

# Bangladesh Institute of Labour Studies - BILS

## BILS-Electric Workshop for Teenagers (EWTP)



February 2012 – April 2014

### 1. BASIC PROJECT DATA

Project Title :	BILS-Electric Workshop for Teenagers (EWTP)
Project Number :	15
Sector :	Education (Skill Training)
Recipient Country :	Bangladesh
Project Area :	Keraniganj, Dhaka, Bangladesh
Project Executing Organisation :	Bangladesh Institute of Labour Studies-BILS
Project Language :	English
Date of Agreement :	
Project Period :	February 2012 – April 2014
Development Objective :	To develop an innovative and self-sustaining training model with the aim of supporting disadvantaged adolescents in obtaining professional skills through hands-on technical training in Electrical Trade.
Immediate Objective :	To enhance the professional qualifications of 96 graduates of Electrical Trade and their possibilities for finding appropriate employment.

### 2. SUMMARY & LESSONS LEARNT:

Bangladesh Institute of Labour Studies -BILS have implemented the “Electric Workshop for Teenagers Project-EWTP’ with the support of LO-FTF council and the ‘Danish EL-fore bound’ in Keraniganj, Dhaka, Bangladesh for the period of February 2012- April 2014.

The overall objective of the project is to enhance the profession skill of the graduates, who completed the basic skill training on Electric Trade from 'BILS-Child Labour Elimination Activities-CLEP' Keraniganj, to enable the graduates to be self-employed or to find appropriate employment.

First the LO-FTF Council approved the project for the period of Sep 2011- August 2013 and accordingly the project documents were submitted to the NGO Affairs Bureau. Unfortunately, we got the project approval from NGO Bureau in February 2012. In these circumstances, the period of the project has been rearranged for the period of Feb 2012 - Jan 2014 in consultation with LO-FTF Council. But due to delay in starting the 1<sup>st</sup> apprenticeship batch, it has not been possible to complete the targeted 4 apprenticeship batches within the initially approved 2 years period, Feb/12 - Jan/14. So, to achieve the immediate objective, completion of 4 apprenticeship batches (4 x 24 = 96 adolescents), the project period has been extended for three months within the previously approved budget and finally the revised project period is February 2012- April 2014.

The projects has encountered some constraints in implementing its activities; like Hartal (general strike), industrial unrest, delay in starting the 1<sup>st</sup> apprenticeship batchg, changing in staff position, etc. However the project has been able to overcome the obstacles and implemented all the planned activities and achieved the planned output as well.

#### Outputs produced/ Achievements

- ⇒ Establishment of an Electric Workshop with necessary tools and equipment.
- ⇒ Development training curriculum for conducting the apprenticeship training and guidelines to run the workshop properly.
- ⇒ Obtaining supports from local community through campaign and discussion meeting with community people.
- ⇒ Formation of 'A network of senior electricians' consisting 10 professional electricians of the local area.
- ⇒ Completion of 4 batches (24 x 4 = 96) apprenticeship training for, where a total of 78 adolescent out of 96 have completed the training successfully and the rest 18 teenagers dropped-out before completing the course.

The most important achievements are as follows;

- ⇒ More than 80% of the EW graduates have got jobs or been self-employed with better income.
- ⇒ The 'senior electricians' network' have been continued their support in practical training of providing customer services and support the EWTP graduates in getting job/ being self-employed. Even after the project phase-out the EWTP graduates are in touch with the network.

⇒ The local community people have continued their supports in running the project and in employment of the trained teenagers.

The major problem was the enrollment of some under-aged teenagers (12-14 years) than expected age limit (15-18 years). From the beginning the project tried to overcome the limitation of enrolling under-aged teenagers, but it was not possible to overcome the limitation fully.

The work in electric trade is normally risky, which is more risky for the under-aged teenagers enrolled in the EWTP. On the other hand the EWTP was a supplementary project of BILS/Child Labour Elimination project that have been phased-out in September 2014. As a result it will be more difficult to maintain the age-limit in enrolling the teenagers. In this situation it has been decided not to continue the project after the project period.

Except the limitation of under-aged teenagers, the project able to produce the planned outputs accordingly. More than 80% of the EW graduates have got jobs or been self-employed with better income. Support from local community people and local electricians' network was very important in achieving the project goal. So, except the limitation of under-aged teenagers, the project is successful in achieving the goal.

### **3. PROJECT BACKGROUND:**

Bangladesh Institute of Labour Studies (BILS) implemented a Child Labour Elimination Project (CLEP) with the support of Lo-FTF Council, Denmark from 2001 to 2014. The CLEP project consist of Non Formal Education (NFE) and Basic Skills Training(BST) in Embroidery, Tailoring, Motor Mechanics and Electric Works trades for child labourers in three geographical locations in Dhaka.

The fact is that the child labourers/ adolescent workers have no opportunity to improve their living situation through acquiring skill training as the formal vocational training is not affordable for their families. Moreover, some young people, both children and adolescents, work as apprentices in different types of hazardous and risky work, e.g. motor workshop, electrical works and transport etc. Due to extreme poverty and lack of proper awareness, the guardians accept the conditions often without any payment, benefits or rights, because of the prospect that the children will become skilled workers after some years. Many young people are abused both physically and mentally in the name of apprenticeship training. Furthermore, the quality of the training that the adolescents receive is in the most instances extremely poor. Considering the situation, BILS included the BST in the above mentioned 4 trade in the 'BILS Child Labour Elimination project'.

Up to October 2010 a total of 3676 child labourers received Basic Skill Training in 4 trades of which average 64.79% (according to our follow up report) have been successful in getting a job or to be self-employed. But from early on it was observed that the employment rate of the graduates in Motor Mechanics and Electric works has not been satisfactory – where one reason is the absence practical training, is not insufficient to get job or to be self-employed. With that experience, a supplementary project named 'BILS/Motor Workshop for Teenagers' was started in July 2004 to provide 12 months apprenticeship training for the graduates of Motor Mechanics trades.

The Motor Workshop project was very much successful in relation to job placement, more than 80 percent of the graduates who completed 12 months apprenticeship training were able to managed job with better income(according to our follow up report), even some of them got job in some renowned motor workshops in Dhaka City.

The initiative of MW was successful in job placement for the graduates of Motor Mechanics trade. The motor workshop project has positively contributed in the employment opportunities and income generation for adolescents. The experiences with the Motor Workshop have encouraged BILS to provide practical training to the graduates of Electric Works.

At the mean time, the Danish EL-forbund has expressed their interest in supporting such an initiative, which trains adolescents in Electrical Trade for the support and empowerment of young people. The scope put forward BILS and LO-FTF Council to develop a project like Motor Workshop to provide practical training for graduates of Electric Trade.

This project proposal builds upon the lessons learned, by setting up a similar workshop for the promotion of skills of adolescent apprentices within the Electrical Trade.

Considering the skill training situation for the child labourers and adolescent workers, and upon the success of the Motor Workshop Project, it was decided to implement an Electric Workshop Project in Keraniganj area. Accordingly, BILS established an Electrics Workshop in Keraniganj for 2 years duration with the financial support and Technical Assistance from the Danish EL-forbund and the LO/FTF Council. Through the workshop the graduates of the Electric Works Trade of Keraniganj area have received 6 months duration practical training including providing customer services, which helps the graduates to get appropriate job/ self employment with better income.

#### **4. Project Design:**

Initially the project was designed for two years to provide apprenticeship training for 4 batches @ 24 graduates of Electric Works trade, where the training duration was 6 months. Unfortunately it had been delayed in starting the 1<sup>st</sup> batch, so the project had been extended for three months within the initial approved budget.

The point of departure of this employment generating project is the establishment of an electric workshop cum electric good sales centre as well as apprentices' agreement with licensed electricians. But analyzing the practical situation some obstacles were identified in running the shop i.e. a formal electric shop is fully commercial approach and it is obligatory to have a trade license for the shop which is not easy for BILS; need 2 experienced salesperson to run the shop etc. Considering the situation, provision of shop has been excluded from project design. The access to customers and income is thereby threefold:

1. Through the practical training from the Electric Workshop.
2. Through the 'Professional Electrician Network' developed in the local area.
3. Through campaigning in the local community.

#### **Establishment of the electric workshop;**

An Electric Workshop established with necessary equipments and tools to carry out practical training for the teenagers. A false wall established in the workshop for wiring related practical training.

**Development of training curriculum and guidelines:**

Guidelines developed for smooth running of the workshop and training curriculum for six month apprenticeship training.

**Formation of Professional Electrician Network:**

A Professional Electricians Network' formed consisting 10 professional senior electricians of the local area and oriented on the project activities. Through the network the trainees received two months hand-on practical training by providing customer services with the electricians. The network supports the trained teenagers in job replacement after successfully completion of 6 months training.

**Local Community Mobilization:**

The project has been able to obtain supports from local community through campaign and discussion meeting with community people. The local community appreciated the project very much and they expressed to provide their all-out cooperation in project implementing as well as to support the trained teenagers in getting jobs or self-employment.

**Enrolment and practical training:**

The project targeted the graduates of Electric Works trade in Keraniganj who completed 6 months basic skill training in Electric Works trade to provide them another 6 months apprenticeship training based on practical works and direct customer services.

During the project period total 4 batches completed their course and in each batch 24 adolescents enrolled for six-months to get practical knowledge and experience. During the first four months of the 6 months course the trainees receives in-house training and during the last two months the trainees received practical training by providing customer service with the electrical network under the guidance of workshop.

After successful completion of six month practical course the trainees awarded with certificates through certificate distribution ceremony where the local community people, local businessmen related to electric goods and guardians of the trainees attended. In the ceremony all participants were informed about the skill of the teenagers, and requested to support the teenagers in job placement with an appeal for the job placement and receive services from the skill teenagers.

**Project Management and Institutional Framework:**

***BILS:***

The senior management personnel of BILS were responsible for implementing the project according to the project document and approved budget, and ensure the quality of the implemented activities. BILS was responsible for the overall planning, implementation, management, coordination, monitoring and reporting of the workshop's activities throughout the entire project period.

BILS management pursued all planning and coordination activities in setting-up of the Electric Workshop in a suitable and appropriate place in Keraniganj, Dhaka. As well as equipped the workshop with necessary tools and equipments

Besides, BILS formed a 'Project Advisory Committee' consisting the BILS leadership. The committee provided necessary guidance and advices for the proper implementation of the project and monitored the progress of implementation of the project activities.

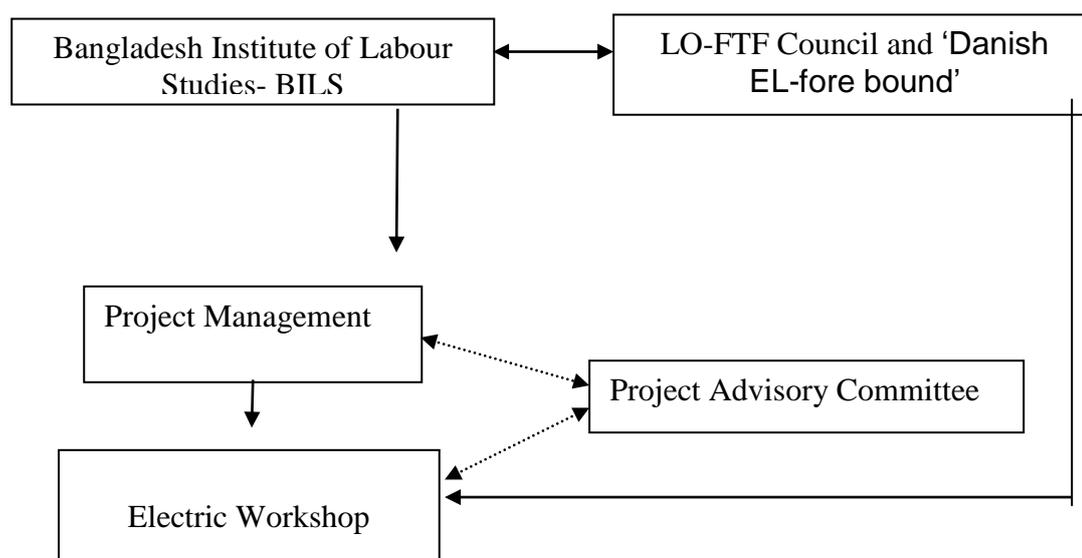
Moreover, BILS employ the necessary technical staff and train the staffs to implement the planned activities according to the project documents.

***The LO/FTF Council/ the Danish EL-fore bound':***

The LO-FTF Council and the 'Danish EL-fore bound' provided funds and necessary technical support for the project implementation as well as monitoring -evaluation of the project activities.

**Institutional framework:**

The institutional framework of the project shown in the figure is given below:



**5. BUDGET/EXPENDITURE:**

Bud get Line	Detail	Approved Budget (Feb-12- Apr14)	Expenses Feb-Dec 2012	Expenses Jan-Dec 2013	Expenses Jan-Apr 2014	Total Expenses (Feb-12- Apr14)
1	<b>An Electric Workshop including necessary tools, electric goods has been established</b>					
1.1	<b>Installation and Equipment</b>					
	Decoration and Furniture	169,177	169,177			169,177
	Equipment and tools	59,180	59,180			59,180
	Electric goods for selling	109,856	109,856			109,856
	Generator	30,000	30,000			30,000

Completion Report, EWTP, Feb'12 – Apr'14

Bud get Line	Detail	Approved Budget (Feb-12-Apr14)	Expenses Feb-Dec 2012	Expenses Jan-Dec 2013	Expenses Jan-Apr 2014	Total Expenses (Feb-12-Apr14)
	Advertisement	9,705	9,705			9,705
	<b>Sub-total</b>	<b>377,918</b>	<b>377,918</b>			<b>377,918</b>
1.2	<b>Running cost</b>					
	Transportation	30,600	13,200	13,350	3,900	30,450
	Communication	25,000	11,000	11,600	2,500	25,100
	Rent of premises	270,000	110,000	120,000	40,000	270,000
	Power supply and fuel	132,750	54,750	59,562	18,950	133,262
	Stationery	17,080	7,580	7,845	1,300	16,725
	Refreshment	17,362	8,362	7,850	1,200	17,412
	Repairing and maintenance	29,200	4,200	20,140	4,680	29,020
	Miscellaneous	15,854	7,938	7,916		15,854
	<b>Sub-total</b>	<b>537,846</b>	<b>217,030</b>	<b>248,263</b>	<b>72,530</b>	<b>537,823</b>
2	<b>The content and process of the apprenticeship training is prepared.</b>					
3	<b>96 adolescents is enrolled and completed apprenticeship training in Electrical Trade</b>					
3.1	Training Materials	47,333	18,333	22,900	5,800	47,033
3.2	Dress/ safety and security	149,558	64,558	85,000		149,558
3.3	Staff training	17,250	17,250			17,250
3.4	Certificate distribution/ others	30,820	10,000	14,000	7,240	31,240
	<b>Sub-total</b>	<b>244,961</b>	<b>110,141</b>	<b>121,900</b>	<b>13,040</b>	<b>245,081</b>
4	<b>Installation, repair and maintenance service are rendered to private paying customers</b>					
5	<b>Strategy for training, marketing as well as employment generation for adolescents reviewed</b>					
5.1	Quarterly review meeting	14,000	6,000	5,900	2,050	13,950
5.2	Annual review meeting	13,500		6,555	6,400	12,955
	<b>Sub-total</b>	<b>27,500</b>	<b>6,000</b>	<b>12,455</b>	<b>8,450</b>	<b>26,905</b>
6	<b>Local community people/ guardian informed on EW as well as adolescents workers right</b>					
6.1	Guardian meeting	21,649	10,542	8,305	3,100	21,947
6.2	Community Campaign	37,985	18,025	19,960		37,985

Completion Report, EWTP, Feb'12 – Apr'14

Budget Line	Detail	Approved Budget (Feb-12-Apr14)	Expenses Feb-Dec 2012	Expenses Jan-Dec 2013	Expenses Jan-Apr 2014	Total Expenses (Feb-12-Apr14)
	<b>Sub Total</b>	<b>59,634</b>	<b>28,567</b>	<b>28,265</b>	<b>3,100</b>	<b>59,932</b>
	<b>Total activities (1-6)</b>	<b>1,247,859</b>	<b>739,656</b>	<b>410,883</b>	<b>97,120</b>	<b>1,247,659</b>
<b>7</b>	<b>Local staff</b>					
7.1	Senior Electrician	339,083	131,083	156,000	52,000	339,083
7.2	Trainer/Asst. Electrician	227,389	87,389	104,000	36,000	227,389
7.3	Sales person/ Trainer	141,618	54,618	65,000	22,000	141,618
7.4	Helper (graduates)	89,531	34,031	40,500	15,000	89,531
	<b>Sub Total</b>	<b>797,621</b>	<b>307,121</b>	<b>365,500</b>	<b>125,000</b>	<b>797,621</b>
<b>8</b>	<b>Administration and others</b>					
8.1	Audit	40,000		20,000	20,000	40,000
8.2	Bank Charge	3,000	1,500	750	750	3,000
8.3	Technical support of BILS	264,500	126,500	138,000		264,500
8.4	Consultant visit	46,000		30,000	16,000	46,000
	<b>Sub Total</b>	<b>353,500</b>	<b>128,000</b>	<b>188,750</b>	<b>36,750</b>	<b>353,500</b>
<b>9</b>	<b>Administration (7 %)</b>	160,463	76,743	65,859	17,861	160,463
	<b>Total Project Cost</b>	<b>2,559,443</b>	<b>1,251,520</b>	<b>1,030,992</b>	<b>276,731</b>	<b>2,559,243</b>

## 6. INPUTS:

### Physical Inputs:

- Establishment of an Electric Workshop in suitable road-side premises.
- Decoration and furniture
- Tools & equipment, training materials, safety materials and electric goods

### Inputs of the LO/FTF Council and the 'Danish EL-fore bound':

The inputs from the LO/FTF Council and the 'Danish EL-fore bound' comprise developing and planning of the project and funding of programme activities, staffs and office expenses. Moreover, LO-FTF Council has provided necessary technical assistant and the following inputs for the proper implementation of the project.

- Technical assistance and necessary decisions as required in implementing the project activities.

- Advices and guidance on different matters arising during the project implementation.
- Technical assistance in financial management of project grant.
- Monitor and evaluate the project activities and provide suggestion for improvement.

### Inputs of BILS:

The inputs of BILS were mainly administrative and management support to implement the project and the supports include the following;

- Facilitate political and advisory support to the project form the BILS leadership.
- Identify the targeted 96 teenagers (graduates of Electric Trade) and enrolment in the workshop.
- Develop training curriculum for the apprenticeship training.
- Maintain liaison with the govt. authorities and meet-up their requirement regarding the project implementation.

### 7. OUTPUTS:

The List of planned and produced output: (February 2012 –April 2014)

Output	Output Planned	Output Produced
1.The establishment of an Electric Workshop including a electric goods shop in Keraniganj, Dhaka	-An Electric Workshop with necessary equipments & tools established  - A shop of electric goods established	-An electric workshop with all necessary tools and equipments has been established in Keraniganj.  -The proposed shop has been omitted from the project considering some practical obstacles in running the shop, But the electric goods were purchased.
2. The content and process of the apprenticeship training is prepared.	- Policies, rules and guidelines for managing the workshop developed  -Practical Training Curricula developed	-Policies, rules and guidelines for managing the workshop developed  -Practical Training Curricula developed for the apprenticeship training

Output	Output Planned	Output Produced
<p>3. 96 adolescents have received training and been awarded with certificates</p>	<p>- 96 adolescents have received training and been awarded with certificate in Electrical Trade</p>	<p>Total 78 adolescents out of 96 have completed the training successfully and awarded with certificates, and the rest 18 teenagers dropped-out before completing the course.</p>
<p>4. Installation, repair and maintenance service are rendered to private paying customers.</p>	<p>-A Network of professional Electrician of the local area formed</p> <p>- Practical out-door training conducted through the network/ workshop electrician</p>	<p>-A Network of Professional Electricians has been formed consisting 10 professional electricians of the local area and the network has been oriented on the activities of EWTP.</p> <p>-The apprentices deliver maintenance and repair services with the support of the professional electrician during the last two months of the 6 months training course under the guidance of workshop.</p>
<p>5. Strategy for training, marketing as well as employment generation for adolescents reviewed/ revised and achievements documented.</p>	<p>-7 quarterly review meetings held.</p> <p>-2 annual review meetings held</p>	<p>-7 quarterly review meeting held, where the members of Project Advisory Committee and the Electric Workshop staffs participated.</p> <p>-2 annual review meetings held with the participation of the members of Project Advisory Committee, Project management and the Electric Workshop staffs.</p>

<b>Output</b>	<b>Output Planned</b>	<b>Output Produced</b>
6. Local Community and Guardian received orientation on the project and and their support have been achieved.	- 9 Guardian meeting held  -2 campaign in the local area held	- 8 Guardian meetings held where the guardians of apprentices participated  -2 campaign held in the local area where the apprentices, their guardians and local community people participated.

## 8. ACTIVITIES:

### List of Planned and implemented activities: (February 2012 –April 2014)

<b>Activities Planned</b>	<b>Activities Implemented</b>
1.1 Establishment of an Electric Workshop and Shop of Electric goods	- An electric workshop with all necessary tools and equipments has been established in Keraniganj.  - The proposed shop has been omitted from the project considering some practical obstacles in running the shop, But the electric goods were purchased.
1.2 Running the Electrical workshop	- The electrical workshop have been continued it activities properly during the project period
2. Development of Training Curriculum and guideline for the Electric Workshop	- A Training Curriculum for the practical training and guidelines for running the workshop have been developed.
3.1 Practical training for the 96 adolescent workers in 4 batches	- The apprenticeship training for the graduates of electric trade conducted regularly. Training conducted for 4 batches where total 78 adolescent out of 96 have completed the training successfully and the rest 18 teenagers dropped-out before completing the course.

Activities Planned	Activities Implemented
3.2 Certificate distribution for each batch	- Total 3 certificate distribution ceremony held during the project period, 1st ceremony for 1st batch, 2nd ceremony for 2nd & 3rd batches and 3rd ceremony for 4th batch.
4.1 Development a Network of Senior Electrician in the local area.	- A Network of Professional Electricians has been formed consisting 10 electricians of the local area and oriented on the activities of EWTP on 18 August 2012.
4.2 Practical Training through providing private customer services with the electrician network for each batch during the last 2 months of the 6 months course	- Except the 1st batch, apprentices of all batches provided customer services with the support of local Electrician Network during the last 2 months of the 6 months course
5.1 Conduct 7 Quarterly review meeting	- A total of 7 quarterly review meeting held during the project period. Among the 7 meetings 3 meetings held in 2012, 3 meetings held in 2013 and 1 meeting held in 2014. The members of project advisory committee and project staffs attended in the meetings.
5.2 Conduct 2 annual review meetings	- A total of 2 annual review meeting of the project held, 1 meeting in 2013 and another in 2014. The members of project advisory committee, project staffs and project management attended in the meetings.
6.1 Conduct 9 Guardian meetings	A total of 9 guardians' meeting held during the project period. Among the 9 meetings 4 meetings held in 2012, 4 meetings held in 2013 and 1 meeting held in 2014. The guardians of the trainees participated in the meetings.

Activities Planned	Activities Implemented
<p><b>6.2</b> Conduct 2 Campaigns in the local area</p>	<p>Total 2 community campaign held 1 campaign in 2012 and another in 2013. Numbers of banner hanged in the different areas of Keraniganj. Besides, leaflets distributed among the local community people through the teenagers, their guardian and project staff. Also discussion meeting held with local employers and local community people as a part of the campaign.</p>

## 9. EFFICIENCY:

The annual plans of action were realistic in achieving the objectives of the project, the apprenticeship training for the graduates of Electric Works Trade in Keraniganj were the main focus to increase the skill of the graduates through providing practical training for the better job replacement and income of the graduates. Besides, involvement of the local electrician network was most effective in practical training and job placement. Moreover, local community campaign would also support in reaching-out the private customers and self employment of the trained teenagers.

The volume of the planed activities was reasonable for implementing regarding the provided support and project period. But at the initial stage, the prefatory activities were not completed timely, so it had been delayed in starting apprenticeship training. As a result, to complete the training for targeted 4 batches the project had to be extended for three months within the initial budget. However, the project completed successfully and achieved the targeted goal.

The project organization and management was sufficient and through their quality and effective supports it has been possible to implement the project activities successfully. The BILS leadership had provided their guidance, support and suggestion for proper implementation of the project activities through the 'Project Advisory Committee'.

## 10. FULFILMENT OF OBJECTIVES:

The overall objective of the project was to enhance the profession skill of the teenagers , who completed the basic skill training on Electric Trade from 'BILS-Child Labour Elimination Activities-CLEP', to enable the teenagers in getting appropriate employment or to be self employed with better income. To achieve the immediate objective an Electric Workshop established with necessary tools and equipments and total 96 graduates of Electric Trade

enrolled in the workshop for providing apprenticeship training. Total 4 apprenticeship batches successfully completed where 78 adolescents out of 96 successfully completed the apprenticeship training.

The assessment of the indicators shows that the progress of the project in achieving the objectives is satisfactory.

Immediate Objectives	Indicators of Achievement	Progress (so far)
<p>To enhance the professional qualifications of 96 graduates of Electric Trade and possibilities for finding appropriate employment for them.</p>	<p>-96 BST graduates of Electrical Trade received apprenticeship training from the Electric Workshop</p> <p>-At least 80 percent of the trained adolescents have got appropriate employment or become self-employed in their field after completing their apprenticeship training.</p> <p>-The income of the trained adolescents has been increased comparing to their income prior to the training.</p> <p>-The project activities have been highly appreciated by the local community.</p>	<p>-A total of 78 out of 96 graduates have completed their 6 months apprenticeship training from the Electric Workshop and have been awarded with certificate.</p> <p>- More than 80% of the trained adolescents who successfully completed the 6 months course have got jobs/ self employed in the local area.</p> <p>-The income of the trained adolescent has been increased than their previous income. In some cases their present monthly income has been double/triple than previous.</p> <p>-The local community people and guardians of the adolescents regularly participated in the campaign and meetings organized by the project and they expressed their satisfaction to the project initiative. Besides, the 'Professional electricians network' have continued their support in practical training of providing customer services and support the graduates in getting job/ being self-employed. Even after the project phase-out the EWTP graduates are in touch with the network</p>

## **11. SUSTAINABILITY:**

The goal of the project was to enhance the profession skill of 96 adolescents, who completed the basic skill training on Electric Trade from 'BILS-Child Labour Elimination Activities-CLEP', for appropriate job placement with better income. The approach was the involvement of local community people in the project implementation and the local professional group in providing practical training. Accordingly a 'Professional Electricians Network' developed with the local professional electricians and incorporates the network in the practical training. The network have continued their support the trainees in practical training of providing customer services and support the EWTP graduates in getting job/ being self-employed. Even after the project phased-out the EWTP graduates are in touch with the network. Maximum of the trained adolescents who successfully completed the 6 months course have got jobs/ self employed in the local area with better income and it is expected they will continue their profession. So, the achievements/ results will sustain in the local area through the local community, local electricians' network and the professional carrier of the trained adolescents.

## **12. IDENTIFICATION OF ALTERNATIVES:**

The design and strategy was quite good and effective to achieve the objectives of the project. However, the following suggestions could be more effective in vocational training/ skill training;

- Long term course, minimum one year course
- No Child Labourers (bellow 14 years in age) allowed in risky trades like Electric Works, only for the adolescents could be allowed.
- Follow the national vocational education curriculum to recognize the certificate.

## **13. NEED FOR FURTHER ASSISTANCE:**

As it is decided to close the project, no further assistance required.