



**EMPOWERING YOUTHS
FOR SUSTAINABLE FUTURE**

**ANNUAL REPORT
2024-2025**

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From the Desk of the Chairperson

It is with great pride and a deep sense of accomplishment that I present the 2024-2025 UCEP Annual Report. In a world where technology and innovation are rapidly transforming industries, the demand for skilled manpower has never been greater. Our mission extends beyond training, we aim to empower youths — to make them confident, employable, and capable of driving meaningful change within their communities and the nation.

This past year has been a period of remarkable progress and resilience, both for our country and for our organization. As Bangladesh continues its ambitious journey toward becoming a developed nation by 2041, the role of a skilled, empowered, and future-ready youth workforce has never been more crucial.

Since our founding, UCEP has been driven by a simple yet powerful vision: to bridge the gap between education and employment. While traditional education often emphasizes theoretical knowledge, we recognized the urgent need for practical skills that enable individuals to contribute effectively in real-world workplaces. Our programs are thoughtfully designed to align with industry needs, incorporate technological advancements, and promote holistic development.

Over the years, we have seen profound transformations in the lives of thousands who have walked through our doors. Many arrived uncertain about their futures but left with confidence, purpose, and employable skills. Today, they are contributing across diverse sectors — from manufacturing and information technology to hospitality, healthcare, agriculture, and entrepreneurship. Through targeted initiatives, UCEP actively encourages women to achieve economic independence, pursue entrepreneurship, and assume leadership roles in their communities. Numerous success stories of young people transforming from job seekers into job creators — establishing small enterprises and social ventures — inspire us to expand our outreach and impact further.

Quality remains at the core of everything we do. We continually review and upgrade our curriculum, infrastructure, and faculty development programs to meet global standards. Our dedicated trainers and staff work tirelessly, providing personalized attention and guidance to ensure every learner reaches their full potential.

Moreover, our collaborations with government bodies integrate our initiatives into the national development framework, supporting policy objectives and contributing to broader economic growth and social mobility. We take pride in translating Bangladesh's national vision into tangible, community-based skilling programs that empower citizens and bolster our country's competitive edge.

To our committed team, passionate trainers, and steadfast development partners — I extend my heartfelt gratitude. Your unwavering dedication fuels our progress. To the thousands of learners and professionals who trust us — your courage to learn, adapt, and grow is an ongoing source of inspiration. Your journeys demonstrate that investing in human capital is the most sustainable investment we can make.

Together, let us continue empowering individuals, transforming industries, and building a more prosperous and resilient Bangladesh.

With warm regards,

Ubaidur Rob Ph.D

Chairperson

Executive Director's Note



As the global economy navigates a period of uncertainty and reduced growth projected at 3.0% for 2023 and 2024, down from 3.5% in 2022 and the ripple effects continue to shape economies worldwide, growth remains positive in Bangladesh but moderated by global interest rate hikes, inflationary pressures, and evolving trade dynamics. Yet, our collective aspiration to build a prosperous, equitable, and resilient nation remains steadfast.

Since its founding in 1972, UCEP Bangladesh has stood as a trusted partner in this national journey of empowering underprivileged children and youth through education, skills, and employment opportunities. In today's complex development landscape, our mission demands compassion blended with innovation, accountability, and sustainable impact. Guided by this ethos, UCEP Bangladesh continues to adapt, evolve, and scale its work across the country.

Over the past year, UCEP has achieved significant milestones in expanding access to quality technical and vocational education. The establishment of six new polytechnic institutes marks a major step in reducing regional disparities and strengthening the national TVET ecosystem. In a landmark initiative, UCEP students of Classes VI to X across 36 schools received Stipend Support from Department of Technical Education (DTE), helping to reduce financial barriers for marginalized learners and marking a new phase of public-private collaboration in youth development.

Our impact has transcended borders, with 283 UCEP graduates including 33 females securing decent employment abroad in the USA, UK, Australia, Japan, Finland, and other countries. These successes testify to the global relevance of our training programs and the potential of Bangladeshi youth when equipped with the right skills.

This reporting year also witnessed the successful implementation of diverse, high-impact projects in partnership with government and national/international institutions. Initiatives such as the Aponjon project with MetLife Foundation, Futuremakers project of Standard Chartered Bank, and the DWA-UCEP project under the Ministry of Women and Children Affairs have strengthened community empowerment and livelihood resilience. Collaborations with the Ministry of Labour and Employment, Ministry of Social Welfare, USAID, GAC, DFAT, GIZ, GoodWeave etc, have expanded our engagement with emerging sectors and vulnerable populations.

Responding to national priorities, UCEP signed an agreement with the Ministry of Social Welfare to provide skills training for the youth affected during the mass uprising of July– August 2024 reflecting our enduring relevance and responsiveness in times of need. At the community level, we have forged 17 local partnerships, ensuring that development remains locally rooted and collaborative.

At the organizational level, UCEP Bangladesh continues to strengthen human resources and institutional capacity. Our HR policies promote equity, gender sensitivity, inclusiveness and continuous learning. Transparent recruitment, revised appraisal systems, structured training pathways, and enhanced safeguarding mechanisms reinforce a culture of accountability and professionalism. The Board of Governors has played a pivotal role in guiding governance and compliance, emphasizing robust internal control, risk management, and organizational integrity. Notable achievements include official copyright and trademark certificates obtained from the relevant government authorities to prevent misuse of UCEP logo and slogan/motto.

Our affiliated institutions, UIST and AKKUPI, have brought us national and international recognitions, embodying the excellence that defines UCEP's academic environment. As Bangladesh advances towards shared prosperity amid global challenges, UCEP remains steadfast in its founding values - equity, integrity, inclusiveness, and excellence. Our journey continues through the trust and partnership of our donors, government allies, and well-wishers.

Dr. Md. Abdul Karim

Executive Director

A journey of founding of UCEP Bangladesh and it's growth from a small step of uplifting Dhaka's street children, now to touching UN SDGs

UCEP Bangladesh, founded in 1972 by New Zealand philanthropist Lindsay Allan Cheyne, has remained unwavering in its mission to uplift socio-economically disadvantaged children and youth across the country. Emerging in the aftermath of the Liberation War, UCEP began as humanitarian response and has since grown into one of Bangladesh's leading organizations in education and skill development. Guided by its enduring principle, "Help to Learn, Skills to Earn," UCEP provides general education as well as technical and vocational Education and training (TVET) to marginalized young people.



The programme was initiated in 1973 in the lawn of the Department of Social Welfare of Dhaka University That created substantial enthusiasm. By 1980, ten schools were established at different parts of Dhaka, consisting of 3086 students. In view of the demands of the society and rising pressures of working children for jobs in the urban areas, the programme was extended to other Divisional cities. In 1980, two schools were established in Chittagong with 350 students, the number of schools in Chittagong has now risen to eight. Khulna and Rajshahi came under the extension programmes in 1981 and 1994 respectively.

In 1983, UCEP established the vocational schools the first of which was started in Dhaka in 1988, UCEP was registered as a national nongovernment. organisation. The training cell of UCEP was established in 1989 and two years later, in 1991, employment programme for the students was introduced. Vocational schools were started at Chittagong and Khulna in 1992 and 1993 respectively in 1995 par- trade programme was simultaneously introduced at Dhaka and Chittagong Similar programme was started at Rajshahi with the financial assistance of ILO. In 1997, the "Hard-to Reach programme was introduced in joint collaboration with UNICEF and the Department of Non-Formal Education of the Government. Para-trade programme specially designed for the physically disabled was introduced in 1998 with assistance from Radda Barnen.



Today, UCEP operates 36 technical schools, 10 TVET institutes, 8 polytechnic institutes, and 1 professional institutes nationwide, serving students from all socioeconomic backgrounds. Annually, UCEP reaches over 36,000 students and has, over the decades, served a cumulative 0.2 million students, addressing the challenge of a significant population of out-of-school youth, estimated at 22%.

Through its extensive network of schools and training centers nationwide, UCEP offers general and technical education, market-relevant skills training across diverse trades, and strong job placement support. In 2024-2025, the organization provided technical education to 48,203 learners, with 44% female participation, and delivered TVET and skill training to 33,695 individuals. Notably, 21,414 learners become employment ready as a result of these interventions.

UCEP Bangladesh's contributions directly support several UN Sustainable Development Goals (SDGs). Its commitment to equitable and inclusive education advances SDG 4 (Quality Education), while its focus on women and marginalized groups promotes SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities). By equipping youth with income-generating skills and facilitating employment opportunities, the organization also contributes to SDG 1 (No Poverty), SDG 2 (Zero Hunger), and SDG 8 (Decent Work and Economic Growth).

In 2024-2025, UCEP strengthened collaboration with government agencies, international development partners, and private sector employers to broaden its impact. It participated actively in national TVET policy dialogues, contributed to curriculum reform initiatives, and partnered with over 200 community-based organizations to enhance outreach and improve retention. A strengthened Monitoring, Evaluation, and Learning (MEL) system tracked key outcomes, and tracer studies showed 85% alumni satisfaction with training relevance and job readiness.

Looking ahead to 2026, UCEP Bangladesh aims to expand its services nationwide, introduce advanced training modules on Artificial Intelligence (AI) and Robotics, deepen industry collaboration to ensure up-to-date and market-relevant curricula, and strengthen its alumni network for mentorship and peer support. Through this inclusive and future-oriented approach, UCEP continues to support national development by breaking the cycle of poverty, promoting equity, and empowering the next generation of skilled professionals.

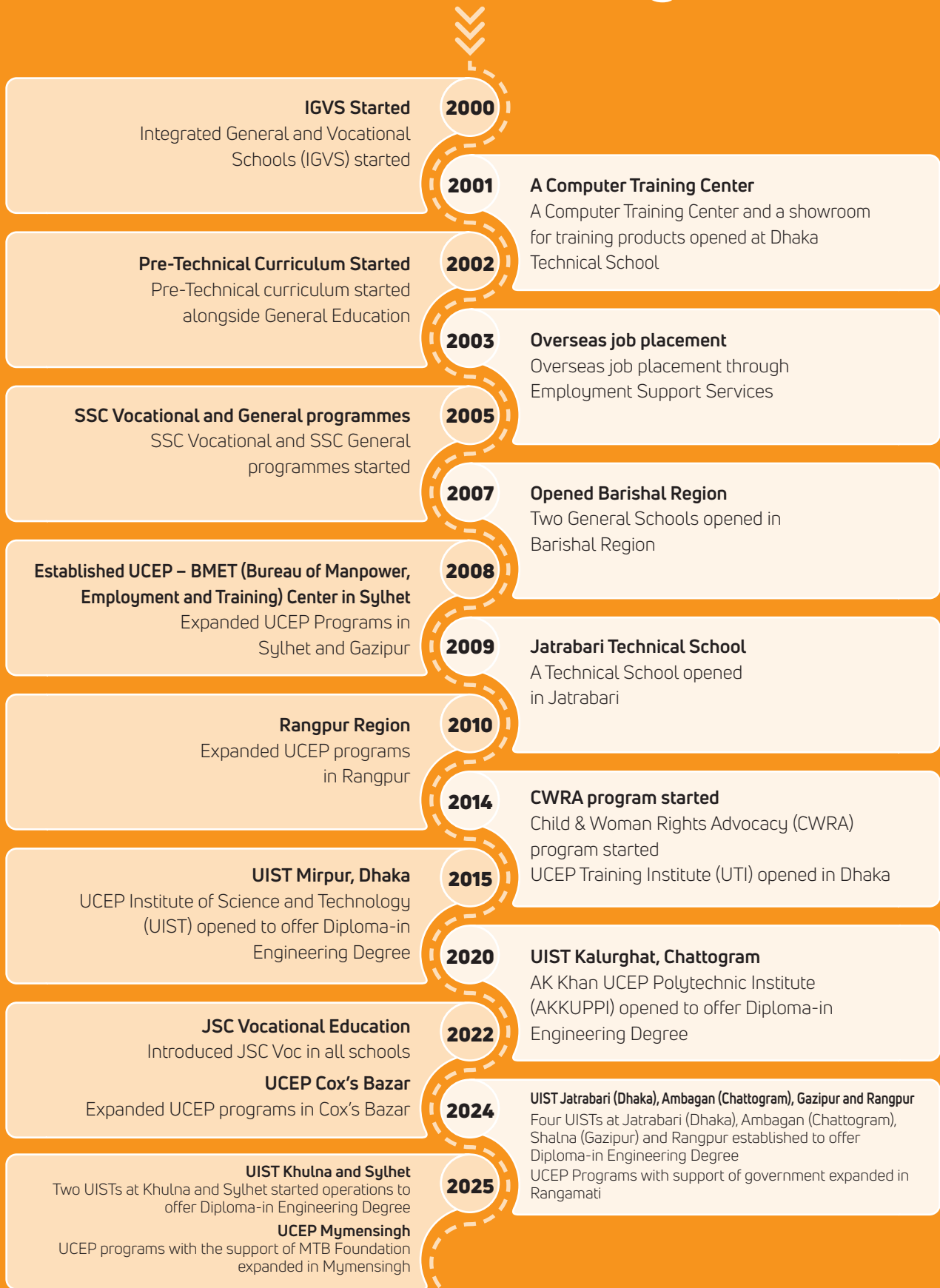
To remain competitive in an era of rapid technological advancement, UCEP plans to equip its trainees with state-of-the-art tools and emerging technologies. The organization also envisions upgrading its technical education pathway—from Polytechnic level to a College of Science and Technology, and ultimately to a University of Science and Technology.

UCEP's long-term strategy places QUALITY at the center of all initiatives. With a strong commitment to excellence, UCEP strives to position itself among the leading institutions in technical education and skills development in Bangladesh.

Growth of UCEP Bangladesh



Growth of UCEP Bangladesh



Association Leadership



Col Mujib Ur Rahman Khan (Retd)
Former Chairperson, BoG
Chairman
AL Kashif Group



Mr. Salahuddin Kasem Khan
Former Chairperson, BoG
Trustee Secretary
A.K. Khan Foundation



Dr. Mohammad Alauddin
Former Chairperson, BoG
Former Country
Representative
Pathfinder International



Mr. Chaklader Mansurul Alam FCA
Chairman
Kapita Holdings Ltd.



Mrs. Zeba Rasheed Chowdhury
Former Chairperson, BoG
Chairman
Rasheed Enterprises Ltd.



Mr. A. G. M. Shamsul Kamal
Former Chairperson, BoG
Former MD
Reckitt & Colman Bangladesh Ltd.



Mr. A. Matin Chowdhury
Former Chairperson, BoG
Managing Director
New Asia Ltd.



Mr. A. Q. Siddiqui
Former Chairperson, BoG
Former Chairman
Bangladesh Commerce Bank Ltd.



Mr. M. Mokammel Haque
Former Chairperson, BoG
Former Secretary to the
Government of Bangladesh



Mr. Ubaidur Rob Ph.D
Chairperson, BoG
Former Country Director
Population Council
Bangladesh



Ms. Parveen Mahmud FCA
Former Chairperson, BoG
Former President
The Institute of Chartered
Accountants of Bangladesh (ICAB)



Mr. Jitendra Lal Bhowmik
Former Vice Chairperson, BoG
Managing Director
Shatarupa Group



Dr. Mehtab Khanam
Professor
Dept. of Psychology
Dhaka University



Mr. Hafiz Ahmed Mazumdar
Former Member of Parliament
Chairman
Delta Life Insurance Company Ltd.



Ms. Laila Rahman Kabir
Managing Director
Kedarpur Tea Company Limited.



Mr. Mikhail I. Islam
Learning Designer
Learning Design Studio &
Director, AKK



Mr. Syed Shapir Khasru
Former Vice Chairperson, BoG
Managing Director
Information Solutions Limited



Ms. Shahamin Shahadat Zaman
CEO
CSR Centre



Ms. Sabrina Islam
Former Vice Chairperson, BoG
Director
Concorde Garments Limited



Mr. Syed Afzal Hasan Uddin
Barrister-at-Law & Advocate
Supreme Court of Bangladesh
Managing Partner
Syed Ishtiaq Ahmed &
Associates (SIAA)



Mr. Moslehuddin Ahmed
Former Chairperson
Population Services and Training
Center (PSTC)



Ms. Farah Kabir
Country Director
ActionAid Bangladesh



Dr. Rubana Ahmed
Assistant Professor
BRAC University



Mr. Md. Nazrul Islam Khan
Former Secretary to the
Government of Bangladesh



Ms. Uzma Chowdhury, CPA
Vice Chairperson, BoG
Director
PRAN-RFL Group



Ms. Gule Afruz Mahbub
Former Joint Secretary to the
Government of Bangladesh



Mr. Md. Shahedul Islam
Managing Director
Bakul Limited
Director
Criterion Developers Ltd.



Dr. Mohammad Kaykobad
Professor
Department of Computer
Science and Engineering
Bangladesh University of
Engineering and Technology
(BUET)



Mr. Md. Habibur Rahman
Managing Director
Citadel Developers Ltd.



Mr. Naveed Akbar
Sustainability & Inclusive
Business Consultant



Mr. Md. Rafiquzzaman
Former Director General
(Additional Secretary)
National Institute of Mass
Communication



Mr. Shyamal Kanti Ghosh
Former Secretary of the
Ministry of Agriculture



Professor Tahmina Akhtar
Former Director
Institute of Social welfare
and Research
University of Dhaka.



Dr. Muhammad Abdul Mazid
Former Secretary to the
Government of Bangladesh
Chairman, Social Development
Foundation (SDF)



Ms. Zahida Ispahani
Former Vice Chairperson, BoG
Director of M. M. Ispahani Limited
Ispahani Tea Limited and MIDAS



Ms. Zahida Fizza Kabir
Chief Executive Officer
SAJIDA Foundation
Bangladesh



Mr. Shib Narayan Kairy
Former Chief Operating Officer
Support Services
SAJIDA Foundation Bangladesh
Director, MIDAS



Dr. Abu Sayeed M. Ahmed
Professor and Dean
Faculty of Environmental
Science and Design
University of Asia Pacific

The UCEP Association consists of 38 distinguished philanthropists and professional.

Association Leadership

Chairperson and Vice-Chairperson (1988–Present)

| Chairperson | Tenure | Vice-Chairperson |
|--|---------------------|---|
| Mr. M. R. Siddiqi | May 1988 - Oct 1990 | |
| Maj. Gen. Amjad Khan Chowdhury (Retd.) | Oct 1990 - May 1993 | Mr. R. M. H. Hirji |
| Prof. Dr. K.M Mohsin | May 1993 - Mar 1994 | Mr. Salahuddin Kasem Khan |
| Mr. Salahuddin Kasem Khan | Apr 1994-Dec 1995 | Barrister Abul Mansur |
| Mr. Salahuddin Kasem Khan | Jan 1996-Jan 1997 | Col. Mujib Ur Rahman Khan (Retd.) |
| Col. Mujib Ur Rahman Khan (Retd.) | Mar 1997 - Apr 1999 | Mr. Sulaiman Chaudhury |
| Rear Admiral Sultan Ahmed (Retd.) | May 1999 - Dec 2001 | Mrs. Zeba Rasheed Chowdhury |
| Mrs. Zeba Rasheed Chowdhury | Dec 2001 - Dec 2002 | Mr. A. G. M. Shamsul Kamal |
| Mr. A. Matin Chowdhury | Jan 2003-Dec 2004 | Lt. Col. Hesamuddin Ahmed, psc. (Retd.) |
| Mr. M. Mokammel Haque | Jan 2005 - Jul 2005 | Mr. M. Sirajul Islam |
| Mr. M. Sirajul Islam | Aug 2005 - Dec 2006 | Dr. Ubaidur Rob |
| Mr. A. G. M. Shamsul Kamal | Jan 2007 - Dec 2008 | Lt. Col. Hesamuddin Ahmed, psc. (Retd.) |
| Dr. Ubaidur Rob | Jan 2009-Dec 2010 | Ms. Parveen Mahmud FCA |
| Dr. Ubaidur Rob | Jan 2011-Dec 2012 | Dr. Mohammad Alauddin |
| Mr. A. Matin Chowdhury | Jan 2013-Dec 2014 | Dr. Mohammad Alauddin |
| Mr. A. Matin Chowdhury | Jan 2015-Dec 2016 | Mr. A. Q. Siddiqui |
| Mr. A. Q. Siddiqui | Jan 2017 - Dec 2018 | Mr. Jitendra Lal Bhowmik (15 Feb 2018-31 Dec 2018) |
| | | Ms. Sabrina Islam (22 Dec 2017 - 14 Feb 2018) |
| | | Mr. Syed Shapir Khasru (01 Jan 2017 - 21 Dec 2017) |
| Ms. Parveen Mahmud FCA | Jan 2019 - Dec 2020 | Mr. Jitendra Lal Bhowmik |
| Ms. Parveen Mahmud FCA | Jan 2021-Dec 2022 | Ms. Uzma Chowdhury, CPA |
| Dr. Mohammad Alauddin | Jan 2023-Dec 2024 | Ms. Zahida Ispahani |
| Mr. Ubaidur Rob Ph.D | Jan 2025-Dec 2026 | Ms. Uzma Chowdhury, CPA |

Board of Governors (2025-2026)



Mr. Ubaidur Rob Ph.D
Chairperson
Former Country Director
Population Council Bangladesh



Ms. Uzma Chowdhury, CPA
Vice Chairperson
Director
PRAN-RFL Group



Dr. Mohammad Alauddin
Former Chairperson, BoG
Former Country Representative
Pathfinder International



Mr. Jitendra Lal Bhowmik
Former Vice Chairperson, BoG
Managing Director
Shatarupa Group



Ms. Farah Kabir
Country Director
ActionAid Bangladesh



Mr. Md. Habibur Rahman
Managing Director
Citadel Developers Ltd.



Dr. Muhammad Abdul Mazid
Former Secretary to the
Government of Bangladesh
Chairman
Social Development Foundation
(SDF)

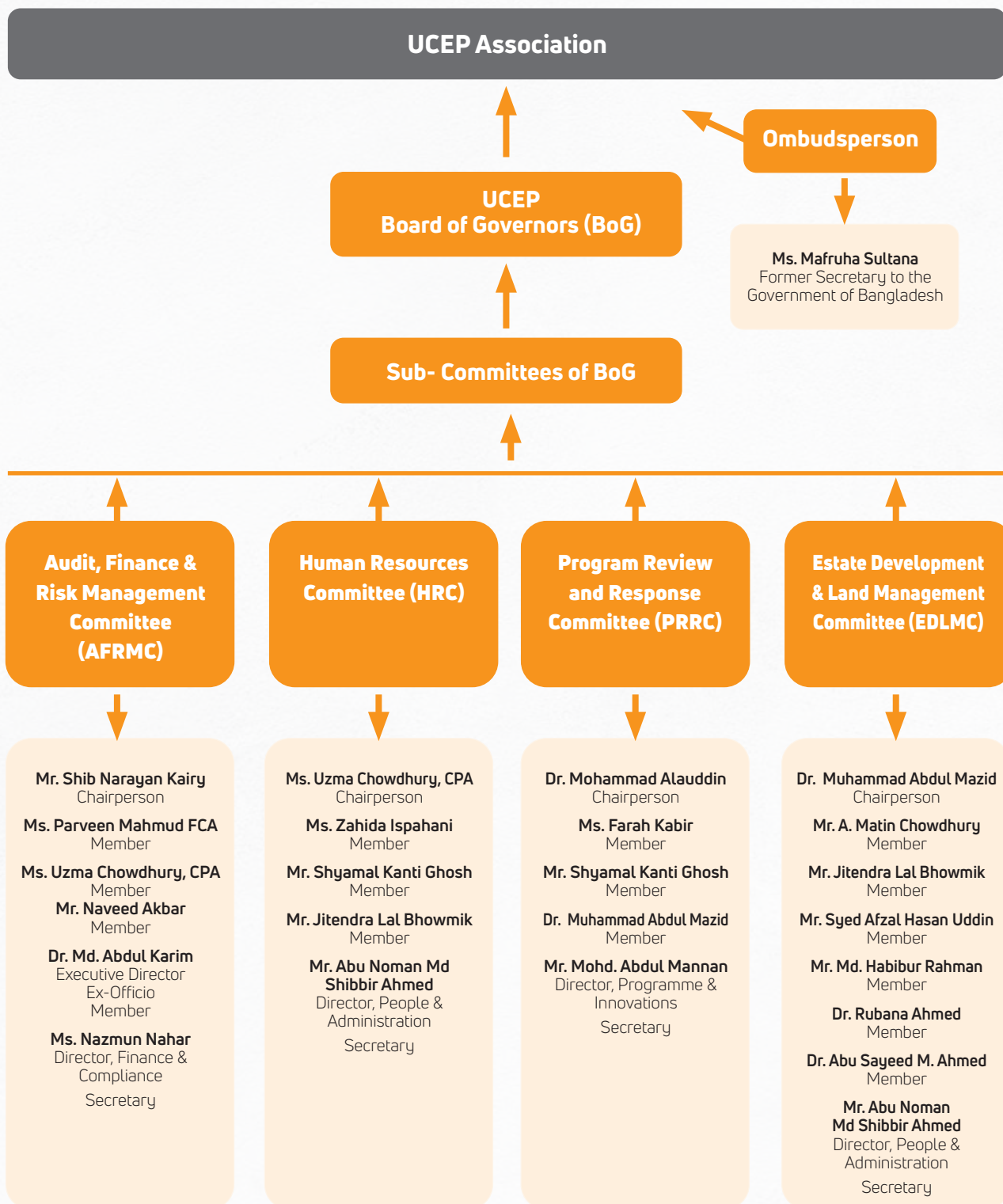


Dr. Md. Abdul Karim
Executive Director
Ex-Officio Secretary
BoG

The Board of Governors consists of seven members elected by the UCEP Association, serves as the governing body of the organization. The Executive Director of UCEP Bangladesh serves, by virtue of office, as the Ex-Officio Secretary to the Board.

Board of Governors (BoG)

Sub-Committees



Senior Management Team (SMT)



Dr. Md. Abdul Karim
Executive Director



Engr. Mohd. Abdul Mannan
Director
Programme and Innovations



Ms. Nazmun Nahar
Director
Finance and Compliance



**Brigadier General (Retd.)
Abu Noman Md Shibbir Ahmed, awc, psc**
Director
People and Administration

The SMT is headed by the Executive Director. It is the professional management team of the organization consisting of Director (Programme and Innovations), Director (Finance & Compliance) and Director (People & Administration). The processes work through a hierarchical framework in which SMT is accountable to BoG, and BoG is accountable to UCEP Association.

Through their combined expertise and leadership, the SMT drives organizational growth and sustainability, strengthens internal systems, and supports UCEP Bangladesh in achieving its mission, goals and long-term success

Regional Managers



Mr. Md. Anowarul Islam
Dhaka North



Mr. Mohammad Guljar Hossain
Dhaka South



Mr. Md. Humayun Kabir
Gazipur



Mr. Masud Alam
Chottogram



Mr. Md. Shahinul Islam
Rajshahi



Mr. Mohammad Kamruzzaman
Khulna



Mr. Mohammad Kayum Molla
Sylhet



Mr. Md. Rafiquel Islam
Rangpur

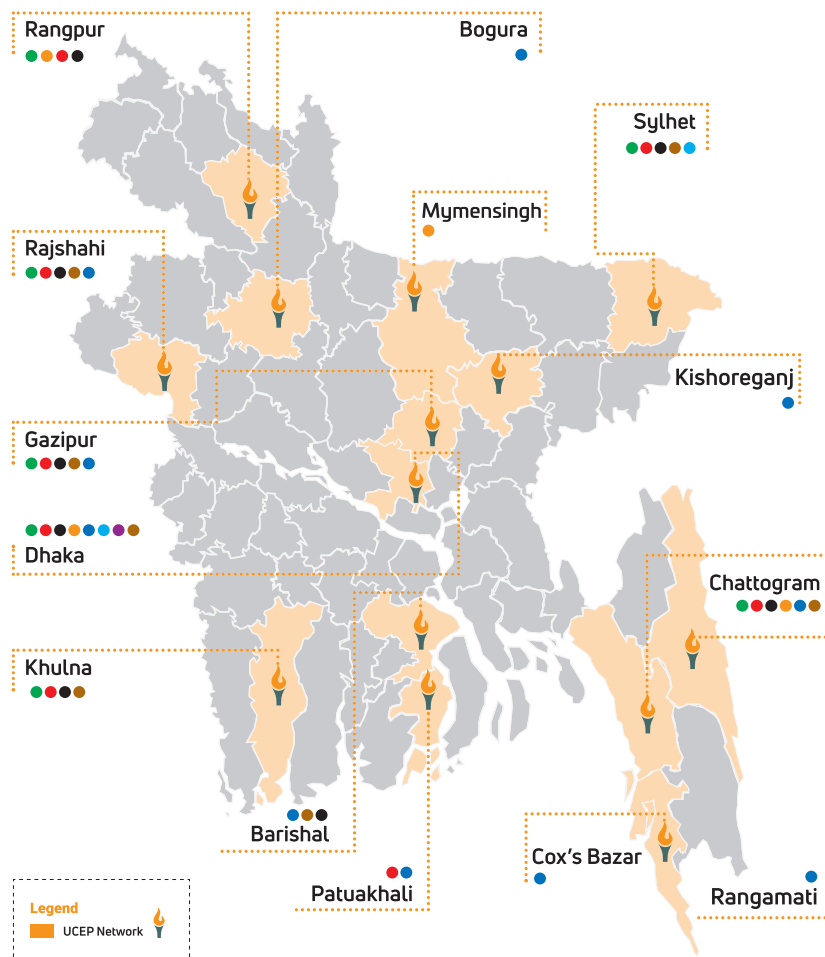
The Regional Managers head its local Management Team (RMT) of UCEP Bangladesh, and oversees the organization’s operations across its eight regions: Dhaka North, Dhaka South, Gazipur, Chattogram, Sylhet, Rajshahi, Rangpur, and Khulna/Barisal. Under their supervision, 36 Technical Schools, 10 TVET Institutes, and 6 Polytechnics operate across the country. The RMT ensures effective implementation of programs, staff supervision, financial management, and adaptation of strategies to local contexts.

UCEP Presence

UCEP Bangladesh is a leading national organization in skills development and education, running technical schools, TVET institutes, and polytechnics across the country. Each year, over 39,000 learners benefit from its training, and more than 200,000 people have already improved their lives through its programs. By combining education, skills training, and job placement support, UCEP helps economically disadvantaged people overcome poverty and build dignified careers.



- 10
TVET
Institutes
- 36
Schools
- 08
Polytechnic
Institutes
- 01
Professional
Training
Institute



| | | | |
|-----------------|------------------------|------------------|----------------------|
| Head Office | Professional Institute | Technical School | TVET Outreach Center |
| Regional Office | Polytechnic Institute | TVET Institute | RPL/RTO Center |

RPL-Recognition of Prior Learning
 RTO-Registered Training Organizations

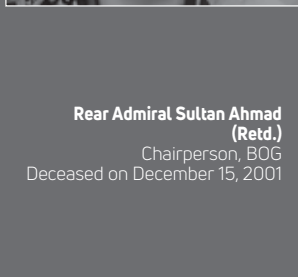
WE ARE PROUDLY INSPIRED BY REMEMBER OF PREDECESSOR



Ms. Jobeda Khanam
Deceased on 1990



Mr. M. R. Siddiqi
Chairperson, BOG
Deceased on February 6, 1992



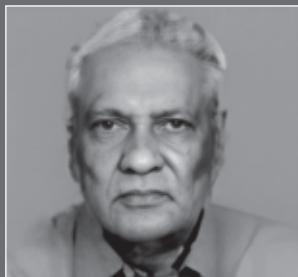
Rear Admiral Sultan Ahmad (Retd.)
Chairperson, BOG
Deceased on December 15, 2001



Mr. M. Nurul Haq
Member, BOG
Deceased on December 16, 2003



Mr. Sulaiman Chaudhury
Vice Chairperson, BOG
Deceased on July 23, 2009



Prof. Dr. S.H.K Esufzai
Member, BOG
Deceased on February 12, 2009



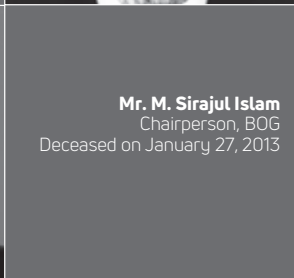
Mr. M. Sirajul Islam
Chairperson, BOG
Deceased on January 27, 2013



Lt. Col. Hesamuddin Ahmed, Psc (Retd.)
Vice-Chairperson, BOG
Deceased on February 14, 2012



Mr. Chowdhury Manzur Murshed
VICE Chairperson, BOG
Deceased on September 16, 2013



Maj Gen. (Retd.) Amjad Khan Chowdhury
Chairperson, BOG
Deceased on July 8, 2015

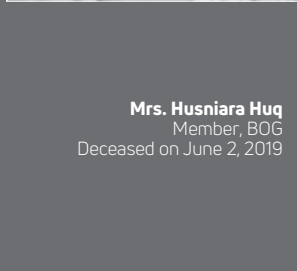




Ms. Niloufer Mahmood
Member, BOG
Deceased on December 7, 2015



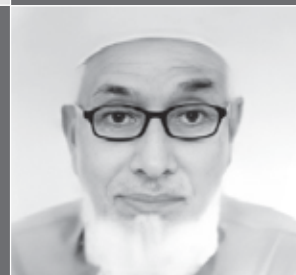
Mr. Ferdouse Khan
Member, UCEP Association
Deceased on March 30, 2016



Mrs. Husniara Huq
Member, BOG
Deceased on June 2, 2019



Prof. M. Anwarul Haq Khan Majlis
Member, BOG
Deceased on December 23, 2020



Prof. Dr. K. M. Mohsin
Chairperson, BOG
Deceased on February 22, 2021



Ms. Luna Shamsuddoha
Member, BOG
Deceased on February 17, 2021



Arc. Mubasshar Hussain
Member, UCEP Association
Deceased on January 02, 2023



Mr. Hossain Toufique Imam
Member, UCEP Association
Deceased on March 4, 2021



Professor Md. Hafizul Islam
Member, UCEP Association
Deceased on January 23, 2023



R.M.H. Hirji
Former Vice-Chairperson, BOG
Deceased Unknown



**Brig. General (Retd.)
Aftab Uddin Ahmed**
UCEP Executive Director/Chief
Executive Officer
Deceased on May 14, 2020



Government Partnership (2024-2025)

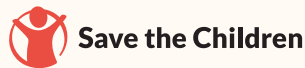
UCEP Bangladesh expresses its heartfelt appreciation to the Government of the people's Republic of Bangladesh for the invaluable support. The contributions of partners have been crucial in advancing efforts to provide education and vocational training to the economically disadvantaged youth of the country. We remain steadfast in commitment to this crucial mission, and with the continued support of government of Bangladesh, we are confident that we can achieve our goals.



| | |
|---|---|
| Ministry of Labour and Employment | NGO Affairs Bureau (NGOAB) |
| Ministry of Social Welfare | National Skills Development Authority (NSDA) |
| Technical and Madrasah Education Division, Ministry of Education (TMED) | Bangladesh Technical Education Board (BTEB) |
| Ministry of Women & Child Affairs (MoWCA) | Social Development Foundation (SDF) |
| Ministry of Youth and Sports | Information and Communication Technology (ICT) Division |
| Ministry of Expatriates' Welfare & Overseas Employment | Bangladesh Hi-Tech Park Authority |
| Finance Division, Ministry of Finance | |

International Development Partners (2024-2025)

Thanks to the Development Partners for Their Generous Support



Local Partners (2024-2025)



A.K.KHAN & COMPANY LTD



Collaboration with Employers Partners of UCEP 2024-2025



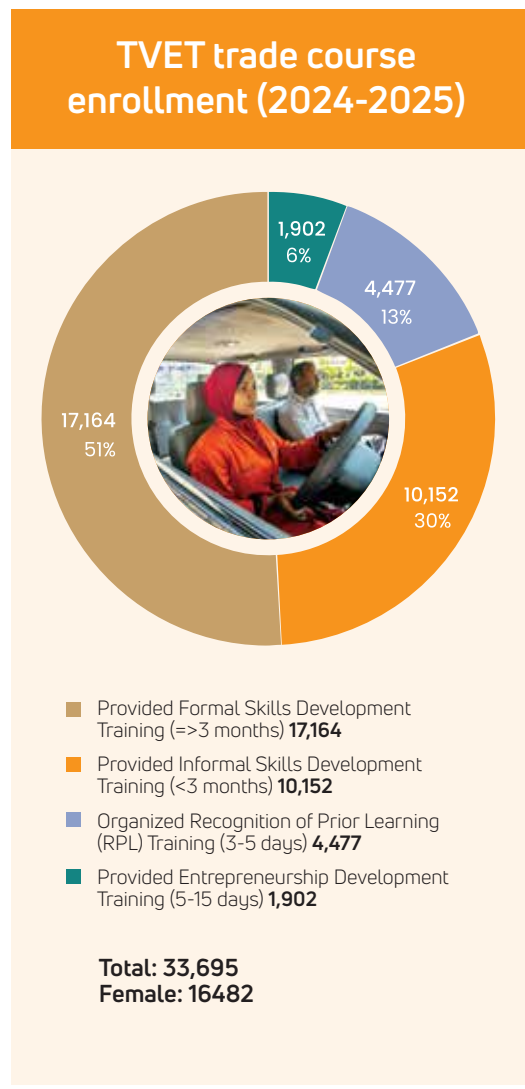


TVET & Skills Development

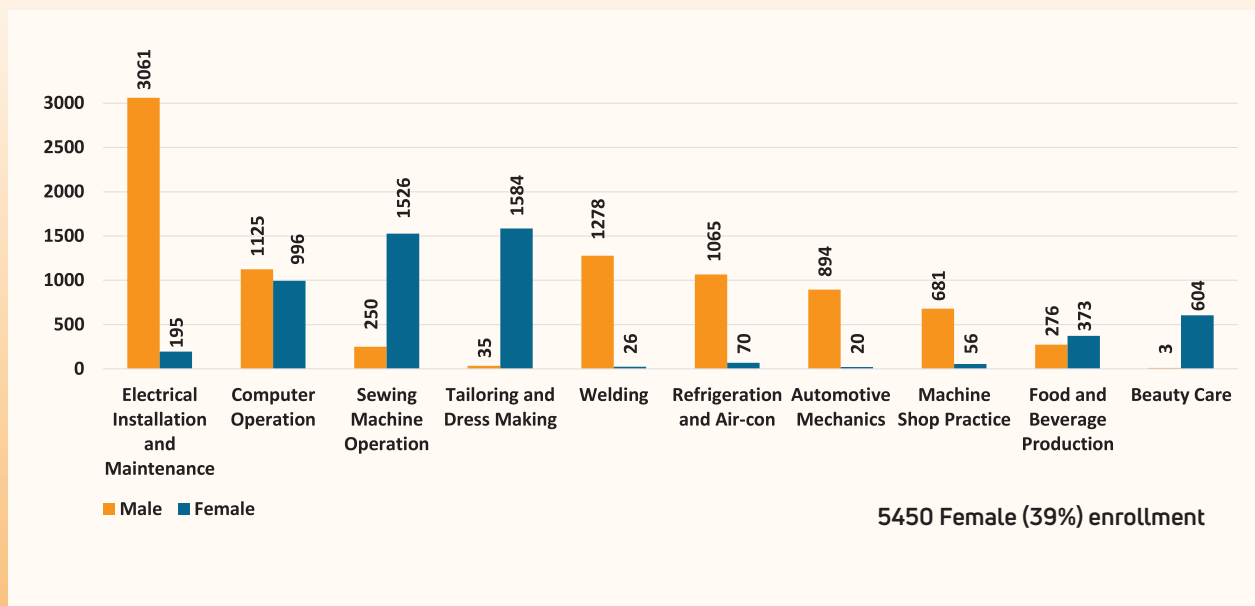
UCEP Bangladesh was founded to empower underprivileged communities through education and skills training. It remains committed to inclusive and quality Technical and Vocational Education and Training (TVET). In FY 2024–25, UCEP operate 36 Technical Schools, 10 TVET Institutes, and 6 Polytechnics, reaching thousands of learners— especially persons with disabilities, and ethnic minorities—while supporting Government’s and SDGs.

The Programme and Innovation (P&I) Department acts as UCEP’s innovation hub. It designs and scales new approaches that prepare learners for jobs and entrepreneurship. Training now embeds green and digital skills, gender-responsive methods, and inclusive practices. Partnerships with industries and financial institutions create wider opportunities for employment and enterprise. Through this approach, UCEP is linking skills to dignified work, better livelihoods, and inclusive economic growth, reinforcing its role as a national leader in skills innovation.

UCEP Bangladesh continues to advance inclusive, market-driven skills development, ensuring disadvantaged youth and adults—including women, persons with disabilities, and ethnic minorities—gain access to industry-relevant training and nationally recognized certifications. Through competency-based training, Recognition of Prior Learning (RPL), digital Learning Management System (LMS), and strong industry partnerships, the Programme & Innovation Department bridges the gap between skills and decent employment. By modernizing curricula, enhancing staff capacity, and expanding technology-enabled learning, UCEP equips learners to succeed in a rapidly changing national and global labor market and contribute to sustainable economic growth.



Highest 10 enrolled trade courses under BTEB or NSDA accreditation



UCEP Offered Skill Training in Trades (2024-2025)

- Electrical Installation and Maintenance
- Computer Operation
- Sewing Machine Operation
- Tailoring and Dress Making
- Welding
- Refrigeration and Air-con
- Automotive Mechanics
- Machine Shop Practice
- Food and Beverage Production
- Beauty Care
- Plumbing
- Motorcycle Servicing
- Mobile Phone Servicing
- Consumer Electronics
- Driving
- Care Giving
- Food and Beverage Servicing
- Apparel Screen Printing
- Digital Marketing
- Sewing Machine Maintenance
- Block Batik and Screen Printing
- Wood Working Machine Operator
- Solar Electrical System Installation & Maintenance
- Electrical & Navigational Equipment Installation

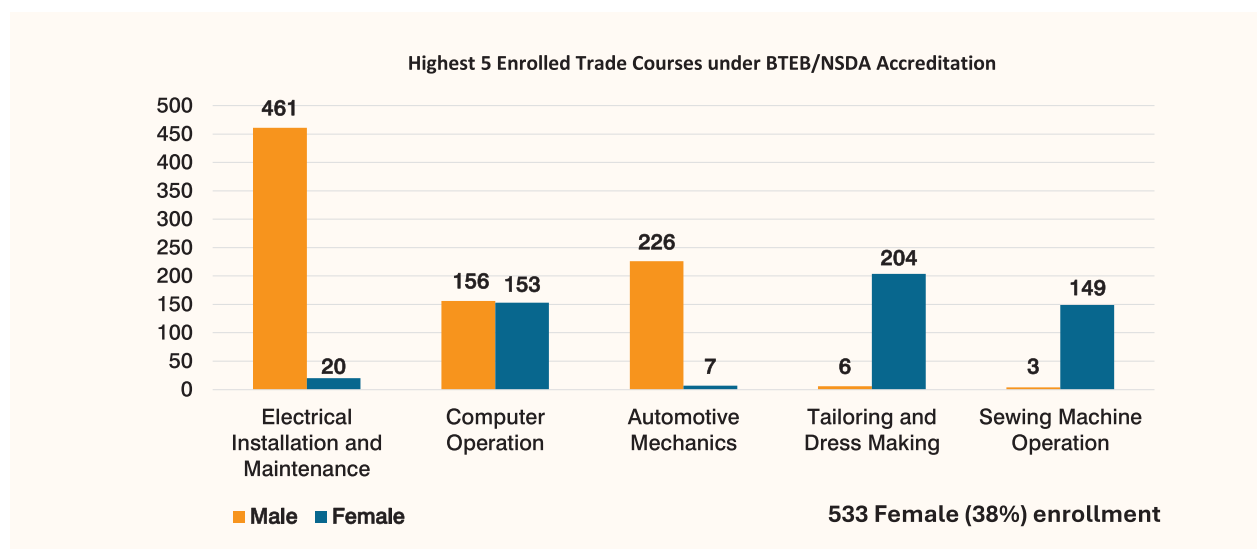
Skills Development Training by Region

Region-wise trained in 24 trades

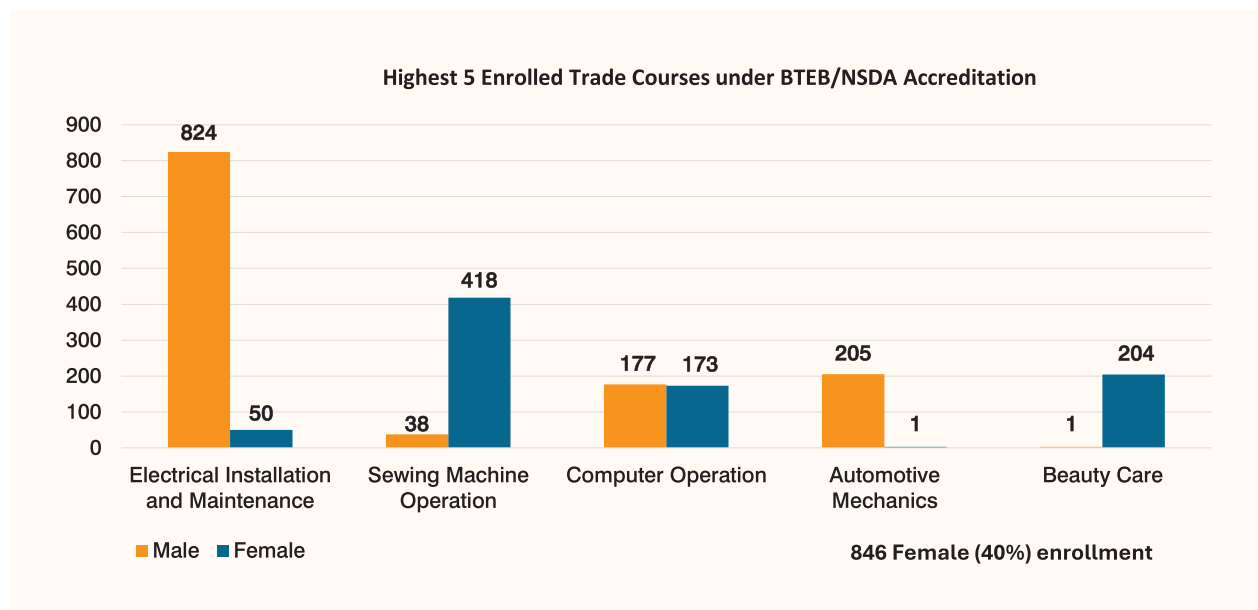
| Regions | TVET Trainees | | |
|--------------------|---------------|---------------|---------------|
| | Female | Male | Total |
| Barishal | 780 | 1499 | 2279 |
| Chattogram | 2173 | 3886 | 6059 |
| Dhaka North | 4344 | 3357 | 7701 |
| Dhaka South | 1499 | 1253 | 2752 |
| Gazipur | 3857 | 1649 | 5506 |
| Khulna | 1024 | 1894 | 2918 |
| Rajshahi | 1172 | 1365 | 2537 |
| Rangpur | 1210 | 1413 | 2623 |
| Sylhet | 423 | 897 | 1320 |
| Grand Total | 16,482 | 17,213 | 33,695 |

Highest 5 enrolled trade courses by UCEP regions

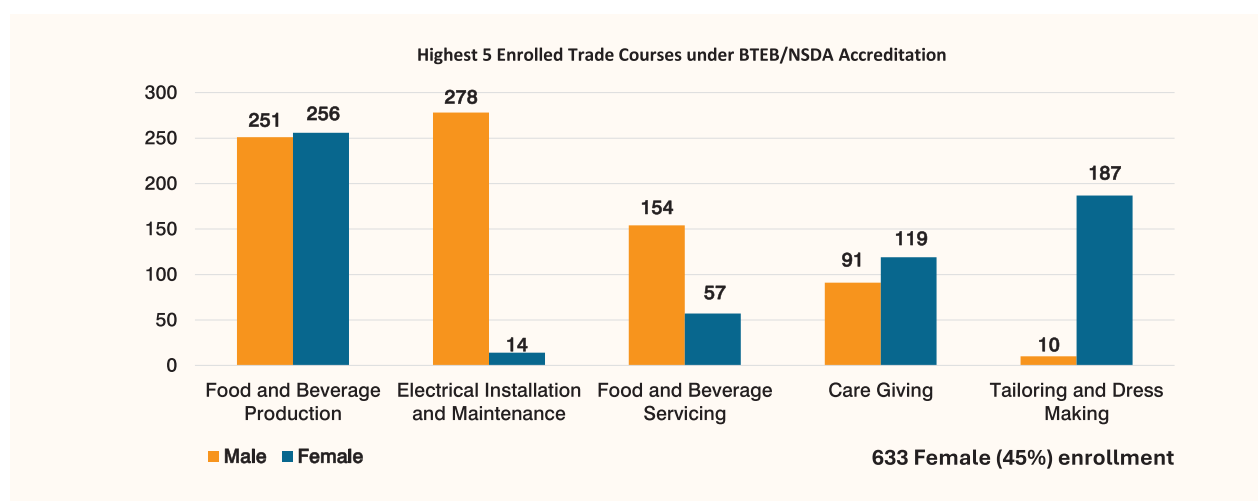
UCEP Barishal Region: Barishal



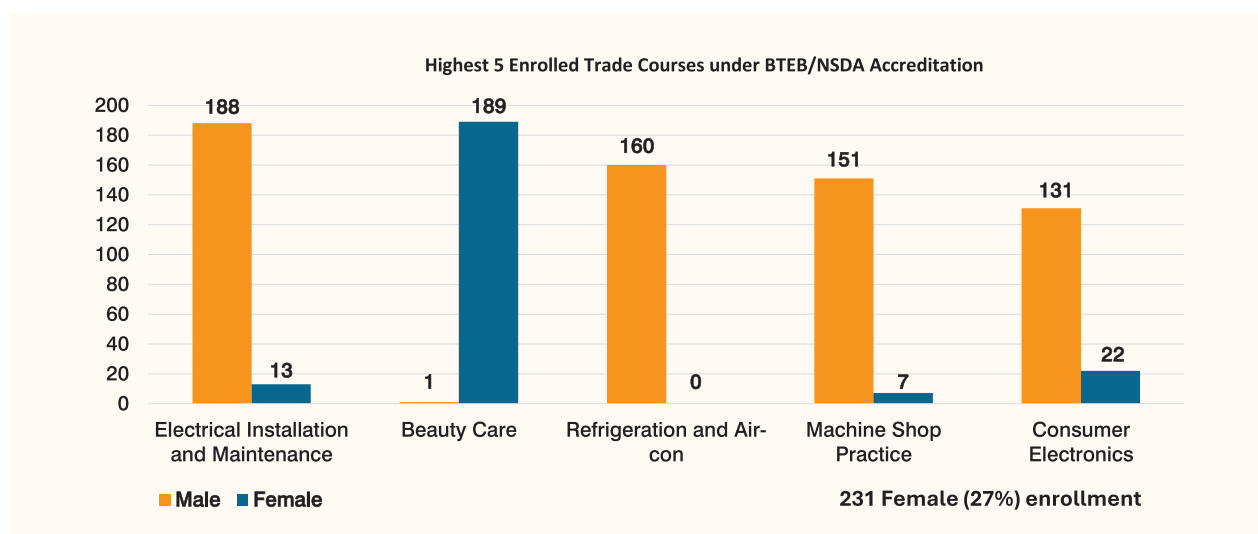
UCEP Chattogram Region: Chattogram



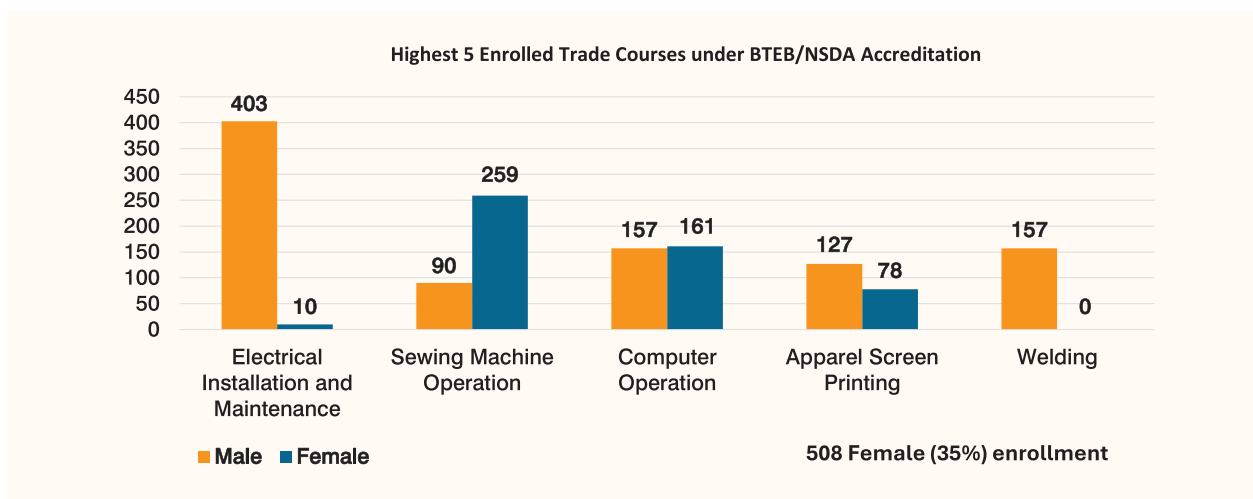
UCEP Dhaka North Region: Dhaka North



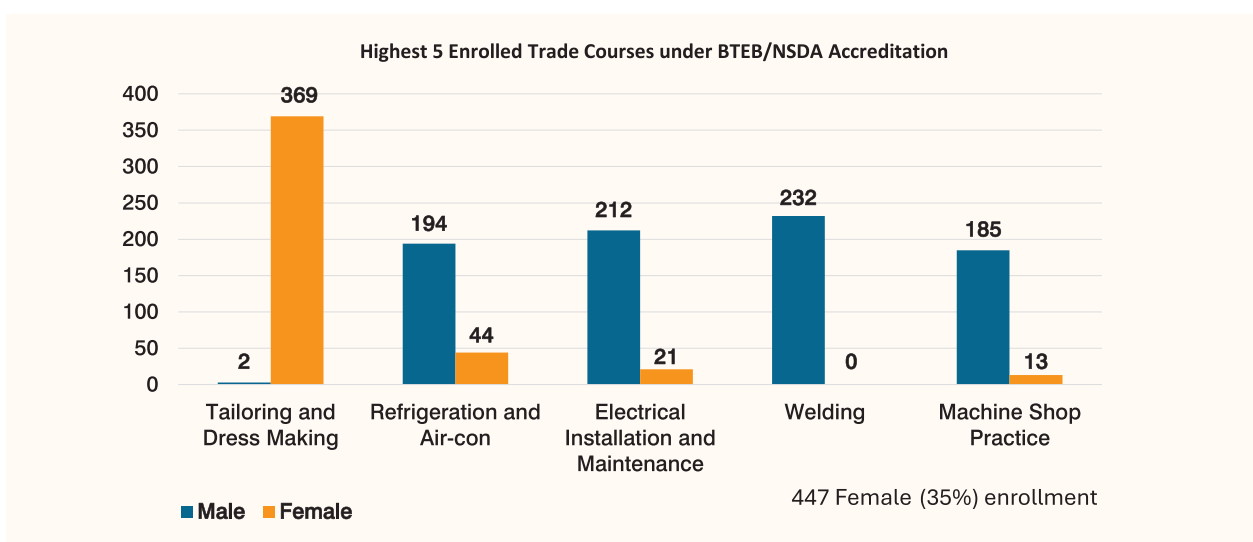
UCEP Dhaka South Region: Dhaka South



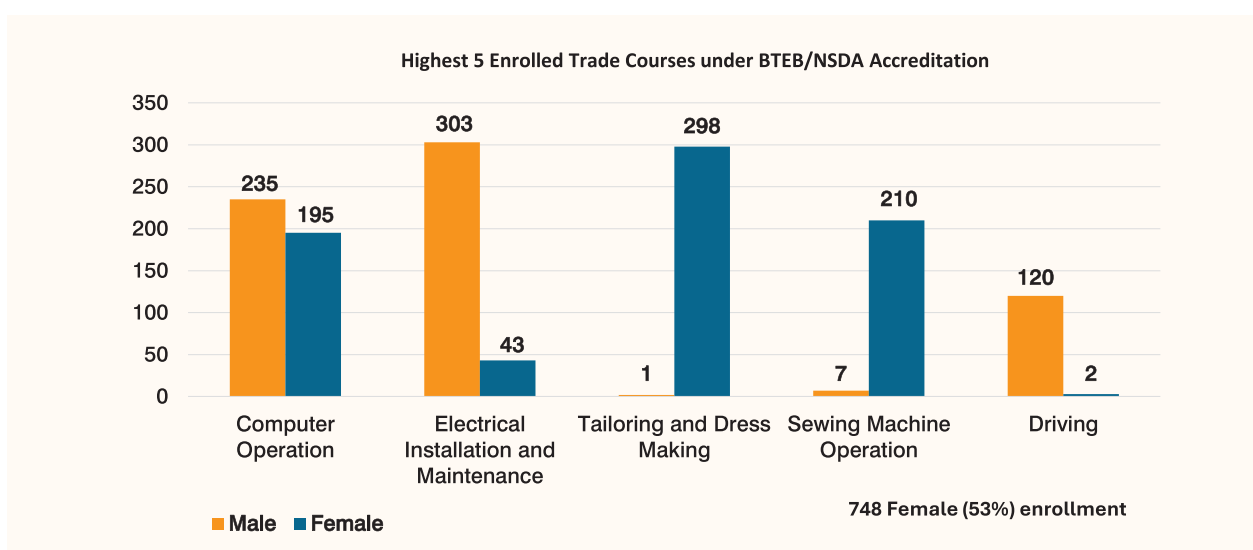
UCEP Gazipur Region: Gazipur



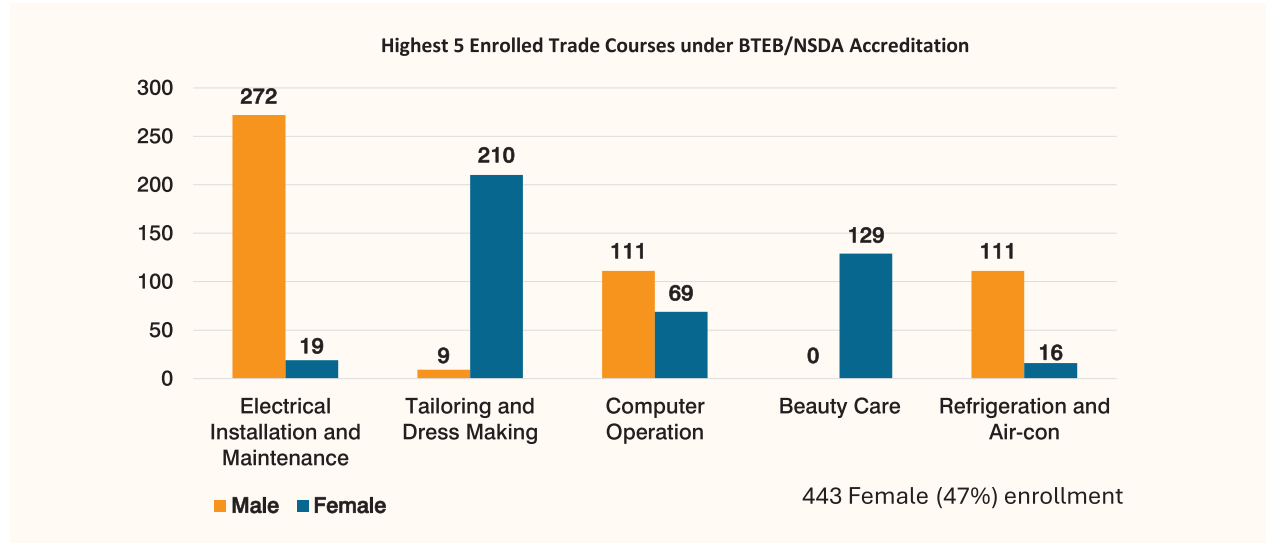
UCEP Khulna Region: Khulna



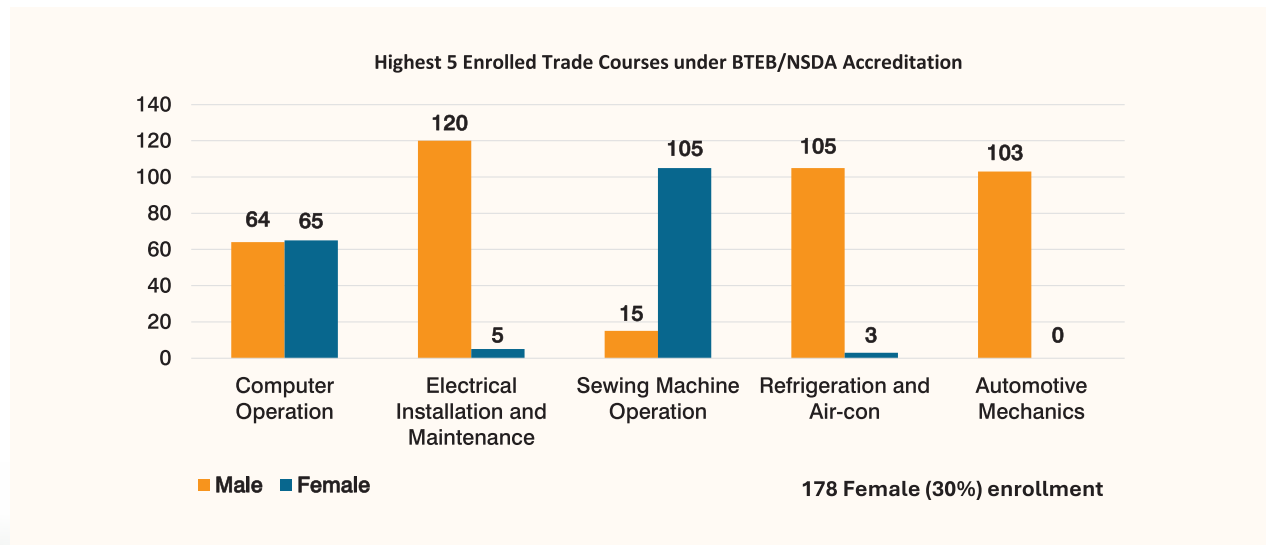
UCEP Rajshahi Region: Rajshahi



UCEP Rangpur Region: Rangpur



UCEP Sylhet Region: Sylhet





Achievements: Decent Employment

Pioneer employer who have signed MOUs with UCEP Bangladesh

Valued Employers Supporting UCEP Graduates for Decent Employment

During FY 2024–2025, UCEP Bangladesh strengthened its employer engagement and successfully expanded partnerships with more than 30 reputable national and regional organizations across diverse industries. These valued employers—including leading groups such as RFL Group, PRAN Group, KDS Group in Chattogram, and Kazi Farms in Rangpur etc.—actively supported UCEP’s mission by providing decent employment opportunities to graduates upon completion of their TVET skills training. Their collaboration ensured direct job placements for UCEP trainees, contributing to improved livelihoods, workforce readiness, and stronger industry–institution linkages. This collective commitment from a wide range of companies played a vital role in promoting inclusive employment and enhancing the long-term employability of disadvantaged youth across Bangladesh.

| Name Industry/Group of Companies | Name Industry/Group of Companies |
|---|--|
| RFL Group | KDS Group, Chattogram |
| Pran Group | Kazi Farm, Rangpur |
| Barendra Rajshahi Textile Ltd, Rajshahi | Mamiya OP (BD) Ltd., Chattogram |
| Mondol Group, Gazipur | FGF Meter Industry Ltd, Dhaka |
| Hams Garments Ltd., Gazipur | TK Group, Khulna |
| DBL Group, Gazipur | Organic Jeans Ltd., Chattogram |
| Meghna Group of Industries, Nayangonj | ACI Premio Plastic, Rangpur |
| N Mohammad Plastic Industries Limited, Chattogram | Uttara Automobiles, Chattogram |
| Olympic Industries Limited, Dhaka | BEXIMCO LPG, Khulna |
| Esquire Electronics, Dhaka | Yamaha Manufacturing Motorcycle Factory, Gazipur |
| Maf Shoes Limited, Chattogram | Rangs Electronics, Sylhet |
| NAVANA | Radisson Blu, Dhaka Water Garden |
| Square Toiletries Limited, Dhaka | Trans Asia, Gazipur |
| Coats Bangladesh, Chattogram | System Engineering Ltd, Barishal |
| Matador Group, Rajshahi | Opsonin Pharma Ltd, Barishal |

Impact

Expands wage and self-employment opportunities, contributing to national employment and sustainable livelihoods.


Support & Guidance

Offers career counselling, industry linkages, and support for disadvantaged groups.


Decent Employment & Entrepreneurship

Helps TVET graduates find jobs or start businesses.


ACHIEVEMENTS




CAREER SUPPORT
28,336 trainees (**10,757** females) received guidance on CVs, interviews, job search, and career planning




JOB PLACEMENT
16,727 of **21,414** trainees (6,288 females) 78% Employment rate




EMPLOYER ENGAGEMENT
1,705 cooperation agreements signed, **36** employers' committee meetings with **1,959** employers (508 females)



OVERSEAS EMPLOYMENT
283 graduates (33 females) Earning **BDT 60,000-280,0000**



JOB FAIRS & ORIENTATION
9 fairs organized
73 industries recruited **768** graduates
400 trainees oriented on Bureau of Manpower Employment and Training (BMET) registration



DISADVANTAGED GROUPS
518 PWDs (223 female) employed, with a 65% employed **559** ethnic and marginalized trainees (287 females) employed, with 81% employed

Region-wise Employment (Wage and Self-employment)

| Region | Employable Trainees | | | Employed (Self and Wage) | | | |
|--------------|---------------------|--------------|---------------|--------------------------|--------------|---------------|--|
| | Male | Female | Total | Male | Female | Total | |
| Barishal | 1297 | 613 | 1910 | 896 | 470 | 1366 | 518 (3%) PWDs Employed 559 (3%) Ethnic Employed |
| Chattogram | 2573 | 1413 | 3986 | 2035 | 1034 | 3069 | |
| Dhaka North | 2424 | 1238 | 3662 | 1975 | 962 | 2937 | |
| Dhaka South | 1318 | 852 | 2170 | 1109 | 712 | 1821 | |
| Gazipur | 1061 | 1118 | 2179 | 842 | 873 | 1715 | |
| Khulna | 1443 | 702 | 2145 | 1147 | 569 | 1716 | |
| Rajshahi | 1387 | 1083 | 2470 | 1124 | 858 | 1982 | |
| Rangpur | 1059 | 701 | 1760 | 762 | 516 | 1278 | |
| Sylhet | 726 | 406 | 1132 | 549 | 294 | 843 | |
| Total | 13,288 | 8,126 | 21,414 | 10,439 | 6,288 | 16,727 | |

Achievements: Driving Global Opportunities for Skilled Youths

UCEP Bangladesh has reached a remarkable milestone by facilitating overseas employment for 283 trainees between 2023 and 2025, reinforcing its role as a catalyst for international career opportunities for Bangladeshi youth. This achievement highlights UCEP's expanding influence in preparing a globally competitive workforce.

While the Middle East—particularly Saudi Arabia and the UAE—remained the core destination for international placements, UCEP made significant inroads into new and emerging markets across Europe and Asia, including the UK, Italy, Canada, Hungary, Romania, and South Korea. The graduates secured employment in a wide array of in-demand trades such as Leather Machine Operation, Civil and Mechanical Works, Plumbing, RAC, Automotive Mechanics, Electrical, Welding, Bakery and Pastry Production, among others.

The Dhaka North Region took the lead with the highest number of overseas placements, supporting 75 trainees in securing jobs abroad. A noteworthy achievement is UCEP's progress in advancing gender diversity: women represented 12% of all international placements—a significant step toward greater inclusivity in overseas employment pathways. Male trainees contributed 88%, showcasing the strong demand for UCEP-trained youth in global markets.

With this success, UCEP Bangladesh is not only strengthening its legacy in skills development but also setting a new benchmark for Bangladesh's TVET sector—demonstrating that its graduates possess the capability, confidence, and readiness to excel on the global stage.

Region-wise UCEP Trained Youths Overseas Employment (2023-2025)

| Name of the Region | YEAR 2023-2025 | | |
|--------------------|----------------|--------|-------|
| | Male | Female | Total |
| Dhaka North | 59 | 16 | 75 |
| Dhaka South | 33 | 2 | 35 |
| Chattogram | 51 | 3 | 54 |
| Khulna | 20 | 3 | 23 |
| Barishal | 6 | 0 | 6 |
| Rajshahi | 12 | 1 | 13 |
| Sylhet | 26 | 3 | 29 |
| Gazipur | 17 | 4 | 21 |
| Rangpur | 15 | 1 | 16 |
| UIST Dhaka | 11 | 0 | 11 |
| Total | 250 | 33 | 283 |

Overseas Employment Status of UCEP Trained Youths (2023-2025)

| Country | Trade Name | Number of Employment | Country-wise Total Employment 2023-2025 |
|---------|---|----------------------|---|
| KSA | Automotive Mechanics | 11 | 80 |
| | Caregiving | 3 | |
| | Civil Work | 2 | |
| | Computer Operation | 1 | |
| | Consumer Electronics | 1 | |
| | Driving | 2 | |
| | Electrical Installation and Maintenance | 11 | |
| | Food and Beverage Production | 6 | |
| | Food and Beverage Servicing | 3 | |
| | General Electrical Works | 1 | |
| | Machine Shop Practice | 4 | |
| | Mechanical | 2 | |
| | Plumbing | 10 | |
| | Refrigeration and Air-con | 8 | |
| | Welding | 15 | |
| UAE | Automotive Mechanics | 5 | 46 |
| | Beauty Care | 1 | |
| | Caregiving | 4 | |
| | Computer Operation | 3 | |
| | Electrical Installation and Maintenance | 7 | |
| | Food and Beverage Production | 2 | |
| | Food and Beverage Servicing | 2 | |
| | General Electrical Works | 1 | |
| | Machine Shop Practice | 7 | |
| | Mechanical | 1 | |
| | Plumbing | 1 | |
| | Refrigeration and Air-con | 2 | |
| | Welding | 10 | |
| UK | Automotive Mechanics | 3 | 13 |
| | Caregiving | 3 | |
| | Computer Operation | 1 | |
| | Electrical Installation and Maintenance | 2 | |
| | Food and Beverage Production | 2 | |
| | Food and Beverage Servicing | 2 | |

| Country | Trade Name | Number of Employment | Country-wise Total Employment 2023-2025 |
|-------------|---|----------------------|---|
| OMAN | Automotive Mechanics | 2 | 13 |
| | Computer Operation | 1 | |
| | Electrical Installation and Maintenance | 3 | |
| | General Electrical Works | 1 | |
| | Machine Shop Practice | 1 | |
| | Refrigeration and Air-con | 1 | |
| | Welding | 4 | |
| SOUTH KOREA | Electrical Installation and Maintenance | 4 | 12 |
| | Food and Beverage Servicing | 1 | |
| | General Electrical Works | 3 | |
| | Plumbing | 3 | |
| | Welding | 1 | |
| CANADA | Caregiving | 6 | 11 |
| | Food and Beverage Production | 3 | |
| | Plumbing | 2 | |
| ITALY | Automotive Mechanics | 2 | 11 |
| | Electrical Installation and Maintenance | 4 | |
| | Food and Beverage Production | 2 | |
| | Mechanical | 1 | |
| | Refrigeration and Air-con | 1 | |
| | Welding | 1 | |
| JAPAN | Caregiving | 2 | 10 |
| | Computer Operation | 1 | |
| | Electrical Installation and Maintenance | 1 | |
| | Food and Beverage Production | 2 | |
| | Food and Beverage Servicing | 1 | |
| | Machine Shop Practice | 2 | |
| | Plumbing | 1 | |
| JORDAN | EDT | 2 | 10 |
| | Sewing Machine Operation | 8 | |
| QUATAR | Automotive Mechanics | 2 | 8 |
| | Computer Operation | 2 | |
| | Electrical Installation and Maintenance | 1 | |
| | Food and Beverage Production | 1 | |
| | Refrigeration and Air-con | 2 | |
| MALAYSIA | Automotive Mechanics | 1 | 8 |
| | Electrical Installation and Maintenance | 3 | |
| | Food and Beverage Production | 2 | |
| | Food and Beverage Servicing | 1 | |
| | General Electrical Works | 1 | |
| USA | Beauty Care | 1 | 8 |
| | Caregiving | 5 | |
| | Civil Work | 1 | |
| | Food and Beverage Production | 1 | |

| Country | Trade Name | Number of Employment | Country-wise Total Employment 2023-2025 |
|------------|---|----------------------|---|
| AUSTRALIA | Food and Beverage Production | 2 | 6 |
| | Food and Beverage Servicing | 2 | |
| | Plumbing | 1 | |
| | Refrigeration and Air-con | 1 | |
| FINLAND | Caregiving | 2 | 5 |
| | Electrical Installation and Maintenance | 1 | |
| | Plumbing | 1 | |
| | Welding | 1 | |
| HUNGARY | Plumbing | 1 | 5 |
| | Refrigeration and Air-con | 1 | |
| | Welding | 3 | |
| RUSSIA | Plumbing | 2 | 4 |
| | Welding | 2 | |
| SWEDEN | Food and Beverage Servicing | 2 | 3 |
| | Plumbing | 1 | |
| CYPRASS | Civil Work | 1 | 3 |
| | Food and Beverage Servicing | 2 | |
| CROATIA | Plumbing | 1 | 2 |
| | Welding | 1 | |
| FRANCE | Food and Beverage Servicing | 1 | 2 |
| | Mechanical | 1 | |
| PORTUGAL | Motorcycle Servicing | 1 | 2 |
| | Welding | 1 | |
| CAMBODIA | Mechanical | 1 | 2 |
| | Welding | 1 | |
| CHINA | Caregiving | 1 | 2 |
| | Food and Beverage Servicing | 1 | |
| ROMANIA | Food and Beverage Servicing | 2 | 2 |
| POLAND | Civil Work | 1 | 2 |
| | Welding | 1 | |
| ALBENIA | General Electrical Works | 1 | 2 |
| | Refrigeration and Air-con | 1 | |
| THAILAND | Food and Beverage Production | 1 | 11 |
| KOSOVO | General Electrical Works | 1 | |
| BRUNEI | Electrical Installation and Maintenance | 1 | |
| DENMARK | Food and Beverage Production | 1 | |
| MALDIVES | Refrigeration and Air-con | 1 | |
| KUWAIT | Food and Beverage Production | 1 | |
| NETHERLAND | Plumbing | 1 | |
| LITHUANIA | Electrical Installation and Maintenance | 1 | |
| BAHRAIN | Machine Shop Practice | 1 | |
| SERBIA | Computer Operation | 1 | |
| FIJI | Welding | 1 | |



Achievements: Entrepreneurship Development

UCEP Bangladesh, through its Program, promotes entrepreneurship as a pathway to sustainable livelihoods, self-reliance, and inclusive economic growth. The Entrepreneurship Development Program (EDP) equips youth and women with entrepreneurial skills, business mentoring, access to finance, and market linkages.

Entrepreneurship Development

Equips economically disadvantaged with business skills, mentoring, finance access, and market linkages.

Inclusive & Green Practices

Focuses on gender-responsive, inclusive, and sustainable business models.

Impact & Scaling

Helps marginalized communities move from skills training to enterprise creation, supported by strategic partnerships with industries, financial institutions, and local networks.



ENTREPRENEURSHIP TRAINING

3,122 trainees (2,105 females) completed Entrepreneur Development Training (EDT)



BUSINESS START-UPS

998 launched new businesses (713 females)



MARKET LINKAGES & COMMITTEES

10 workshops (270 participants) and **10** Entrepreneurship Development Committees (EDC) meetings (116 stakeholders) strengthened local entrepreneurial ecosystem



ENTREPRENEUR DEVELOPMENT TRAINING (EDT) MODEL

Three-phase model (skills and plan incubation and follow-up) supports **1,000** beneficiaries become entrepreneurs



TRAINING OF TRAINERS

12 trainers trained to enhance their entrepreneurship coaching capacity.

Wage Employment and Self-Employment

| Region | Wage Employment | | | Self-Employment | | | |
|--------------|-----------------|--------------|---------------|-----------------|--------------|--------------|---|
| | Male | Female | Total | Male | Female | Total | |
| Barishal | 818 | 146 | 964 | 78 | 324 | 402 | 11921 (71%) Wage Employment 3056 (26%) Females 349 (3%) PWDs 4806 (29%) Self-Employment 3232 (67%) Females 169 (4%) PWDs |
| Chattogram | 1518 | 353 | 1871 | 517 | 681 | 1198 | |
| Dhaka North | 1750 | 516 | 2266 | 225 | 446 | 671 | |
| Dhaka South | 973 | 427 | 1400 | 136 | 285 | 421 | |
| Gazipur | 707 | 637 | 1344 | 135 | 236 | 371 | |
| Khulna | 1125 | 215 | 1340 | 22 | 354 | 376 | |
| Rajshahi | 910 | 428 | 1338 | 214 | 430 | 644 | |
| Rangpur | 624 | 233 | 857 | 138 | 283 | 421 | |
| Sylhet | 440 | 101 | 541 | 109 | 193 | 302 | |
| Total | 8,865 | 3,056 | 11,921 | 1,574 | 3,232 | 4,806 | |





Achievements: Social Inclusion in TEVT Program

UCEP Bangladesh promotes an inclusive, equitable learning environment where all learners—especially women, PWDs, ethnic minorities, transgender individuals, and disadvantaged children—can access quality education and skills training. Guided by “Leave No One Behind,” it advances gender equality, disability inclusion, and social equity through capacity building, community engagement, psychosocial support, and strategic partnerships.

Social Inclusion

Ensures all students and trainees especially women, person with disabilities, ethnic minorities, transgender individuals, and disadvantaged children have access to quality education, vocational training, and pathways to decent work by addressing systemic barriers.

Inclusion & Social Equity

UCEP promotes gender equality, disability inclusion, and social equity, addressing child labor, child marriage, and marginalization through capacity building, community engagement, psychosocial support, and partnerships.



INCLUSIVE ENROLLMENT

- 4,585** girls enrolled in vocational and life skills education programs
- 13,417** females enrolled in TVET and Skills training programs
- 6,288** females secured employment after training
- 712** PWD students enrolled, (6% of total enrollment)
- 213** PWD trainees received skills training &
- 120** placed in jobs



COMMUNITY MOBILIZATION

- 63,414** Children and youth engaged
- 487** Community meetings
- 28,080** reached community members



CHILD PROTECTION

- 63%** Reduction in child marriage
- 35%** Reduction in child labor



PSYCHOSOCIAL & CAREER SUPPORT

- 15,820** students received counselling
- 31,064** youths received career guidance



STRATEGIC PARTNERSHIPS











- 17** collaborations with NGOs, government agencies, community-based organizations (CBOs)



Training for Public Partnership

The Public Partnership Management (PPM) component of UCEP Bangladesh aims to develop underprivileged youth—particularly women, persons with disabilities, and disadvantaged groups—into a skilled workforce aligned with industrial needs. Through collaboration with government ministries, industry stakeholders, and training institutions, PPM ensures access to quality skill training, Recognition of Prior Learning (RPL), entrepreneurship development training (EDT), and pedagogy training. This component also emphasizes gender equality, industry-linked training, and the development of competency-based learning materials (CBLM) to promote sustainable employment and national skill development objectives.

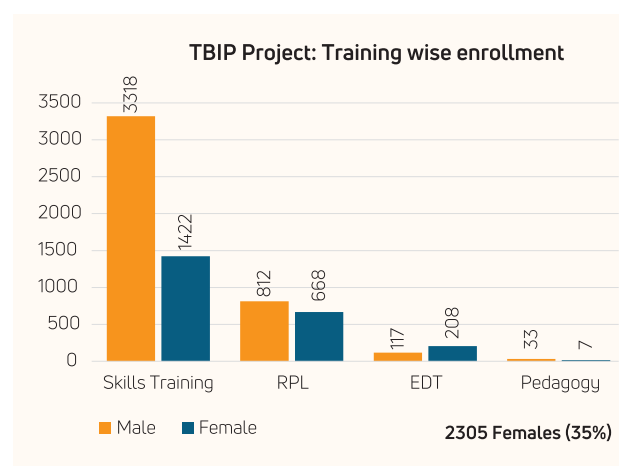
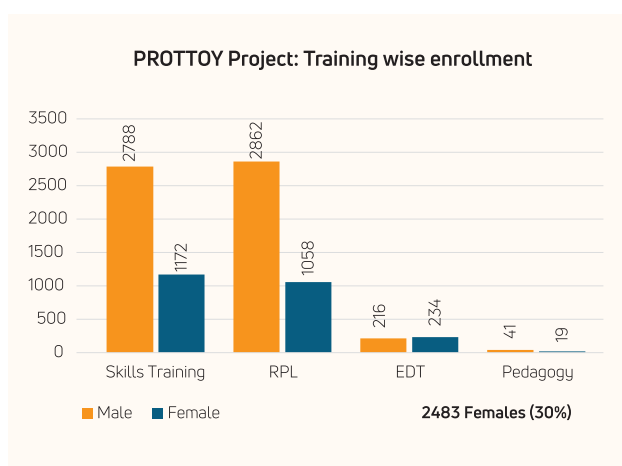
In 2024-2025 UCEP Bangladesh is implementing two major government-funded skills development initiatives across all its regions. The Prosperity through Training of Youth (PROTTOY) Project, supported by the Ministry of Social Welfare, has so far provided competency-based training in 18 trades, successfully training a total of 3,960 young participants. Similarly, the Transform Backward Youth into Industrial Workers to Increase Industrial Productivity (TBIP) Project, funded by the Ministry of Labour and Employment, is delivering training in 20 market-relevant trade courses, through which 4,740 youths have been trained to date. Through these two large-scale projects, UCEP continues to equip marginalized young people with industry-ready skills, contributing significantly to national workforce development and improved industrial productivity.

| ACHIEVEMENTS | |
|--|--|
| PROTTOY PROJECT | TBIP PROJECT |
|  Skill Training 3,960 youths trained in 18 trade courses |  Skill Training 4,740 youths trained in 20 trade courses |
|  Recognition of Prior Learning (RPL) Training 3,920 individuals trained |  Recognition of Prior Learning (RPL) Training 1,480 individuals trained |
|  EDT Training 450 individuals trained |  EDT Training 325 individuals trained |
|  Pedagogy Training 60 trainers trained |  Pedagogy Training 40 trainers trained |
|  Employment Placed in Jobs 3,210 skill-trained youths |  Employment Placed in Jobs 2,875 skill-trained youths |

Trade of Public Partnership Projects

| Project | Skill Training |
|--|--|
| Prosperity through Training of Youth (PROTTOY) Project | <p>Total 18 Trade Courses</p> <p>Apparel Screen Printing, Automotive Mechanics, Beauty Care, Care Giving, Computer Operation, Consumer Electronics, Electrical Installation and Maintenance, Machine Shop Practice, Mobile Phone Servicing, Motorcycle Servicing, Plumbing, Refrigeration and Air-con, Rod Binding, Sewing Machine Operation, Solar Electrical System Installation & Maintenance, Tailoring and Dress Making, Welding, Wood Working Machine Operator</p> |
| Transform backward youth into industrial workers to increase industrial productivity (TBIP) Project | <p>Total 20 Trade Courses</p> <p>Automotive Mechanics, Beauty Care, Care Giving, Computer Operation, Consumer Electronics, Driving, Electrical Installation and Maintenance, Food and Beverage Production, Food and Beverage Servicing, Machine Shop Practice, Mobile Phone Servicing, Motorcycle Servicing, Plumbing, Refrigeration and Air-con, Rod Binding, Sewing Machine Maintenance, Sewing Machine Operation, Tailoring and Dress Making, Welding, Wood Working Machine Operator</p> |

Trainees Enrollment under Public Partnership Projects 2024-2025



Employment of Trainees of Public Partnership Projects 2024-2025

| Project | Skills Training Completers | | | Employment | | | Employment Rate (%) | | |
|----------------|----------------------------|--------------|---------------|--------------|--------------|--------------|---------------------|------------|------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| PROTTOY | 2788 | 1172 | 3960 | 2408 | 802 | 3210 | 86% | 68% | 81% |
| TBIP | 4280 | 2305 | 6585 | 1983 | 892 | 2875 | 46% | 39% | 44% |
| Total | 8,400 | 4,363 | 12,763 | 4,391 | 1,694 | 6,085 | 52% | 39% | 48% |

Technical Education

UCEP Bangladesh expanded its inclusive technical education through 36 schools, giving disadvantaged children and adolescents equitable access. The program exceeded enrolment targets and achieved excellent results in SSC Vocational examination. All UCEP schools adopting eco-friendly practices, awareness, and infrastructure for sustainability.

Enrollment in Technical Schools

During FY 2024–25, a total of 10,672 students (Girl: 3900; Boy: 6772) were enrolled in class VI–X. Notably, 718 (7%) students with disabilities (PWDs) and 651 (6%) ethnic minority students were enrolled, reinforcing the organization’s inclusive education mandate.

GoB Support Received for Academic Excellence

203 students from 29 user schools received academic excellence under special grants of TMED

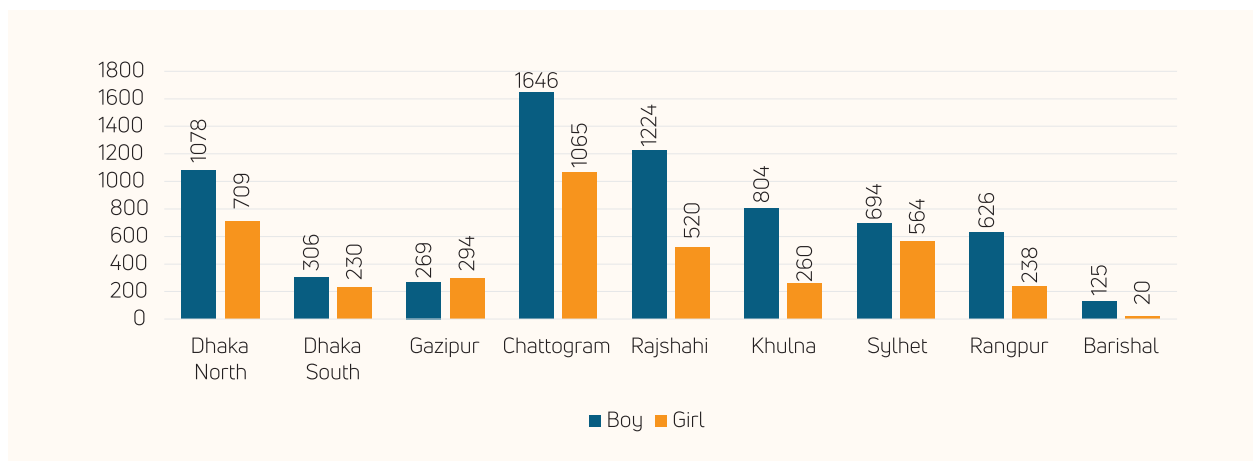
100% students of 36 schools from class VI–X received Department of Technical Education (DTE) Stipend Support

11 Students awarded with BDT 10,000 cash incentive each for Performance-Based Grants for Secondary Institutions (PBGSI) scheme, which is part of the Secondary Education Development Program (SEDP)

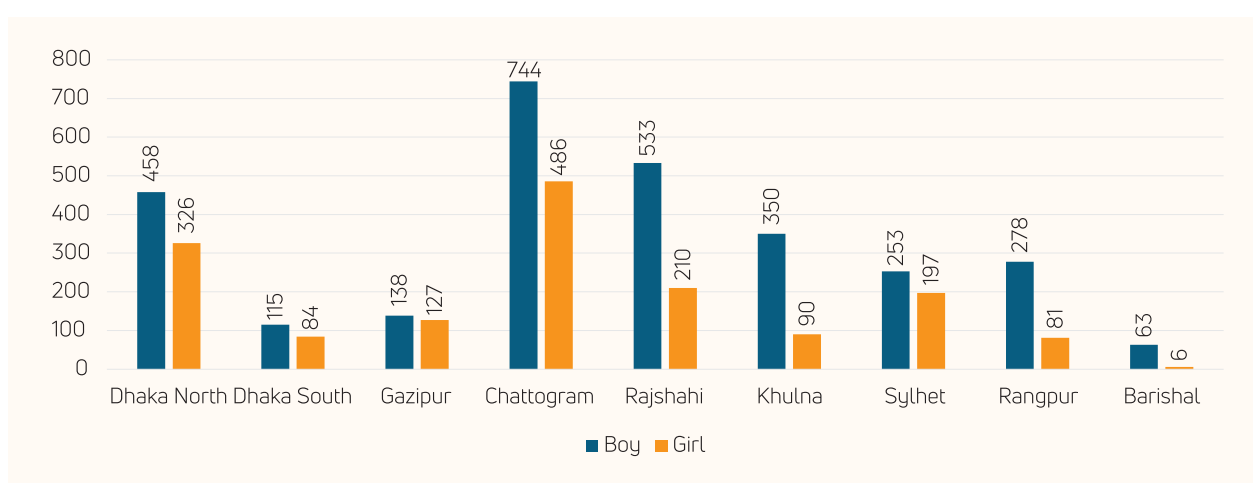
Continuous Quality Improvement

- Out of 360 teachers, 307 teachers trained and upgraded with modern teaching techniques
- Handwriting prizes for students and teachers: Best Teacher (32 at regional and 4 central), plus Best Head Teacher and Best School.

Region-wise student enrollment in Technical Schools



Region-wise New Admission in Technical Schools



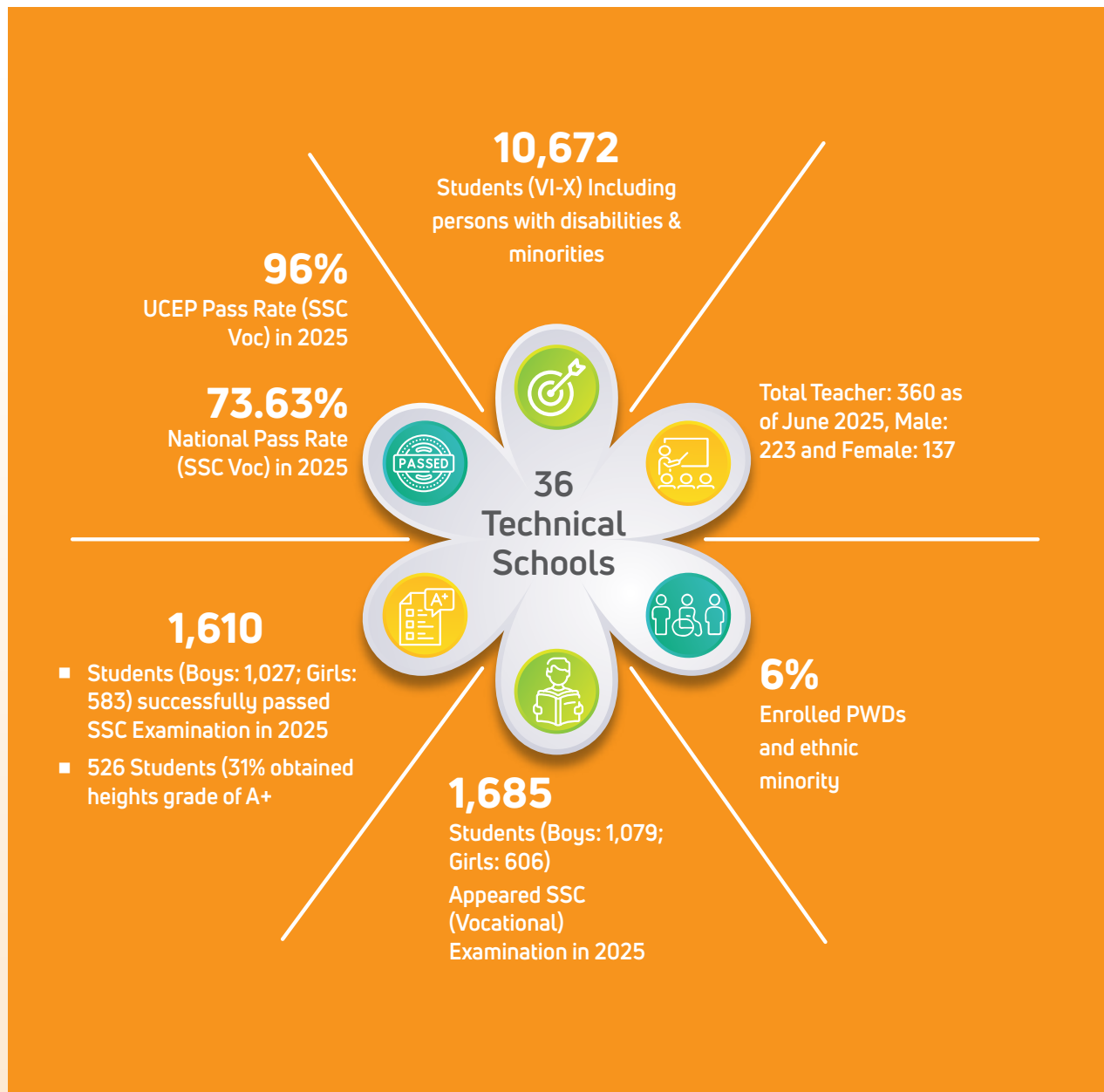
Success in SSC Vocational Examination 2025

1,685 students (Boys: 1,079; Girls: 606) from 36 UCEP Technical Schools appeared in the SSC (Vocational) examinations. UCEP students demonstrated outstanding performance, achieving an exceptional 96% pass rate, far surpassing the national average of 74% in 2025. 1,610 students (Boys: 1,027; Girls: 583) successfully passed, reflecting the strength of UCEP's technical education.

526 students (31%) obtained the highest grade, A+, showcasing the dedication of learners and the quality of instruction across UCEP schools.

Performance of technical schools in SSC (Vocational) in 2024-2025

| Indicators | 2024 | 2025 |
|--|--------|--------|
| National Pass Rate (SSC Voc) | 81.38% | 73.63% |
| UCEP Pass Rate (SSC Voc) | 99% | 96% |
| Number of students appeared in SSC (Voc) | 741 | 1685 |
| Number of students obtained A and A+ Grade | 672 | 1607 |
| % of students obtained A and A+ Grade | 92% | 99.8% |



Success Story

help to **learn**
skills to **earn!**

In the narrow alleys of Meerartek slum in Dhaka, where life is a daily struggle for survival, a young girl named Sohana Akter dared to dream beyond the boundaries set by poverty and tradition. Her father, Kalu Mia, has battled a chronic heart condition since birth, often too weak to work. The weight of providing for the family fell solely on her mother, Bilkis Begum, who spends long hours as a domestic worker just to put food on the table. Yet, even in these hardships, Bilkis nurtured a quiet dream: *"I want my daughter to go further than I ever could, to live a life of dignity and opportunity."* But dreams come at a cost. Sohana's father and elder brother, bound by rigid beliefs, insisted that girls should not study and pressured her to abandon school to earn money instead.

Refusing to let others dictate her destiny, Sohana stood firm. With her mother's unwavering support, she began tutoring and sewing to support her own education expenses, while her mother endured brick breaking labor to keep their household afloat. Together, mother and daughter became warriors, fighting poverty, social barriers, and prejudice. Their struggle bore fruit. In 2024 from UCEP Tytte Botfeldt Technical School, she achieved what once seemed impossible, got GPA 5.00 (A+) in her SSC Vocational Examination.

"It wasn't just my result," Sohana says softly. "It was my mother's victory, her sacrifice written in every grade I achieved."

But Sohana's journey has only just begun. She has now been selected for the Diploma in Computer Science program at Dhaka Polytechnic Institute, a bold step closer to her dream of becoming an engineer. With every milestone, she carries the hope of lifting her family out of hardship and inspiring other girls in her community. Looking ahead, Sohana envisions herself not only as an engineer but also as a changemaker, using her skills to build solutions for her community, support disadvantaged children in pursuing education, and contribute to the nation's technological growth. Her dream is to *"become someone who proves that where you come from does not limit how far you can go, and to ensure no child, especially no girl, is denied the chance to learn."*

Her story is not only one of personal triumph but also a powerful reminder: when girls are given the chance to learn, they do not just transform their own lives, they rewrite the future of their families, their communities, and their nation.



Breaking Barriers with Determination and Dreams



UCEP Polytechnic Institutes

UCEP Institute Science and Technology (UIST) institutes are key centers for Diploma-in-Engineering education, offering programs in Civil, Electrical, Mechanical, Computer Science, Automobile, and Textile technologies etc. By integrating 4IR technologies, green campus practices, and industry-aligned training, they equip underprivileged youth with skills for sustainable livelihoods. To enhance organizational sustainability and expand access to quality technical education nationwide, UCEP is continuously establishing new polytechnic institutes across the country.



Polytechnic Institutes

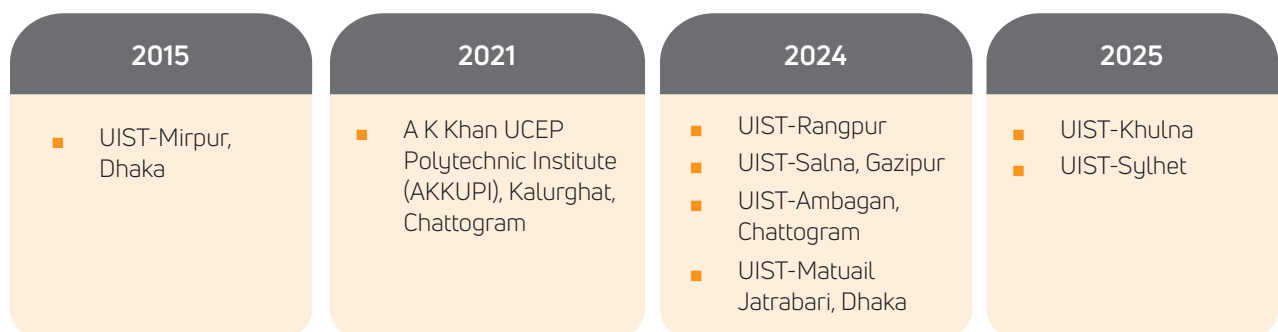
UCEP Institutes of Science and Technology (UIST) offer diploma-in-engineering programs in Automobile Technology, Civil Technology, Computer Science and Technology, Electrical Technology, Fabric Manufacturing Technology, Mechanical Technology civil, electrical, mechanical, computer science, automobile, and textile technologies.



Innovations

Integrate Fourth Industrial Revolution Technologies, green campus practices, and industry-aligned training for economically disadvantaged youths.

Growth of polytechnic institutes



Student Enrollment in Polytechnic Institutes

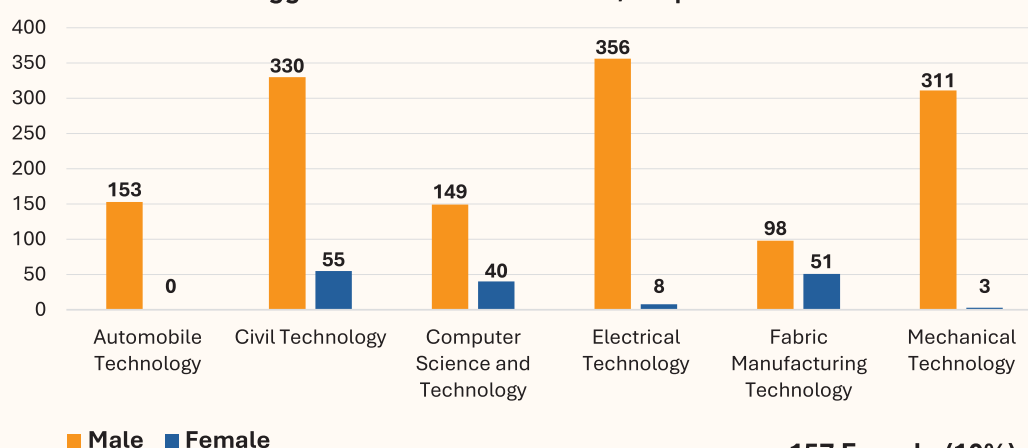
(4-year Diploma-in-Engineering)

| Name | Female | Male | Total |
|------------------------------|------------|-------------|--------------|
| UIST-Mirpur, Dhaka | 157 | 1397 | 1554 |
| AKKUPI, Kalurghat Chattogram | 58 | 437 | 495 |
| UIST-Ambagan, Chattogram | 17 | 14 | 31 |
| UIST-Jatrabari, Dhaka | 15 | 13 | 28 |
| UIST-Gazipur | 7 | 13 | 20 |
| UIST-Rangpur | 6 | 17 | 23 |
| TOTAL | 260 | 1891 | 2,151 |

260 (12%) Female

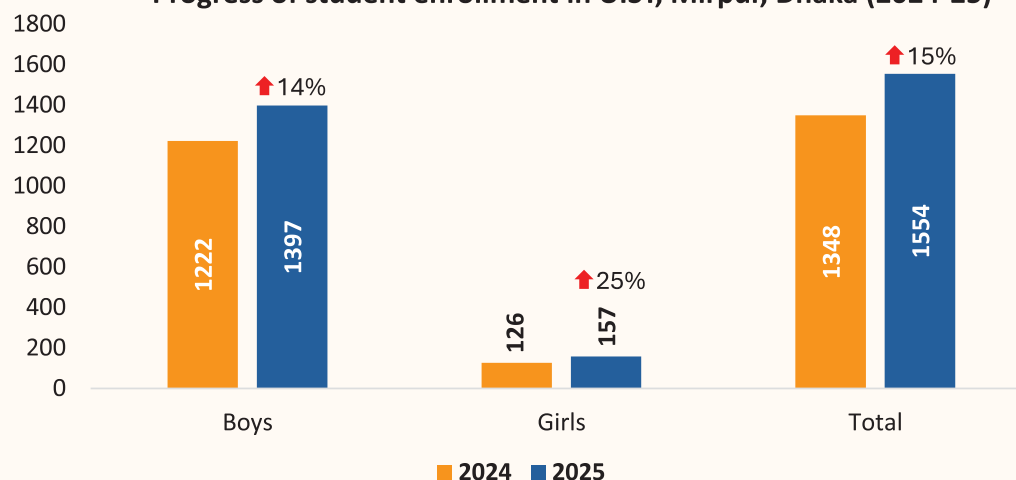
UIST - Mirpur, Dhaka (Established in 2015)

Technology-wise enrollment in UIST, Mirpur Dhaka : 2024–2025

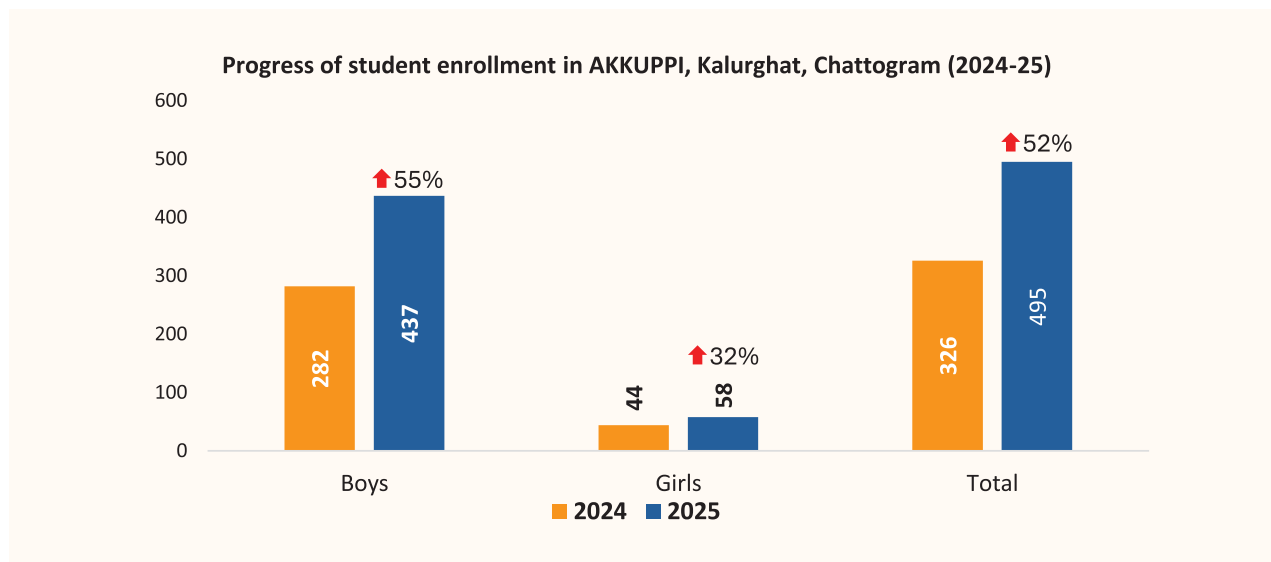
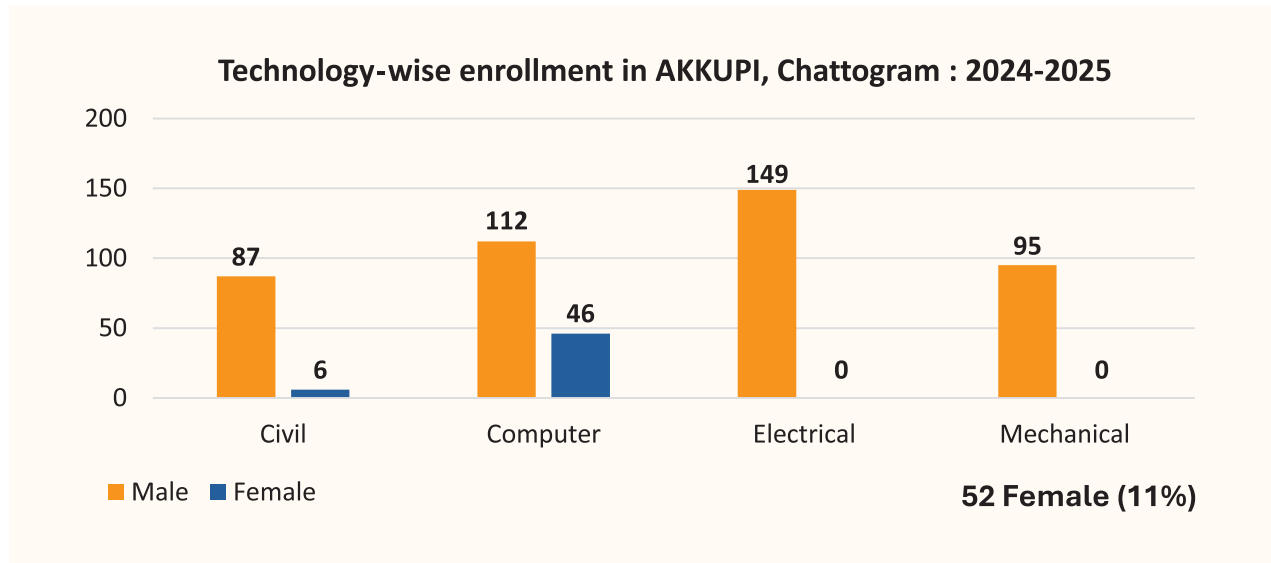


157 Female (10%)

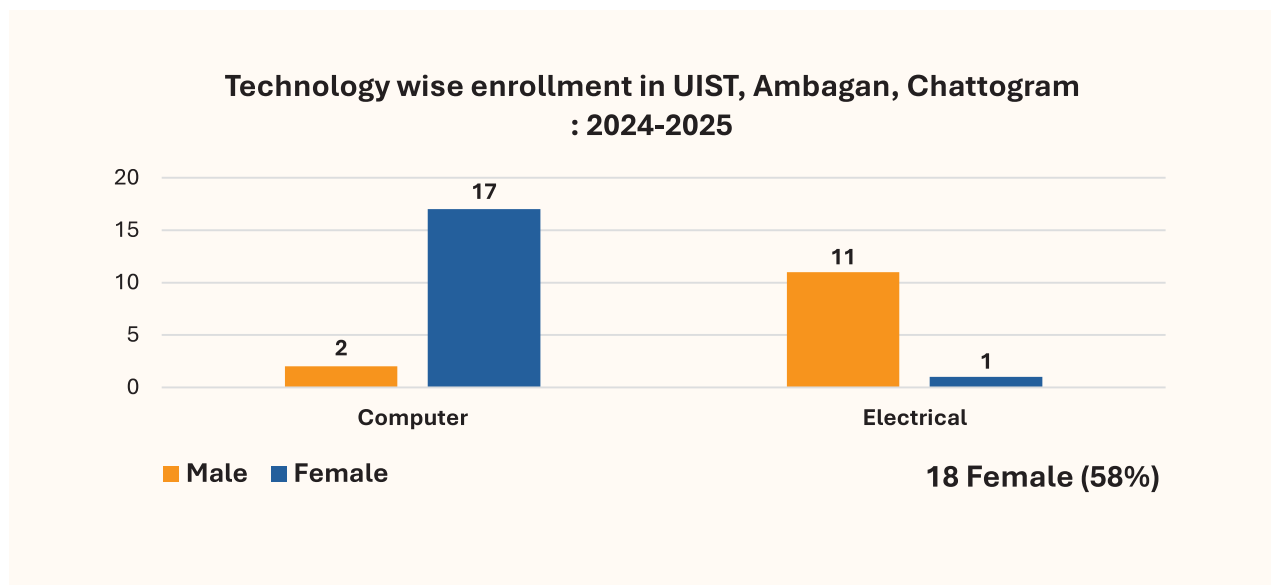
Progress of student enrollment in UIST, Mirpur, Dhaka (2024-25)



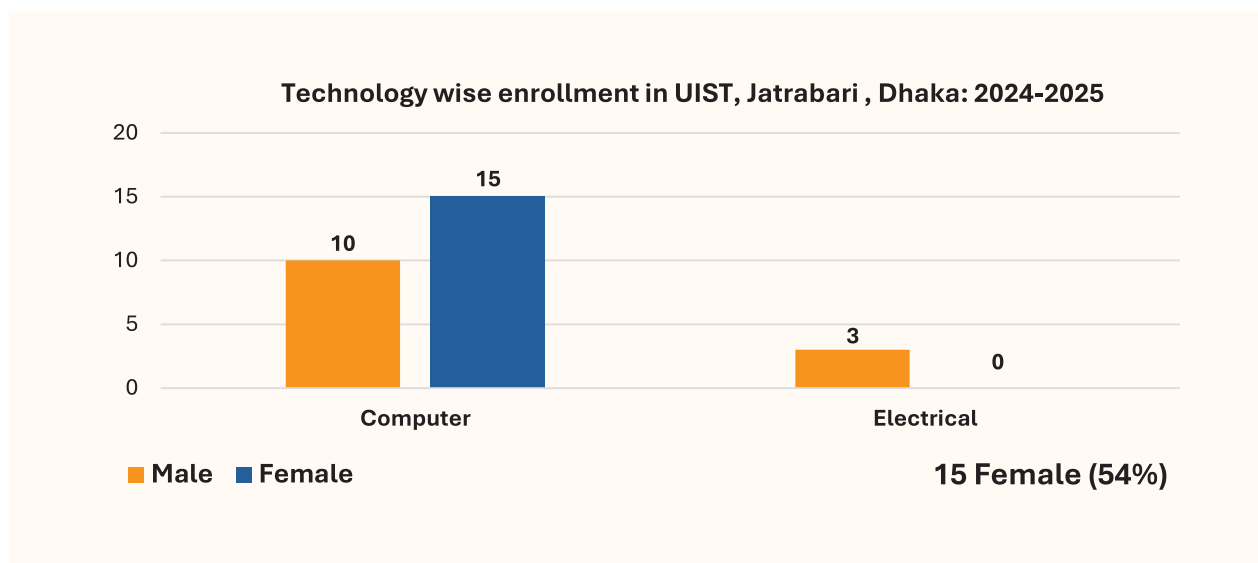
AKKUPI, Kalurghat, Chattogram (Established in 2021)



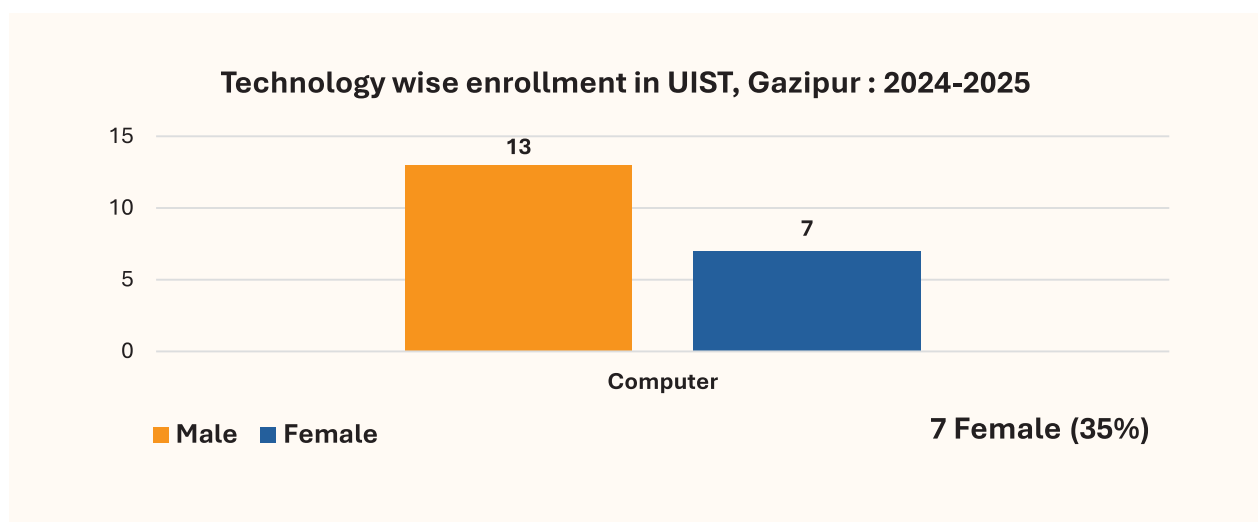
UIST, Ambagan, Chattogram (Established in 2024)



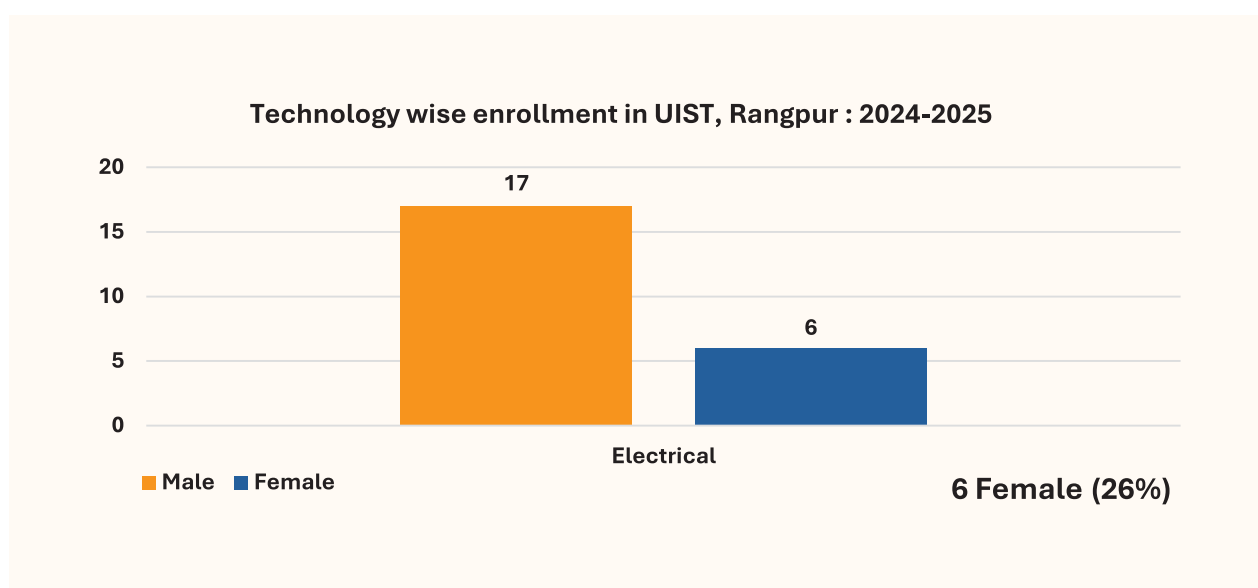
UIST- Jatrabari, Dhaka (Established in 2024)



UIST-Gazipur (Established in 2024)



UIST-Rangpur (Established in 2024)



ACHIEVEMENTS



Diploma Examination Excellence

UIST-Mirpur, Dhaka (99%) and AKKUPI-Kalurghat Chattogram (95%) surpassed the national diploma exam average of 91%, with 71% of students achieving top A/A+ grades.



Innovations & 4IR Integration

UCEP polytechnic institutes are empowering students with futuristic courses in robotics, IoT, automation, and additive manufacturing supported by modern labs.



Recognition & Competitions



UIST-Mirpur, Dhaka

- Won the Civil Fest 2024 championship for Sustainable Waste Management, and received the SDG Achiever Award 2025 for their commitment to the Sustainable Development Goals.
- Computer Science & Technology student team, "Sumo Byte Bash," secured 1st Runner-Up in the University-Level Sumo War category at the 5th International Robo Tech Olympiad 2025



AKKUPI Chattogram

- Achieved multiple robotics championships (Robo Soccer, Mini Robo Soccer)
- Stood Runner-up in Robo Soccer Competition organized by Comilla University during the IT Fest 2024.
- Stood Champion in Robo Soccer Competition in EEE Fest 2.0 organized by Southern University.



Results of Diploma Engineering Students

UIST–Mirpur in Dhaka and AKKUPI–Kalurghat in Chattogram are showcasing remarkable academic progress, with both institutions consistently strengthening their pass rates and producing an increasing number of top-grade achievers. Their growing success in enhancing female enrollment and graduation further reflects a strong commitment to inclusive, equitable, and future-ready technical education.

The Diploma-in-Engineering examination results from UIST–Mirpur for 2024 and 2025 highlight an encouraging upward trajectory. Year by year, more students are excelling—achieving higher grades, securing stronger pass rates, and demonstrating improved academic resilience. Notably, the performance of female students has shown significant positive trends, underscoring UCEP’s dedication to narrowing gender gaps in technical fields.

A comprehensive overview of the academic achievements of both UIST–Mirpur and AKKUPI–Kalurghat is presented below, capturing their continued growth, excellence, and contribution to building a skilled national workforce.

Diploma Examinations Results 2024-2025

| UIST, Mirpur, Dhaka | | | AKKUPI, Chattogram | | |
|--------------------------|-----------|-----------|---------------------------------|-----------|-----------|
| | Year 2024 | Year 2025 | | Year 2024 | Year 2025 |
| Pass Rate in UIST, Dhaka | 96% | 99% | Pass Rate in AKKUPI, Chattogram | NA | 95% |
| # of students passed | 87 | 143 | | | |

National Average Pass Rate of Diploma Examination Results 2025
91%



UCEP Milestone and Significant Achievements

| | | |
|---|--|--|
| <p>UCEP Bangladesh received a copyright registration certificate from the Copyright Office for its slogan "Help to Learn Skills to Earn!" and is in the process of obtaining copyright certification for UCEP logo.</p> | <p>Introduced Awards for Best Teachers of Technical Schools</p> | <p>UCEP Bangladesh Launched Paid Courses course in 24-25. Introduced Japanese Language, Caregiving and other courses</p> |
| <p>Introduced special add on program for diploma students on soft skills.</p> | <p>UCEP supported BTEB for the development of the Competency Standard of Entrepreneurship Development Training (Level 4) for the first time in Bangladesh.</p> | <p>Introduced Vocational pedagogy training Level- 4 & 5</p> |

ACHIEVEMENTS



Staff Capacity Development

60

master trainers

(18% female) completed CBT&A Level 5 training in collaboration with BTEB/ NSDA, enhancing capacity and teaching standards.



Content Development & Updated

5 Competency-Based Curricula (CBC), 10 Competency Standards (CS), 5 Competency-Based Learning Materials (CBLM), and 10 sets of assessment tools in alignment with the National Technical and Vocational Qualifications Framework (NTVQF).



Conducted Competency-Based Training and Assessment (CBT&A) Level-4 pedagogy training and Entrepreneurship Development Training (EDT) for for trainees



Digital Learning

Introduced digital Learning Management System (LMS) for 02 courses named (i) Entrepreneurship Development and (ii) Food & Beverage Services, expanding access to technology-enabled learning system.

The Strategic Way Forward for UCEP Bangladesh

UCEP Bangladesh envisions a bold and forward-looking trajectory for 2026-2030 - one that positions the organization as a national leader in green, future-oriented, and industry-responsive skills development.

This direction is shaped by the country's pressing dual challenge of a persistent shortage of skilled workers.

The disconnect between what the education system produces and what the labor market demands continues to grow, underscoring the need for institutions like UCEP to lead with innovation, relevance, and resilience.

Grounded in its long-standing strengths - its nationwide footprint, strong institutional reputation, and robust physical and human resources - UCEP aims to emerge as a Centre of Excellence in Skills Development by 2030.

This vision is not merely aspirational; it is anchored in strategic reform, capacity enhancement, and a renewed commitment to inclusive and sustainable development.

A central feature of the way forward is the prioritization of green and future-ready skills. UCEP will integrate environmental sustainability across its training ecosystem, ensuring that learners are prepared for emerging green jobs and environmentally responsible industries. At the same time, gender equality, innovation, and human-centric development will serve as cross-cutting themes across all programs.

The SSC (Vocational) program will be repositioned as a strong feeder pathway into engineering and higher technical education. Training programs will be redesigned to extend to 6-12 months, improving depth, competency acquisition, and industry relevance.

In addition, UCEP will introduce fee-based skills training programs to diversify its financial base and expand opportunities for young people and adults seeking market-responsive short courses. Special emphasis will be placed on emerging trades in green technologies, digital skills, and soft skills, ensuring that learners remain competitive in both domestic and global markets.

To ensure long-term sustainability, UCEP will make strategic use of its land and physical assets. Plans include establishing new polytechnics, developing modern training centers, and exploring commercially viable ventures that contribute to revenue generation while serving community needs. These efforts are designed to reduce donor dependency and support a more resilient business model.

The organization's forward strategy is guided by several areas of focus: expanding the skills training horizon; continuously improving training quality; embedding Education for Sustainable Development (ESD) across curricula; deepening industry partnerships; extending geographic coverage; and diversifying into high-demand sectors such as 4IR technologies, healthcare and caregiving, agriculture and food processing, and renewable energy.

Finance and Compliance

UCEP Bangladesh places strong emphasis on rigorous financial planning, internal control, and regulatory compliance to ensure transparency, accountability, and sound financial discipline across the organization. The Finance & Compliance team—including the Finance & Accounts and Grants & Compliance units—maintains robust financial management systems that align with organizational policies and donor requirements.

During the reporting year, the department advanced several strategic initiatives aimed at strengthening financial governance, enhancing internal controls, and improving operational efficiency. Key efforts included:



Through these initiatives, UCEP Bangladesh reaffirmed its commitment to financial innovation, transparency, and organizational excellence, ensuring its financial systems remain effective and aligned with strategic priorities.

Internal Audit

The Internal Audit (IA) Department plays a critical role in strengthening governance, risk management, and internal controls across UCEP Bangladesh. Operating under a risk-based audit framework, the IA team provides independent assurance to the Audit, Finance, and Risk Management Committee (AFRMC) and the Board of Governors.

In FY 2024–25, the department achieved major milestones, including the successful completion of the ISO 9001:2015 Surveillance Audit with zero findings and the upgrade of the cloud-based Asset Management System—transitioning from manual to automated processes for enhanced accuracy and accountability.

Annual risk assessments enabled targeted audits focusing on operational, financial, and asset-related risks. All recommendations were presented to AFRMC for timely corrective measures. Key achievements included



Internal Audit advanced financial integrity and reinforced governance systems across the organization. Its assurance activities strengthened organizational resilience, enhanced operational efficiency, and improved risk mitigation in critical processes. The department also supported asset management automation and validated operational excellence through evidence-based oversight and control evaluations. Collectively, these contributions elevated institutional accountability and positioned UCEP Bangladesh for stronger, future-ready performance fully aligned with its strategic priorities.

These achievements strengthened transparency, accountability, and process efficiency across the organization. Looking ahead, the department plans to introduce cloud-based internal audit software to provide real-time monitoring of controls and further enhance risk management.

Resource Mobilization

During the reporting period, the Resource Mobilization Department made significant progress in expanding UCEP Bangladesh's funding base, strengthening donor relationships, and securing high-impact projects. The unit enhanced institutional credibility through rigorous due diligence and strategic partnership agreements.

Key Highlights

- Secured high-impact projects, including:
 - ADVANTAGE Project (GIZ & BMZ) on women's skills and employment
 - Child rights in the textile supply chain (BMZ & Save the Children)
 - APONJON-Caregiving Youth Project (MetLife Foundation)
 - Child labor prevention in subcontracted RMG sectors (GoodWeave International)
- Strengthened compliance and partnership mechanisms, completing due diligence assessments and finalizing agreements under the EARN Project with Save the Children and CARE Bangladesh, alongside GIZ and GoodWeave.
- Expanded the project pipeline, advancing multi-year initiatives with the World Bank, MetLife Foundation, and Schneider Electric.

Emerging Trends

This year marked a notable shift toward larger, multi-stakeholder partnerships emphasizing:

- Integration of skills training with advocacy, labor rights, and supply-chain reform
- Increased collaboration with INGOs, private foundations, and corporate CSR programs
- Growing emphasis on green jobs, digital skills, care-economy employment, and the RMG sector
- Rising demand for market-driven skills training within socially responsible frameworks

These trends position UCEP Bangladesh as both a leading training provider and a key contributor to national SDG efforts.

Strategic Fundraising & CSR Engagement

- Developed an institutional fundraising strategy with diversified donor pathways
- Conducted comprehensive donor mapping across bilateral agencies, UN organizations, INGOs, and CSR contributors
- Expanded partnerships with corporates in RMG, telecom, and financial services sectors
- Enhanced proposal development templates, partner profiles, and pitch decks

Looking Ahead

The department will focus on securing UN-funded opportunities, humanitarian skills programs (including Rohingya response), digital transformation and green skilling projects, and structured donor engagement to support long-term sustainability.

Communications

The Communications Department solidified its role as UCEP Bangladesh's central "Communication Hub," responsible for strategic branding, digital outreach, stakeholder engagement, and the development of high-quality communication materials.

Key achievements included the publication of the "Story of Change" book, quarterly Fact Sheets, multiple issues of the Skills Talk newsletter, and coordinated branding support for all UCEP projects.

Digital visibility reached unprecedented levels, with 45 million people engaged on Facebook. Website traffic increased significantly, and social media security was strengthened. Official copyright and trademark certificates were secured to protect UCEP's logo and slogan.

Guidelines, templates, scripts, and ToRs were developed for media coverage, events, and documentaries. Continuous training ensured high-quality communication outputs and effective storytelling. Through compelling beneficiary stories and innovative communication approaches, the department enhanced UCEP's visibility and strengthened partner confidence.



The UCEP website's SEO optimization efforts have successfully improved its visibility, achieving a rank on the 1st page of search engine results. This milestone enhances online reach and audience engagement.

Information Communications and Technology (ICT)

The ICT Unit supported all UCEP departments and schools by developing automated systems, improving digital security, and enabling data-driven operations.

Key Achievements

| | | |
|---|--|--|
| <p>Strengthened IT infrastructure across regional offices</p> | <p>Enhanced the digital Asset Management System for improved tracking</p> | <p>Introduced a fully automated Digital Timesheet</p> |
| <p>Launched two mobile apps for UCEP's Online LMS on both Google Play and the App Store</p> | <p>Upgraded ERP features, including biometric attendance and streamlined recruitment</p> | <p>Developed the Online Safeguarding Reporting System for confidential submissions</p> |



Monitoring, Evaluation, Research and Learning (MERL)

The MERL Department made significant progress in strengthening evidence-based decision-making, program accountability, and organizational learning.

Program Monitoring and Evaluation

Key achievements included

- Development of standardized monitoring tools and plans for the GRIVET Project
- Completion of five monitoring visits across Dhaka North, Dhaka South, Gazipur, Kishoreganj, and Chattogram
- Capacity-building trainings for GRIVET, Quest II, and ALP project staff
- Baseline study for the SCB FutureMakers Project
- Impact assessments for the Schneider Project and SCB Reintegration through Reskilling Program

Launch of UPMIS

The new UCEP Project Management Information System (UPMIS) was launched nationwide, bringing full automation to data reporting and monitoring.

Key features include

- Auto-generated dashboards and graphical map systems
- Pivot and graph generation tools
- Data validation rules, ACL-based security, and SSL encryption
- Automated reporting with export and download features

Research and Studies

The MERL team facilitated numerous studies, including feasibility assessments in Pirojpur and Gazipur, social impact assessments, tracer studies, market analyses in multiple regions, gender equality analyses, and reviews of apprenticeship models and Japanese-language training prospects.

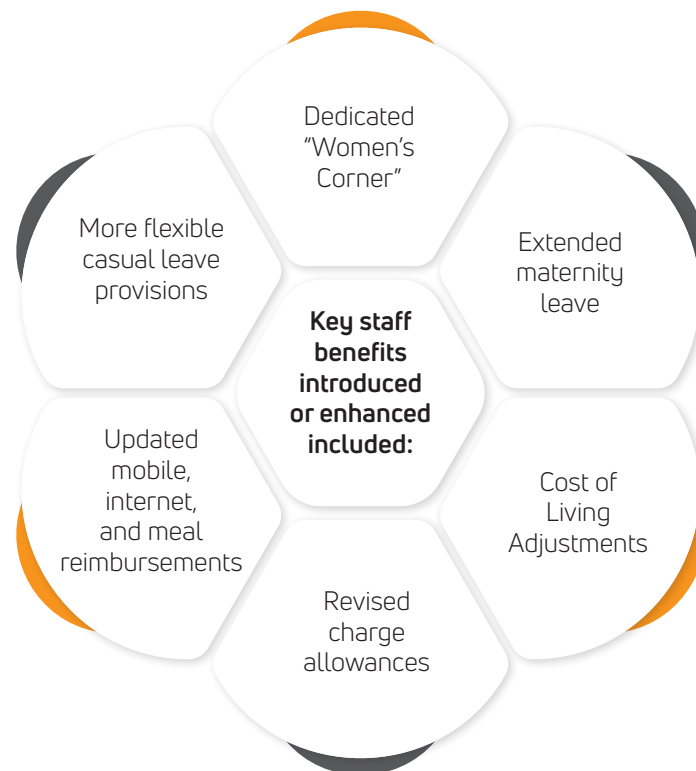
Human Resource Development & Management (HRD&M)

Policy Development and Review

The HRD&M Unit advanced organizational governance through:

- New recruitment policy for short-term staff
- Comprehensive review of the HR Manual (2022)
- Review of six major policies: Safeguarding, Gender, Procurement, Grievance, Benevolent Fund, and Fraud & Corruption Prevention
- Introduction of a revised Code of Conduct
- Rollout of a Training Declaration Form for improved accountability

Staff Well-being Initiatives



Staff Growth

From FY 2022 to FY 2025, staff numbers increased from 778 to 1,059 (36%).

80 job circulars were issued for **171** positions

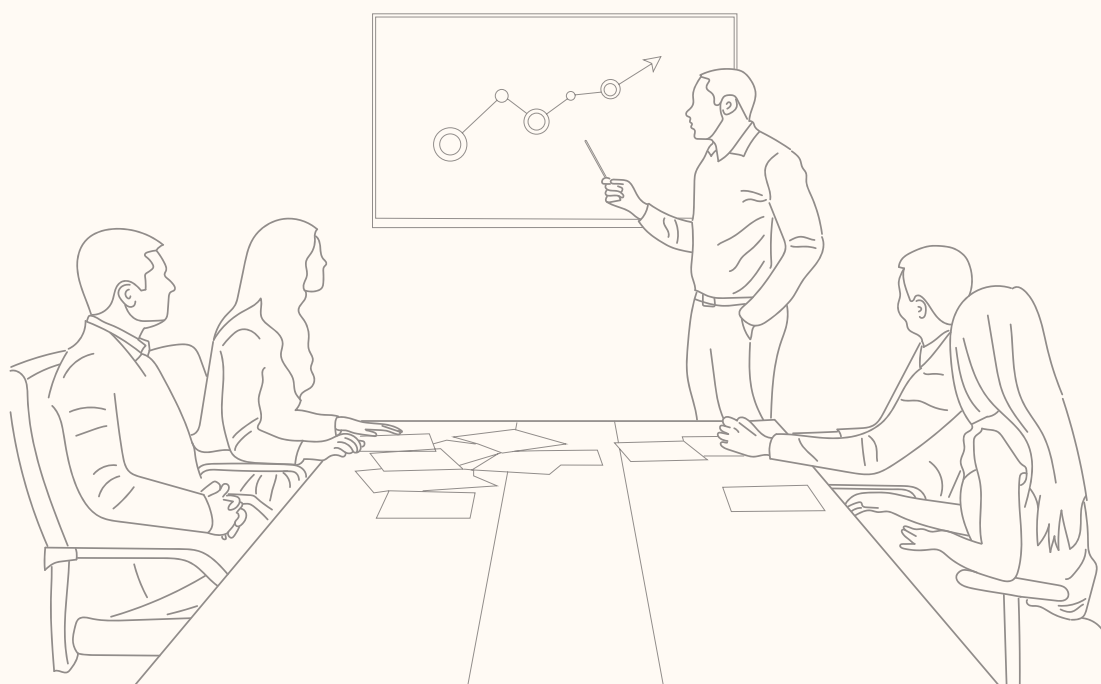
154 staff were recruited (**33** contractual, **121** project-based)

39 women and **115** men joined, with women comprising **34%** of new hires

The HR Unit continued prioritizing gender inclusion, PWD participation, and ethnic diversity

Training, Complaint Mechanism & PSEA

- 100% staff completed refresher training on Child Protection, Safeguarding, PSEA, and PSH
- Introduction of new complaint & suggestion box guidelines
- Launch of an online reporting mechanism
- Strengthened confidential reporting in line with safeguarding and whistleblowing policies



FINANCIALS





UCEP BANGLADESH

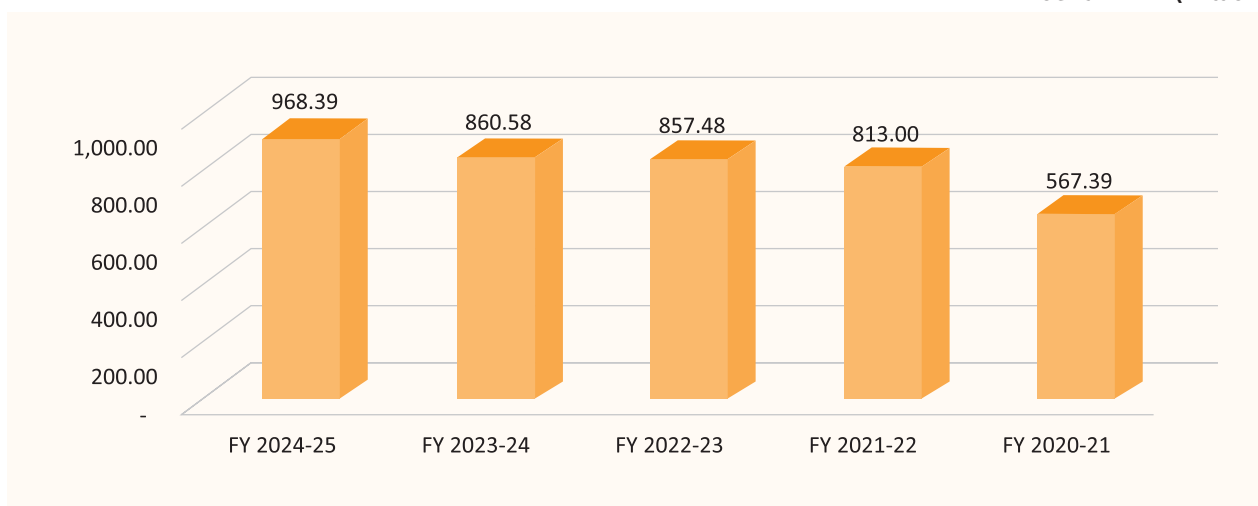
Five Years Statement of Financial Position

Amount in BDT (Million)

| Particulars | FY 2024-25 | FY 2023-24 | FY 2022-23 | FY 2021-22 | FY 2020-21 |
|--------------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ASSETS | | | | | |
| Non-current Assets | | | | | |
| Property, plant and equipment | 419.08 | 422.07 | 451.31 | 395.45 | 417.21 |
| Current Assets | | | | | |
| Accounts receivable | 26.86 | 26.11 | 40.24 | 37.01 | 25.84 |
| Receivable from development partners | 42.77 | 62.47 | 75.26 | 12.83 | 57.01 |
| Advance income tax | 6.74 | 18.63 | 11.94 | 8.22 | 5.86 |
| Advance, deposit and pre-payments | 4.84 | 15.64 | 2.51 | 2.17 | 3.66 |
| Inventories | - | - | - | - | 0.38 |
| Accrued Interest on FDR | 33.14 | 16.04 | 13.11 | 8.12 | 1.96 |
| Investment in FDR | 815.49 | 541.77 | 457.06 | 475.06 | 376.86 |
| Cash and cash equivalents | 404.82 | 317.53 | 325.53 | 180.28 | 301.90 |
| Total Current Assets | 1,334.65 | 998.20 | 925.64 | 723.69 | 773.47 |
| Total Assets | 1,753.74 | 1,420.27 | 1,376.95 | 1,119.15 | 1,190.68 |
| FUND AND LIABILITIES | | | | | |
| Non-Current Liabilities | | | | | |
| Fixed Asset Fund | 326.17 | 322.43 | 321.61 | 269.90 | 293.64 |
| Current Liabilities | | | | | |
| Grant received in Advance | 331.02 | 131.93 | 156.05 | - | - |
| Provision and liabilities | 111.32 | 93.34 | 26.57 | 21.00 | 313.62 |
| Security deposit | 16.84 | 12.00 | 15.25 | 15.25 | 16.04 |
| Total Liabilities | 459.18 | 237.27 | 197.86 | 36.25 | 329.66 |
| Capital Fund | 968.39 | 860.58 | 857.48 | 813.00 | 567.39 |
| Total Fund and Liabilities | 1,753.74 | 1,420.27 | 1,376.95 | 1,119.15 | 1,190.68 |

Five Years Comparative Capital Fund

Amount in BDT (Million)



UCEP BANGLADESH

Five Years Income Statement

Amount in BDT (Million)

| Particulars | FY 2024-25 | FY 2023-24 | FY 2022-23 | FY 2021-22 | FY 2020-21 |
|--|-----------------|---------------|---------------|---------------|---------------|
| INCOME | | | | | |
| Grant income | 979.29 | 702.09 | 687.95 | 590.82 | 566.54 |
| Income from house property | 42.58 | 41.59 | 45.24 | 45.24 | 43.28 |
| Income from trainings and workshops | - | - | - | - | 0.15 |
| Income from tuition fees | 22.81 | 21.85 | 14.86 | 9.63 | 7.01 |
| Bank interest on FDR | 70.79 | 45.02 | 32.44 | 27.71 | 42.79 |
| Bank interest on saving accounts | 14.67 | 2.09 | 2.44 | 3.10 | 2.53 |
| Other income | 69.64 | 0.50 | 0.20 | 0.04 | - |
| Total Income | 1,199.79 | 813.14 | 783.14 | 676.54 | 662.30 |
| EXPENDITURE | | | | | |
| Salary and benefits | 422.59 | 295.98 | 247.11 | 283.63 | 393.45 |
| Education and social expenses | 393.29 | 344.07 | 372.86 | 203.46 | 92.95 |
| Office and administration expenses | 93.28 | 14.15 | 25.00 | 26.67 | 12.77 |
| Property and building maintenances | 81.59 | 66.79 | 55.76 | 59.80 | 47.25 |
| Capacity development | 6.42 | 2.71 | 1.58 | 0.87 | 6.15 |
| Development expenses | 2.48 | 2.71 | 2.06 | 9.10 | 7.55 |
| Monitoring, research and evaluation | 2.77 | 2.66 | 2.61 | 2.45 | 3.74 |
| Income tax expense | 29.62 | 6.35 | - | - | - |
| Depreciation | 48.23 | 44.98 | 47.84 | 44.77 | 39.49 |
| Total Expenditure | 1,080.27 | 780.40 | 754.82 | 630.74 | 603.36 |
| Excess of income over expenditure | 119.52 | 32.73 | 28.31 | 45.80 | 58.94 |

UCEP BANGLADESH

Financial Highlights Five Years Data Vertical Analysis

Amount in BDT(Million)

| Particulars of Income and Expenditure | FY 2024-25 | % | FY 2023-24 | % | FY 2022-23 | % | FY 2021-22 | % | FY 2020-21 | % |
|---|-------------------|-------------|-------------------|-------------|-------------------|-------------|-------------------|-------------|-------------------|-------------|
| Income | 1,199.79 | 100% | 813.14 | 100% | 783.14 | 100% | 676.54 | 100% | 662.30 | 100% |
| Expenditure | 1,080.27 | 90% | 780.40 | 96% | 754.82 | 96% | 630.74 | 93% | 603.36 | 91% |
| Excess of income over expenditure | 119.52 | 10% | 32.73 | 4% | 28.31 | 4% | 45.80 | 7% | 58.94 | 9% |
| Assets | FY 2024-25 | % | FY 2023-24 | % | FY 2022-23 | % | FY 2021-22 | % | FY 2020-21 | % |
| Non-current Assets | | | | | | | | | | |
| Property, plant and equipment | 419.08 | 24% | 422.07 | 30% | 451.31 | 33% | 395.45 | 35% | 417.21 | 35% |
| Current Assets | | | | | | | | | | |
| Accounts receivable | 26.86 | 2% | 26.11 | 2% | 40.24 | 3% | 37.01 | 3% | 25.84 | 2% |
| Receivable from Donor | 42.77 | 2% | 62.47 | 4% | 75.26 | 5% | 12.83 | 1% | 57.01 | 5% |
| Advance income tax | 6.74 | 0% | 18.63 | 1% | 11.94 | 1% | 8.22 | 1% | 5.86 | 0% |
| Advance, deposit and pre-payments | 4.84 | 0% | 15.64 | 1% | 2.51 | 0% | 2.17 | 0% | 3.66 | 0% |
| Inventories | - | 0% | - | 0% | - | 0% | - | 0% | 0.38 | 0% |
| Accrued interest on FDR & Treasury Bond | 33.14 | 2% | 16.04 | 1% | 13.11 | 1% | 8.12 | 1% | 1.96 | 0% |
| Investment in FDR & Treasury Bond | 815.49 | 47% | 541.77 | 38% | 457.06 | 33% | 475.06 | 42% | 376.86 | 32% |
| Cash and bank balances | 404.82 | 23% | 317.53 | 22% | 325.53 | 24% | 180.28 | 16% | 301.90 | 25% |
| Total current Assets | 1,334.65 | 76% | 998.20 | 70% | 925.64 | 67% | 723.69 | 65% | 773.47 | 65% |
| Total Assets | 1,753.74 | 100% | 1,420.27 | 100% | 1,376.95 | 100% | 1,119.15 | 100% | 1,190.68 | 100% |
| Capital Fund and Liabilities | | | | | | | | | | |
| Non-Current Liabilities | FY 2024-25 | % | FY 2023-24 | % | FY 2022-23 | % | FY 2021-22 | % | FY 2020-21 | % |
| Fixed Asset Fund | 326.17 | 19% | 322.43 | 23% | 321.61 | 23% | 269.90 | 24% | 293.64 | 25% |
| Current Liabilities | | | | | | | | | | |
| Grant received in advance | 331.02 | 19% | 131.93 | 8% | 156.05 | 12% | - | 0% | - | 0% |
| Provision and liabilities | 111.32 | 6% | 93.34 | 7% | 26.57 | 2% | 21.00 | 2% | 313.62 | 26% |
| Security deposit | 16.84 | 1% | 12.00 | 1% | 15.25 | 1% | 15.25 | 1% | 16.04 | 1% |
| TOTAL LIABILITIES | 785.35 | 45% | 559.69 | 39% | 519.47 | 38% | 306.14 | 27% | 623.30 | 52% |
| Capital Fund | 968.39 | 55% | 860.58 | 61% | 857.48 | 62% | 813.00 | 73% | 567.39 | 48% |
| TOTAL FUND AND LIABILITIES | 1,753.74 | 100% | 1,420.27 | 100% | 1,376.95 | 100% | 1,119.15 | 100% | 1,190.68 | 100% |

UCEP BANGLADESH

Five Years Financial Ratio

Amount in BDT (Million)

| Particulars | FY 2024-25 | FY 2023-24 | FY 2022-23 | FY 2021-22 | FY 2020-21 |
|-----------------------------------|------------|------------|------------|------------|------------|
| Grants income | 979.29 | 702.09 | 687.95 | 590.82 | 566.54 |
| Total Income | 1,199.79 | 813.14 | 783.14 | 676.54 | 662.30 |
| Total Expenditure | 1,080.27 | 780.40 | 754.82 | 630.74 | 603.36 |
| Excess of income over expenditure | 119.52 | 32.73 | 28.31 | 45.80 | 58.94 |
| Current Assets | 1,334.65 | 998.20 | 925.64 | 723.69 | 773.47 |
| Total Assets | 1,753.74 | 1,420.27 | 1,376.95 | 1,119.15 | 1,190.68 |
| Capital Fund | 968.39 | 860.58 | 857.48 | 813.00 | 567.39 |
| Program Expenses | 1,039.80 | 727.01 | 702.40 | 577.27 | 542.72 |
| Total Expenses | 1,126.11 | 771.29 | 736.09 | 613.06 | 588.66 |

Financial Ratio

| | | | | | |
|--|------|-----|------|------|------|
| Profitability Ratio | 10% | 4% | 4% | 7% | 9% |
| Donation to Total Revenue/Donor dependency | 82% | 86% | 88% | 87% | 86% |
| Total Expenses to Revenue | 90% | 96% | 96% | 93% | 91% |
| Year-over-Year Growth | 265% | 16% | -38% | -22% | -33% |
| Current Ratio | 76% | 70% | 67% | 65% | 65% |
| Net Asset Ratio | 55% | 61% | 62% | 73% | 48% |
| Return on Assets (RoA) | 7% | 2% | 2% | 4% | 5% |
| Program Expense Ratio | 92% | 94% | 95% | 94% | 92% |

Non-financial Ratio

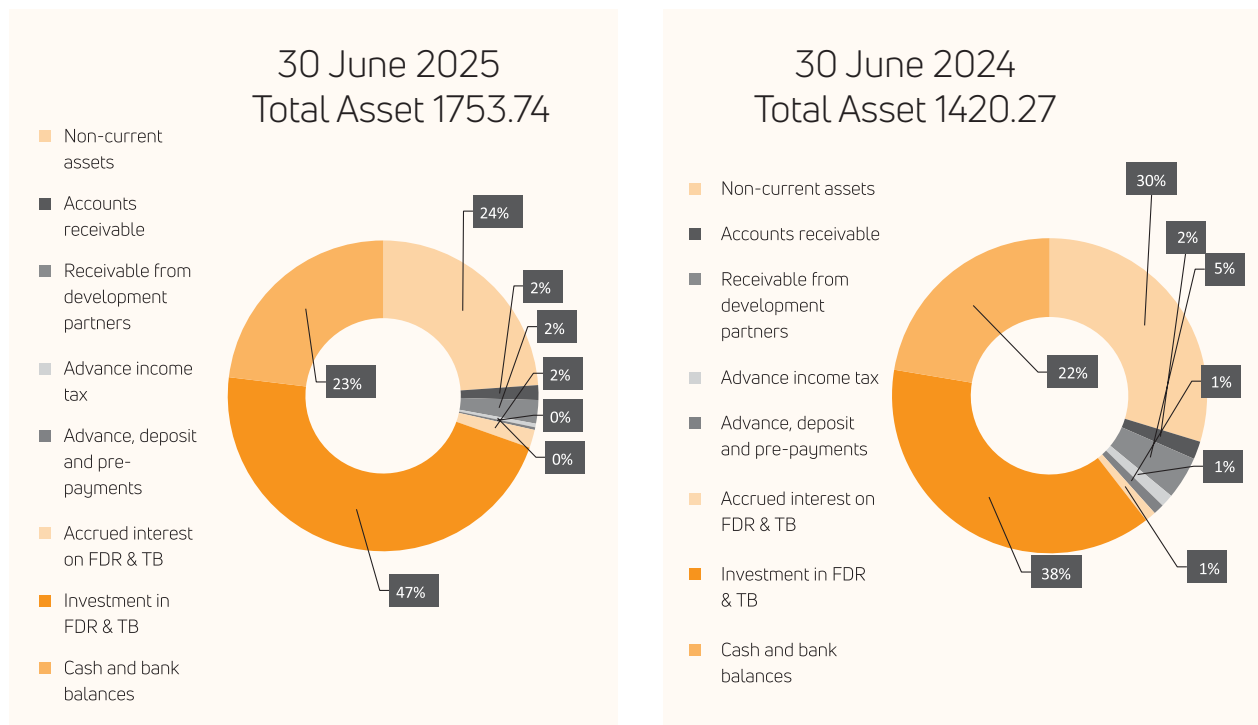
| | | | | | |
|-------------------------|--------|--------|--------|--------|------|
| Employee retention rate | 92.31% | 90.01% | 92.89% | 90.63% | 94% |
| Donor retention ratio | 100% | 100% | 100% | 100% | 100% |

*Program expenses ratio calculation based on actual expenditure has been shown by including Capital Expenditure and excluding Depreciation.

UCEP BANGLADESH

Position of Asset as on 30 June 2025

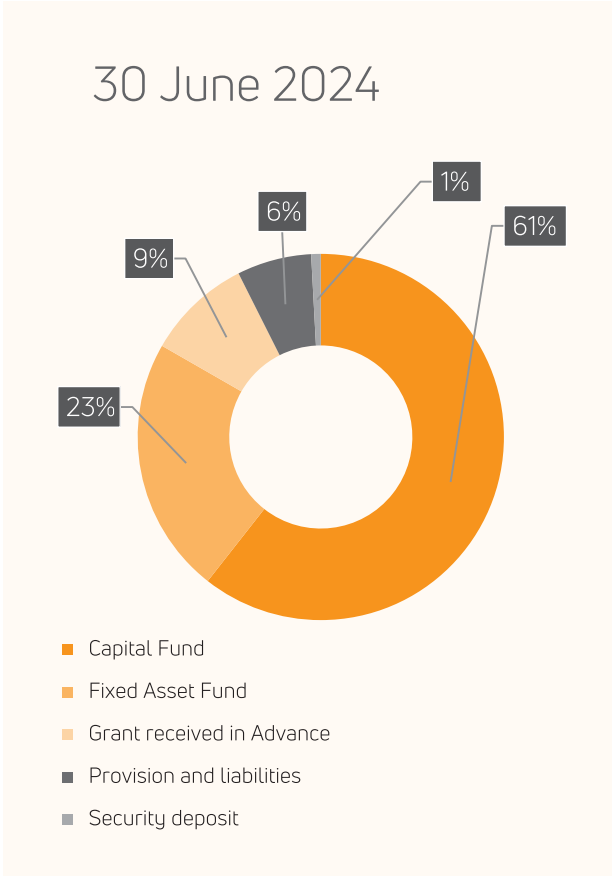
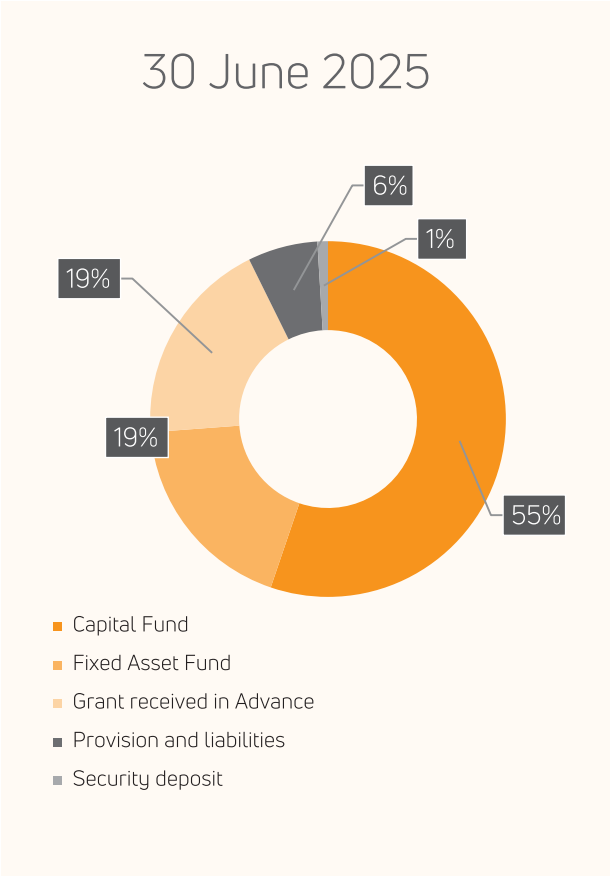
Amount in BDT (Million)



Capital Fund and Liabilities Position as on 30 June 2025

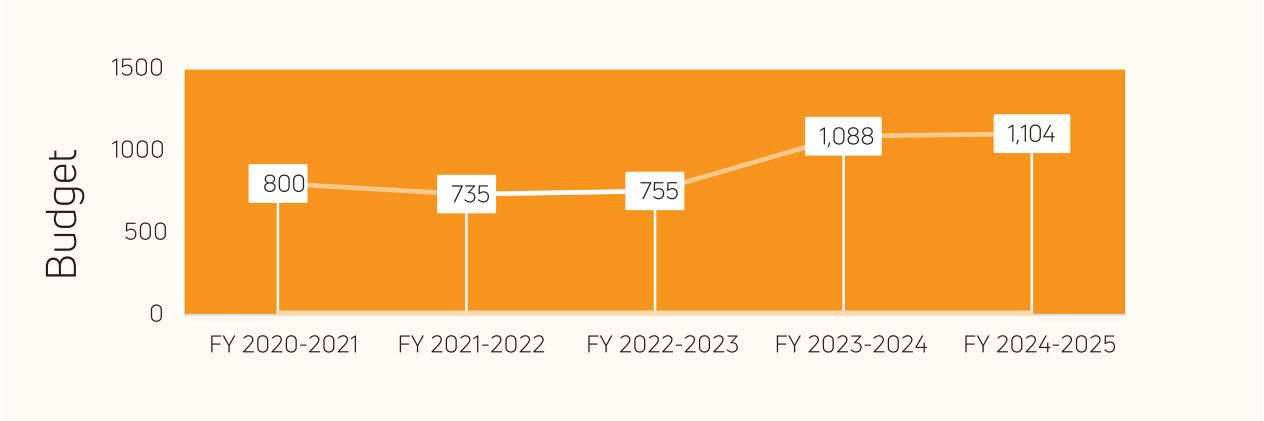
Amount in BDT (Million)

| FUND AND LIABILITIES | 30 June 2025 | 30 June 2024 |
|---|-----------------|-----------------|
| Capital Fund | 968.39 | 860.58 |
| Fixed Asset Fund | 326.17 | 322.43 |
| Grant received in Advance | 331.02 | 131.93 |
| Provisions and liabilities | 111.32 | 93.34 |
| Security deposit | 16.84 | 12.00 |
| TOTAL Capital Fund and liabilities | 1,753.74 | 1,420.27 |



UCEP Bangladesh 5 Years' Budget Progress

Amount in BDT (Million)



UCEP BANGLADESH

Five Years Budget Utilization Status

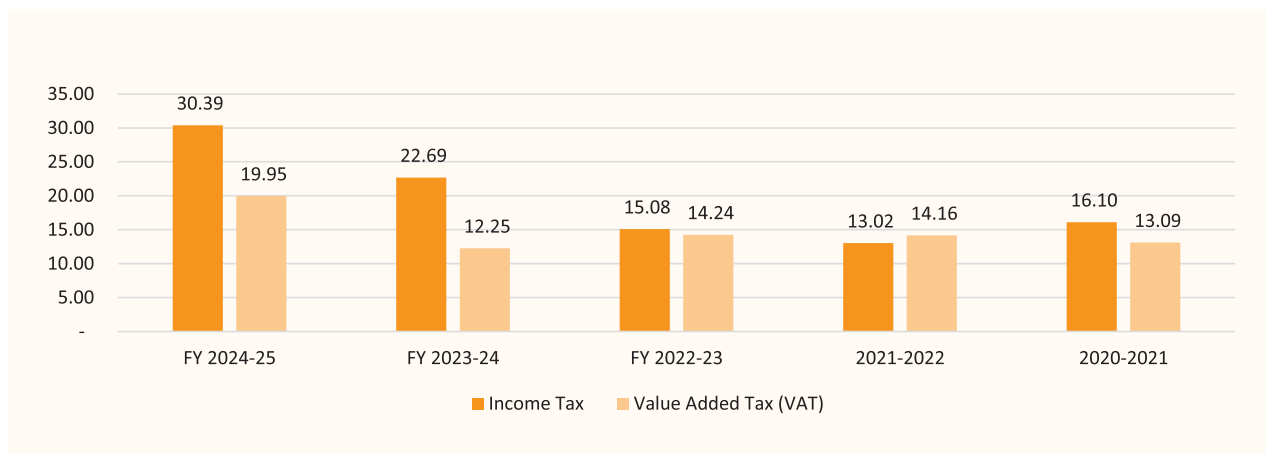
Amount in BDT(Million)

| Fiscal Year | Budget | Income | Expenditure | Rate of Utilization on the basis of Expenditure | Rate of Utilization on the basis of Income |
|-------------|----------|----------|-------------|---|--|
| 2020-2021 | 799.70 | 662.30 | 588.66 | 74% | 89% |
| 2021-2022 | 735.40 | 676.54 | 630.28 | 86% | 93% |
| 2022-2023 | 754.82 | 783.14 | 736.09 | 98% | 94% |
| 2023-2024 | 1,088.40 | 820.85 | 767.24 | 70% | 93% |
| 2024-2025 | 1,104.30 | 1,199.79 | 1,077.88 | 98% | 90% |

*Actual expenditure has been shown by including Capital Expenditure and excluding Depreciation.

Five Years Contribution to the Government Exchequer

Amount in BDT (Million)

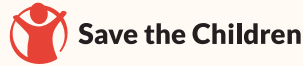


Strategic Focus for Sustainability



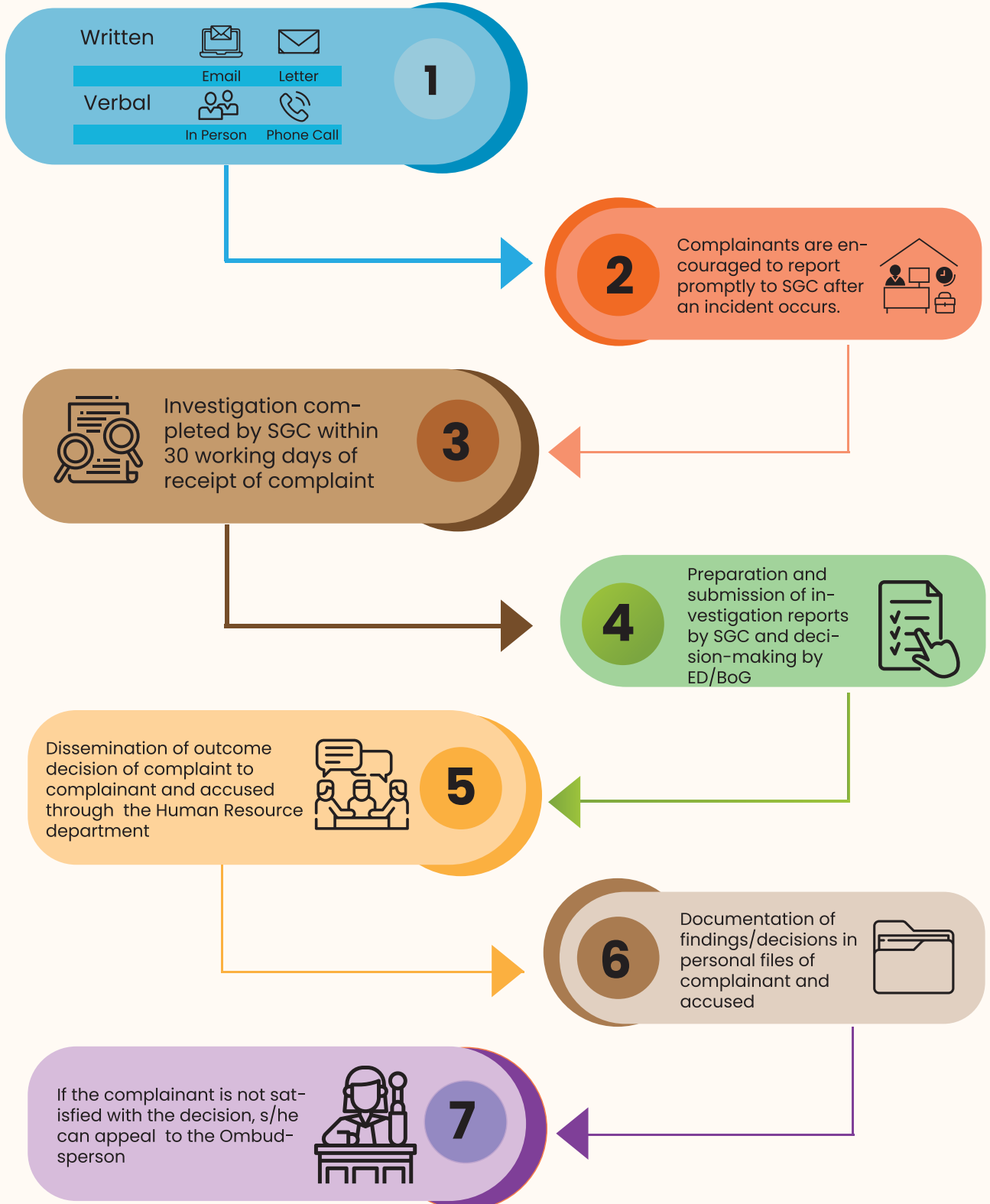


THANKS TO THE DEVELOPMENT PARTNERS AND WELL-WISHERS FOR THEIR GENEROUS SUPPORT



WORKPLACE SEXUAL HARASSMENT COMPLAINTS AND REDRESS PROCESSES

Complaint against Sexual Harassment



***SGC: Safeguarding Committee**

**WE'RE COMMITTED
TO MAKE THEM** **UNDER
PRIVILEGED**



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Donate now, be a proud partner
of UCEP Bangladesh



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