wahab	Accountant	01688504006	13	31	42%	33	35	94%	20	52%
20	Nushrat Jahan Jeba	Executive Admin	01720417843	16	31	52%	34	35	97%	18	46%
21	Dilshad Jahan	Executive Public	01734502740	15	31	48%	33	35	94%	18	46%
22	Israt Jahan Oni	Executive Accounts	01683325609	13	31	42%	32	35	91%	19	49%
23	Suria Nasrin	Junior Executive	01932051457	15	31	48%	33	35	94%	18	46%
24	Rabeya Akter	Reception	01938119487	17	31	55%	32	35	91%	15	37%
25	Md. Arifuzzaman	Officer	01734633399	27	31	87%	35	35	100%	8	13%

By Batch Improvement or Atrophy: Batch- 4

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Jannat Ismat Ara	Store Keeper	01834668687	22	31	71%	32	35	91%	10	20%
2	Nusrat Jahan Sinthiya	Accountant	01830375986	22	31	71%	32	35	91%	10	20%
3	Shormee Gupta	Accountant	01309168757	22	31	71%	32	35	91%	10	20%
4	Nadia Mustary	Store Keeper	01834581029	21	31	68%	32	35	91%	11	24%
5	Basonti Rani Rajbangshi	Executive Officer	01646983461	20	31	65%	23	35	66%	3	1%
6	Afruz Hossain Rumpa	Executive Accounts	01914060264	20	31	65%	23	35	66%	3	1%
7	Selina Akter	Manager	01633605657	11	31	35%	17	35	49%	6	13%
8	Khadija Akter	Assistant Manager	01780414083	23	31	74%	28	35	80%	5	6%
9	Kulsum Akter	Office Assistant	01810627068	17	31	55%	20	35	57%	3	2%
10	Rabeya Akter Jarin	Office Assistant	01316211758	19	31	61%	22	35	63%	3	2%
11	Abida Tabassum	Asst. Manager	01733760069	12	31	39%	30	35	86%	18	47%
12	Bibi Sayra	Executive Officer	01917615951	19	31	61%	24	35	69%	5	7%
13	Tayeba Khatun	Accountant	01829329480	22	31	71%	26	35	74%	4	3%
14	Mst. Rojina	Office Assistant	01884370807	21	31	68%	24	35	69%	3	1%
15	Bithi Akter	Office Assistant	01778816206	22	31	71%	25	35	71%	3	0%
16	Alimunnasa Akter	Office Assistant	01953838776	20	31	65%	23	35	66%	3	1%
17	Fatema Afrin Nasita	Reception	01639574870	2	31	6%	29	35	83%	27	76%
18	Esha Moni	Chief Accountant	01947449303	20	31	65%	23	35	66%	3	1%
19	Fahmida Islam	Office Assistant	01798502215	2	31	6%	26	35	74%	24	68%
20	Nowroj Jahan	Office Assistant	01721536128	18	31	58%	21	35	60%	3	2%
21	Shanaz Shibber Shikha	Office Executive	01866127698	19	31	61%	30	35	86%	11	24%
22	Puspita Talukder	Office Assistant	01732763778	21	31	68%	29	35	83%	8	15%
23	Taiba Islam Supti	Office Assistant	01869510454	23	31	74%	28	35	80%	5	6%
24	Jobyda Akter Any	Office Executive	01714802472	16	31	52%	26	35	74%	10	23%
25	Md. Emdadul Haque Abad	Office Assistant	01912684840	6	31	19%	16	35	46%	10	26%

By Batch Improvement or Atrophy: Batch- 5

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Sabrina Islam	Commercial Manager	01686211462	12	31	39%	27	35	77%	15	38%
2	Khadija Akther Dolon	Executive	01965987287	18	31	58%	24	35	69%	6	11%
3	Maharannasa Jorna	Executive	01912790505	20	31	65%	23	35	66%	3	1%
4	Sheuli Akter	Proprietor	01939018800	17	31	55%	28	35	80%	11	25%
5	Sagor Kumar Mondal	Executive Officer	01922987228	13	31	42%	24	35	69%	11	27%
6	Sharafat Hossain	Executive	01682089584	12	31	39%	28	35	80%	16	41%
7	Md. Abu Sayed	Executive Officer	01610051116	18	31	58%	27	35	77%	9	19%
8	Redeta Jahan	Executive	01533164517	9	31	29%	26	35	74%	17	45%
9	Jannaty Khan Srabony	Proprietor	01871381615	15	31	48%	25	35	71%	10	23%
10	Gitangshu Shekhar Paul	Proprietor	01711429291	17	31	55%	29	35	83%	12	28%
11	Nazmoon Nahar Nazneen	Executive	01646415452	18	31	58%	25	35	71%	7	13%
12	Sabera Khatun	Product Assistant	01840049595	9	31	29%	28	35	80%	19	51%
13	Shahinur Nassa Happy	Proprietor	01711205223	6	31	19%	24	35	69%	18	49%
14	Jahanara Yasmin	Proprietor	01879093569	19	31	61%	27	35	77%	8	16%
15	Prangan Das Banya	Managing Director	01842407440	15	31	48%	29	35	83%	14	34%
16	Taslima Akter	Marketing Executive	01676691182	10	31	32%	28	35	80%	18	48%
17	Sheuly Rahman Khan	Managing Director	01686906516	12	31	39%	28	35	80%	16	41%
18	Ayesha Akter Shoshi	Asst. Manager	01631141628	20	31	39%	23	35	66%	11	27%
19	Sabiha Akter Jarin	Proprietor	01815053874	10	31	65%	28	35	80%	8	15%
20	Lamia Akter	Executive	01705185019	19	31	32%	23	35	66%	13	33%
21	Tania Akter	Executive	01762137791	11	31	61%	26	35	74%	7	13%
22	Ayesha Akter	Proprietor	01674653410	19	31	35%	24	35	69%	13	33%
23	Rezwana Ferdous	Proprietor	01675325940	14	31	61%	24	35	69%	5	7%
24	Rubana Islam Runa	Proprietor	01750989547	15	31	45%	28	35	80%	14	35%
25	Kazi Afrozakhanam	Executive	01795683658	16	31	48%	27	35	77%	12	29%

By Batch Improvement or Atrophy: Batch- 6

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Md. Emarat Hossain	General Manager	01844050009	15	31	48%	30	35	86%	15	37%
2	Md. Kayes Ahammad	Executive	01684036102	13	31	42%	25	35	71%	12	29%
3	Deldar Hossen	Assistant Manager	01844050028	10	31	32%	30	35	86%	20	53%
4	Nuzat Rashid	Sr. Welfare Officer	01715667300	10	31	32%	32	35	91%	22	59%
5	Md. Rukunujjaman	Assistant Manager	01844050081	16	31	52%	27	35	77%	11	26%
6	Mst. Bithi Akter	Help Desk Assistant	01686447331	13	31	42%	31	35	89%	18	47%
7	Nusrat Jahan	Senior Executive	01516737428	19	31	61%	32	35	91%	13	30%
8	Tania Akter	Executive	01937271735	11	31	35%	35	35	100%	24	65%
9	Farhana Akter	Pattern Master	01731851209	2	31	6%	33	35	94%	31	88%
10	Sahanaj Parbin	Executive	01715359442	18	31	58%	35	35	100%	17	42%
11	Mahbuba Naznin	Executive	01676634599	19	31	61%	30	35	86%	11	24%
12	Mozibur Rahman	Senior Executive	01620486954	8	31	26%	27	35	77%	19	51%
13	Md. Mamunur Rashid	Assistant Manager	01719223994	15	31	48%	29	35	83%	14	34%
14	Mst. Nasima Akter	Welfare Officer	01676072587	9	31	29%	30	35	86%	21	57%
15	Shova Akter	Welfare	01844049583	16	31	52%	32	35	91%	16	40%
16	Mrittika Dey	Merchandiser	01677797030	20	31	65%	30	35	86%	10	21%
17	Masuma Akter	Front Desk Officer	01646412579	14	31	45%	28	35	80%	14	35%
18	Md. Munzurul Karim	Senior Executive	01942979161	12	31	39%	30	35	86%	18	47%
19	Md. Rayhan Sheak	Senior Officer	01731974170	13	31	42%	29	35	83%	16	41%
20	Md. Abdul Halim	Senior Executive	01748182067	17	31	55%	29	35	83%	12	28%
21	Md. Nazmul Hasan	Executive	01615834313	14	31	45%	29	35	83%	15	38%
22	Md. Sowfen Huda Sahad	Executive	01736565293	11	31	35%	30	35	86%	19	50%
23	Hasanuzzaman	Senior Executive	01937390266	12	31	39%	30	35	86%	18	47%
24	Md. Mosharraf Hossain	Assistant Manager	01844050040	8	31	26%	30	35	86%	22	60%
25	Sikder Maruful Islam	Assistant Manager	01844050041	15	31	48%	27	35	77%	12	29%

By Batch Improvement or Atrophy: Batch- 7

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Md. Abdul Mabud	AGM	01762038151	14	31	45%	23	35	66%	9	21%
2	Md. Abu Solayman	AGM	01717308130	18	31	58%	27	35	77%	9	19%
3	Md. Rafiqul Islam	Manager	01791763574	24	31	77%	34	35	97%	10	20%
4	Md. Reaz Uddin	Sr. Officer	01822254814	11	31	35%	28	35	80%	17	45%
5	Md. Aminul Islam	Officer	01611303753	11	31	35%	29	35	83%	18	47%
6	Irin Sultana	Welfare Officer	01520101365	9	31	29%	29	35	83%	20	54%
7	Sonia Gazi	Welfare Officer	01640802277	16	31	52%	29	35	83%	13	31%
8	Rahela Kazmin	Deputy Manager	01756690004	12	31	39%	22	35	63%	10	24%
9	Karima Akthr Hira	Officer	01631681639	20	31	65%	24	35	69%	4	4%
10	Md. Mohibullah	Sr. Officer	01728810943	15	31	48%	28	35	80%	13	32%
11	Md. Easin Arafat	Officer	01521569705	19	31	61%	27	35	77%	8	16%
12	Md. Abul Kashem	Sr. Officer	01912051052	20	31	65%	23	35	66%	3	1%
13	Rabbina Alam	Officer	01770110002	12	31	39%	27	35	77%	15	38%
14	Johura Nasrin	Officer	01855947831	28	31	90%	32	35	91%	4	1%
15	Md. Joynal Abedin	Sr. Compliance Officer	01922945585	8	31	26%	22	35	63%	14	37%
16	Yesmin Akter	Welfare Executive	01684289815	8	31	26%	21	35	60%	13	34%
17	Sanghi Akter	Welfare Executive	01793971449	15	31	48%	26	35	74%	11	26%
18	Aklima Akter Akhi	Manager	01686858336	14	31	45%	32	35	91%	18	46%
19	Bithi Saha	Welfare Officer	01633006198	19	31	61%	29	35	83%	10	22%
20	Dabobroto Biswas	Sr. Executive	01965891427	22	31	71%	31	35	89%	9	18%
21	Md. Rahidul Islam	HR & COC Officer	01717775208	9	31	29%	30	35	86%	21	57%
22	Md. Amir Ali	Sr. Manager	01938882034	21	31	68%	33	35	94%	12	27%
23	Rojoni Costa	Officer	01781420201	13	31	42%	30	35	86%	17	44%
24	Bilkis Khanam	Sr. Executive	01713557043	15	31	48%	29	35	83%	14	34%
25	Rita Devnath	Sr. Officer	01629575001	11	31	35%	25	35	71%	14	36%

By Batch Improvement or Atrophy: Batch- 8

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Nafisa Chowdhury	Welfare Officer	01788595609	19	31	61%	32	35	91%	13	30%
2	Rinku Akter	Supervisor	01910211315	11	31	35%	32	35	91%	21	56%
3	Santa Parvin	Supervisor	01927859352	5	31	16%	34	35	97%	29	81%
4	Md. Shahabul Islam Fakir	Senior Officer	01844050038	17	31	55%	31	35	89%	14	34%
5	Mst. Hashi Khanom	Quality Controller	01765783726	12	31	39%	33	35	94%	21	56%
6	Md. Arafat Al Islam Khan	Manager	01775011219	20	31	65%	29	35	83%	9	18%
7	Tahmina Akter Nila	Welfare Officer	01743009541	18	31	58%	29	35	83%	11	25%
8	Moushumi Goswami	Front Desk Officer	01674448600	16	31	52%	29	35	83%	13	31%
9	Md. Rajibul Hasan	Deputy Manager	01844050091	15	31	48%	27	35	77%	12	29%
10	Dulon Akter	Executive	01761229549	18	31	58%	31	35	89%	13	31%
11	Shahida Begum	Supervisor	01794752141	2	31	6%	33	35	94%	31	88%
12	Suma Saha	Shake Supervisor	01940628308	12	31	39%	32	35	91%	20	53%
13	Shahinur Akter	Supervisor	01758432015	11	31	35%	31	35	89%	20	53%
14	Nazim Hossain	Senior Executive	01715821775	21	31	68%	30	35	86%	9	18%
15	Halima Akter Shirin	Supervisor	01857758487	7	31	23%	32	35	91%	25	69%
16	Sabiha	Supervisor	01779713465	12	31	39%	32	35	91%	20	53%
17	Syeda Shiuli Begum	Supervisor	01940628407	10	31	32%	25	35	71%	15	39%
18	Mst. Rabeya Sultana	Sr. Supervisor	01957939566	14	31	45%	29	35	83%	15	38%
19	Md. Shahriar Hossain Khan	Assistant Manager	01990413373	23	31	74%	28	35	80%	5	6%
20	Murshida Khatun	Officer	01959445590	11	31	35%	33	35	94%	22	59%
21	Ronjita	Quality Auditor	01722855920	11	31	35%	31	35	89%	20	53%
22	Mst. Farjana Akter	Quality Auditor	01986397131	12	31	39%	32	35	91%	20	53%
23	Ratna	Quality Auditor	01640793003	7	31	23%	32	35	91%	25	69%
24	Md. Maksedul Islam	Assistant Manager	01710490363	16	31	52%	32	35	91%	16	40%
25	Ms. Asma	Quality Auditor	01775585415	2	31	6%	32	35	91%	30	85%

By Batch Improvement or Atrophy: Batch- 9

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Samsun Naher	Proprietor	01715347525	14	31	45%	21	35	60%	7	15%
2	Pronob Paul	Quality Control officer	01819851109	20	31	65%	30	35	86%	10	21%
3	Md. Kamruzzaman Shovon	Marketing Manager	01681681442	22	31	71%	32	35	91%	10	20%
4	Tanjina Hassan	Data Manager	01968413985	13	31	42%	33	35	94%	20	52%
5	Md. Sohan	Sr. Officer	01732434999	17	31	55%	22	35	63%	5	8%
6	Md. Mehadi Hasan.	CEO	01521203601	21	31	68%	31	35	89%	10	21%
7	Lutfun Nahar	Executive	01989682416	15	31	48%	30	35	86%	15	37%
8	Asima Barai	Institution Sales officer	01533371340	10	31	32%	28	35	80%	18	48%
9	Md. Ishaque mia	Deputy Manager	01956790225	12	31	39%	26	35	74%	14	36%
10	Abdullahal Shamsuddin	Owner	01823208894	15	31	48%	21	35	60%	6	12%
11	Syeda Masuma Jannat	Officer	01313713657	16	31	48%	31	35	89%	16	40%
12	Salma Akter Brishti	MTO	01713044742	18	31	52%	28	35	80%	12	28%
13	Afruz Jannat Laboni	Officer (QA)	01684063629	18	31	58%	32	35	91%	14	33%
14	Md. Mostafa Kamal	MTO	01765714316	16	31	58%	33	35	94%	15	36%
15	Mrs. Shanta Akter	Officer	01931490261	11	31	52%	26	35	74%	10	23%
16	Mahmuda Sultana	Assist. Manager	01322845307	21	31	35%	30	35	86%	19	50%
17	Ms. Shejuti Islam	Asst. Manager	01769969917	20	31	68%	31	35	89%	10	21%
18	Nashid Nikita	Entrepreneur-owner	01711091433	20	31	65%	29	35	83%	9	18%
19	Annie Lawrence	Marketing officer	01743583483	8	31	65%	26	35	74%	6	10%
20	Lima Islam	Entrepreneur-owner	01533643329	12	31	26%	30	35	86%	22	60%
21	Mahmuda Sultana Naima	Owner	01718232343	15	31	39%	28	35	80%	16	41%
22	Nazmun Nahar	Director	01733390308	16	31	48%	31	35	89%	16	40%
23	Most. Jakiya Sultana	Proprietor	01672962916	10	31	52%	21	35	60%	5	8%
24	Fatema Saiada	Entrepreneur-owner	01716353339	18	31	32%	33	35	94%	23	62%
25	Mohammad Ibrahim Khalil	Assist. Manager	01834969795	16	31	58%	31	35	89%	13	31%

By Batch Improvement or Atrophy: Batch- 10

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Total	Achieved %			
1	Samina Chowdhury	Founder & CEO	01776847167	13	31	42%	28	35	80%	15	38%
2	Faisal Uz Zaman	Supervisor	01917899996	8	31	26%	26	35	74%	18	48%
3	Riazul Jannat Tufa	Proprietor	01301369037	9	31	29%	24	35	69%	15	40%
4	Farhana Sharmin Chowdhury	Co-Founder & CEO	01746578799	15	31	48%	27	35	77%	12	29%
5	Md. Hasanuzzaman	Executive Officer	01776184477	15	31	48%	25	35	71%	10	23%
6	Rumi Akhter	Front Desk Officer	01979733613	9	31	29%	27	35	77%	18	48%
7	Md. Harun Or Rashid	Procurement Officer	01681444046	10	31	32%	27	35	77%	17	45%
8	Nadira Aunzum Dina	Designer	01726132688	9	31	29%	26	35	74%	17	45%
9	Mst Golshanara Khatun	Proprietor	01681593379	12	31	39%	27	35	77%	15	38%
10	Samia Afroze	Graphic Designer	01631718751	14	31	45%	27	35	77%	13	32%
11	Onika Rani Das	Executive	01878928596	10	31	32%	24	35	69%	14	36%
12	Nusrat Jahan Drishty	Executive	01848177631	17	31	55%	24	35	69%	7	14%
13	Rashida Begum	DGM	01911563784	10	31	32%	25	35	71%	15	39%
14	Faeyza Toos safa	Proprietor	01712075011	18	31	58%	26	35	74%	8	16%
15	Afroza Khanom	CEO	01747498677	17	31	55%	28	35	80%	11	25%
16	Nasrin Akter	Executive	01784050908	14	31	45%	27	35	77%	13	32%
17	Faisal Mohaimen	Proprietor	01308480294	19	31	61%	28	35	80%	9	19%
18	Suraiya Khan Samia	Proprietor	01615103180	13	31	42%	27	35	77%	14	35%
19	Razia Akhter	Asst. Manager	01406369339	19	31	61%	26	35	74%	7	13%
20	Mariom Sultana	Executive	01747726972	9	31	29%	26	35	74%	17	45%
21	Mandira Aich	Manager	01747726972	12	31	39%	27	35	77%	15	38%
22	Fariha Jannat Anika	Proprietor	01724933420	14	31	45%	25	35	71%	11	26%
23	Julekha Islam	Owner & Founder	01910502515	11	31	35%	26	35	74%	15	39%
24	Rifat Bin Abdul Wahed	Engineer	01846692009	15	31	48%	26	35	74%	11	26%
25	Jannatul Nayim	Asst. Manager	01937673703	11	31	35%	26	35	74%	15	39%

By Batch Improvement or Atrophy: Batch- 11

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Shamsuzzaman Chisty	Assist. Manager	01322845306	23	31	74%	28	35	80%	5	6%
2	Shumon Hossen	Executive officer	01876151846	20	31	65%	32	35	91%	12	27%
3	Shuvo Bhattacharjee	Executive	01715223748	19	31	61%	32	35	91%	13	30%
4	S.M Sajjad Hosain	Head of HR	01922114010	18	31	58%	31	35	89%	13	31%
5	Kaniz Fahima	Jr. Officer	01762173549	9	31	29%	30	35	86%	21	57%
6	Jasmin Akter	Executive	01796917044	11	31	35%	28	35	80%	17	45%
7	Md. Jashim Uddin	Junior officer	01950719271	12	31	39%	28	35	80%	16	41%
8	Sumi Akter	Owner	01727692389	7	31	23%	31	35	89%	24	66%
9	Renaissance Perveen	CEO	01799121061	12	31	39%	24	35	69%	12	30%
10	Meherunnesa Alpona	CEO	01790254503	12	31	39%	33	35	94%	21	56%
11	Mahfuza Rahaman	Entrepreneur	01752018807	13	31	42%	28	35	80%	15	38%
12	Sharmin Nessa	Accounts officer	01713432527	10	31	32%	30	35	86%	20	53%
13	Asraf Hossain Khan Siam	Manager	01581378199	15	31	48%	32	35	91%	17	43%
14	Afroza Akhter	Owner	01682063703	14	31	45%	28	35	80%	14	35%
15	Shohana Akter	Entrepreneur	01822564760	17	31	55%	29	35	83%	12	28%
16	Rokshana Akter	Entrepreneur	01672855587	17	31	55%	29	35	83%	12	28%
17	Suraiya Akter Sabera	Entrepreneur	01740808332	17	31	55%	31	35	89%	14	34%
18	Mst. Suma Begum	Chemist	01980193715	13	31	42%	33	35	94%	20	52%
19	Ahida Yasmin	Assessor	01757177332	8	31	26%	26	35	74%	18	48%
20	Md. Ismail Hosen	Asst. Manager	01713246971	23	31	74%	29	35	83%	6	9%
21	Ashim Kumar Saha	Assistant Secretary	01740842988	12	31	39%	29	35	83%	17	44%
22	Md. Al Mamun	Junior officer	01871059309	14	31	45%	30	35	86%	16	41%
23	Marin Akter	Executive	01716355818	12	31	39%	28	35	80%	16	41%
24	Sabina Khatun	Entrepreneur	01718227347	15	31	48%	29	35	83%	14	34%
25	Liala Akter	Executive Officer	01911716960	10	31	32%	26	35	74%	16	42%

By Batch Improvement or Atrophy: Batch- 12

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Esratin Nahar Eva	Welfare Officer	01768115643	12	31	39%	22	35	63%	10	24%
2	Rema	Welfare Officer	01726208274	15	31	48%	23	35	66%	8	17%
3	Tahera Khatun	Supervisor (Q.A)	01853300406	15	31	48%	21	35	60%	6	12%
4	Mst. Rahima Khatun	Welfare Officer,	01926182045	9	31	29%	23	35	66%	14	37%
5	Farjana Shahid Tona	Assistant Manager	01719059776	14	31	45%	22	35	63%	8	18%
6	Tania Islam	Sr. Welfare Officer	01703906253	13	31	42%	23	35	66%	10	24%
7	Mst. Bilkis Khatun	Asst. Pattern Maker	01409827891	14	31	45%	24	35	69%	10	23%
8	Rozina khatun	Welfare Officer	01913023541	8	31	26%	26	35	74%	18	48%
9	Swarnali Talukdar	Business Promotion Exe.	01680359998	12	31	39%	22	35	63%	10	24%
10	Faria Tabassum	Executive (Reporting)	01798597872	14	31	45%	23	35	66%	9	21%
11	Shikha Khatn	Officer	01915170596	17	31	55%	28	35	80%	11	25%
12	Most. Shamsun Nahar	Executive	01718886778	12	31	39%	22	35	63%	10	24%
13	Hazera Akter	Officer	01766578566	16	31	52%	22	35	63%	6	11%
14	Fatima Jannatul Ferdous	Officer	01796547908	22	31	71%	25	35	71%	3	0%
15	Farhana Surovi	Welfare officer.	01986775865	16	31	52%	26	35	74%	10	23%
16	Liza Akter	Production Assistant	01946401151	16	31	52%	21	35	60%	5	8%
17	Mst. Shemu Khatun	Assistant Time Keeper	01737960677	12	31	39%	22	35	63%	10	24%
18	Karimun Nesa Keya	Data Entry Operator	01406187007	15	31	48%	22	35	63%	7	14%
19	Jaba Islam	Officer	01621429684	10	31	32%	29	35	83%	19	51%
20	Asma Khatun	Trainer	01736068696	7	31	23%	23	35	66%	16	43%
21	Mst. Rupsana Akter	Welfare Officer	01750314137	5	31	16%	23	35	66%	18	50%
22	Mst. Sumona Khatun	Welfare Officer	01704567887	12	31	39%	22	35	63%	10	24%
23	Md. Jewel Rana	Officer	01671018253	20	31	65%	23	35	66%	3	1%
24	Md. Mustafizur Rahman	Officer	01764378726	12	31	39%	22	35	63%	10	24%
25	Md. Rubel Ahmed	Officer	01620726882	11	31	35%	22	35	63%	11	27%

By Batch Improvement or Atrophy: Batch-13

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Maksuda Khatun	Executive	01711302609	13	31	42%	33	35	94%	20	52%
2	Sarika Mugdho	Program officer	01833268060	13	31	42%	26	35	74%	13	32%
3	Syed Ziaur Rahman	Deputy Manager	01711456138	20	31	65%	29	35	83%	9	18%
4	Nasrin Akter	Owner	01819474880	0	31	0%	34	35	97%	34	97%
5	Farzana Akhter	Owner	01861945088	8	31	26%	16	35	46%	8	20%
6	Einnatun Ferdous Einna	Founder/Owner	01706786271	14	31	45%	16	35	46%	2	1%
7	Evance Rozario	Executive	01712038823	10	31	32%	33	35	94%	23	62%
8	Md. Ahsanul Hasan	Officer	01909137137	20	31	65%	32	35	91%	12	27%
9	Lamia Ahsan	Officer	01857246069	13	31	42%	34	35	97%	21	55%
10	Mahfuza Sharmin	CEO/Founder	01673118116	9	31	29%	13	35	37%	4	8%
11	Manobi Sarker Setu	Officer	01916156999	21	31	68%	34	35	97%	13	29%
12	Mohammad Ashik Amin	Executive	01894221426	23	31	74%	25	35	71%	2	3%
13	Fahmida Ayman Luna	Founder & Owner	01721084781	16	31	52%	27	35	77%	11	26%
14	Rokeya Binte Rashid	Entrepreneur	01670623704	18	31	58%	30	35	86%	12	28%
15	Sultana Yesmeen Shanta	Executive	01758731096	16	31	52%	31	35	89%	15	37%
16	Jabin Tasmin Sefath	Officer	01920964071	20	31	65%	32	35	91%	12	27%
17	Shahin Ara Najin	Officer	01521558809	22	31	71%	31	35	89%	9	18%
18	Adrita Binte Rashid Arony	Entrepreneur	01321661103	13	31	42%	26	35	74%	13	32%
19	Hasanujjaman	Officer	01738797585	17	31	55%	34	35	97%	17	42%
20	Rahatul Anber	Officer	01671494528	17	31	55%	31	35	89%	14	34%
21	Tahmina Khan Mou	Officer	01765834007	14	31	45%	27	35	77%	13	32%
22	Sabrina Ferdous	Entrepreneur	01713267227	13	31	42%	22	35	63%	9	21%
23	Taniya Khanam	Owner	01779577333	9	31	29%	23	35	66%	14	37%
24	Chowdhury Md. Shihabuzzaman	Officer	01880821129	21	31	68%	35	35	100%	14	32%
25	Nusrat Sharmin Laboni	Officer	01736865356	19	31	61%	33	35	94%	14	33%

By Batch Improvement or Atrophy: Batch-14

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Tanjina Hosen Choity	CEO	01790490802	18	31	58%	21	35	60%	3	2%
2	Farhana Khanam	Proprietor	01729099448	12	31	39%	25	35	71%	13	33%
3	Zannatul Ferdus	Owner	01752729470	0	31	0%	24	35	69%	24	69%
4	Tahmina Akter	Executive	01875957864	11	31	35%	24	35	69%	13	33%
5	Ahatesham Uddin Somir	Office Asst.	01727394865	15	31	48%	25	35	71%	10	23%
6	Jannat Jahan Sristy	Executive	01816829514	18	31	58%	26	35	74%	8	16%
7	Monia Akter	Executive	01771598289	16	31	52%	22	35	63%	6	11%
8	Taslina Sifat	Jr. HR Executive	01792920747	14	31	45%	21	35	60%	7	15%
9	Sanjida Sultana Asha	Asst. Manager	01997404094	12	31	39%	25	35	71%	13	33%
10	Tafsirul Amin Bijoy	Entrepreneur	01766812452	13	31	42%	24	35	69%	11	27%
11	Sraoshi Islam	Accountant	01995909778	15	31	48%	19	35	54%	4	6%
12	Fahmida Ahmed	Executive	01794603365	8	31	26%	12	35	34%	4	8%
13	Mst. Samida Khatun	Officer	01770597603	15	31	48%	16	35	46%	1	3%
14	Sanjana Hosen Tonima	Executive	01747731277	0	31	0%	14	35	40%	14	40%
15	Maiful Akter	Owner	01537668608	17	31	55%	27	35	77%	10	22%
16	Anjuman Ara Sammya	CEO	01726893527	11	31	35%	26	35	74%	15	39%
17	Zahidul Islam	Compliance Officer	01679427222	14	31	45%	25	35	71%	11	26%
18	Archana Roy	Finance & Admin	01712950453	17	31	55%	24	35	69%	7	14%
19	Jesmin Akter Jui	Owner	01781481196	12	31	39%	25	35	71%	13	33%
20	Selina Akter	General Manager	01969501450	15	31	48%	26	35	74%	11	26%
21	Ayesha Akter	Manager	01632287594	8	31	26%	27	35	77%	19	51%
22	Aisha Noor	Officer	01516363867	18	31	58%	22	35	63%	4	5%
23	Farhana Khan	Asst. Manager	01952345667	0	31	0%	27	35	77%	27	77%
24	Mst. Fatema Tuj Johra	Proprietor	01842810176	14	31	45%	27	35	77%	13	32%
25	Johora Akther Shriy	Proprietor	01626476364	11	31	35%	18	35	51%	7	16%

By Batch Improvement or Atrophy: Batch-15

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Muhammad Ali	Senior Executive	01922230817	19	31	61%	31	35	89%	12	27%
2	Jahin Akther	Proprietor	01778430809	5	31	16%	30	35	86%	25	70%
3	Md. Ali Abed Joy	Manager	01515623242	22	31	71%	34	35	97%	12	26%
4	Rabeya Tahsin Rime	Entrepreneur	01683700871	9	31	29%	30	35	86%	21	57%
5	Pallabi Roy	Entrepreneur	01718749432	13	31	42%	30	35	86%	17	44%
6	Tabassum Akter	Asst. Manager	01796050113	14	31	45%	27	35	77%	13	32%
7	Farzana Yasmin	Entrepreneur	01792119669	11	31	35%	32	35	91%	21	56%
8	Shumana Alamgir	AGM (HR)	01714162393	8	31	26%	32	35	91%	24	66%
9	Sheuli Akter	Proprietor	01601239281	18	31	58%	31	35	89%	13	31%
10	Shaymoli Rani Das	Entrepreneur	01673563939	14	31	45%	32	35	91%	18	46%
11	Kazi Maria Akter	Entrepreneur	01642344322	11	31	35%	24	35	69%	13	33%
12	Amena Akter	Owner	01911222163	16	31	52%	28	35	80%	12	28%
13	Jhumki Rani Basu	Owner	01811601337	15	31	48%	32	35	91%	17	43%
14	Sadia Rahman Mim	Officer	01878548004	14	31	45%	31	35	89%	17	43%
15	Roksana Akter	Officer	01741408200	16	31	52%	31	35	89%	15	37%
16	Bevan Saha	Officer	01722221011	14	31	45%	27	35	77%	13	32%
17	Sadika Tamanna	Managing Director	01710282908	21	31	68%	33	35	94%	12	27%
18	Md. Mehedi Hasan	Junior Executive	01632037379	18	31	58%	32	35	91%	14	33%
19	Afsana Alam Juthi	Owner	01632157154	21	31	68%	35	35	100%	14	32%
20	Md. Borhan Uddin	Deputy Manager	01966614015	11	31	35%	31	35	89%	20	53%
21	Mohammad Faizan	Owner	01512832290	18	31	58%	28	35	80%	10	22%
22	Kanny Gomes	Coordinator to MD	01770440983	10	31	32%	35	35	100%	25	68%
23	Anjuman Chowdhury	Owner	01743333561	11	31	35%	28	35	80%	17	45%
24	Md. Shonok Rohan	Deputy Manager	01309638969	20	31	65%	33	35	94%	13	30%
25	Md. Khalid Hassan	Senior Executive	01675028938	22	31	71%	31	35	89%	9	18%

By Batch Improvement or Atrophy: Batch-16

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Priyanka Biswas Bulti	Asst. Manager	01677329038	13	31	42%	26	35	74%	13	32%
2	Urbana Haque	Director	01531224767	15	31	48%	26	35	74%	11	26%
3	Nosin Arassum Rifa	Executive Officer	01785418084	21	31	68%	26	35	74%	5	7%
4	Nazia Siddika Farzana	Executive Officer	01706003458	16	31	52%	26	35	74%	10	23%
5	Nazia Manjuma	Owner	01757498945	12	31	39%	27	35	77%	15	38%
6	Tania Akter	Executive	01739997333	14	31	45%	27	35	77%	13	32%
7	Prasenjit Tripura	Asst. Manager	01771281751	12	31	39%	22	35	63%	10	24%
8	Laboni Akter	Executive	01905637473	14	31	45%	28	35	80%	14	35%
9	Taslina Akter	Asst. Manager	01972919396	12	31	39%	27	35	77%	15	38%
10	Shiuli Akter	Proprietor	01711196206	17	31	55%	27	35	77%	10	22%
11	Poly Rani Das	Executive Officer	01872667377	18	31	58%	26	35	74%	8	16%
12	Mazharul Alam	Executive Officer	01924025915	18	31	58%	27	35	77%	9	19%
13	Faria Tasrin	Manager	01955517434	14	31	45%	27	35	77%	13	32%
14	Mitu Khatun	Executive Officer	01842182952	19	31	61%	27	35	77%	8	16%
15	Mahjabin Jannat Priyonti	Proprietor	01784100152	14	31	45%	26	35	74%	12	29%
16	Anjuman	Proprietor	01796707985	9	31	29%	25	35	71%	16	42%
17	Fahomida Haque Shorna	Executive	01834686729	9	31	29%	27	35	77%	18	48%
18	Suborna Akter	Manager	01689149728	19	31	61%	27	35	77%	8	16%
19	Achinta Roy	Sr. Executive	01917705100	21	31	68%	27	35	77%	6	9%
20	Nargis Akhtar	Proprietor	01730453477	17	31	55%	25	35	71%	8	17%
21	Shahlin Hossain	Manager	01726301760	21	31	68%	26	35	74%	5	7%
22	Sanjida Akter	Executive	01810862594	18	31	58%	26	35	74%	8	16%
23	Mashiur Rahman	Executive	01752063094	20	31	65%	26	35	74%	6	10%
24	Shamima Nasrin	Entrepreneur	01706509118	7	31	23%	27	35	77%	20	55%
25	Nyma Nargis	Executive Director	01971147500	12	31	39%	26	35	74%	14	36%

By Batch Improvement or Atrophy: Batch-17

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Md.Jashim Uddin	AGM	01777797965	18	31	58%	28	35	80%	10	22%
2	Farhana Huq	Asst.Manager	01777783484	15	31	48%	33	35	94%	18	46%
3	Hassan Mahmud	Compliance Officer	01708159986	16	31	52%	33	35	94%	17	43%
4	Md. Borhan	ECR	01701206333	17	31	55%	31	35	89%	14	34%
5	Md. Nazmul Hossain	Fire & Safety officer	01676743166	14	31	45%	31	35	89%	17	43%
6	Ety Rani	Welfare officer	01789255942	11	31	35%	30	35	86%	19	50%
7	Shahida Islam Suborna	Welfare officer	01675355613	16	31	52%	32	35	91%	16	40%
8	Fahima Islam Soniya	Receptionist	01635259480	9	31	29%	29	35	83%	20	54%
9	Mst. Fatima Akter	Tr Supervisor	01782183662	12	31	39%	34	35	97%	22	58%
10	Taslina Akter	Supervisor	01950185244	13	31	42%	32	35	91%	19	49%
11	Dinet Jannat	Jr. Supervisor	01790063323	7	31	23%	32	35	91%	25	69%
12	Mst.Mukta	Jr. Supervisor	01789083389	14	31	45%	33	35	94%	19	49%
13	Tahera Akter Akhi	Machine Operator	01632741803	8	31	26%	34	35	97%	26	71%
14	Taslina Akter	Officer	01952828499	11	31	35%	34	35	97%	23	62%
15	Farida Akter	Asst.Manager	01701206334	17	31	55%	34	35	97%	17	42%
16	Ummay Fatema	Welfare officer	01956481691	14	31	45%	34	35	97%	20	52%
17	Md.Rasel Mollah	Officer Admin & Hr.	01851603219	14	31	45%	34	35	97%	20	52%
18	Ruby Akter	Medicale Assistance	01700657569	14	31	45%	34	35	97%	20	52%
19	Aklima	Officer	01722280706	7	31	23%	32	35	91%	25	69%
20	Yeasmin Sima	Officer	01608058002	12	31	39%	34	35	97%	22	58%
21	Most Elma	Officer	01904186546	12	31	39%	34	35	97%	22	58%
22	Sabita Khatun	Officer	01920505085	14	31	45%	35	35	100%	21	55%
23	Akash Chakraborty	Officer	01608695641	17	31	55%	31	35	89%	14	34%
24	Jannatul Maa	Officer	01681887212	10	31	32%	34	35	97%	24	65%
25	Prionti Akter Deali	Jr. Supervisor	01790063143	13	31	42%	33	35	94%	20	52%

By Batch Improvement or Atrophy: Batch-18

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Mehebuba Altaf	Owner	01745480675	11	31	35%	26	35	74%	15	39%
2	Md. Asif Mahamud	Senior Territory	01611244864	22	31	71%	30	35	86%	8	15%
3	Rowshon Ara	Owner	01759617291	15	31	48%	32	35	91%	17	43%
4	Sakila Tarafder Sonam	Owner	01537418296	18	31	58%	29	35	83%	11	25%
5	S.M Momo	Owner	01813662211	18	31	58%	29	35	83%	11	25%
6	Nayma Akter	Entrepreneur	01712720040	10	31	32%	30	35	86%	20	53%
7	Suma Islam	Entrepreneur	01976594017	14	31	45%	26	35	74%	12	29%
8	Dipika Acharjee	Owner	01632480381	6	31	19%	29	35	83%	23	64%
9	Saiyeda Hossain Barsha	Owner	01640733601	14	31	45%	29	35	83%	15	38%
10	Jannatul Firdous	Officer	01627004854	21	31	68%	34	35	97%	13	29%
11	Md. Shariful Islam	AGM	01985554111	12	31	39%	28	35	80%	16	41%
12	Md. Fayezul Islam	Production Manager	01762867599	20	31	65%	30	35	86%	10	21%
13	Shamima Nashrin	Owner	01829169749	7	31	23%	20	35	57%	13	35%
14	Ayesha Afrin Esha	Owner	01992304939	12	31	39%	30	35	86%	18	47%
15	Jesmin Akter Nejhum	Owner	01533346846	13	31	42%	24	35	69%	11	27%
16	Naima Hossain Juthi	Officer	01709075526	10	31	32%	27	35	77%	17	45%
17	Sabrina Hossain Bithi	Officer	01575533812	24	31	77%	29	35	83%	5	5%
18	Jamian Rahman Promi	Owner	01633887575	14	31	45%	29	35	83%	15	38%
19	Salma Rahman Mahim	Junior Executive	01646525442	12	31	39%	30	35	86%	18	47%
20	Md Monir Khan	Owner	01722971215	7	31	23%	21	35	60%	14	37%
21	Mohammad Abdul Latif Miah	Manager	01720133555	12	31	39%	24	35	69%	12	30%
22	Samia Sultana Pinky	Owner	01642966883	15	31	48%	30	35	86%	15	37%
23	Nadia Sultana	Owner	01676944869	13	31	42%	31	35	89%	18	47%
24	Mahira Maliha	Junior Executive	01741734084	16	31	52%	35	35	100%	19	48%
25	Shahnaj Parveen	Owner	01819286842	7	31	23%	23	35	66%	16	43%

By Batch Improvement or Atrophy: Batch-19

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Marjana Akter Mim	Store Keeper	01319678566	16	31	52%	21	35	60%	5	8%
2	Ismat Ara Eva	Accountant	01770486271	18	31	58%	22	35	63%	4	5%
3	Sadia Akter Mim	Executive Officer	01891967831	15	31	48%	21	35	60%	6	12%
4	Sraboni Akter Bristy	Executive Accounts	01845778364	15	31	48%	20	35	57%	5	9%
5	Nandita Biswas Ria	Accountant	01986286198	17	31	55%	20	35	57%	3	2%
6	Nazma Akter Nisha	Admin Officer	01920150862	12	31	39%	18	35	51%	6	13%
7	Sharfat Jahan Tuktuk	Office Assistant	01973277514	13	31	42%	22	35	63%	9	21%
8	Nazmon Nahar	Executive Officer	01795766173	8	31	26%	12	35	34%	4	8%
9	Suraiya Sadique	Accountant	01631510918	16	31	52%	21	35	60%	5	8%
10	Sadia Akter	Executive Officer	01616838345	14	31	45%	21	35	60%	7	15%
11	Fahima Haque	Accounts Officer	01886800893	20	31	65%	24	35	69%	4	4%
12	Shafa Akter	Officer Executive	01990601119	15	31	48%	17	35	49%	2	0%
13	Atifa Akter	Office Assistant	01613690214	11	31	35%	16	35	46%	5	10%
14	Safika Yeasmin	Manager	01924786363	14	31	45%	16	35	46%	2	1%
15	Nazma Akter	Office Assistant	01674063311	8	31	26%	20	35	57%	12	31%
16	Shamsunnahar Shamme	Office Admin	01785014377	19	31	61%	23	35	66%	4	4%
17	Israth Jahan Bithi	Accounts Executive	01725648961	19	31	61%	24	35	69%	5	7%
18	Lamia Binte Haque	Assistant Manager	01775844010	19	31	61%	21	35	60%	2	1%
19	Sumaya Jahan	Executive Officer	01789940701	15	31	48%	17	35	49%	2	0%
20	Morsheda Akter	Office Assistant	01621074499	16	31	52%	18	35	51%	2	0%
21	Sadia Parvez	HR & Planning	01779001108	24	31	77%	27	35	77%	3	0%
22	Kazol Akter	Accountant	01971819058	12	31	39%	18	35	51%	6	13%
23	Nabila Ahmed	Executive Officer	01969877720	11	31	35%	14	35	40%	3	5%
24	Shammi Akter	Assistant Accounts	01878429924	12	31	39%	15	35	43%	3	4%
25	Sonia Khanom	Proprietor	01727146515	8	31	26%	18	35	51%	10	26%

By Batch Improvement or Atrophy: Batch-20

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Mst. Shamsun Nahar Eti	Welfare Officer	01758787616	18	31	58%	19	35	54%	1	4%
2	Sharmin Akter	Welfare Officer	01927290334	18	31	58%	23	35	66%	5	8%
3	Asma UI Husna	Office Secretary	01915679049	16	31	52%	20	35	57%	4	6%
4	Mst. Fatema Tuj Johara	Asst. Executive	01978021381	18	31	58%	24	35	69%	6	11%
5	Most. Arifa Akter	HR Assistant	01743631373	16	31	52%	21	35	60%	5	8%
6	Shamima Akter	Assistant Account Officer	01836066991	14	31	45%	18	35	51%	4	6%
7	Mst. Rima Akter	Welfare Officer	01684459651	15	31	48%	21	35	60%	6	12%
8	Tania Akter	Supervisor	01927467856	19	31	61%	24	35	69%	5	7%
9	Shanta Khatun	Welfare Officer	01913449890	18	31	58%	22	35	63%	4	5%
10	Shamoly Akter	Supervisor	01860477155	13	31	42%	18	35	51%	5	9%
11	Sanda Sarker	Line Leader	01759510342	13	31	42%	22	35	63%	9	21%
12	Razia Sultana	Assistant Designer	01894273261	12	31	39%	21	35	60%	9	21%
13	Zannatul Nayma	Assistant Designer	01779625570	13	31	42%	21	35	60%	8	18%
14	Mst. Aklima Akter	Welfare Officer	01317656743	12	31	39%	21	35	60%	9	21%
15	Mst. Jannatun Ferdous	Supervisor (Planning)	01719263683	11	31	35%	21	35	60%	10	25%
16	Most. Suborna Akter	Data Entry operator	01709404514	7	31	23%	19	35	54%	12	32%
17	Mst. Bonna Khatun	Sr. Operator	01734455990	9	31	29%	18	35	51%	9	22%
18	Molina Khatun	Sr. Operator	01872994220	11	31	35%	16	35	46%	5	10%
19	Shirina	Welfare Officer	01744793840	9	31	29%	19	35	54%	10	25%
20	Md. Akib Hasan kowshik	Asst. Supervisor	01735448541	15	31	48%	23	35	66%	8	17%
21	Nayeem Raz	Supervisor	01631384868	20	31	65%	26	35	74%	6	10%
22	Md. Gulam Samdani Sarker	Supervisor	01626344799	17	31	55%	25	35	71%	8	17%
23	Md. Ariful Islam	Sub. Asst. Engineer	01747696191	14	31	45%	20	35	57%	6	12%
24	Md. Shahadat Hossain	Sr. Officer	01749906462	19	31	61%	25	35	71%	6	10%
25	Md. Farhad Hossain	Trainer	01965271380	20	31	65%	23	35	66%	3	1%

By Batch Improvement or Atrophy: Batch-21

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Mahfuza Islam	Additional Executive Director	01714242430	23	31	74%	33	35	94%	10	20%
2	Mst. Zannatul Mawa	Counselor Cum Inspector	01715650502	18	31	58%	34	35	97%	16	39%
3	Dilara Sharmin	Counselor Cum Inspector	01710243965	17	31	55%	31	35	89%	14	34%
4	Amina Akter	Counselor Cum Inspector	01914692052	13	31	42%	34	35	97%	21	55%
5	Ms. Jahanara Akhter	Manager	01841023459	15	31	48%	32	35	91%	17	43%
6	Ms. Sikder Noor - E- Yeasmin	Manager	01817291976	15	31	48%	31	35	89%	16	40%
7	Sheheli Akter	Welfare officer	01814102009	16	31	52%	34	35	97%	18	46%
8	Suriya Pervin (Tumpa)	Junior Officer	01775345492	14	31	45%	33	35	94%	19	49%
9	Nasrin Akter Neela	Head of HR & Admin	01404458833	15	31	48%	34	35	97%	19	49%
10	Israt Jahan	Officer	01755642403	15	31	48%	35	35	100%	20	52%
11	Suara Sultana	Asst. Marketing Officer	01913127184	10	31	32%	21	35	60%	11	28%
12	Mahbuba Akter	Asst. Manager	01711660483	15	31	48%	22	35	63%	7	14%
13	Ms. Farzana Khatun	Officer	01672800222	12	31	39%	23	35	66%	11	27%
14	Ms. Shimu Akter	Welfare Officer	01833372801	13	31	42%	27	35	77%	14	35%
15	Abdullah Al Masum	Officer	01722122267	20	31	65%	33	35	94%	13	30%
16	Nasrin Akter	Sr. Officer	01777704256	17	31	55%	34	35	97%	17	42%
17	Naima Haque	Counselor Cum Inspector	01712555284	20	31	65%	29	35	83%	9	18%
18	Khadiza Tuzzahan	Executive	01783923636	16	31	52%	33	35	94%	17	43%
19	Rabeya Akter	Executive	01622784306	16	31	52%	31	35	89%	15	37%
20	Farzana Omar	Sr. Officer	01755696574	15	31	48%	34	35	97%	19	49%
21	Sunjida Mustafa	Executive, Demand Planning	01313005448	21	31	68%	34	35	97%	13	29%
22	Mst. Nusrat Jahan	Counselor Cum Inspector	01715019009	19	31	61%	34	35	97%	15	36%
23	Mohammad Mojammel Hossain Khan	Counselor cum Inspector	01911445393	19	31	61%	32	35	91%	13	30%
24	M.A. Hannan	Counselor cum Inspector	01711370267	13	31	42%	34	35	97%	21	55%
25	Md. Abu Raihan	Executive	01737349636	15	31	48%	34	35	97%	19	49%

By Batch Improvement or Atrophy: Batch-22

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Panna Akter	Reporter	01725017393	14	31	45%	31	35	89%	17	43%
2	Sadia Khanam	Reporter	01798048903	8	31	26%	30	35	86%	22	60%
3	Mst. Shamima	Reporter	01627872619	13	31	42%	33	35	94%	20	52%
4	Omma Kulsum	Jr. Officer	01833080829	9	31	29%	34	35	97%	25	68%
5	Morsheda Khatun	JR. QI	01613485553	13	31	42%	31	35	89%	18	47%
6	Tawhida Raihena	Welfare Officer	01632705715	12	31	39%	33	35	94%	21	56%
7	Mst. Kulsum Akter	Folding man	01736844185	16	31	52%	32	35	91%	16	40%
8	Mst. Aklima Khatun	JR. QI	01984507369	12	31	39%	32	35	91%	20	53%
9	Mst. Lably Khatun	JR. QI	01311641214	10	31	32%	32	35	91%	22	59%
10	S M Mahmudul Hasan	Admin Officer	01762862322	15	31	48%	35	35	100%	20	52%
11	Naima	Welfare Officer	01952923618	16	31	52%	31	35	89%	15	37%
12	Kakoli Akter	Asst. Medical Officer	01904934485	13	31	42%	32	35	91%	19	49%
13	Mst. Tazrin Khatun	Folding man	01738758257	10	31	32%	30	35	86%	20	53%
14	Hafeza unjum	Senior Welfare Officer	01925543788	15	31	48%	30	35	86%	15	37%
15	Tahmina Akter	Welfare Officer	01818350979	12	31	39%	32	35	91%	20	53%
16	Halima Aktar	Welfare Officer	01774369776	11	31	35%	35	35	100%	24	65%
17	Syed Reza-E-Amin	Officer	01678036213	4	31	13%	32	35	91%	28	79%
18	Nahid Ahammed	Asst. Officer	01678036472	18	31	58%	33	35	94%	15	36%
19	Shafiqul Islam (Sumon)	AGM-Compliance	01678036482	16	31	52%	33	35	94%	17	43%
20	Ahsan Habib	Asst. Manager-AHC	01678036482	20	31	65%	34	35	97%	14	33%
21	Md. Shah Alam	Asst. Medical Officer	01718544967	13	31	42%	30	35	86%	17	44%
22	Md. Tawhidul Haque	Manager-HR	01617143628	22	31	71%	29	35	83%	7	12%

By Batch Improvement or Atrophy: Batch-23

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Md. Shariful Islam	Additional Executive Director	01766775579	13	31	42%	32	35	91%	19	49%
2	Nargis Akter	Ass. Engineer (Electrical)	01740654584	18	31	58%	21	35	60%	3	2%
3	Farhana Akter Baby	Counselor Cum Inspector	01717234082	15	31	48%	32	35	91%	17	43%
4	Maliha Siddiqua	Counselor Cum Inspector	01758638879	24	31	77%	32	35	91%	8	14%
5	Shammi Akhter Munni	Counselor Cum Inspector	01315145400	18	31	58%	29	35	83%	11	25%
6	Nahida Parvin	Asst. Admin Officer	01911378198	21	31	68%	31	35	89%	10	21%
7	Rabia Akter	Officer	01777707606	18	31	58%	33	35	94%	15	36%
8	Ms. Farzana Mostary	Jr. Officer (Welfare)	01712675805	17	31	55%	23	35	66%	6	11%
9	Swapna Akter	Receptionist	01776511751	10	31	32%	15	35	43%	5	11%
10	Tabassum Afrin Mim	Asst. Cs. Officer	01741952824	6	31	19%	28	35	80%	22	61%
11	Arjina Parvin	Welfare Cum Compliance	01744524518	17	31	55%	30	35	86%	13	31%
12	Sheoli Akter	Sr. Officer	01777704254	8	31	26%	28	35	80%	20	54%
13	Ayesha Nowrin	Industrial Counselor	01777499553	12	31	39%	30	35	86%	18	47%
14	Irin Parvin Poushi	Executive	01847347299	14	31	45%	30	35	86%	16	41%
15	Syeda Rajiya Sultana Nipa	Executive	01789683336	6	31	19%	23	35	66%	17	46%
16	Rifat Tabassum Shuchi	Executive, Planning	01313005427	22	31	71%	35	35	100%	13	29%
17	Dilara Islam Monira	Jr. Officer	01620960903	11	31	35%	28	35	80%	17	45%
18	Mst. Anjuman Akhter	Executive	01798197965	11	31	35%	24	35	69%	13	33%
19	Mst. Soheli Akter	Welfare Officer	01777704106	8	31	26%	24	35	69%	16	43%
20	Ms. Farida Yesmin Nela	Sr. Welfare officer	01781681580	9	31	29%	27	35	77%	18	48%
21	Md. Al- Mamun	Assistant Director	01751375354	17	31	55%	33	35	94%	16	39%
22	Syed Nasim Ahsan	Counselor cum Inspector	01816184554	12	31	39%	33	35	94%	21	56%
23	Md. Sumon Parvez	Counselor cum Inspector	01716945724	24	31	77%	34	35	97%	10	20%
24	Md. Rashed Anwar	Counselor cum Inspector	01711780272	12	31	39%	35	35	100%	23	61%
25	Md. Ashikur Rahman	Officer	01745965409	10	31	32%	17	35	49%	7	16%

By Batch Improvement or Atrophy: Batch-24

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Rubaia Gulshan Ara	Counselor cum Inspector	01843829828	23	31	74%	29	35	83%	6	9%
2	Eva Islam Khanam	Counselor cum Inspector	01716401947	17	31	55%	20	35	57%	3	2%
3	Akija Akhter	Assistant Director	01721006062	20	31	65%	23	35	66%	3	1%
4	Shimu Akter	Assistant Director (Admin)	01947110409	20	31	65%	26	35	74%	6	10%
5	Shewly Bala	Assistant Director	01648892659	21	31	68%	31	35	89%	10	21%
6	Sumiya Islam	Sr. Officer	01700710756	17	31	55%	26	35	74%	9	19%
7	Sharmine Akter Rinky	Counselor	01713557086	17	31	55%	22	35	63%	5	8%
8	Tamanna Morshed Tule	Officer Compliance	01780424122	15	31	48%	20	35	57%	5	9%
9	Ishrat Jahan	Welfare & HR Executive	01708450115	16	31	52%	20	35	57%	4	6%
10	Mst. Shahida Arobi	Assistant Manager	01318519861	14	31	45%	20	35	57%	6	12%
11	Naznin Nahar Nipa	Sr. Executive (HR)	01838865938	19	31	61%	24	35	69%	5	7%
12	Tania Akter	Sr. Executive HR & Admin	01871001858	19	31	61%	22	35	63%	3	2%
13	Ratry Islam	Prod. & Planning	01810006671	19	31	61%	22	35	63%	3	2%
14	Ms. Ayesha Akter	Executive HR	01680388729	15	31	61%	29	35	83%	10	22%
15	Nusrat Jahan Mim	Counsellor	01624112625	20	31	48%	25	35	71%	10	23%
16	Sayeda Sultana	Sr. Executive HR & Admin	01737783078	7	31	65%	23	35	66%	3	1%
17	Maliha Arman	Asst. Engineer (E/M)	01686514576	20	31	23%	27	35	77%	20	55%
18	Roksana Akter	Welfare Officer	01707473041	16	31	65%	27	35	77%	7	13%
19	Nur Alom	DPD Asst. officer	01405771331	13	31	52%	18	35	51%	2	0%
20	Aklima Rizvee	Sr. Executive	01949901168	22	31	42%	21	35	60%	8	18%
21	Nusrat Jahan	Executive-Welfare	01321209985	11	31	71%	25	35	71%	3	0%
22	Mita Akter Rupa	Welfare Officer	01902280632	16	31	35%	29	35	83%	18	47%
23	Md. Faruk Ahmed	Executive	01979891600	15	31	52%	18	35	51%	2	0%
24	Mst. Nazmim Akter	Medical Assistant	01307043326	18	31	48%	17	35	49%	2	0%
25	Md. Fazlur Rahman	Dy. Manager	01755555746	21	31	58%	23	35	66%	5	8%

By Batch Improvement or Atrophy: Batch-25

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Md. Whaheduzzaman	Additional Executive Director	01818325512	15	31	48%	33	35	94%	18	46%
2	Tanjila Wahid	Deputy Director	01674006881	19	31	61%	29	35	83%	10	22%
3	Md. Abubakar Siddik	Assistant Director	01878797597	25	31	81%	31	35	89%	6	8%
4	Sultana Akter	Counselor Cum Inspector	01816037877	28	31	90%	32	35	91%	4	1%
5	Mir Md. Rezaul Hasan	Counselor Cum Inspector	01940971057	12	31	39%	30	35	86%	18	47%
6	Sk. Emadul Haque	Counselor Cum Inspector	01912854751	18	31	58%	23	35	66%	5	8%
7	Ms. Swarasaty Saha	Assistant Manager	01811443911	13	31	42%	24	35	69%	11	27%
8	Mst.Mousumi Akter	Asst. of General Manager	01404458803	23	31	74%	34	35	97%	11	23%
9	Afroza Jannat Suchana	Officer	01777704565	22	31	71%	32	35	91%	10	20%
10	Fatima Iren	Officer	01632284846	17	31	55%	30	35	86%	13	31%
11	Khaleda Nasreen	Manager, HR	01811443908	16	31	52%	31	35	89%	15	37%
12	Rabea Bosry	Welfare Officer	01720983339	11	31	35%	33	35	94%	22	59%
13	Kamrun Nahar Islam	Sr. Executive	01675756109	24	31	77%	32	35	91%	8	14%
14	Kazi Soheli Nasrin	Office Assistant	01948644836	16	31	52%	33	35	94%	17	43%
15	Md. Eyachin Ali	Asst. Director	01955969524	20	31	65%	28	35	80%	8	15%
16	Marjina Akter	Executive	01750231264	18	31	58%	31	35	89%	13	31%
17	Mst Sayma Ferdousi	Jr. Executive	01794281001	16	31	52%	32	35	91%	16	40%
18	Ms. Yeasmin Akter	Executive	01844988757	14	31	45%	32	35	91%	18	46%
19	Durba Das	Senior Executive	01709655656	25	31	81%	32	35	91%	7	11%
20	Juiana Reza	Senior Executive, Planning	01750004379	25	31	81%	32	35	91%	7	11%
21	Panna Akter	Sub- Asst. Engineer (Elect.)	01766094993	20	31	65%	23	35	66%	3	1%
22	Ms. Marzana Easmin	Welfare officer	01907531032	15	31	48%	22	35	63%	7	14%
23	Mst. Nasima Akter	Sr. Counselor	01755696607	18	31	58%	31	35	89%	13	31%
24	Refa Tamanna	Asst. Manager	01728308686	12	31	39%	21	35	60%	9	21%
25	Afsana Zaman	Welfare Officer	01618210007	14	31	45%	25	35	71%	11	26%

By Batch Improvement or Atrophy: Batch-26

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Morshed Ara Begum	Counselor cum Inspector	01918707152	11	31	35%	28	35	80%	17	45%
2	Mahbub Ahmed	Counselor cum Inspector	01753206046	13	31	42%	30	35	86%	17	44%
3	Md. Atikur Rahman	Asst. Director	01677430382	19	31	61%	30	35	86%	11	24%
4	Merina Sultana	Sr. Executive	01734406438	12	31	39%	31	35	89%	19	50%
5	Priyanka Sen	Hr. Assistant	01793666978	12	31	39%	23	35	66%	11	27%
6	Mohammad Robel Rana	Executive	01675918254	10	31	32%	30	35	86%	20	53%
7	Mansuma Shimul	Executive	01721002790	13	31	42%	28	35	80%	15	38%
8	Shahida Sultana	Welfare Officer	01828380119	6	31	19%	20	35	57%	14	38%
9	Tasmina Akter	HR Assistant	01720854932	13	31	42%	32	35	91%	19	49%
10	Shahin Akter	Welfare Officer	01784316179	22	31	71%	31	35	89%	9	18%
11	Ustun Hannana	Jr. Officer	01843665487	14	31	45%	28	35	80%	14	35%
12	Pushpita Das	Senior Executive	01713856906	18	31	58%	30	35	86%	12	28%
13	Pompy Nandy	Welfare Officer	01795996430	19	31	61%	25	35	71%	6	10%
14	Sarmin Sultana	Executive	01708139094	11	31	35%	30	35	86%	19	50%
15	Maksuda Yeasmin	Jr. Executive	01787581515	8	31	26%	22	35	63%	14	37%
16	Momtaz Afroz Shelly	Sr. Executive	01742830571	6	31	19%	24	35	69%	18	49%
17	Donati Chakma	Welfare Asst.	01875324848	10	31	32%	15	35	43%	5	11%
18	Nipa Akter	Sr. Executive, HR Admin	01847228183	8	31	26%	29	35	83%	21	57%
19	Amrita Dutta	Executive	01869378248	11	31	35%	27	35	77%	16	42%
20	Salma Sultana	Asst. Manager	01672018291	15	31	48%	31	35	89%	16	40%
21	Abu Shahed Md Arshadul Islam	Deputy Manager	01820551377	8	31	26%	30	35	86%	22	60%
22	Sharmin Akter	Sr. Officer	01684045141	10	31	32%	28	35	80%	18	48%
23	Golam Md. Sarwar Jahan	Counselor cum Inspector	01817748298	17	31	55%	29	35	83%	12	28%
24	Mohammad Abdul Basit	Counselor cum Inspector	01723337052	21	31	68%	35	35	100%	14	32%
25	Latifa Yasmin	Executive	01625453422	15	31	48%	27	35	77%	12	29%
26	Muhammad Khaled Chowdhury	Additional Executive Director	01720120478	0	31	0%	29	35	83%	29	83%

By Batch Improvement or Atrophy: Batch-27

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Ananya Chakrabarty Urmi	Assistant Manager	01516112467	20	31	65%	32	35	91%	12	27%
2	Sraboni Akter	Accounts Officer	01857371026	22	31	71%	32	35	91%	10	20%
3	Monira Akter Swarna	Admin Officer	01627762201	24	31	77%	31	35	89%	7	11%
4	Fatema-tuz-Zohra Daffodil	Accounts Officer	01989434228	22	31	71%	30	35	86%	8	15%
5	Rafia Tasnim Oaishi	Assistant Manager	01521443542	24	31	77%	33	35	94%	9	17%
6	Sinra Binte Reja	Assistant Officer	01976344733	24	31	77%	31	35	89%	7	11%
7	Moshrrat Jahan	Production Supervisor	01521306156	26	31	84%	34	35	97%	8	13%
8	Noor-E-Jannat Tanni	Manager	01624458936	24	31	77%	31	35	89%	7	11%
9	Nahid Nigar Sultana	Assistant Admin	01791217033	22	31	71%	32	35	91%	10	20%
10	Sirajun Monira	Store Officer	01521750223	21	31	68%	32	35	91%	11	24%
11	Jannatul Ferdous	Production Manager	01537246893	24	31	77%	34	35	97%	10	20%
12	Mst. Tania Sultana	Production Manager	01771685442	19	31	61%	32	35	91%	13	30%
13	Nafisa Rayhana	Officer	01786862050	25	31	81%	31	35	89%	6	8%
14	Anoma Chakma	Office Assistant	01838488889	20	31	65%	33	35	94%	13	30%
15	Saima Akter Maria	Accounts Officer	01610999840	22	31	71%	31	35	89%	9	18%
16	Helena Mosrat Rajoni	Officer	01717792673	22	31	71%	30	35	86%	8	15%
17	Rihana Akter Dina	Store Officer	01708978661	25	31	81%	31	35	89%	6	8%
18	Ashmaul Mim Dena	Accountant	01521302093	18	31	58%	31	35	89%	13	31%
19	Jannatul Ferdous	Assistant Accounts	01400464393	25	31	81%	32	35	91%	7	11%
20	Sumaya Ferdous	Officer	01787166901	25	31	81%	32	35	91%	7	11%
21	Sadia Islam	CRO	01884484744	19	31	61%	33	35	94%	14	33%
22	Zeba Anika	Manager	01792539890	23	31	74%	32	35	91%	9	17%
23	Atia Rifat Himi	Officer	01781798726	22	31	71%	33	35	94%	11	23%
24	Nargis Parvin	Manager	01857226212	19	31	61%	31	35	89%	12	27%
25	Asha Akter	Executive Officer	01648407490	16	31	52%	32	35	91%	16	40%

By Batch Improvement or Atrophy: Batch-28

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Tuli Chowdhury	Executive, HR	01848169707	16	31	52%	27	35	77%	11	26%
2	Mohammed Jamal Uddin	Counselor cum Inspector	01815627606	12	31	39%	31	35	89%	19	50%
3	Mrs. Rashada Akter	Counselor cum Inspector	01716641152	8	31	26%	33	35	94%	25	68%
4	Razia Sultana	Executive	01868647793	13	31	42%	27	35	77%	14	35%
5	Ayani Dev	Executive Officer	01842817070	12	31	39%	28	35	80%	16	41%
6	Jannatul Ferdous Ara	Far Coordinator	01730774375	12	31	39%	29	35	83%	17	44%
7	Irin Chakma	Sr. Executive, HR	01785079782	15	31	48%	27	35	77%	12	29%
8	Fatema Khatun	Officer, Environment	01842107790	12	31	39%	32	35	91%	20	53%
9	Sharmin Akther	Jr. Executive	01861648580	16	31	52%	29	35	83%	13	31%
10	Sharmin Akther	Welfare Officer	01708134394	12	31	39%	27	35	77%	15	38%
11	Rekha Khatun	Planning Assistant	01903348628	16	31	52%	18	35	51%	2	0%
12	Mst. Rozy Aktar	Executive, HR	01726341442	18	31	58%	27	35	77%	9	19%
13	Lia Fatema	Accounts Assistant	01790380756	16	31	52%	22	35	63%	6	11%
14	Taslima Begum	Welfare Officer	01885095980	7	31	23%	26	35	74%	19	52%
15	Rima Shil	Welfare Asst.	01979963034	10	31	32%	21	35	60%	11	28%
16	Ms. Farjana Yasmin Piya	Executive-HR	01624136130	16	31	52%	31	35	89%	15	37%
17	Ms. Sumona Shingha	HR Manager	01716661196	14	31	45%	26	35	74%	12	29%
18	Puja Talapatra	Accounts Asst	01845151219	16	31	52%	29	35	83%	13	31%
19	Sharmin Akter	Jr. Executive	01791999637	13	31	42%	25	35	71%	12	29%
20	Mst. Fatema Akter	Asst. Engineer (Civil)	01828135981	10	31	32%	30	35	86%	20	53%
21	Mrs. Khaleda Zinnat	Asst. Accounts Officer	01622456161	17	31	55%	33	35	94%	16	39%
22	Md. Rakibul Hasan	Jr. Executive	01814333096	18	31	58%	34	35	97%	16	39%
23	Mohammed Farook	Jr. Officer	01755639724	14	31	45%	22	35	63%	8	18%
24	Sazia Hoque	Welfare Officer	01601155747	14	31	45%	28	35	80%	14	35%
25	Mohammad Al Amin	Asst. Manager	01833766100	0	31	0%	32	35	91%	32	91%
26	Mohammad Abdul Jabbar	Additional Executive Director	01716868914	29	31	93%	34	35	97%	5	4%

By Batch Improvement or Atrophy: Batch-29

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Marzia Akther	Welfare Officer	01623002172	23	31	74%	27	35	77%	4	3%
2	Liza Parvin	Assistant Officer	01785291843	19	31	61%	24	35	69%	5	7%
3	Meher Nigar Sultana	Officer Compliance	01622508720	18	31	58%	26	35	74%	8	16%
4	Nishanur Dewan Mumu	Officer, HR	01862363679	18	31	58%	29	35	83%	11	25%
5	Farhana Easmin Nila	Junior Officer	01621869737	21	31	68%	26	35	74%	5	7%
6	Jharna Rani Das	Officer, HR	01768168131	26	31	84%	30	35	86%	4	2%
7	Tanjila Akter Shanta	Training Officer	01642292711	19	31	61%	27	35	77%	8	16%
8	Most. Kamelya Khatun	Welfare Officer	01796743332	17	31	55%	20	35	57%	3	2%
9	Rokeya Sharker	Welfare officer	01624257906	16	31	52%	29	35	83%	13	31%
10	Rajia Akter	Welfare officer	01734623308	17	31	55%	22	35	63%	5	8%
11	Hasna Akter	Officer, HR	01743508711	16	31	52%	26	35	74%	10	23%
12	Sania Akter	Welfare officer	01611789841	17	31	55%	20	35	57%	3	2%
13	Monni Akter	Line Leader	01929786200	22	31	71%	25	35	71%	3	0%
14	Mst. Saleha Khatun	Asst. Officer	01762630712	18	31	58%	21	35	60%	3	2%
15	Farida Parvin	Welfare officer	01677903035	25	31	81%	29	35	83%	4	2%
16	Lipi Akter	Trainee Officer	01673001010	23	31	74%	29	35	83%	6	9%
17	Nazma Khatun	Officer (Quality)	01799337501	23	31	74%	26	35	74%	3	0%
18	Rozina Khanum	Asst. Officer	01992738764	16	31	52%	18	35	51%	2	0%
19	Suraiya Akter	Senior Executive	01621014471	17	31	55%	20	35	57%	3	2%
20	Farzana Akter	Front Desk Officer	01993953106	21	31	68%	24	35	69%	3	1%
21	Rajib Arinda	Chief HR Officer	01718134532	16	31	52%	19	35	54%	3	3%
22	Md Ponir Hossain	Sr. Exe (HR & Com)	01717500808	19	31	61%	22	35	63%	3	2%
23	Purnima Sikder	HR Assistant	01716075483	16	31	52%	24	35	69%	8	17%
24	Md. Roky Islam	Sub. Asst. Engineer	01609824041	22	31	71%	29	35	83%	7	12%
25	Khan Muazzem Hossain	Sr. Executive	01714833622	20	31	65%	23	35	66%	3	1%

By Batch Improvement or Atrophy: Batch-30

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Mst. Neelufer Yasmin	Counselor cum Inspector	01722486881	20	31	65%	33	35	94%	13	30%
2	Tasneen Hossain	Counselor cum Inspector	01754906242	17	31	55%	35	35	100%	18	45%
3	Fawzia Afrin	Asst. Accounts Officer	01537011480	12	31	39%	33	35	94%	21	56%
4	Rowshon Ara	Executive	01730739843	24	31	77%	34	35	97%	10	20%
5	Dipa Rani Kar	Audit Assistant	01954196099	10	31	32%	34	35	97%	24	65%
6	Tina Barua	QA Officer	01622977966	18	31	58%	34	35	97%	16	39%
7	Md. Iqbal Hossain	Asst. Director	01721281903	20	31	65%	33	35	94%	13	30%
8	Tanjina Zerine Chowdhury	Sr. Welfare Officer	01827631960	13	31	42%	26	35	74%	13	32%
9	Mohsena Akhter	Officer	01633738576	14	31	45%	33	35	94%	19	49%
10	Feroza Akhter	Jr. Executive, Welfare	01629347096	17	31	55%	33	35	94%	16	39%
11	Farjana Akter	Assistant Executive	01869688787	9	31	29%	29	35	83%	20	54%
12	Trisha Dutta	Executive	01625149030	14	31	45%	32	35	91%	18	46%
13	Sayda Tangina Rahman	Jr. Executive (SD)	01890866638	17	31	55%	32	35	91%	15	37%
14	Nazmin Nahar	Cashier	01732307197	17	31	55%	35	35	100%	18	45%
15	Najmus Sakib Arafat	Assistant Director	01713909017	17	31	55%	35	35	100%	18	45%
16	Marufa Akther Rupa	Welfare Officer	01874777916	7	31	23%	32	35	91%	25	69%
17	Setu Barua	Jr. Welfare	01787650396	21	31	68%	29	35	83%	8	15%
18	Ms. Happy Chowdhury	ESA	01816834789	17	31	55%	32	35	91%	15	37%
19	Runa Akter	Jr. Executive-HR	01759880800	15	31	48%	28	35	80%	13	32%
20	Mohammad Ismail Hossain	Sr. Officer	01813041766	18	31	58%	25	35	71%	7	13%
21	Md. Solaman	Sr. Executive	01730415249	17	31	55%	35	35	100%	18	45%
22	Mondira Chakraborty	Executive	01815596584	5	31	16%	29	35	83%	24	67%
23	Eshita Akhter	Welfare Officer	01837686727	19	31	61%	33	35	94%	14	33%
24	Tickly Barua	Officer	01635182352	4	31	13%	29	35	83%	25	70%
25	Kasshaful Haque	Manager	01708483984	25	31	81%	34	35	97%	9	16%
26	Muhammed Burhan Uddin	Director	01556359120	17	31	55%	34	35	97%	17	42%

By Batch Improvement or Atrophy: Batch-31

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	F. M. Monirul Islam	Quality Assurance Manager	01714480361	20	31	65%	28	35	80%	8	15%
2	Tahsina Tasnim	Public Relation Officer	01798692691	17	31	55%	31	35	89%	14	34%
3	Shirshendu Ray	Account Officer	01911624925	17	31	55%	24	35	69%	7	14%
4	Mst. Erany Begum	Microbiologist	01920554859	17	31	55%	20	35	57%	3	2%
5	Syeda Nirjhor Prova	Office Executive	01832440502	21	31	68%	30	35	86%	9	18%
6	Liton Acharya	Quality Assurance Manager	01716950481	16	31	52%	33	35	94%	17	43%
7	Sumsur Naher	Q.C Inspector	01725792383	17	31	55%	29	35	83%	12	28%
8	Syeda Farhana	Executive Manager	01716190414	17	31	55%	20	35	57%	3	2%
9	Maruf Asruf	Sales & IT Manager	01941738366	16	31	52%	34	35	97%	18	46%
10	Sarmin Akther	Asst. Accountant	01794433229	17	31	55%	33	35	94%	16	39%
11	Bibhash Chandra Bhattacharjee	Chief Accountant	01960452623	15	31	48%	28	35	80%	13	32%
12	Nahid Sultana	Asst. Accountant	01711450185	18	31	58%	27	35	77%	9	19%
13	Lovely Das	Asst. Accountant	01751604108	17	31	55%	24	35	69%	7	14%
14	Rumana Khanam	Commercial Executive	01767197477	17	31	55%	32	35	91%	15	37%
15	Masum Shaikh	Commercial Officer	01673826521	16	31	52%	28	35	80%	12	28%
16	Tama Aich	Office Executive	01785427202	18	31	58%	31	35	89%	13	31%
17	Tamara Tazreen	Office Executive	01722053170	19	31	61%	31	35	89%	12	27%
18	Mst. Shirin Akter	Office Executive	01982133327	16	31	52%	29	35	83%	13	31%
19	Navia Binte Aman	Office Executive	01968542177	18	31	58%	31	35	89%	13	31%
20	Ummur Redha Mosammath Syedha	Public Relation Officer	01716570133	17	31	55%	30	35	86%	13	31%
21	Tanima Nasir	Office Executive	01914440408	17	31	55%	29	35	83%	12	28%
22	Nushrat Jahan Rupa	Office Executive	01922303773	22	31	71%	25	35	71%	3	0%
23	Syeda Badrunnessa	Administrative Officer	01681654728	22	31	71%	29	35	83%	7	12%
24	Mst. Ayrine Akter	Executive	01982133327	21	31	68%	32	35	91%	11	24%
25	Rowshon Ara Mukta	Accounts Officer	01727018647	17	31	55%	31	35	89%	14	34%

By Batch Improvement or Atrophy: Batch-32

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Tamanna Nur	Owner	01710565872	18	31	58%	28	35	80%	10	22%
2	Puspita Acharya	Entrepreneur	01771074064	5	31	16%	22	35	63%	17	47%
3	Tangina Khanam	Entrepreneur	01610006850	19	31	61%	28	35	80%	9	19%
4	Kazi Shahanawaz Afrin	Entrepreneur	01766958858	23	31	74%	26	35	74%	3	0%
5	Touhida Akter Songita	Entrepreneur	01970378657	0	31	0%	26	35	74%	26	74%
6	Kamrun Nahar	Entrepreneur	01710417122	13	31	42%	28	35	80%	15	38%
7	Jannat Sultana	CEO	01712747003	16	31	52%	21	35	60%	5	8%
8	Md. Shahreir Khan	Entrepreneur	01911603410	18	31	58%	26	35	74%	8	16%
9	Abu Sufeyan	Entrepreneur	01403170701	15	31	48%	26	35	74%	11	26%
10	Afsana Yasmin	Entrepreneur	01743663568	13	31	42%	20	35	57%	7	15%
11	Tahmina Akter	Entrepreneur	01766404422	13	31	42%	24	35	69%	11	27%
12	Most. Lutfun Nahar	Owner	01923261141	21	31	68%	25	35	71%	4	4%
13	Fahmida Khanam	Entrepreneur	01714896551	12	31	39%	18	35	51%	6	13%
14	Nusrat Jahan	Entrepreneur	01740925208	8	31	26%	25	35	71%	17	46%
15	Sadia Sharmin Tonnie	Entrepreneur	01631845788	11	31	35%	26	35	74%	15	39%
16	Selina Akter Runu	Entrepreneur	01716258588	24	31	77%	27	35	77%	3	0%
17	Halima Sikder	Entrepreneur	01959117875	15	31	48%	24	35	69%	9	20%
18	Kesoara Sultana	Entrepreneur	01718316544	12	31	39%	19	35	54%	7	16%
19	Mst. Labony Akter	Owner	01843930830	18	31	58%	27	35	77%	9	19%
20	MD. Saiful Islam	Entrepreneur	01716952593	13	31	42%	18	35	51%	5	9%
21	Ifat Ara	Entrepreneur	01714095511	24	31	77%	27	35	77%	3	0%
22	Sharna Akhter	Entrepreneur	01840648500	15	31	48%	28	35	80%	13	32%
23	Tanzina Nasrin	Entrepreneur	01735313229	9	31	29%	26	35	74%	17	45%
24	Naznin Akter	Entrepreneur	01815321119	14	31	45%	16	35	46%	2	1%

By Batch Improvement or Atrophy: Batch-33

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Bornali Chakraborty	Owner	01676542577	18	31	58%	35	35	100%	17	42%
2	Anwara Akter Tania	Owner	01868715123	18	31	58%	35	35	100%	17	42%
3	Mariom khan Oni	Owner	01782190982	15	31	48%	32	35	91%	17	43%
4	Khandoker Zeba Anjum	Owner	01747176489	16	31	52%	28	35	80%	12	28%
5	Mitu akter Eidy	Owner	01923516945	16	31	52%	30	35	86%	14	34%
6	Bilkis Akter Kajol	Entrepreneur	01636071480	17	31	55%	27	35	77%	10	22%
7	Shimul Billah Khan Majlish	Owner	01722464031	14	31	45%	30	35	86%	16	41%
8	Nasima Akter	Entrepreneur	01815321405	17	31	55%	28	35	80%	11	25%
9	Syeda Wakimunnessa	Owner	01629011993	17	31	55%	22	35	63%	5	8%
10	Chowdhury Khurshed Nahar	Entrepreneur	01715036903	7	31	23%	28	35	80%	21	57%
11	Dilruba Hossain Santa	CEO	01533300167	20	31	65%	32	35	91%	12	27%
12	Sultana Razia	Owner	01752585756	19	31	61%	33	35	94%	14	33%
13	Saida Begum	CEO	01715998290	16	31	52%	32	35	91%	16	40%
14	Nasrin Akhter	Owner	01676930446	14	31	45%	26	35	74%	12	29%
15	Aklima Akter	Owner	01831895699	15	31	48%	23	35	66%	8	17%
16	Tonima Rahman	Owner	01746433324	18	31	58%	31	35	89%	13	31%
17	Shamshun Nahar	Owner	01797777443	19	31	61%	23	35	66%	4	4%
18	Sharmin Jahan khan	Owner	01980116610	12	31	39%	28	35	80%	16	41%
19	Shahnawaz Khan Ale	Entrepreneur	01673981777	14	31	45%	29	35	83%	15	38%
20	Tamma Kaniz Shampa	CEO	01749960771	11	31	35%	18	35	51%	7	16%
21	Taslima Haque	Owner	01745729050	16	31	52%	34	35	97%	18	46%
22	MD Mynul Islam Imran	Coordinator	01648143797	17	31	55%	31	35	89%	14	34%
23	Jamila Khatun Rima	Owner	01625267086	21	31	68%	31	35	89%	10	21%
24	Marium Islam Sara	Owner	01715984787	14	31	45%	30	35	86%	16	41%
25	Thamina Parvin	Owner	01711343371	19	31	61%	29	35	83%	10	22%
26	Quazi Sabnam	Entrepreneur	01735860609	21	31	68%	31	35	89%	10	21%

By Batch Improvement or Atrophy: Batch-34

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Nazma Akter	Officer	01815534371	21	31	68%	32	35	91%	11	24%
2	Nobina Akter Nipa	Officer	01846449946	21	31	68%	35	35	100%	14	32%
3	Noor-E-Zannat	Jr. Executive	01521221840	20	31	65%	32	35	91%	12	27%
4	Sahelin Samira Delwar	Executive (W.O)	01791410997	19	31	61%	35	35	100%	16	39%
5	Hasina Akter	Welfare Officer	01817314222	18	31	58%	32	35	91%	14	33%
6	Jahanara Akter	Executive	01729519308	19	31	61%	35	35	100%	16	39%
7	Irin Sultana	Executive	01731646672	21	31	68%	33	35	94%	12	27%
8	Mashuka Sultana	Executive	01708488172	20	31	65%	32	35	91%	12	27%
9	Tilka Seddika	Officer	01750806601	21	31	68%	35	35	100%	14	32%
10	Farhana Afrin	Asst. Manager	01721320944	26	31	84%	33	35	94%	7	10%
11	Surata Chakma	HR & Compliance	01553767392	23	31	74%	32	35	91%	9	17%
12	Asmaul Hossna	Sr. Officer	01851100064	18	31	58%	32	35	91%	14	33%
13	Mst. Hasna Mostari	Assistant Manager	01957729663	18	31	58%	33	35	94%	15	36%
14	Ayesa Akter Mukta	Officer	01675972331	19	31	61%	33	35	94%	14	33%
15	Mosammat Umme Hany	Executive	01840849287	19	31	61%	34	35	97%	15	36%
16	Ms. Aparna Barua	Jr. officer	01721885511	21	31	68%	33	35	94%	12	27%
17	Ms. Syeda Rabeya Kowser	Sr. Officer	01724544650	21	31	68%	25	35	71%	4	4%
18	Ms. Tania Akter	Welfare Officer	01622333980	20	31	65%	32	35	91%	12	27%
19	Md. Masud Morshed Khan	Counsellor cum Inspector	01711183254	23	31	74%	29	35	83%	6	9%
20	S. M. Muzibur Rahman	Counsellor cum Inspector	01712618159	25	31	81%	29	35	83%	4	2%
21	Manuj Das	Counsellor cum Inspector	01720949938	23	31	74%	33	35	94%	10	20%
22	Md. Nahean Islam	Counsellor cum Inspector	01926187242	26	31	84%	33	35	94%	7	10%
23	Mrs. Gul Naher Begum	Counsellor cum Inspector	01819610607	23	31	74%	32	35	91%	9	17%
24	Mrs. Farzana Akther Shanta	Counsellor cum Inspector	01714465942	26	31	84%	34	35	97%	8	13%
25	Mrs. Mahfuja Khatun	Counsellor cum Inspector	01747164914	24	31	77%	32	35	91%	8	14%

By Batch Improvement or Atrophy: Batch-35

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Shanaz Akter	Senior Counsellor	01913971043	21	31	68%	34	35	97%	13	29%
2	Joyita Chowdhury	HR Officer	01726495811	23	31	74%	35	35	100%	12	26%
3	Farzana Sulthana	Executive	01875184282	24	31	77%	34	35	97%	10	20%
4	Nusrat Ali	Officer	01611883324	20	31	65%	35	35	100%	15	35%
5	Saira Khatun	Executive	01675532136	19	31	61%	34	35	97%	15	36%
6	Ms Nasima Akter Talukder	Asst officer	01831725842	24	31	77%	28	35	80%	4	3%
7	Ayesha Siddika	Senior Counsellor	01715709013	21	31	68%	29	35	83%	8	15%
8	MT. Sumana Khatun	Production Safety Officer	01772006868	20	31	65%	25	35	71%	5	7%
9	Afroza Akter	welfare officer	01823929243	20	31	65%	33	35	94%	13	30%
10	Jannatul Mawa	Trainee Officer	01591144929	23	31	74%	31	35	89%	8	14%
11	Taslima Akter Poly	Officer	01846885775	18	31	58%	34	35	97%	16	39%
12	Sumaiya Sharmin Chowdhury	Executive Officer-II	01834848418	22	31	71%	34	35	97%	12	26%
13	Asma Akter	Asst. Officer	01832804189	21	31	68%	24	35	69%	3	1%
14	Fahmida Soltana	Welfare Officer	01875734458	21	31	68%	34	35	97%	13	29%
15	Shahnaj Akter	Sr. Executive	01729536266	24	31	77%	35	35	100%	11	23%
16	Nazma Akter Mili	Welfare Officer	01859818080	22	31	71%	33	35	94%	11	23%
17	Mrs. Selina Akhter Jahan	Counsellor cum Inspector	01711170987	21	31	68%	24	35	69%	3	1%
18	Mrs. Nur Naher Begum	Counsellor cum Inspector	01770298158	24	31	77%	27	35	77%	3	0%
19	Jannatul Ferdous Shaty	Jr. Officer	01689092197	23	31	74%	32	35	91%	9	17%
20	Shafiul Alam Pavel	Counsellor cum Inspector	01685133086	27	31	87%	31	35	89%	4	1%
21	Sanjib Barua	Counsellor cum Inspector	01819884061	24	31	77%	27	35	77%	3	0%
22	Ms. Hakima Akthar	Welfare Officer	01615105413	23	31	74%	30	35	86%	7	12%
23	Farjana Afrooj	Welfare Officer	01878148129	22	31	71%	31	35	89%	9	18%
24	Ms. Sharmin Akter	Welfare Officer	01632972732	23	31	74%	33	35	94%	10	20%
25	Nazmun Nahar	Counselor	01646072011	21	31	68%	32	35	91%	11	24%

By Batch Improvement or Atrophy: Batch-36

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Mohammad Asaduzzaman	Asst. Manager	01318316153	15	31	48%	32	35	91%	17	43%
2	Mst. Jannatul Ferdouse Munni	Manager	01318316151	19	31	61%	29	35	83%	10	22%
3	Md. Waliullah	Executive	01318316157	15	31	48%	30	35	86%	15	37%
4	Taslima	Executive	01749001566	13	31	42%	35	35	100%	22	58%
5	Farjana Akter	PA to Chairman	01708460276	16	31	52%	32	35	91%	16	40%
6	Sharmin Yasmin	Deputy Manager	01730014233	15	31	48%	32	35	91%	17	43%
7	Kamrun Nahar	Office Executive	01768676037	11	31	35%	32	35	91%	21	56%
8	Tasfia Shehnaz Chowdhury	Office Executive	01816255337	11	31	35%	34	35	97%	23	62%
9	Sadia Sharmin	Senior Executive	01313779146	15	31	48%	33	35	94%	18	46%
10	Sabina Yeasmi Mala	Senior Executive	01313779145	16	31	52%	35	35	100%	19	48%
11	Sadia Hossain Nity	Executive	01747579754	14	31	45%	35	35	100%	21	55%
12	Sohani Hasan (Moon)	Commercial officer	01707581924	11	31	35%	33	35	94%	22	59%
13	Israt Jahan	Commercial officer	01757554904	5	31	16%	34	35	97%	29	81%
14	Pryanka Saha Lopa	Commercial officer	01736079657	10	31	32%	35	35	100%	25	68%
15	Sharmin Hanif	Commercial officer	01313712260	11	31	35%	32	35	91%	21	56%
16	Mohammad Moazzem Hossain Moti	President	01611564605	0	31	0%	35	35	100%	35	100%
17	Ayesha Siddiqua	Ass. Secretary	01712132046	10	31	32%	35	35	100%	25	68%
18	Mirza Rushni	Executive	01748122519	10	31	32%	33	35	94%	23	62%
19	Marium Binte Mohammad	HR	01916858313	18	31	58%	34	35	97%	16	39%
20	Mohammad Abdul Alim	Assistant Secretary	01715616110	23	31	74%	32	35	91%	9	17%

By Batch Improvement or Atrophy: Batch-37

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Auleva Khan	Executive	01741336811	16	31	52%	22	35	63%	6	11%
2	Mohammad Zilkad Chowdhury	Deputy Secretary	01711937363	25	31	81%	32	35	91%	7	11%
3	Md. Abul Bashar	Accounts Officer	01768676037	22	31	71%	25	35	71%	3	0%
4	Md. Omar Faruq Khan	Laboratory Assistant	01822804336	23	31	74%	26	35	74%	3	0%
5	Shabikun Nahar	Computer Operator	01998455206	12	31	39%	25	35	71%	13	33%
6	Mst. Khurshida Parvin	Welfare Officer	01783414656	17	31	55%	20	35	57%	3	2%
7	Md. Zahid Hasan	Sr. Executive	01737471279	19	31	61%	22	35	63%	3	2%
8	Mohona Afnan	Jr. Officer	01633568753	26	31	84%	30	35	86%	4	2%
9	Morzina Begum	Executive (Welfare)	01787277424	9	31	29%	19	35	54%	10	25%
10	Riaz	Jr. Commercial Officer	01716816419	11	31	35%	15	35	43%	4	7%
11	Amar Saha	Manager	01715022871	14	31	45%	18	35	51%	4	6%
12	Sabana	Asstt. Manager	01987799009	19	31	61%	28	35	80%	9	19%
13	Laki Akter	Commercial Officer	01778399963	20	31	65%	23	35	66%	3	1%
14	Fozle Rabby	Commercial officer	01571329264	19	31	61%	23	35	66%	4	4%
15	Md. Rabiul Islam	Officer	01686662068	21	31	68%	29	35	83%	8	15%
16	Md. Amdadul Haque	Accounts Officer	01759086137	20	31	65%	26	35	74%	6	10%
17	Nurzahan	Executive	01834037565	14	31	45%	18	35	51%	4	6%
18	Mostafizur Rahman	Officer	01787654282	16	31	52%	25	35	71%	9	20%
19	Md. Zakir Hossain	Manager	01748164874	20	31	65%	28	35	80%	8	15%
20	Ibrahim Khalilullah	Accounts Officer	01712581307	14	31	45%	17	35	49%	3	3%
21	Sadia Nawshin	Accounts Officer	01916112987	16	31	52%	23	35	66%	7	14%
22	Afroza Pervin Shima	Manager	01715286444	17	31	55%	28	35	80%	11	25%
23	Ayesha Pervin	Manager	01313098993	10	31	32%	28	35	80%	18	48%
24	Md. Ashraf Hossain Ripon	Manager	01813791648	8	31	26%	18	35	51%	10	26%

By Batch Improvement or Atrophy: Batch - 38

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Dorothy Rupa Biswas	Entrepreneur	01707073226	17	31	55%	26	35	74%	9	19%
2	Sonia Akter	Entrepreneur	01911855604	8	31	26%	22	35	63%	14	37%
3	Faria Tanjim	Entrepreneur	01684573151	14	31	45%	31	35	89%	17	43%
4	Foyzun Nesa	Entrepreneur	01850678941	14	31	45%	31	35	89%	17	43%
5	Risha Ahmed	Entrepreneur	01841187369	9	31	29%	21	35	60%	12	31%
6	Shabana Naz	Entrepreneur	01715131686	9	31	29%	26	35	74%	17	45%
7	Sathe Akther	Entrepreneur	01837333902	9	31	29%	22	35	63%	13	34%
8	Reshma Farhana	Entrepreneur	01929207081	17	31	55%	31	35	89%	14	34%
9	Sajia Khan	Entrepreneur	01911398035	16	31	52%	29	35	83%	13	31%
10	Maliha Islam Moon	Entrepreneur	01980857559	20	31	65%	30	35	86%	10	21%
11	Mousumi Islam	Entrepreneur	01912248792	17	31	55%	32	35	91%	15	37%
12	Farjana Aka	Entrepreneur	01738849175	13	31	42%	20	35	57%	7	15%
13	Afiah Mubasshirah Rifa	Entrepreneur	01833376346	16	31	52%	30	35	86%	14	34%
14	Umme Kulsum	Entrepreneur	01927518008	11	31	35%	23	35	66%	12	30%
15	Anamika Akther	Entrepreneur	01711185461	9	31	29%	26	35	74%	17	45%
16	Munmun Akter	Entrepreneur	01777677141	13	31	42%	29	35	83%	16	41%
17	Shahana Jahan Mim	Entrepreneur	01757411482	12	31	39%	18	35	51%	6	13%
18	Fariha Binte Quader	Entrepreneur	01919743685	17	31	55%	26	35	74%	9	19%
19	Afifi Akter	Entrepreneur	01625592963	12	31	39%	19	35	54%	7	16%
20	Amina Ehsan	Entrepreneur	01915624038	18	31	58%	32	35	91%	14	33%
21	Tahmina Sultana	Entrepreneur	01632524742	11	31	35%	33	35	94%	22	59%
22	Tahsina Sultana	Entrepreneur	01314541333	16	31	52%	29	35	83%	13	31%
23	Asfia Ahmed	Entrepreneur	01733745653	13	31	42%	31	35	89%	18	47%
24	Masuma Khanam	Entrepreneur	01723127170	11	31	35%	22	35	63%	11	27%
25	Sharmin Hafiz Himu	Entrepreneur	01783392192	15	31	48%	22	35	63%	7	14%
26	Ummea Salma	Entrepreneur	01912954841	11	31	35%	26	35	74%	15	39%
27	Umme Tabassum Janifar	Entrepreneur	01717079772	9	31	29%	25	35	71%	16	42%
28	Kanij Fatema	Entrepreneur	01824552551	5	31	16%	24	35	69%	19	52%

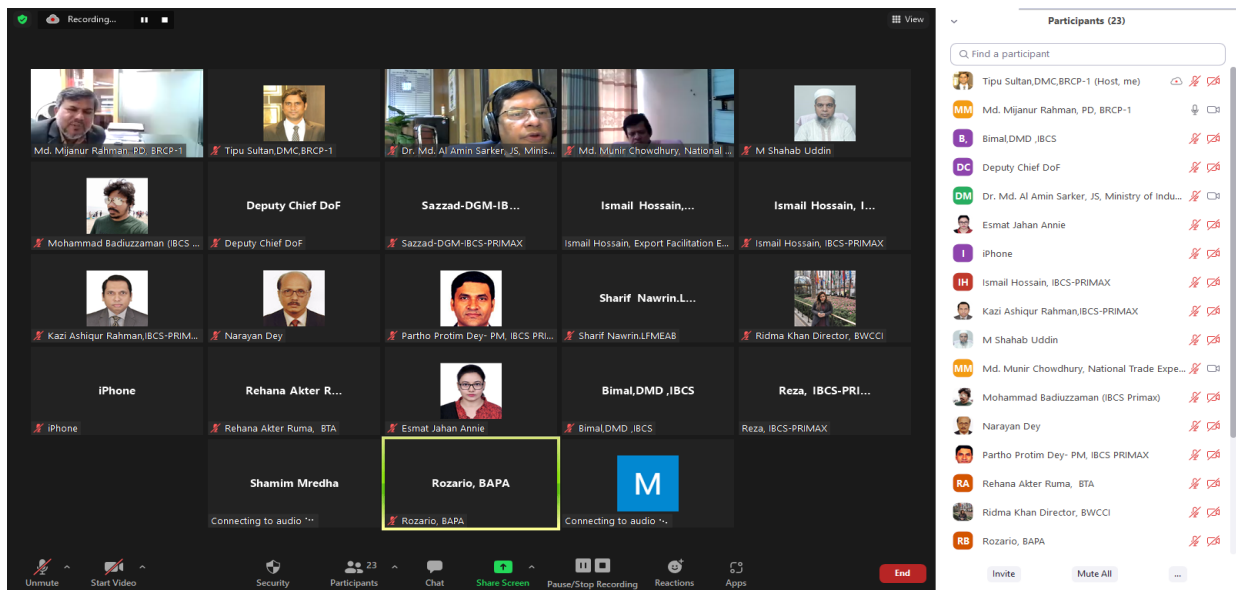
By Batch Improvement or Atrophy: Batch - 39

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Afsana Rahman	Counselor cum Inspector	01738397847	25	31	81%	29	35	83%	4	2%
2	Momtaz Jahan Taniya	Counselor cum Inspector	01817122160	21	31	68%	32	35	91%	11	24%
3	Nusrat Jahan Shaolin	Counselor cum Inspector	01755523038	22	31	71%	29	35	83%	7	12%
4	Asma Begum	Sub-Assistant Engineer	01710238516	21	31	68%	28	35	80%	7	12%
5	Tanjena Rahman	Welfare Officer	01684554525	25	31	81%	30	35	86%	5	5%
6	Shah Mahmuda Yasmin	Welfare Officer	01515616634	25	31	81%	30	35	86%	5	5%
7	Mrs. Rawshanara Akter	Executive-welfare	01708484639	22	31	71%	27	35	77%	5	6%
8	Ms. Sumaya Khatun	Jr. Executive	01619003603	20	31	65%	23	35	66%	3	1%
9	Bilkis Khanam	Sr. Executive	01713557043	23	31	74%	27	35	77%	4	3%
10	Salina Akter	Officer	01709678956	25	31	81%	29	35	83%	4	2%
11	Arpana Khatun	Welfare Officer	01911099129	25	31	81%	30	35	86%	5	5%
12	Sharmin Jahan	IE Officer	01535103785	23	31	74%	29	35	83%	6	9%
13	Anowara Parvin	Sr, Welfare Officer	0170850122	22	31	71%	29	35	83%	7	12%
14	Shahnaj Sharmin Sathi	Officer (Hr & Welfare)	01321146565	24	31	77%	28	35	80%	4	3%
15	Most. Rupali Khatun	Assistant Admin Officer	01782724175	23	31	74%	28	35	80%	5	6%
16	Shamima Sultana	IE Officer	01892318636	28	31	90%	32	35	91%	4	1%
17	Lima Akter	Welfare officer	01772717778	23	31	74%	27	35	77%	4	3%
18	Adil Morshed Mithu	Asst Manager	01773501509	25	31	81%	29	35	83%	4	2%
19	Manijah Armin	Merchandising	01773333331	21	31	68%	29	35	83%	8	15%
20	Mahfujur Rahman	Assistant Officer	01780720645	19	31	61%	25	35	71%	6	10%
21	Laila Jafreen	Asst. computer operator	01710245432	21	31	68%	29	35	83%	8	15%
22	Joyanta Bose	Assistant Manager	01324432484	26	31	84%	32	35	91%	6	8%
23	Shrabani Reza	Welfare Officer	01719644521	23	31	74%	28	35	80%	5	6%
24	Tania Akter	Data Entry Operator	01857418081	25	31	81%	29	35	83%	4	2%
25	Masuda Akter	Sr. Executive	01618043786	23	31	74%	29	35	83%	6	9%
26	Md. Muzammal Huqe	HR Officer	01911868586	23	31	74%	27	35	77%	4	3%
27	Rahima Akter	HR Executive	01836789126	20	31	65%	28	35	80%	8	15%
28	Sammia Akhter Sweety	HR Officer	01973736256	23	31	74%	28	35	80%	5	6%

By Batch Improvement or Atrophy: Batch - 40

SL	Name	Designation	Contact	Pre-Test			Post Test			Variance Mark	Variance (%)
				Obtained	Total	Achieved %	Obtained	Total	Achieved %		
1	Rebeka Sultana Rimi	Entrepreneur	01554042159	11	31	35%	30	35	86%	19	50%
2	Papia Islam Mita	Entrepreneur	01670134841	14	31	45%	30	35	86%	16	41%
3	Shila Akter	Entrepreneur	01677865159	7	31	23%	32	35	91%	25	69%
4	Kazmina Akter	Entrepreneur	01760614729	12	31	39%	23	35	66%	11	27%
5	Nusrat Islam Sohana (Rusha)	Entrepreneur	01626820684	17	31	55%	29	35	83%	12	28%
6	Tania Akhter	Entrepreneur	01682213384	16	31	52%	32	35	91%	16	40%
7	Merina Hussain	Entrepreneur	01730882843	12	31	39%	32	35	91%	20	53%
8	Sonia Razzaque	Entrepreneur	01788702329	16	31	52%	32	35	91%	16	40%
9	Faheem Mashrequi	Entrepreneur	01718975607	12	31	39%	35	35	100%	23	61%
10	Farhana Akter Lucky	Entrepreneur	01743849630	14	31	45%	32	35	91%	18	46%
11	Nusrat Jahan	Entrepreneur	01715656969	13	31	42%	31	35	89%	18	47%
12	Sarmin Akter Nila	Entrepreneur	01716587980	11	31	35%	32	35	91%	21	56%
13	Antara Akter	Entrepreneur	01595079178	11	31	35%	27	35	77%	16	42%
14	Rumana Khan Sumi	Entrepreneur	01319441818	14	31	45%	30	35	86%	16	41%
15	Mst. Zhannatul Naim	Entrepreneur	01712315017	10	31	32%	34	35	97%	24	65%
16	Joya Islam	Entrepreneur	01305729612	22	31	71%	33	35	94%	11	23%
17	Aktary Begum	Entrepreneur	01913774996	11	31	35%	32	35	91%	21	56%
18	Atia Siddika Keya	Entrepreneur	01841244270	16	31	52%	33	35	94%	17	43%
19	Hasina Hossain	Entrepreneur	01683587072	16	31	52%	29	35	83%	13	31%
20	Murshida Akhter Parvin	Entrepreneur	01732965215	11	31	35%	32	35	91%	21	56%
21	Halima Akter Lima	Entrepreneur	01910910690	15	31	48%	31	35	89%	16	40%
22	Ananya Islam	Entrepreneur	01680773287	20	31	65%	34	35	97%	14	33%
23	Mahe Jabin Quayyum	Entrepreneur	01817100400	10	31	32%	33	35	94%	23	62%
24	Rifat Sultana	Entrepreneur	01952298929	21	31	68%	33	35	94%	12	27%
25	Rafeja Khanam	Entrepreneur	01916250315	14	31	45%	30	35	86%	16	41%

Annexure -8: Photo Gallery







**BANGLADESH REGIONAL CONNECTIVITY PROJECT-1 (BRCP-1)
DESIGNING AND IMPLEMENTING TRAINING PROGRAM
for
INCREASING WOMEN'S PARTICIPATION IN THE ICT SECTOR
IN BANGLADESH (Increase of ICT Use in Top Eleven Export Sectors)**

