

Project Progress Report

July – December 2010

Project Phase vi



UCEP - Bangladesh

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Project Progress Report

July – December 2010

1. Introduction

UCEP Bangladesh completed the 3 year phase VI of its programs with the objective of uplifting socio economic condition of working children. The duration of the phase was July 2007 to November 2010, was extended to December 2010. It was the last session of the phase VI. UCEP is implementing its unique program comprising Integrated General and Vocational Education (IGVE), Technical Education (TE), Employment Support Service (EFS), SME/ME Credit and Child Rights and Advocacy program. This report covers the progress of the activities during the period July–December 2010. The success of UCEP can be easily evaluated from outcome and the feedback of community and employers. UCEP has successfully achieved all the targets set for the period July–December 2010.

The **Integrated General and Vocational Education (IGVE)** component has been playing a vital role in preparing the working children for skills training with the abridged form of National Curriculum prescribed by National Curriculum and Textbook Board (NCTB) and the basics of technical education which includes computer literacy from grade -1 and lessons on social norms and values. UCEP also introduced English Version of National Curriculum in selected school of all divisions. The students complete grade VIII in 4 and half years and are taken into the technical schools. The IGV schools had an enrolment of 34085 students with boys and girls ratio at 50:50 in its 52 schools during the reporting period. The student attendance rate was 94.61% while the dropout rate was only 3.31%. During the session UCEP students attended in Junior School Certificate (JSC) Examination for the first time in 2010 and the result was satisfactory. The pass rate was 97.46% against the national average of 71.34%.

The **Technical Education (TE)** component of UCEP-Bangladesh is providing skills training on different market driven trades, this component also introduced SSC (Vocational) course for the brighter students on the completion of Integrated General and Vocational (IGV) education up to grade VIII and financial support to the SSC (voc) graduates for continuing their education in Govt. Polytechnic Institutes for Diploma-in Engineering courses. The component has imparted technical training to 4677 students with boys to girls ratio at 60:40 in its 10 technical schools during the reporting period. The student attendance rate was 95.48% while the dropout rate was only 2.95%. The total students of 2066 (1265 boys and 801 girls) students completed the technical education from UCEP Technical Schools. And 476 students were continuing SSC vocational education in 4 technical schools in Dhaka, Chittagong, Khulna and

Rajshahi and 250 students were continuing their technical education in Govt. Polytechnic Institutes after completion of SSC (voc) from UCEP Technical Schools. During the period UCEP established a new technical school in Rangpur from July 2010 with two trade courses.

The **Employment and Field Services** Component provides support to UCEP graduates for gainful employment. It carries out promotional activities through an up dated database of potential employers of different trades. A total of 1993 job seekers from among graduates of Technical School (TSs), were provided jobs in different organizations, industries, workshops and production units by the component during the reporting period.

For the purpose of uplift of socio economic conditions of the poor urban working children, adolescents and their families through entrepreneurship development and self-employment UCEP introduced SME/ME Credit program with the financial support of PKSF. The **SME/ME component** of UCEP focuses on providing credit to semi skilled and skilled UCEP graduates to get self-employed and set up small industrial enterprises of their own. During the reporting period a total of 44 graduates received loan under the program. Recovery of the loan was satisfactory.

With a view to raise the voice of the children against all types of abuse, exploitation and discrimination, UCEP has launched child rights and advocacy program named 'Let Children Speak'. This program is being implemented through 24 partner NGOs in 10 districts. The impact of this program on society is remarkable. During the reporting period the program has been able to send 3806 boys and girls to schools, about 3646 cases of child abuse, 180 early marriages, 271 cases of child trafficking and 809 drug abuse cases were prevented.

Besides the mainstream programs UCEP also implemented two special projects for skill development with PLAN-Bangladesh and Shishu Kallayan Trust (SKT) the Directorate of Primary Education under the Ministry of Primary & Mass Education (MOPE).

UCEP **HRM** Component looks after the human resources of UCEP and deals with staff recruitment, personal records and training of staff. It nurtures potential, promotes innovation, change and quality among the staff. The component brought in improvements to modernize the HRM Component through timely recruitment and selection of staff, designing, developing and implementing effective training modules and packages for the teachers and staff members.

UCEP is changing the fate of thousands of marginalized children. The children of UCEP are the change makers of the society.

**2. Results Achieved during the reporting period
(July–December 2010)**

Project Title	Access to Education, Skills Development and Employment for Urban Disadvantaged Children
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Purpose Statement	Objectively Verifiable Indicators (OVIs)	Progress	Comments
Socio-economic condition of disadvantaged children (boys and girls) raised.	Within six months after employment, average income level of employed graduates raised by at least 80% compared to their income before graduation.	Within six months after employment, average income level of employed graduates raised by at least 400% compared to their income before graduation.	UCEP graduates are contributing to national development with their acquired technical skills Target group of UCEP (Underprivileged Group) is enjoying basic rights.
Outputs	Objectively Verifiable Indicators (OVIs)	Progress	Outcome
1. Underprivileged children have access to non-formal/basic integrated general and vocational education.	By the end of the period: 3,863 students completed Grade 5. 2,616 students completed Grade 8 and gender ratio 50:50 in all classes.	During July-December, 2010 4,017 students completed grade 5. 2,686 students completed grade 8. Boys to girls ratio 50:50	95% of the total enrolment are attending school everyday to have education 83% of general graduates admitted into Technical Schools Positive attitude towards education of girls.

Outputs	Objectively Verifiable Indicators (OVIs)	Progress	Outcome
2. All UCEP Grade VIII graduates and similar target group have access to technical education.	By the end of the period: 2,045 students passed examinations at technical schools.	During July-December, 2010 <ul style="list-style-type: none"> • 2,066 students passed the examination at technical schools. 	<ul style="list-style-type: none"> • Significantly contribute to national development and economy. • Contribute to human resource development through skills training of the underprivileged children.
3. Graduates of technical schools placed in gainful wage and self-employment.	At least 1,900 job seekers among technical school graduates are placed in wage and self-employment.	A total of 1,993 TS job seekers were placed in wage and self-employment.	<ul style="list-style-type: none"> • Employers are placing requirements for employment in their enterprises. • UCEP graduates are getting jobs just after completion of the technical education • UCEP graduates are able to raise their income by 400% after completion of UCEP Education. • Contributing to breaking the vicious cycle of poverty and elimination of child labour. • UCEP graduates are getting better position in job for their quality training.

Outputs	Objectively Verifiable Indicators (OVIs)	Progress	Outcome
4. Child Rights and Advocacy on selected CR issues strengthened.	At least 20 NGOs in 10 Districts implementing Child Advocacy Program as UCEP Working partner	<ul style="list-style-type: none"> • Discussion Meeting with Child Groups (CG) • Discussion Meeting with Zonal Child Council (ZCC) • Discussion Meeting with District Child Council (DCC) • Cultural Program through different day observation • Community awareness on CRC • Advocacy Campaign & Social Awareness on Child Rights • Meeting between DCC (District Child Council) & School Teachers • Sharing meeting between ZCC (Zonal Child Council) & DCC (District Child Council) • Dialogue Meeting with Local Govt., Stakeholders, Potential Organizations, Employers, Community Leaders & Media People • Meeting with Parents & Guardians • Issue based cultural program • Excursion for the Child Group Members 	<ul style="list-style-type: none"> • Early marriage prevented. • Drug abuse reduced. • Children sent to schools. • Child trafficking prevented.

Outputs	Objectively Verifiable Indicators (OVIs)	Progress	Outcome
5. UCEP's institutional capacity further strengthened	UCEP management completed 90% of the planned activities	a. Policy paper prepared on the following : <ul style="list-style-type: none"> • Prevention of Discrimination Harassment and Abuse of Authority • Prevention of Fraud and Corruption • Prevention of Sexual Harassment. • Health Safety and Environment. b. Basic and need based training for staff conducted.	Human Rights & Good Governance are in practice
Project Management	<p>The Management was successful in implementing, leading, monitoring and controlling the planned activities during the period.</p> <p>The quality of the program was maintained throughout in all areas of operation.</p> <p>Effective Management Information System was maintained for data management and decision-making.</p> <p>Human Rights, Child Rights and Good Governance issues were properly addressed</p> <p>UCEP management successfully implemented special programs such as, UCEP Plan Technical Schools, Skills Training Program for ROSC and English in Action Program.</p>		
Emerging and Potential Problems which can Hinder Project Implementation			
<p>UCEP is a socially sustainable program and is a guiding light to the underprivileged working children. UCEP has very strong community support in implementing the program activities. Government of Bangladesh, Civil Societies and other organizations are cooperative and helpful for the implementation of the program. UCEP does not expect any potential problems that can hinder project implementation. UCEP believes that the community leaders, philanthropists and other professionals who are the stakeholders of UCEP will come forward whenever UCEP will need any help. Negative attitude of UCEP graduates for employment outside their home town and slow industrial growth of the country may affect employment of UCEP technical graduates in future.</p>			

Suggested Actions to meet the Problems

Motivation to UCEP graduates and their parents towards the employment away from their home towns. Strengthening Small and Medium Enterprises Credit Program for encouraging self-employment of UCEP graduates.

3. Unplanned Achievements (Special positive developments)

Achievements:

DANIDA's Additional funding: Letter of Intent for an additional amount of DKK 3,640,000 (equivalent to BDT 40,152,112 from DANIDA was received on 12 July 2010. This amount will help UCEP in overcoming the fund shortage of phase VI and also extend phase VI up to December 2010.

Drawing & Solo Song Competition: Ramjan Ali of class VIII and Masum Mia, class VII students of UCEP-Dhalpur School, Dhaka Division-II participated in the events of Drawing & Solo Song competition respectively organized by Bangabandhu Lalitkola Academy on 18 July 2010. Both of them won the 1st prizes. A total of 20 Schools from GO's/NGO's under Jatrabari Thana of Dhaka Metropolitan City participated in the competition.

Drawing Competition: Syed Al Amin, student of class VII of UCEP- Ismail School, Shah Alibagh under DFSD-I won the 1st prize in a drawing competition organized by Bangladesh Shishu Academy on 14 August 2010 in observance of The National Mourning Day.

Junior Schools Certificate (JSC) Result 2010. A total of 276 UCEP students of grade VIII appeared in the JSC exam that was held from 04 November 2010. Out of the 276 students who appeared 269 passed. The percentage being 97.46.

Donation:

Professor Keiyu Kunimoto of Hiroshima University donated Japanese Yen 1 million (USD 11,746.75) as sponsorship of UCEP students on 21 September 2010. He was recommended the name of UCEP by the Japanese Embassy in Bangladesh and was introduced by Mr. Asaduzzaman, a Bangladeshi student studying in Hiroshima University in Japan.

The Australian Bar Association has donated about USD 31,900 on 13 December 2010 as sponsorship of UCEP students . The Bar Association has been donating funds every year since 2003.

Events:

Curriculum Review Workshop. IGVE, TE, and EFS Components arranged a Curriculum Review Workshop held on 06-07 August 2010 at Gazipur Technical School (GTS) and UCEP Head Office. IGVE curricula of grade I to grade VIII (Bangla, Mathematics, English, Health and Social Science, General Science, IT and Religion) have been reviewed and updated in this workshop. On the other hand, the curricula of Auto Mechanics, Industrial Electrical & Electronic Control and Tailoring & Industrial Sewing Operation have also been reviewed and updated.

Inauguration of UCEP-Gazipur Technical School. Mr. Chris Austin, Country Representative, DFID Bangladesh formally inaugurated UCEP Gazipur Technical School in North Shalna, Gazipur on 30 September 2010. Chairperson UCEP BoG Dr. Ubaidur Rob, Vice Chairperson Ms. Parveen Mahmud FCA, Members of UCEP Association, invitees from foreign organizations, representatives from all UCEP Donor Partners, Government officials, journalists and local elites were present on the occasion.

Reunion and Cultural Show of UCEP Ex-Students Association. A reunion and cultural show was organized by UCEP Ex-Students Association on 06 December 2010 at the premises of

UCEP Head Office. It was the 1st such show organized by the Association which was formed in December 2007.

19th UCEP Donor Consortium Meeting. The 19th Meeting of UCEP Donor Consortium was held on 09 December 2010 at UCEP Head Office at Mirpur, Dhaka. Representatives of Department for International Development (DFID), The Canadian High Commission (CIDA), Swiss Agency for Development and Cooperation (SDC) and Save the Children Sweden-Denmark (SCSD) and Members of UCEP Board of Governors were present in the meeting. The meeting was also attended by a cross section of staff and teachers from UCEP Head Office and all Divisions.

Visits:

The Embassy of the Kingdom of The Netherlands (EKN) Joins UCEP Donor Consortium. Following the visit of the Ambassador of the Embassy of the Kingdom of the Netherlands and his meeting with the Chairperson and some members of the UCEP BoG on 29 June 2010, an agreement was signed on 01 July 2010 between EKN and UCEP for supporting the UCEP programs from July 2010 to June 2015 with a contribution of EURO 25.00 million.

New Zealand Cricket Team's visit to UCEP. The National Cricket team of New Zealand visited UCEP on 12 October 2010. They went around DTS-I and talked to the students and Instructors. After the visit, they played cricket with the students of UCEP.

Norwegian Ambassador's visit to UCEP programs at Sylhet. The Ambassador of Norway Ms. Rangne Birte Lund and her husband Dr. Anup Rej visited UCEP Hafiz Mazumdar Sylhet Technical School and Balachar IGV school on 23 December 2010.

Country Director BBC World Service Trust. The Country Director of the 'BBC World Service Trust' Ms. Charlotte Imbert visited UCEP Mirpur Technical School and UCEP Ismail School, Shahali Bagh, Mirpur, Dhaka on 12 January 2011.

**4. Funds utilized (in Taka` 000)
December 2009 - December 2010**

(Provisional)

4. Fund Utilized (Amount in '000 Taka)

4.1 Fund Utilized for the period December 2009 - December 2010

Particulars	Amount in '000 Taka
Fund carried forward/ (receivable) as per audit report as on 30.11.2009	(127,626)
<i>Fund received during the period December 2009 - December 2010</i>	
From Development Partners:-	
DANIDA*	55,061
SDC	9,696
DFID **	631,873
Save The Children, S-D	2,500
EKN	92,586
Others (Miscellaneous Income)	16,386
Fund available	680,476
Less: Actual Expenses	653,141
Balance remaining with UCEP	27,335
Budget for the period (December 2009 - December 2010)	709,677
Less: Actual Expenses	653,141
Budget Variance	56,536

In addition of that we have received:

* BDT46,368,912 only from DANIDA on 04.01.2011 against Budget allocation for the year Dec.09-Dec.10

** BDT42,000,000 only from DFID for UCEP-BMET Hotel Management and Catering Training Institute.

(Provisional)

4.2 INCOME AND EXPENDITURE STATEMENT

FOR THE PERIOD DECEMBER 2009 - DECEMBER 2010

(AMOUNT IN
'000)

PARTICULARS	BUDGET Taka	ACTUAL Taka	VARIANCE (Excess)/Short Taka
<u>INCOME:</u>			
DONATION (RECEIVABLE)/CARRIED FORWARD FROM THE LAST YEAR		(127,626)	127,626
DONATION	709,677	791,716	(82,039)
MISCELLANEOUS INCOME		16,386	(16,386)
<i>TOTAL INCOME</i>	<i>709,677</i>	<i>680,476</i>	<i>29,201</i>
<u>EXPENDITURE:</u>			
CAPITAL EXPENSES	99,618	67,885	31,733
SALARIES AND EMOLUMENTS	454,713	454,530	183
Programs	429,626	420,738	8,888
Administration	25,087	33,792	(8,705)
EDUCATION AND SOCIAL EXPENSES	94,550	89,677	4,873
OFFICE EXPENSES	20,369	18,063	2,306
PROPERTY & BUILDING MAINTENANCE	22,369	14,877	7,492
HRD/TRAINING	9,320	2,327	6,993
DEVELOPMENT ACTIVITIES	8,028	5,724	2,304
MONITORING, RESEARCH & EVALUATION	710	58	652
<i>TOTAL EXPENDITURE</i>	<i>709,677</i>	<i>653,141</i>	<i>56,536</i>
<i>EXCESS OF INCOME OVER EXPENDITURE</i>		<i>27,335</i>	

**5. Action Plan for the Period
January – June 2011**

**UCEP- Bangladesh
Action Plan (Time Frame of Activities)
January – June 2011**

Activities	Year 2011					
	Jan	Feb	Mar	Apr	May	June
Integrated General and Vocational Education						
1. Admit underprivileged children for integrated general and vocational education (IGVE) in feeder schools.						
1.1 Organization of parents guardian meeting every session in each school						
1.2 Organization of quarterly community meeting in each school						
1.3 Conduct regular follow up to keep the attendance high & reduce drop out rate						
2. Involve teachers who are skilled on participatory approach of teaching and learning.						
3. Review/ revise the curricula of IGVE/NCTB as per needs.						
4. Strengthen Child Council activities in all schools for development of the programs.						
4.1 Conduct training for children council members						
4.2 Facilitation of quarterly students CCM meeting						
4.3 Arrange teachers basic training on participatory child friendly learning approaches						
5. Update code of conduct for the children.						
6. Strengthen performing art groups.						
6.1 Provision of co curricula activities for children through children council						
Technical Education						
7. Continue offering market oriented technical education to all Grade VIII graduates and similar target group.						
8. Install new machinery/ equipment and introduce new teaching training materials as per reviewed curricula.						
9. Train teachers/Instructors/ supervisors on the newly introduced training modules.						
10. Organize industrial attachments/ visits before						

Activities	Year 2011					
	Jan	Feb	Mar	Apr	May	June
completing the course.						
11. Strengthen Child Council activities in all schools for development of the programs.						
12. Update code of conduct for the children.						
13. Strengthen performing art groups.						
14. Support continuing technical education to SSC Voc graduates						
15. Develop child friendly and gender sensitive school environment in all technical schools (library, children corner, toilet etc)						
Employment and Field Services						
16. Support the graduates of technical schools to start their own business enterprises or approach favorable employers for wage employment.						
17. Strengthen relationship with potential employers and job promotional agents at home and abroad.						
18. Organize Advisory Council meetings.						
19. Organize Employers' Committee meetings.						
20. Expand regional coverage of the Employers Committees.						
21. Strengthen job-hunting days involving the prospective graduates.						
22. Conduct job market surveys.						
23. Update/prepare profiles of potential gender sensitive employers.						
24. Prepare profiles of vacant jobs from newspaper advertisements.						
25. Strengthen follow-up on profiles of vacant jobs.						
26. Organize coordination meetings between employers committees and advisory councils.						
27. Prepare children through mock interviews for job hunting.						
28. Organize Workshops with officials of DTE, BMET, Overseas Recruiting Agencies and experts of their technical school.						

Activities	Year 2011					
	Jan	Feb	Mar	Apr	May	June
Others						
29. Disseminate documented information of UCEP successes /lessons learned/ innovations to MoPME/DSS/ MoLE/BTEB/ DTE.						
30. Strengthen networking and linkage with MoPME, DSS, BMET, DTE, BTEB, Ministry of Expatriates Welfare and Overseas Employment, recruiting agencies and with organizations those provide legal, health and other support to children.						
31. Ensure participation and mutual support (in relation to organizations like UNICEF, ILO, CAMPE, BSAF, DAM, CWA, Global March, etc) for enforcement of child rights.						
32. Strengthen promotional activities to protect child rights in the society.						
33. Ensure children's participation in policy/decision making at national and international forums on child rights (child labor, CRC, disability etc).						
34. Meeting with Child Groups and Child Councils.						
35. Dialogue meetings with different stakeholders.						
36. Conduct Training Needs Assessment of newly recruited and promoted staff.						
37. Provide training to staff for professional development.						
38. Strengthen sponsorship programs both locally and internationally.						
39. SME Credit program and make it self sustainable						

**6. Target for the Session
January – June 2011**

a) Integrated General and Vocational Education

Particulars	Target (Jan-Jun 2011)
Students Enrolment	34700
Number of Boys	17350
Number of Girls	17350
Students new Admission	5300
Minimum Attendance Rate (%)	90%
Maximum Dropout Rate (%)	5%
No. of Graduates at Grade-V	3700
No. of Graduates at Grade-VIII	2800
No. of Field Visit/Follow-up	60,072
No. of Classroom Supervision	6,024
No. of Meeting with children's councils	110
Consultative meetings with stakeholders in collaboration with other agencies	65

b) Technical Schools

Particulars	Target (Jan-Jun 2011)
Student Enrolment	5000
Gender Ratio (Boy: Girl) in Enrolment	58:42
Students New Admission	2500
Minimum Attendance	95%
Maximum Dropout	3%
No. of graduates	2830
No. of Field Visit/ Follow-up	2982
No. of Classroom Supervision	732
No. of Meeting with children's councils	65
Consultative meetings with stakeholders in collaboration with other agencies	10

c) Target of Graduates to be Employed

Particulars	Target of Job Seekers (Jan-Jun 2011)		
	Boy	Girl	Total
Technical school Graduates	1090	689	1779

d) Target of Human Resource Management

Sl no.	Name of Activities	Time (Jan-Jun 2011)
1	Teachers' Basic Training	Jan-April'11
2	Instructors' Basic Skills Training	Jan-April'11
3	Effective Social Work	Jan-May'11
4	Child Rights / CRP / Child Psychology	Jan-April'11
5	School Management / Leadership / TOT	Mar-June'11
6	Gender & Development	Mar-June'11
7	Subject wise Training	Jan-June'11
8	Basic orientation of Asstt. Teachers/Instructors	Jan-June'11
9	Entrepreneurship	Mar-June'11
10	TNA and orientation on Per Eval etc	Mar-June'11
11	Other Institute Trg./ Resource Person Fees, etc.	Jan-June'11
12	Overseas Training / Workshop	Jan-June'11
13	Visit for Training follow up / Evaluation	Jan-June'11
14	Preparation / Review of Training Materials	Jan-June'11
15	Recruitments	Jan-June'11

Data Tables
Quantitative Progress and Achievements
(July – December 2010)

**Quantitative Progress and Achievements as Per Project Document in the Session
July – December 2010**

Integrated General and Vocational Education

Activities with Targets (as per project document)	Achievement in July – December 2010		
	Boy	Girl	Total
33916 students enrolled in IGV Schools	17101	16984	34085
50% are girls	Girl : Boy 50:50		
5167 new students admitted	2703	2581	5284
Minimum attendance 90%	94.14	95.08	94.61
Maximum dropout 5%	3.37	2.24	3.31
3863 students graduated from Grade-V in each session	2015	2002	4017
2616 students graduated from Grade-VIII in each session	1350	1336	2686
106 meetings with Child Council Members held in each session	Achieved		
62 Consultative Meeting with stakeholders held in each session in collaboration with other agencies	Achieved		

Technical Schools

Activities with Targets (as per project document)	Achievement in July – December 2010		
	Boy	Girl	Total
4700 students enrolled in each session	2791	1886	4677
2265 new students admitted	1285	1024	2309
2045 students graduated	1265	801	2066
Minimum attendance 95%	94.15	96.80	95.48
Maximum dropout 3%	2.97	2.93	2.95
77 meetings with Child Council members held in each session	Achieved		

Employment of Graduates

Particulars	Target of Job Seekers Jul-Dec 2010			Achievement in Jul-Dec 2010		
	Boy	Girl	Total	Boy	Girl	Total
Technical School Graduates	1072	828	1900	1112	881	1993

Human Resource Management Component (July–December 2010)

In-House-Training Program

SI #	Name of the Course	No. of Participants				Participants
		Target		Achieved		
		M	F	M	F	
1	Teachers' Basic Training	15	15	14	10	Asstt. Teacher, Asstt. Instructor
2	Orientation on 'English In Action Program'	15	15	15	16	Teachers, Asstt. Teachers, IGVE
3	Orientation on Basic skills	--	--	19	07	Asstt. Instructors, TISO
4	Progress Review Workshop & Training	16	8	16	7	Advocacy Officer of LCS Progl of CRA Section
5	Formation of Creative Questions	15	15	18	09	DPO IGVE, Sr. Teachers, Teachers, Asstt Teachers
6	Orientation of Asstt. Teachers	84	23	45	21	Asstt Teachers
	Total	145	76	127	70	

External (in country) Training

SI #	Name of the Course	No. of Participants		Level of Participants
		M	F	
01	Training on UNCRC	01	01	SA, ASA
02	Fire Fighting Evacuation Rescue and First aid.	01	--	PO (AL)
03	Training on Strategic Procurement	02	--	Procurement Officer
04	Management Training Seminar & Video Show	03	02	DPO, APO
05	Accounts & Financial Management	01	--	Credit Officer (SME)
06	Effective Time Management	04	01	School Administrator, Monitoring Officer, APO
07	Personnel Management, Labor Law & Industrial Relations	03	--	ESO
08	Accounts and Financial Management	--	01	APO (FA-SME)
09	Group Dynamics, Savings and Micro Credit Management.	01	01	Credit Officer (SME)
10	Connecting Classrooms	09	03	Div-Coord, PO, DPO, Network Administrator, Centre Incharge, IT
11	Fire Safety at Workplace	02	--	Asstt. Unit Administrator
12	Training on PACA Methodology	01	--	APO, SME Credit
	Total	28	09	